



## Statement of AARP to the 12<sup>th</sup> session of the Open Ended Working Group on Ageing

### Guiding Question: Right to work and access to the Labor Market

AARP is the largest nonprofit, nonpartisan organization in the United States dedicated to empowering people 50 and older to choose how they live as they age. With a nationwide presence and nearly 38 million members, AARP strengthens communities and advocates for what matters most to families: health security, financial stability and personal fulfillment.

- AARP's goal is to meet older workers wherever they are on their career journey with resources, information, tools, and support. Through the Employer Pledge Program, AARP works with companies to educate them on the value of older workers and a multigenerational workforce. Employers can participate in quarterly webinars covering topics including how to support caregivers in your workforce and how to build and manage multigenerational teams.
- AARP offers our Job Board and users can filter searches not only by location or job, but also to only see Employer Pledge signer posted jobs or only jobs that specifically say they are looking to hire veterans. AARP also offers our Resume Advisor which provides a free resume critique and discounts on resume rewrites.
- In September, AARP launched the Skills Builder for Work, our online learning platform where people can take courses and earn certificates in a wide variety of areas of study. The platform also offers free courses in the Microsoft Office Suite (Word, PowerPoint, and Excel), Mastering Remote Work and Enhancing Personal Creativity.
- AARP has a wide variety of content on topics like age-proofing your resume, fighting age discrimination, part-time work and career change at [www.aarp.org/work](http://www.aarp.org/work)
- AARP has a website devoted to 50+ entrepreneurs and would be entrepreneurs that offers tips, tools and information at our Small Business Resource Center.
- AARP has supported federal and state level efforts to eliminate age discrimination, including House passage of the Protect Older Workers Against Discrimination Act and new laws fighting age discrimination in Connecticut and New Jersey.
- Improving higher education rates have helped many older workers stay in the workforce longer. Workers with bachelor's degrees and advanced degrees are most likely to remain in the workforce past the age of 65. This may be due to better working conditions, and the better health associated with higher levels of educational attainment. Since 2000 the annual average labor force participation rate increased from 32.4 percent to 40.2 percent in 2019 and declined to 39.2 percent in 2020 during the pandemic. For those ages 65 and older it rose from 12.9 percent in 2000 to 20.2 percent in 2019 and was 19.4 percent in 2020.

**The impact of COVID on older women and men in the labor force.**

- Though more jobs than expected were added in January, the Bureau of Labor Statistics, monthly employment data showed that labor force participation rates for women continued to lag behind pre-pandemic numbers.
- Overall, men have now regained pre-pandemic levels of employment, but there remains a shortfall of over 1 million women in the workforce since that same time.
- The differences between men's and women's changes in employment are also striking among older workers. Between December 2021 and January 2022, the (seasonally adjusted) number of men ages 55 and older in the labor force increased by 459,000. Meanwhile, the number of women ages 55 and older in the labor force declined by 39,000.
- Since the pandemic's beginning, there are now both fewer men and women ages 55+ in the labor force, but the difference is larger among women. Between February 2020 and January 2022, there are about 51,000 fewer 55+ men in the labor force, while there are about 351,000 fewer 55+ women in the labor force (seasonally adjusted).
- Job displacements in industries employing mainly women and many women unable to work due to caregiving continue to affect women of all ages.
- Before the pandemic, the BLS had forecast that older women would be the fastest-growing demographic in the workforce, yet these recent trends reverse decades of increases in labor force participation among this population.