Responding to the COVID-19 Emergency, Returning to Growth: Older Workers and the Pandemic Recovery

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April 1, 2021
Presentation Overview

- Policy Challenge Question
- Impact of COVID-19
- COVID-19 Policy Response
- Key Findings
- Recommendations
What actions can be taken to ensure the financial well-being of older Canadians and support the future labour force contributions of older workers beyond the COVID-19 pandemic?
Impact of COVID-19

- Unprecedented public health threat

- 100,000’s of workers across Canada have had their jobs displaced

- A recession more severe than the one caused by the 2007-2008 financial crisis
In response to COVID-19, provincial, territorial, and federal orders of governments have implemented many programs to protect the financial well-being of Canadians via income support.

Businesses and organizations at risk of closure and losing workers.

Implications for sustaining the labour force participation (LFP) rate of older workers.
Key Findings

COVID-19 represents an ongoing threat to the financial well-being of older Canadians.

Older workers that experience a job displacement are also more likely to experience long-term unemployment\(^1\).

Addressing (long-term) unemployment and early retirement.
Key Findings

- Ageism in Canada is an employability barrier for older adults
- Future of work in Canada
- Age-friendly workplaces

Characteristics
- Flexible schedules
- Remote work
- On the job learning
- Mentorship
What actions can be taken to ensure the financial well-being of older Canadians and support the future labour force contributions of older workers beyond the COVID-19 pandemic?

POLICY RECOMMENDATIONS
Policy Recommendation #1

Provincial and territorial governments should establish wage insurance pilot programs to incentivize ongoing labour force participation of older workers.
Federal, provincial, and territorial governments should implement recognition programs for employers who champion age-friendly workplace practices as an awareness-raising mechanism.
Policy Recommendation #3

The federal government should conduct a summative evaluation of the Canadian Emergency Wage Subsidy (CEWS) to determine its effectiveness in maintaining labour force participation rates.
References


For more information

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