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# Article

*Decent Work, Older Workers and Vulnerability  
in the Economic Recession*

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*Employee Rights and Employment Policy  
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# Countries studied

- Australia
- United Kingdom
- USA

# ILO Decent Work Agenda

- fundamental rights at work
- fostering employment
- expanding and improving social protection and
- promoting the social dialogue

# USA and unemployment

- November 2007 - 4.7 per cent
- October 2009 - 10.1 per cent
- Present - 9.6 per cent
  
- Some 14.9 million people are unemployed with 6.2 million of them categorized as long-term unemployed.

# Older American workers

- weak job security protections;
- weakened protections against age discrimination in employment;
- declining retirement security; and
- an inadequate unemployment benefit system.

# Employment rates by age

Period	16-24	25-54	55+
Dec. 2007	52.1	79.7	37.7
Dec. 2008	49.4	77.5	37.9
Dec. 2009	44.6	74.7	37.0
May 2010	45.5	75.2	37.7
Decline	-6.6	-4.5	0

# Unemployment rate by age

Period	16-24	25-54	55+
Dec. 2007	11.8	4.1	3.2
August 10	18.1	8.5	7.3
% change	53.4%	107.3%	128.1%



# Percentage of unemployment lasting 27 weeks or more

Period	16-24	25-54	55+
2007	11.9	19.9	27.7
2008	13.8	21.8	25.7
2009	23.3	33.4	39.4
2010	28.5	41.3	49.1

# Flexible working

- Part time work
- Multiple working
- Self employment

# EU

- Lisbon strategy
- There is in the EU a steep fall in the employment rate after the age of 50 years and the level of employment for those over 65 is really very low. For the EU as a whole, approximately 85 percent of men and 70 per cent of women are in employment at age 50. By the age of 69 for men and 66 for women, these figures fall to less than 10 percent.

# Employment rates by age (UK)

	2008	2010	decline
50-SPA	72.0	70.9	-1.1
35-49	88.7	86.0	-1.3
25-34	88.6	83.9	-2.7
18-24	64.4	58.5	-5.9
16-17	34.8	24.9	-9.9

# Percentage of unemployment that lasts for over 12 months

	18-24	25-49	50+
2008	19.6	28.1	37.9
2009	17.9	25.6	31.0
2010	25.8	33.6	37.5

# Employment of older workers in part-time work in the UK (%)

Age	women	men
50-54	42	6
55-59	51	12
60-64	70	23
65-69	85	64
70+	89	74
Total (50+)	52	16

# Self-employed people as a percentage of total employees in the EU

- 15-24 6.6
- 25-34 13.6
- 35-44 16.3
- 45-54 17.5
- 55+ 28.8
- Total 16.4