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The Latin America and Caribbean (LAC) region has reduced its inequality and poverty, and is looking towards the future with greater optimism than in the past. As the region grows, new problems appear that economic policymakers must address. How to provide adequate pensions for the elderly is one such problem. This book offers an analysis of pension systems from the perspective of the functioning of the regions labor markets. It clarifies why, more than half a century after pension systems were created, only a minority of workers in the region save for their pension in the contributory systems through payroll taxes. The study points out that the problem lies not only in the lack of coverage, but also in the low level of benefits, even of contributory pensions. It argues that to design public policies for pensions, it is essential to understand the complex web of interactions between employers and workers that take place in the labor market.

"The Canadian population is aging, bringing with it an increasing number of social and economic challenges. With the aging of the workforce, the reconceptualization of older workers and retirement, the increasing share of women in the labour force, the elimination of mandatory retirement, the fluctuating economy, and the changes to the pension system, barriers to employment for older workers, such as ageism, need to be of central concern. Ageism at Work examines the subjective experiences of older workers in Canada and explores how they negotiate ageism and manage their interactions in the employment setting. Further, this book looks at the intersection between age and gender and the pervasiveness of gendered ageism in the labour market. Finally, this book examines employers' attitudes toward older workers quantitatively, while also exploring their firsthand accounts about them through qualitative inquiry. Understanding how ageism plays out in the labour market, how it intersects with sexism, and its consequences on a personal level are critical to moving the discussion on discrimination and human rights forward in Canada."--

This book brings together in one volume what researchers have learned about workers, employers, and retirees that is important for

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Formulating retirement income policies. As the U.S. population ages, there is increasing uncertainty about the solvency of the Social Security and Medicare systems and the adequacy of private pensions to provide for people's retirement needs. The volume covers such critical behaviors as workers' decisions to retire, people's choices of saving over consumption, and employers' decisions about hiring older workers and providing pension and health care benefits. Also covered are trends in mortality, health status, and health care costs that are key to projecting the likely costs and effects of alternative retirement income security policies and a strategy for combining data and research knowledge into a policy modeling framework.

Résumé en anglais

A guide to the continually evolving field of labour economics. This volume concentrates on the following topics: interactions between the labour market and the macroeconomy; and policy issues within the labour market.

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