Work, Aging, Retirement and Health in the Canadian Longitudinal Study on Aging

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Canadian Workforce

The employment rate of individuals 55 years or older has gone up significantly in the recent years.

Statistics Canada comparing 1997 to 2010:
- 9% increase for men
- 13% increase for women

Canadian Workforce

The expected number of years a 50 year old could expect to work:

1997 → 14
2010 → 16

Percent of workers 55 years and older is on the rise

“Canada’s Baby Boomers prepare to head into their retirement years, many are discovering they don’t have the funds they had hoped would be available and now face the reality that they have little time to play catch-up,” said Chris Buttigieg, senior manager of wealth planning strategy at BMO Financial Group.

Strategies to generate more income include delaying retirement; taking on a part-time job to earn extra money after retirement; selling off collectibles, antiques and other possessions; selling the home or renting out part of it.
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Canadian Workforce

Financial Post, Jan 28, 2014

“Most older workers who leave career jobs return to work within a decade: Statistics Canada”
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Canada's statistics agency projected 20 years into the future... "The projections also [are] that ... the labour force will become older and increasingly ethnoculturally diverse," as the agency put it.
Changing Canadian Workforce
CBC News, Aug 17, 2011

5 ways Canada's workforce will change in 20 years

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Total Sample n = 21,241

Completely Retired n = 9,899
Partly Retired n = 2,254
Retired and Returned to Work n = 2,993
CLSA Data Available
Telephone-Administered Questionnaire
Weighted Results

<table>
<thead>
<tr>
<th>Retirement Status</th>
<th>45-64</th>
<th>65-85</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Completely Retired</td>
<td>17.0%</td>
<td>22.9%</td>
</tr>
<tr>
<td>Partly Retired</td>
<td>8.8%</td>
<td>8.2%</td>
</tr>
<tr>
<td>Not Retired</td>
<td>74.2%</td>
<td>68.8%</td>
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</table>

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<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Retired and Returned to Work</td>
<td>7.8%</td>
<td>7.2%</td>
</tr>
</tbody>
</table>
CLSA Data Available
Telephone-Administered Questionnaire

Of those Retired:

• Retirement voluntary n = 9,683 (78%)

• Health/Disability/Stress contributed to decision to retire n = 2,935 (24%)
Of those not retired and ever worked

Currently working $n = 8,085 \ (91\%)$

Of those currently working
• Currently $>1$ job $n = 1,351 \ (15\%)$
# CLSA Data Available

**Telephone-Administered Questionnaire**

**Weighted Results**

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<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Currently Working</td>
<td>92.2%</td>
<td>89.4%</td>
<td>96.7%</td>
<td>72.5%</td>
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<tr>
<td>More than 1 job</td>
<td>15.0%</td>
<td>15.5%</td>
<td>19.5%</td>
<td>11.1%</td>
</tr>
</tbody>
</table>
Richness of CLSA Data
Extensive Work and Retirement Modules

Retirement Module

- Age of retirement
- Spouse’s retirement status
- Reasons for retirement
- Preparation for retirement
- Return to work after retirement
- Reasons for return
- Full-time/Part-time, type of work
Richness of CLSA Data
Extensive Work and Retirement Modules

Labour Force Participation Module*

• Current working status**
• Characteristics of current/most recent job
  • Hours worked
  • Work schedule
  • Occupation, Industry
  • Duration of employment
• Characteristics of longest held job
• Reasons for not working (if not currently employed and if never worked)**

*Current or prior to retirement
**Only asked of those currently working
Richness of CLSA Data
Extensive Work and Retirement Modules

Retirement Planning Module

• Age plan to retire
• Preparation for retirement
• Contribution to pension
• Adequacy of income/investments to maintain standard of living
• Reasons for planned retirement
Richness of CLSA Telephone-Interview Data

Work and Retirement

- Socio-Demographic Characteristics
- Psychological Characteristics and Cognition
- Physical Health and Physical Functioning
- Injuries (including workplace injuries)
- Social Environment
Sample Research Topics

• Disability in retirees and occupational history
• Correlates of health-related job loss
• Cognition and function in retirement in relation to occupational history
• Cognition and function related to work injury in younger and older workers
• Health status and return to work after retirement
• Informal caregiving and work
Next Steps

In-home Interview and Physical Measures (n=30,000)

- Performance measures
- More in-depth cognitive tests
- Extensive information on morbidity
- Vision and Hearing performance measures
- Biological samples
Next Steps

Maintaining Contact Questionnaire

- Health care utilization
- Medication (polypharmacy)
- Physical activity
- Online social networking
- Transportation and Mobility
Next Steps

1st Follow-up data – longitudinal analyses

- Changes in function and cognition in relation to type of work and work injuries
- Chronic conditions, physical & mental function, and workability
- Retirement Planning vs. Retirement
- Workplace factors and health care utilization (self-report and linkage with administrative data)
- Consequences of health-related job loss

And the list goes on...