



# Oxford Institute of Ageing

## Reconciling population ageing, new family models and employment

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- By 2030, nearly half the population of Western Europe will be over 50 years of age, with a life expectancy at age 50 into their 90s.



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- A quarter of the population of the Developed World will be over 65.



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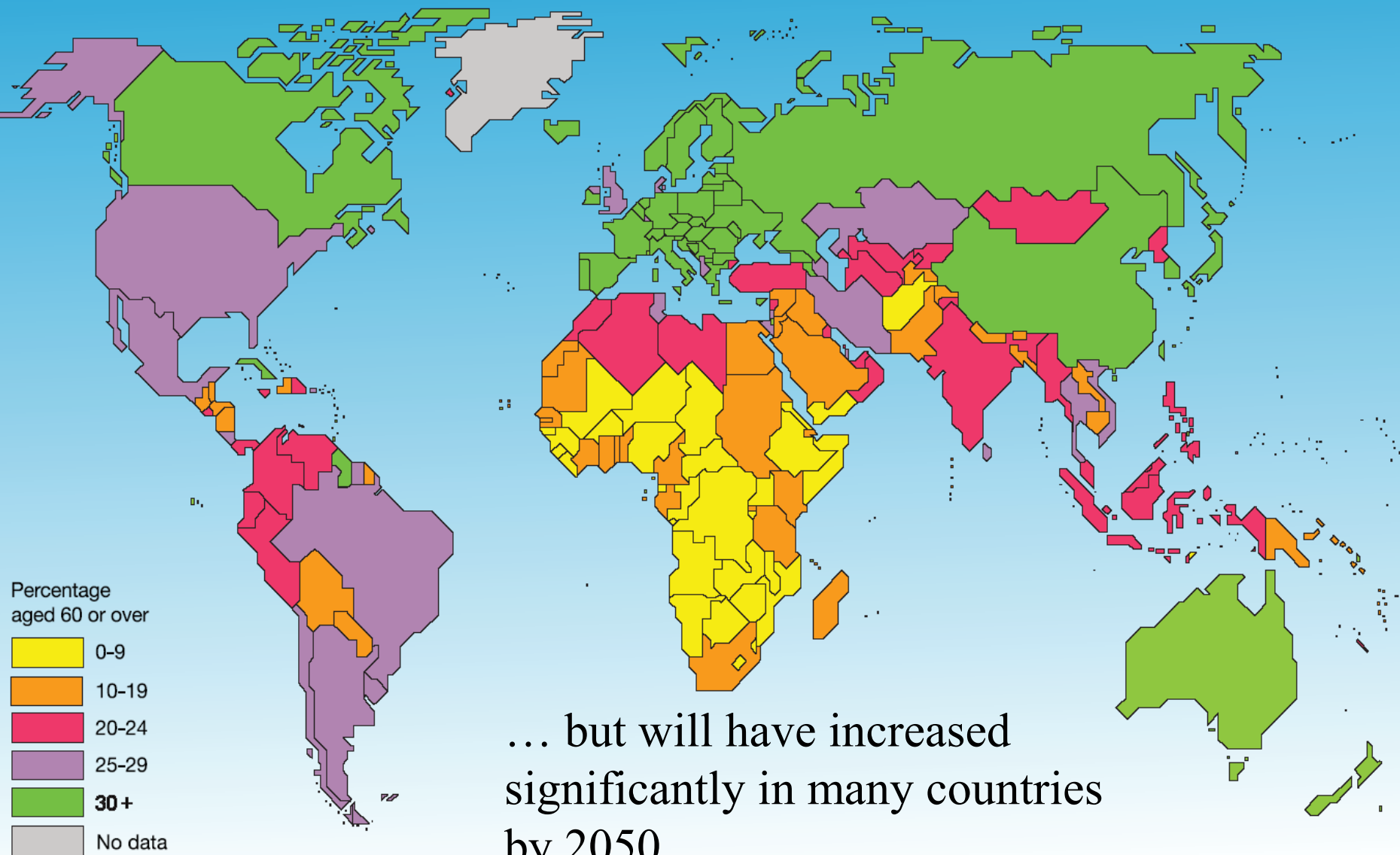
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- By 2030, nearly half the population of Western Europe will be over 50 years of age, with a life expectancy at age 50 into their 90s.
- A quarter of the population of the Developed World will be over 65.
- A quarter of the population of Asia will be over 60



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# Percentage of total population aged 60 years or over 2050

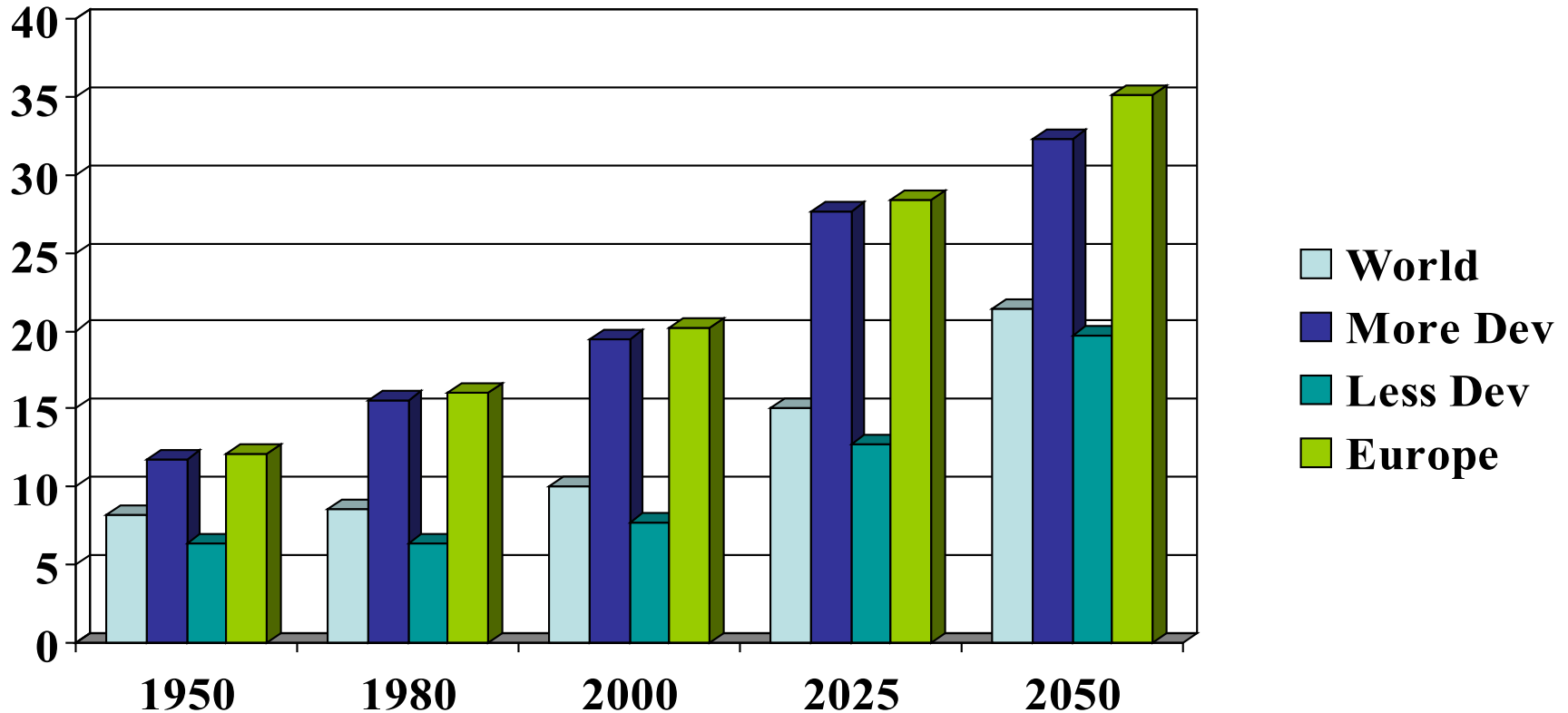


... but will have increased significantly in many countries by 2050.



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## 1950-2050 Population 60+ %

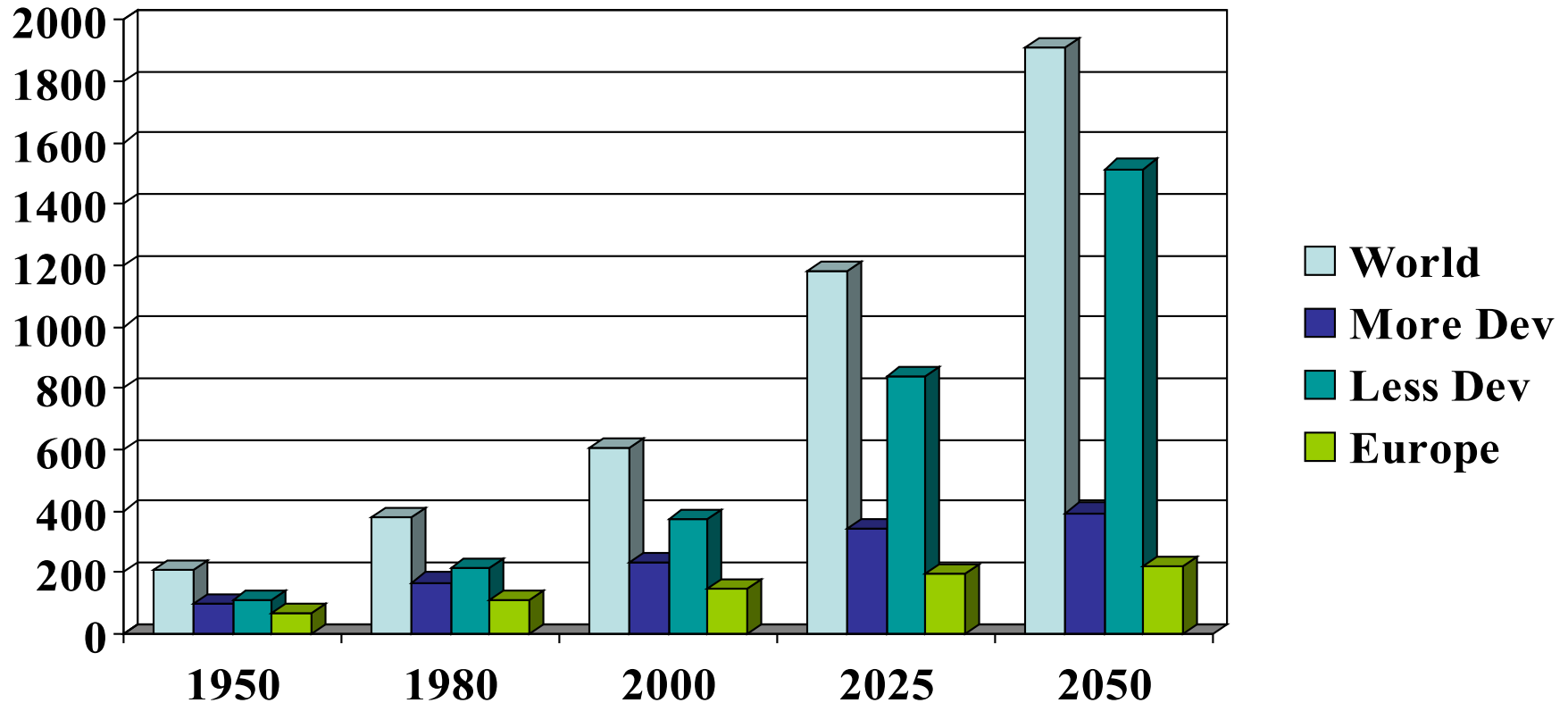


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## 1950-2050 Population 60+ in Millions

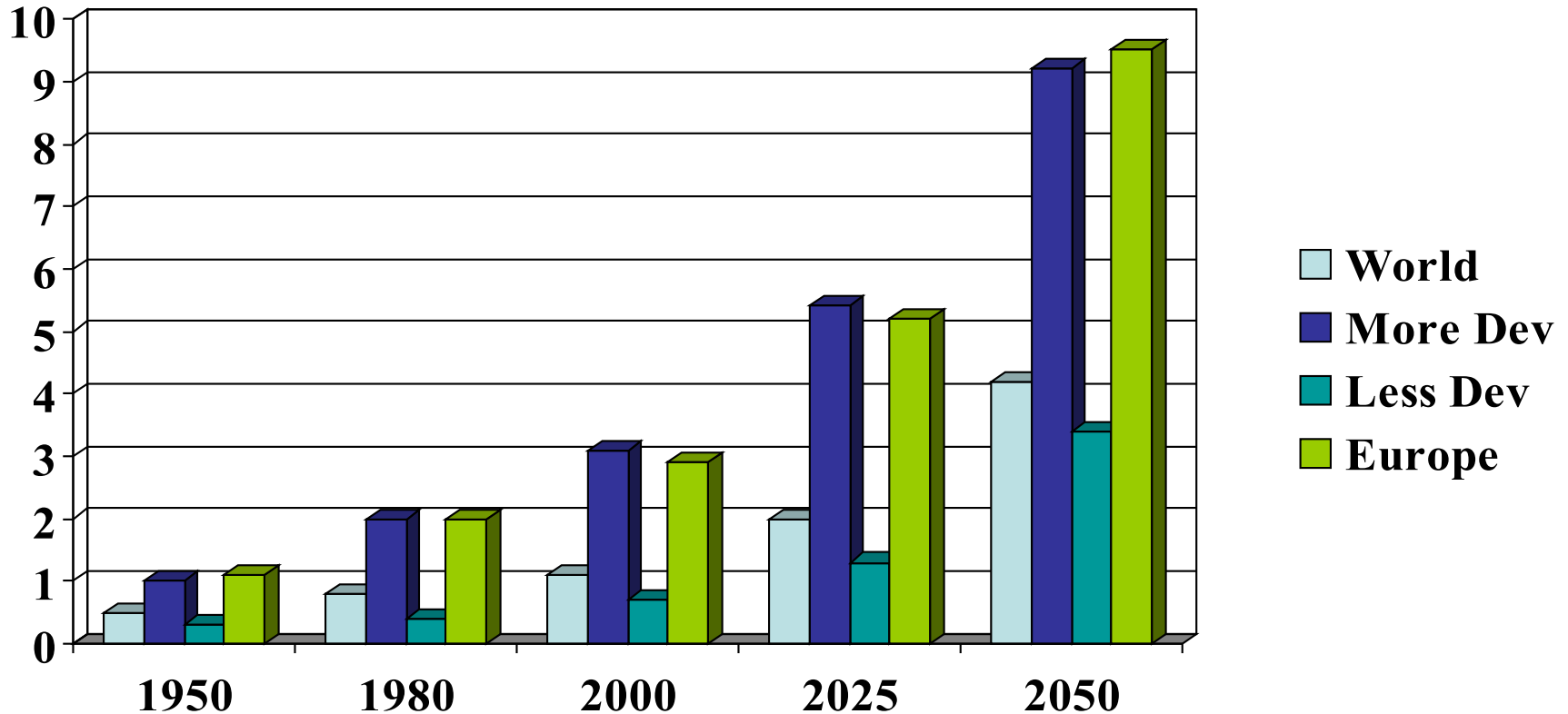


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## 1950-2050 Population 80+ %

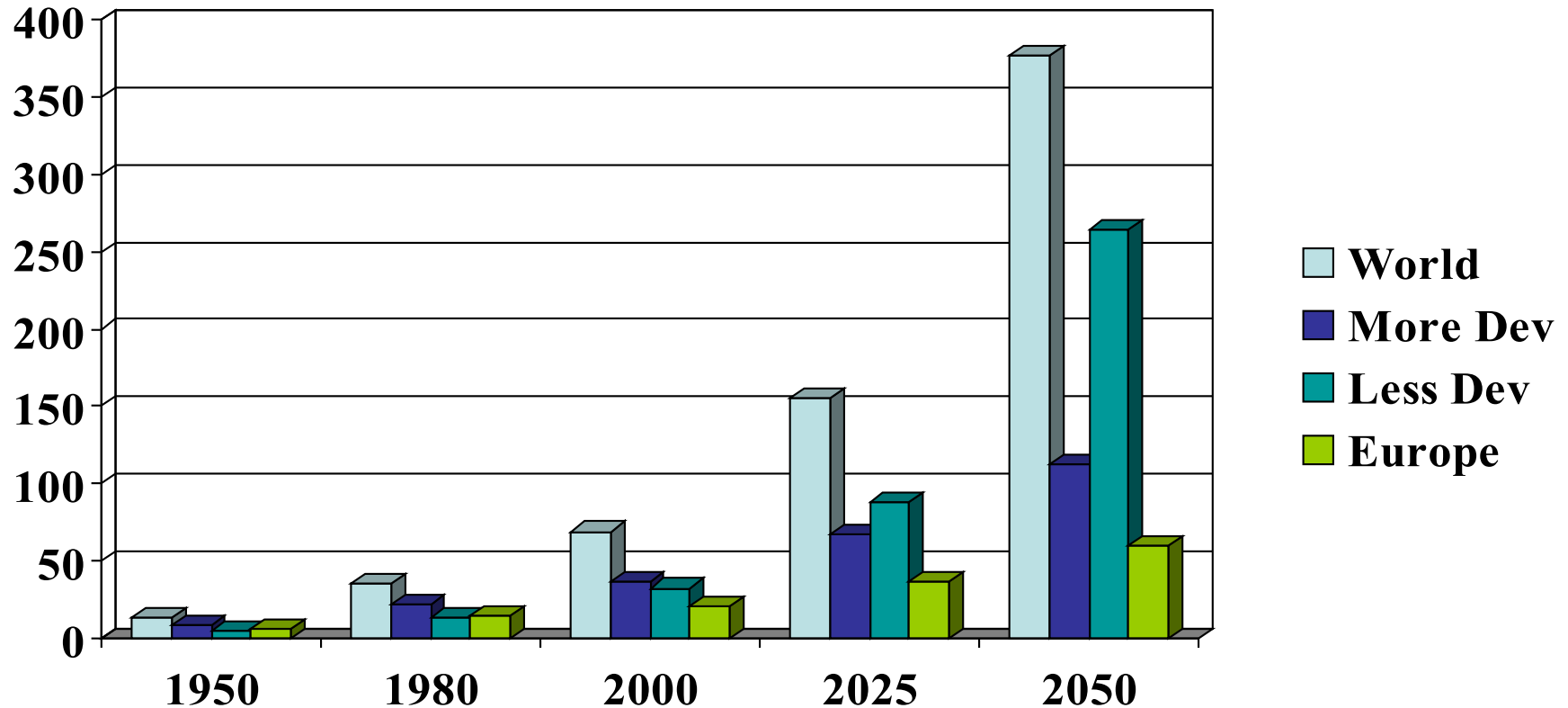


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## 1950-2050 Population 80+ in millions



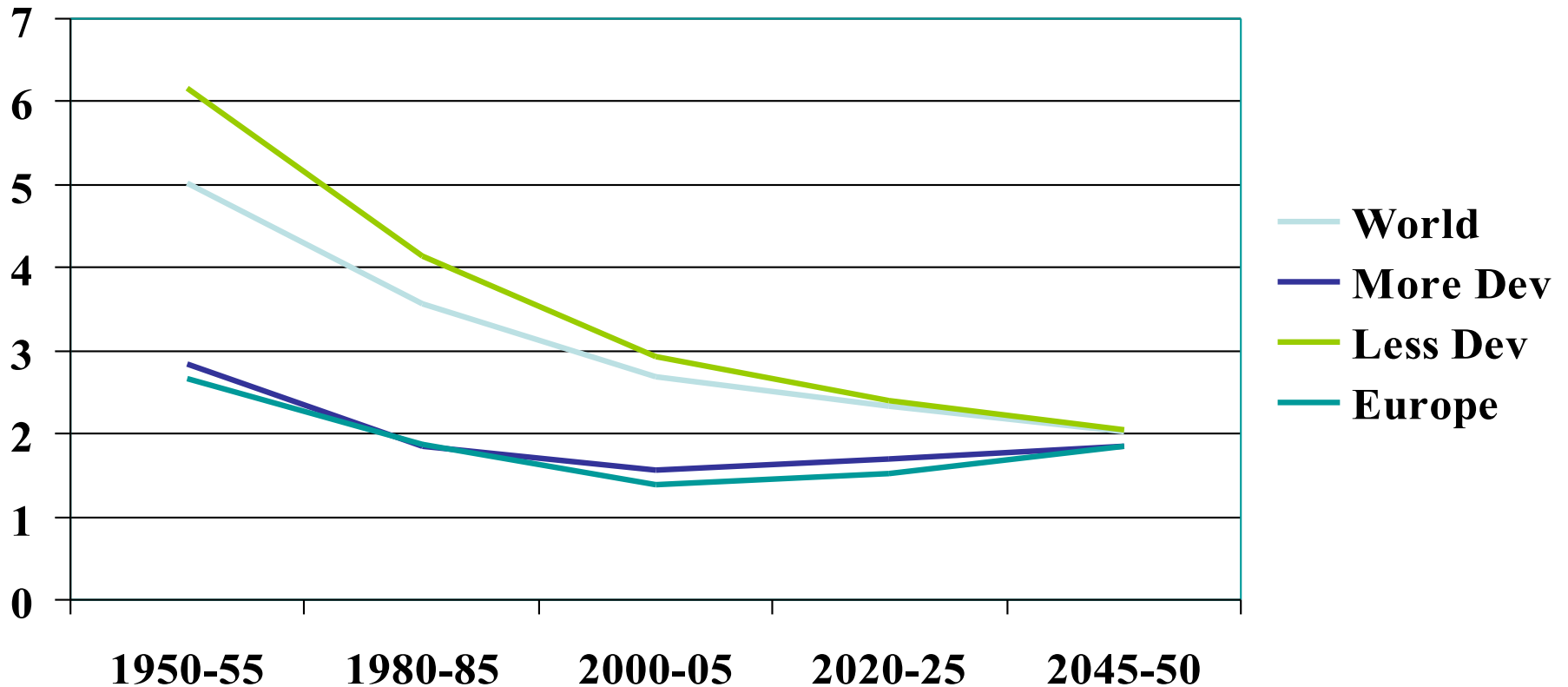
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## Fertility 1950-2050

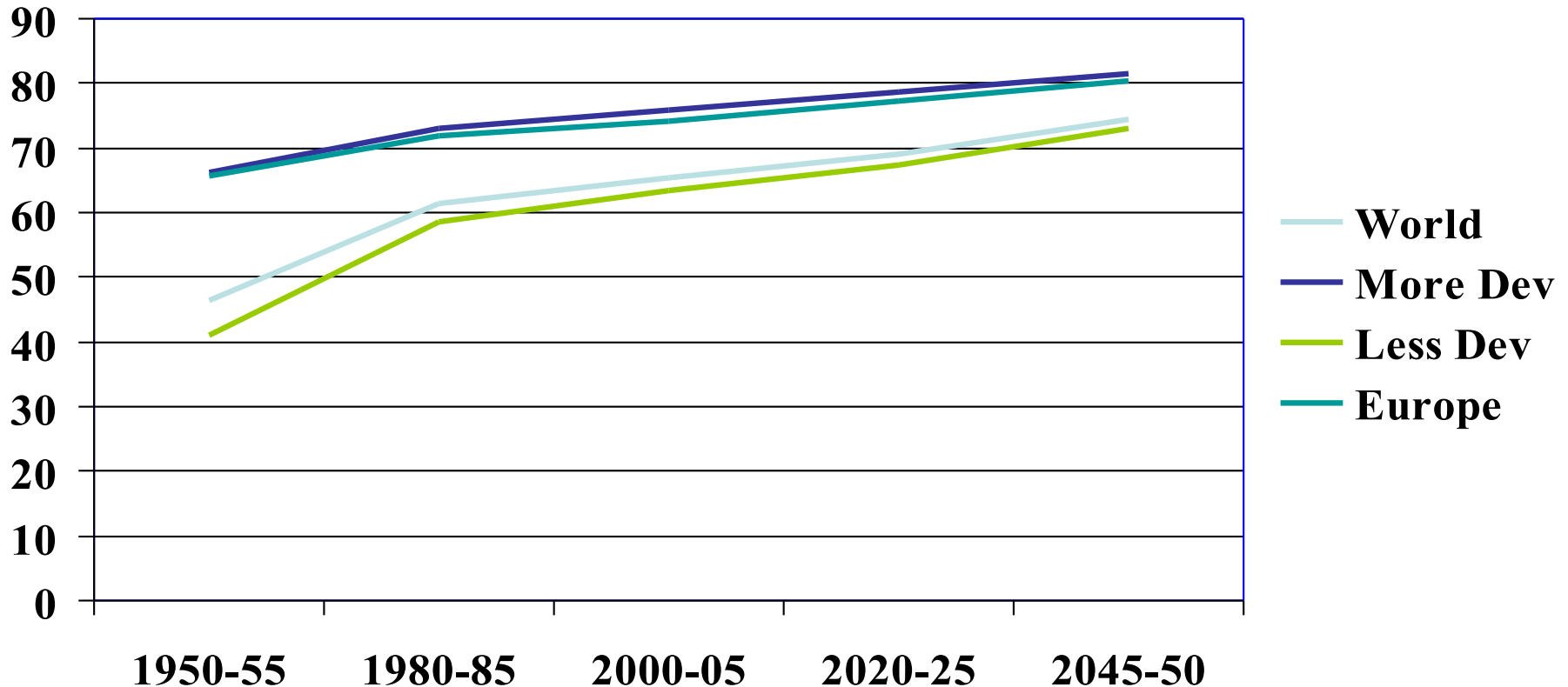


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## Life Expectancy 1950-2050

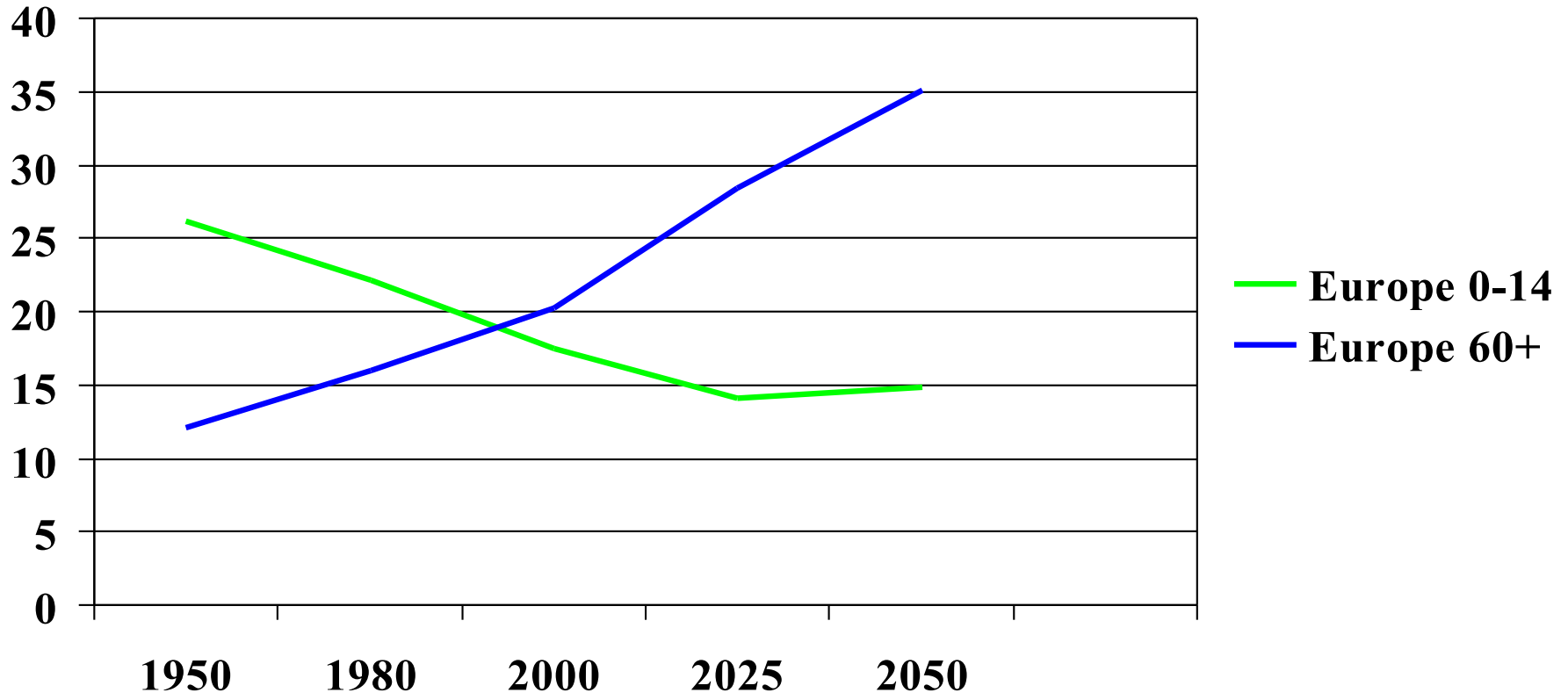


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## Maturing Societies

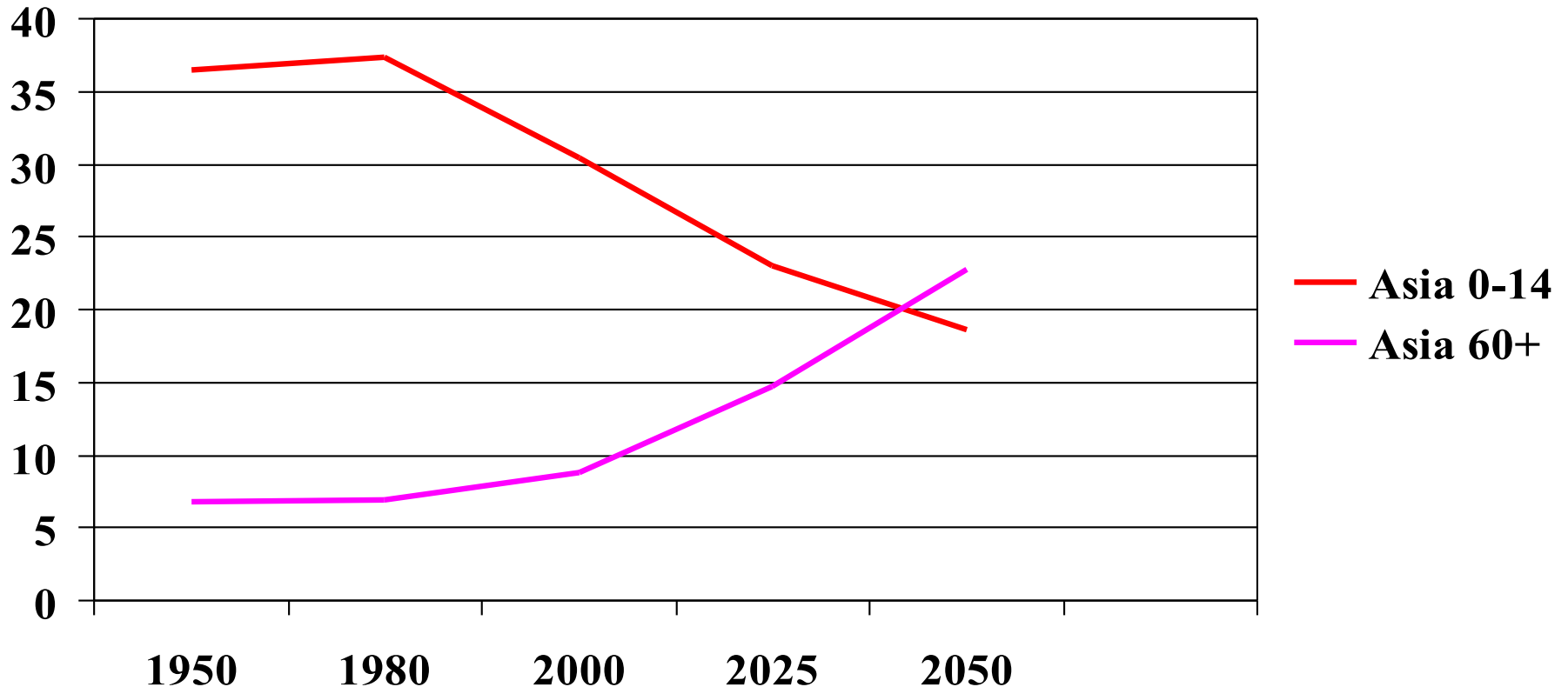


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## Maturing Societies



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## Impact

- Society
- Work
- Families
- Individuals



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## **Society: *Generational Succession***

The continual turnover of generations – the replacement of old generations by new generations – has an important role to play in maintaining different social institutions.

Fundamental change in established patterns of generational succession may lead to radical disruption in these institutions and have adverse effects on intergenerational solidarity



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## Work :Older worker

**Recruit Retain Retrain** older workers

- Physical and mental capacity
- Life style demands
- Flexible working
- Changing working environments



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## Families

These shifts from a high-mortality/high-fertility society to a low-mortality/low-fertility society and the ageing of family transitions within these societies have significant implications for both family structure and family and working roles



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## Families

**Fertility falling**  
**Longevity rising**

Results in an increase in the number of living generations, and a decrease in the number of living relatives within these generations.



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## Families

- Increased longevity may increase the duration spent in certain kinship roles, such as spouse, parent of non-dependent child, sibling.
- A decrease in fertility may reduce the duration of others, such as parent of dependent child, or even the opportunity for some roles, such as sibling.



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## Families

### Ageing of life- transitions

- an increase of age at first marriage and at remarriage,
- at leaving the parental home,
- at first childbirth.

While public and legal institutions may be lowering the age threshold into full legal adulthood, individuals themselves are choosing to delay many of those transitions



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## Families

- Vertical or bean pole families: many generations – older and younger relatives but few horizontal – **lack of children**
- Divorce and cohabitation
- Reconstituted or step families
- Grandparenting





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## Individuals

- Long lives – mix education, work and leisure
- Work longer – older workers
- Caring responsibilities both ends – parents and children and grandchildren
- Role of men as carers
- Older male workers as parents



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## Male and Female Work/Life Balance/Conflict

- The birth cohorts that lived through family structural change are beginning to become the current ‘generation of family carers’.
- Women who postponed the birth of their first child until their late 30s/early 40s may face care commitments for both the younger and the older generation (‘sandwich situation’)
- Men in divorced/new families with dependent parents also



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## Globalised labour markets

- Demand high-skilled, flexible, mobile workforce
- Conflicting demands of maximum flexibility/mobility versus intergenerational solidarity/family care (childcare and eldercare)
- **Incompatibility**: in context of rising demand and decreasing supply of care



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## Which strategies do employed family carers use to reconcile family care and paid work?

- spreading the burden across several family members,
- family support to relieve the main carer,
- flexible working hours,
- working part-time,
- changing to a less demanding job/position,
- using support provided by voluntary organisations or social services,
- employing a migrant care worker



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## Impact of care regimes on the reconciliation of employment and family care

(Hoff 2008)

- First care regime with almost exclusive family responsibility for providing care, the dominance of informal care arrangements, minimal public care : **Italy**
- Second care regime dominance of informal care arrangements, supplemented by social services, public service provision targeted at older people, childcare is seen as a private matter and hence left to the family: **UK**



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## Impact of care regimes on the reconciliation of employment and family care

- The third care regime informal care strategies partly compensates for expenses resulting from care publicly, both in regard to childcare and eldercare: **Germany**
- The fourth care regime Scandinavian countries where public care provision is prevalent, the family is seen as playing only a modest role as care provider: **Sweden**



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## Impact of care regimes on the reconciliation of employment and family care

- Fifth care regime of the post-communist countries in Central and Eastern Europe. A distinct welfare mix in care provision sets these countries apart from the other four regimes: **Poland**



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## Impact of work policies on the reconciliation of employment and family care

- Flexibility
- Flexisecurity
- Part-time work
- Matching parental responsibility with later life flexibility
- Paid leave for family carers
- HR support for elder and child carers



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## Messages for employers and policy makers in the light of population ageing

- Older workers: 50-70 valuable experience, expertise, specific needs
- Carers are not just parents, they are grandparents, children and grandchildren
- Each cohort and generation have different needs
- Matching parental responsibility with later life flexibility



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## Messages for individuals in the light of population ageing

- Society will need you to contribute across your active lives
- Education, work, leisure will merge
- New family forms mean you may be a grandmother and a grandchild – in your 30s or in your 50s –
- **adaptability, flexibility, education and training**



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