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Older workers' transition and active ageing: A global policy perspective

Workshop on entrepreneurship, vocational training, and employment for the elderly, 26 Sept. 2023

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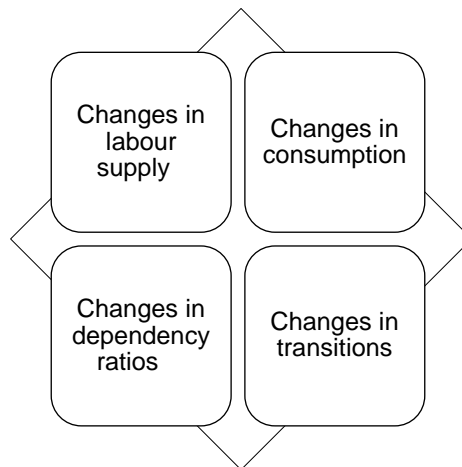
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Economic consequences of ageing



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Ageing is happening in combination with other mega-trends

Digitalization

Climate changes
and Just
transition

Globalization

Other mega-
trends

- **Different countries, different challenges:**

- ✓ Countries are at different stages of ageing
- ✓ Countries are at different stages of development
- ✓ Labour market conditions determine challenges:
 - Latin America: high levels of informality • Europe: High level of inactivity • Asia: Low levels of pensions • Etc.

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Proposed policy response

- **Increasing labour supply by promoting employment of older workers and extending longer working life** through OSH measures, and incentive measures (flexible working arrangements, removing physical barriers, mixed-age work groups, two-side mentoring programmes, financial incentives to promote hiring or retention of older workers, public awareness campaigns etc.,)
- **Legal reforms** (including pension reforms to make social protection systems sustainable and wage-flexibility setting)
- **Fight against ageism** (and discrimination against older female workers)
- **Creating better and more productive jobs and strengthening labour market information systems**



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Proposed policy response (Cont.)

- **Investing in training and education throughout the life cycle**
 - ✓ Promote lifelong learning, training and re-training through (i) developing skills ecosystems with multi-stakeholder funding and governance; and (ii) financial incentives and other motivational mechanisms to encourage continuous learning and employability.
 - ✓ Encourage lifelong career development
 - ✓ Provide targeted training (e.g., on digitalisation, ICT) for older workers by employers and public employment services
 - ✓ Promote working in intergenerational teams to increase knowledge exchange between younger and older workers

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Xin cảm ơn | Thank you!

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