Working Definition

“Male and female members of the labor force aged 55 years and above in the private and public sectors, irrespective of their sources of income, conditions of employment or status in the establishment.”

- “Senior citizen”: 60 years and above
- Medical perspective: >45 years
CONCERN: Ageing Population/ Workforce

Philippines: 2000

Philippines: 2025

Source: U.S. Census Bureau, International Data Base.
Global ageing

1990

- Communicable diseases: 49
- Noncommunicable diseases: 27
- Neuropsychiatric diseases: 9
- Injuries: 15

2020

- Communicable diseases: 43
- Noncommunicable diseases: 21
- Neuropsychiatric diseases: 14
- Injuries: 22
OSH Concerns of older workers

Disease:
- Hypertension, muscular-skeletal diseases, Alzheimer’s

Skills:
- diminished endurance, especially in physically demanding occupations like construction.

Physiologic deterioration
- diminished hearing and vision: air transport and navigation.

Older Women
- menopause related physiological changes and reduced working capacity.

Emerging Concerns:
- new occupational hazards and risks: new toxic substances,
- Organizational, technological change and pace: stress,
OSH CONCERN: PRODUCTIVITY

- Demanding work: Construction, mining, maritime
- Skills, work experience, judgment
- Role model, compliance with OSH
Concern: Social Protection

- Inadequate old-age pensions and health insurance
- High dependency ratio on older workers
- OSH deficits in Informal Sector
OSH CONCERN: EQUALITY & NON-DISCRIMINATION

- Recruitment, Promotion, Retrenchment
- Training
- Last in – First out
- Mobbing
OSH CONCERN: EMPLOYABILITY

Work ability:
- Health
- Competencies and skills
- Motivation

Employability:
- Labour Market
- Work place
- Organisation
Action for ageing workforce

Personnel planning, Training, education, re-entry, career planning

Age friendly work design: Mixed teams, job enhancement etc.

Flexibilisation of working time: Work-life Balance,

Enterprise culture: Valuation, recognition, diversity

Life course approaches:

Health and integration management: Workplace health promotion
Firm-level solutions: Recognition

- Older workers are assets, not liabilities
- Representation in union, committees
- No tolerance of age-discrimination
Firm-level Solutions

- Focus on Prevention
- Age-specific policies & work arrangements: job rotation
- training
- Preparation for post employment
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