



# Who is working at age 65?

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# Outline

## Background

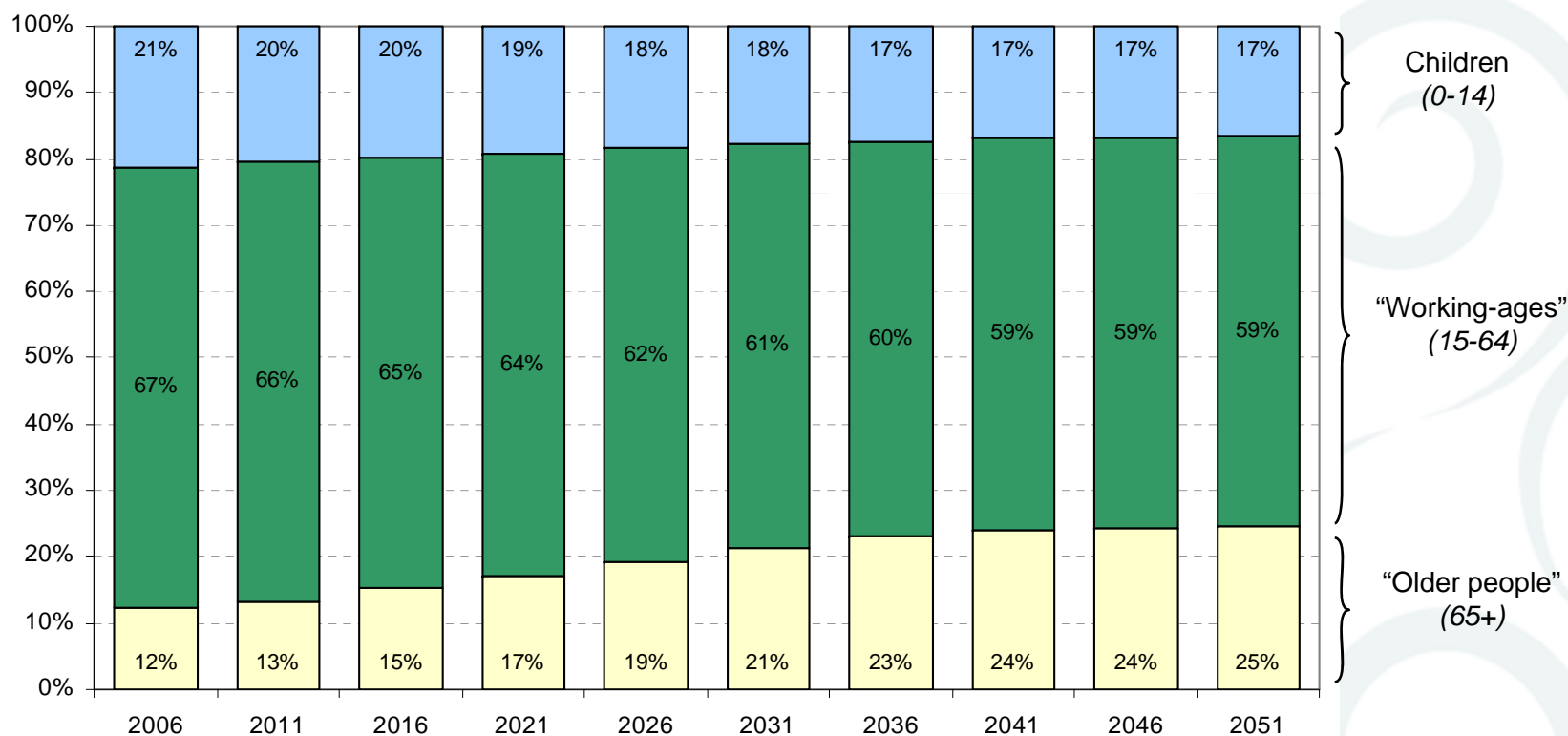
- Context
- Overview and objectives of research
- Turning 65 survey

## Findings

- Characteristics of 65 year old respondents
- Who is working at age 65?
- Plans for work in the future
- Which groups of 65 year olds are most likely to be working?
- Summary



# Context – Population ageing



Source: Statistics New Zealand, Population Projections.

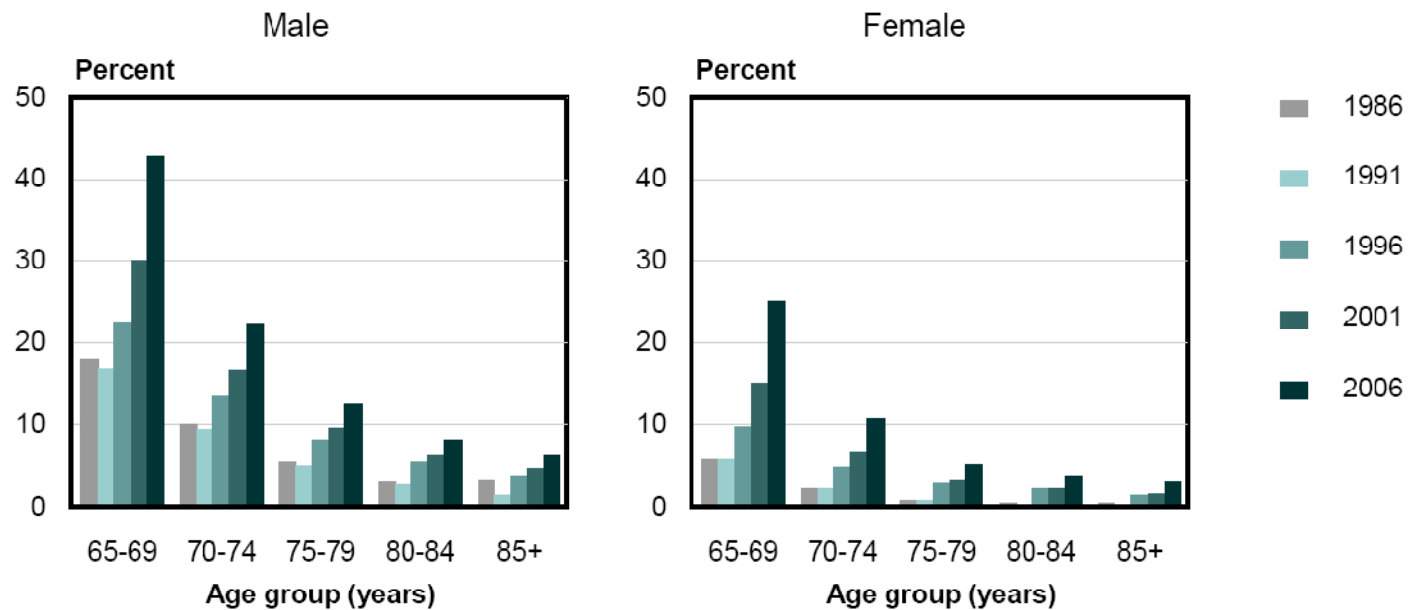


## Context – Participation

### Labour Force Participation by Age Group and Sex

*Population aged 65 years and over*

1986–2006 Censuses



Source:

Statistics New Zealand. (2009). *Labour force participation of New Zealanders aged 65 years and over, 1986–2006*. Wellington: Author.



## Context – Impacts

- Smaller workforce will need to support a larger older population:

<u>Year</u>	<u>Aged dependency ratio*</u>
2006	18
2016	23
2026	31
2036	39
2046	41

- Public finances
- Labour and skill shortages
- Health costs projected to increase substantially
- So...we need to support anyone who wants to work to do so

\* Number of older people (65+) per 100 people of working age (15-64). Source: Statistics New Zealand.



# Overview of Turning 65 research

- Cross Departmental Research Pool funding granted for 2007/08
  - Ministry of Social Development as lead agency
  - Department of Labour as partner agency
  - Retirement Commission; Treasury providing support
- Objectives - to learn more about 65 year olds:
  - employment experiences
  - current employment situation
  - future employment plans
  - barriers, enablers, and motivations
- Literature review and focus groups
- Nationally representative survey in 2008 of NZ residents turning 65



## Turning 65 Survey

- **Sample frame:** All clients in MSD admin data turning 65 from Oct07–Mar08 identified; stratified random sample selected
- Pilot survey conducted with ~100 people
- New sample selected for main study
- To ensure more robust estimates for Maori and Pacific peoples we sampled a greater proportion
- 1,712 interviews completed by telephone May – June 08
- Overall response rate of 56%



## Characteristics of 65 year olds

	<b>Sample size</b>	<b>% unweighted</b>	<b>% weighted</b>
<b>Total</b>	<b>1712</b>	<b>100</b>	<b>100</b>
Men	771	45	49
Women	941	55	51
<hr/>			
European	1119	65	85
Maori	436	25	8
Pacific peoples	163	10	4
Asian	61	4	5
Other/Unknown	21	1	1

NB: Ethnicity is self-reported and is shown as total response.



## Work status at age 65

	Sample size	Percentage*
<b>Currently working**</b>	<b>879</b>	<b>56</b>
• full-time (30+ hrs)	498	31
• part-time (<30 hrs)	268	18
• irregular hours	113	7
<b>Not working, but has worked, and...</b>	<b>748</b>	<b>40</b>
• will not again	603	33
• will again	145	7
<b>Never worked</b>	<b>85</b>	<b>4</b>

\* Percentages on this and subsequent slides are weighted.

\*\* *Working* means doing paid work, or working in a family business/farm without pay.



## Work intentions in the short-term

*Intentions in the next year or so (for those in work):*

	<b>Full-time</b>	<b>Part-time*</b>
Keep working	89%	88%
• Same hours as now	48%	62%
• Reduce hours	41%	18%
• Increase hours	1%	8%
Give up work completely	7%	8%
Don't know	4%	4%

\* Includes both part-time workers, and those who worked irregular hours.



## At what age do working 65 year olds intend to stop doing paid work?

	<b>Full-time</b>	<b>Part-time*</b>
Not sure yet	53%	56%
65 - 66 years	7%	8%
67 - 68 years	17%	15%
69 - 70 years	19%	17%
71+ years	4%	3%

\* Includes both part-time workers, and those who worked irregular hours.



## Are there groups of 65 year olds more likely than others to still be working?

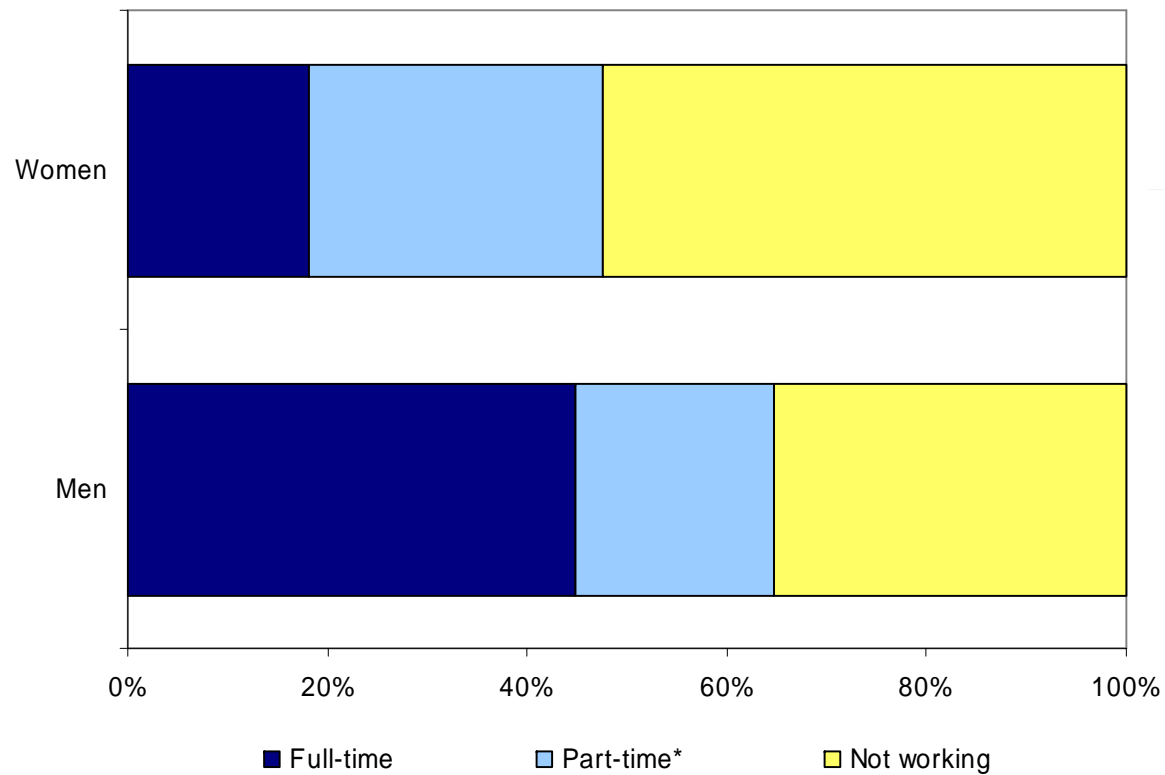
Exploratory multivariate analysis using:

- Gender
- Ethnicity
- Living in urban or rural area
- Highest educational qualification
- Whether born in NZ
- Partnership status
- Whether partner working
- Self-perceived health
- Caring responsibilities
- Whether mortgage owing on home
- Proportion of time on benefit in last 10 years



# Gender and work status

% of all 65 year olds



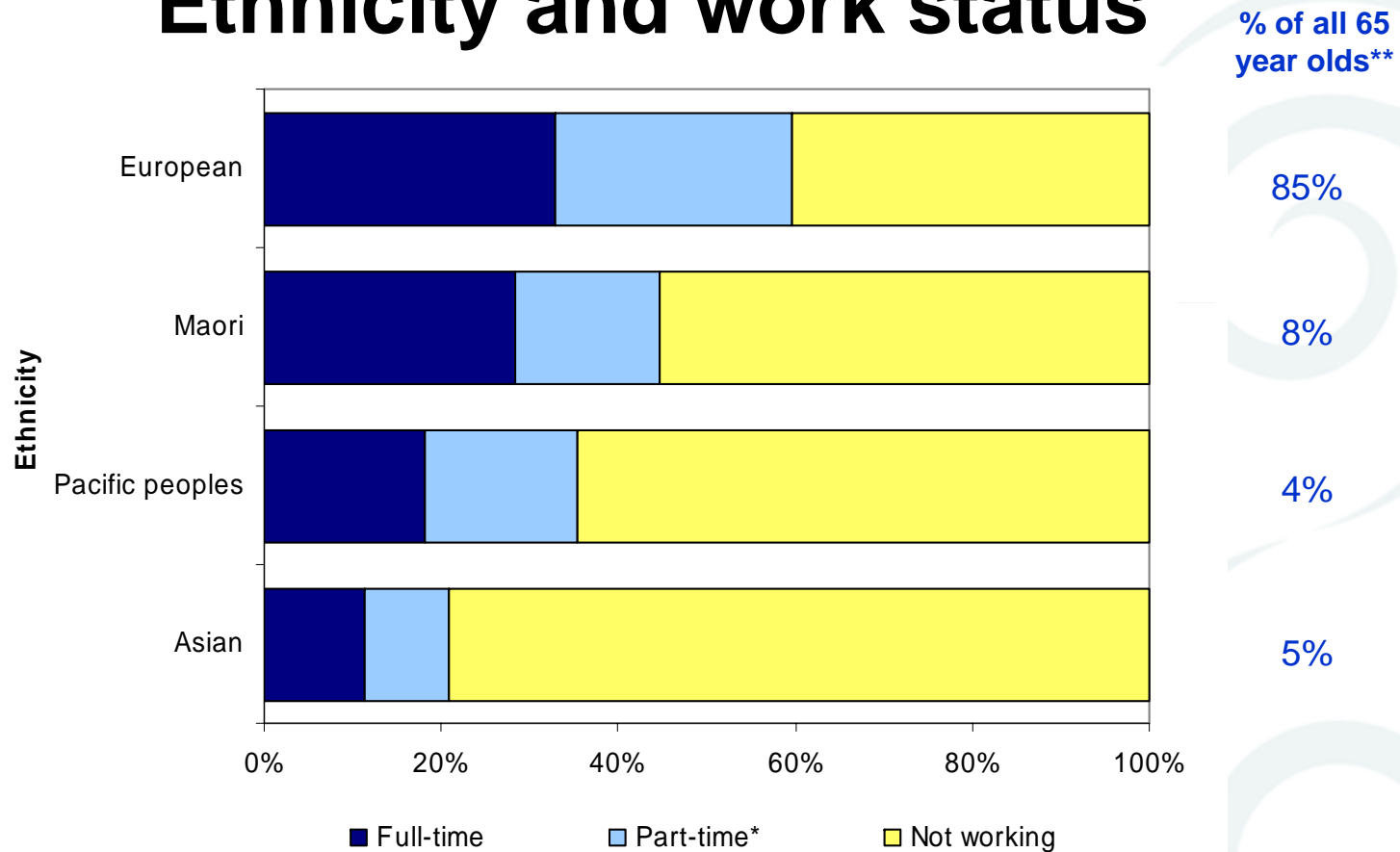
51%

49%

\* including people working irregular hours.



# Ethnicity and work status

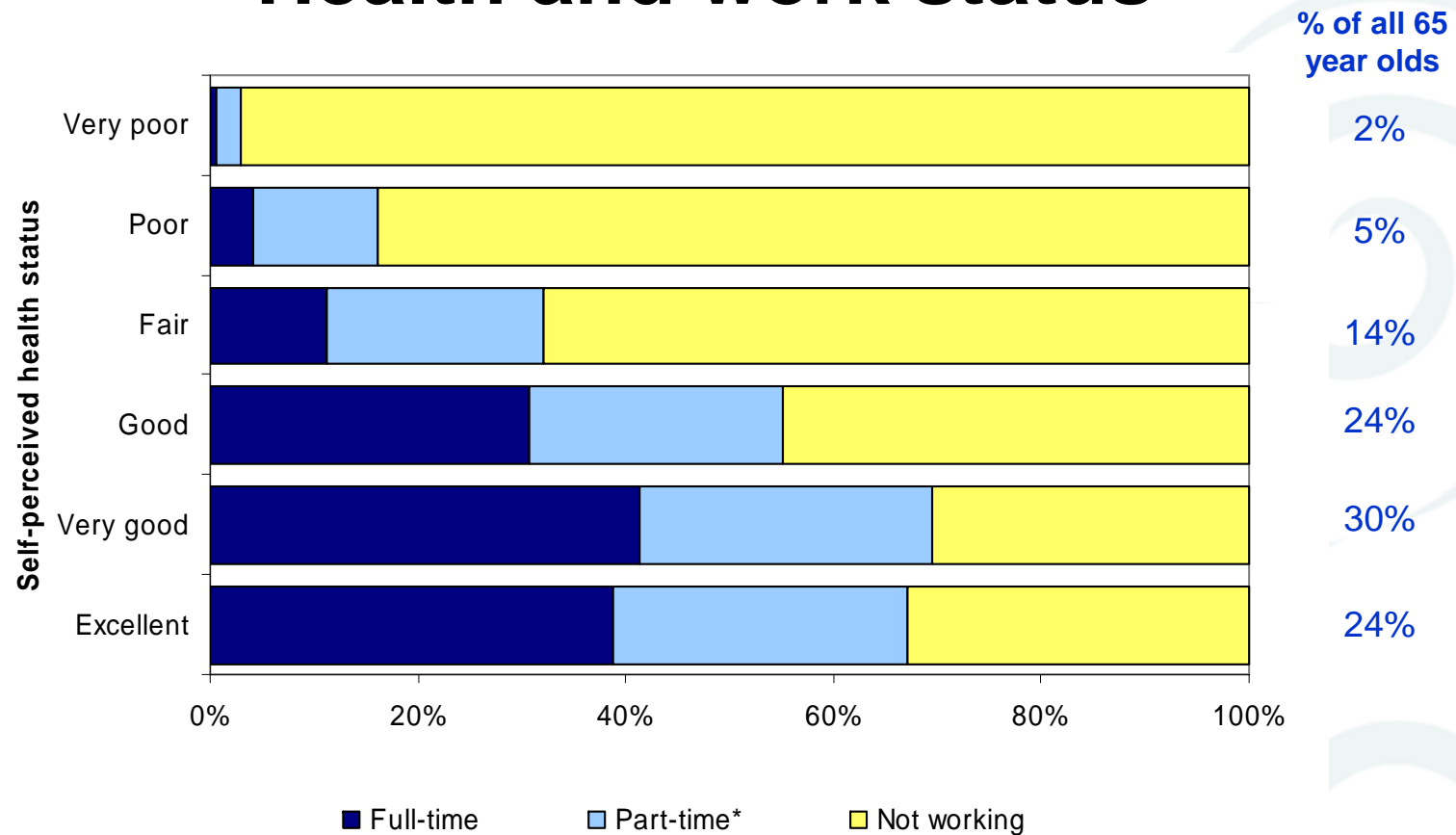


\* including people working irregular hours.

\*\* total response ethnicity, hence percentages do not total to 100%.



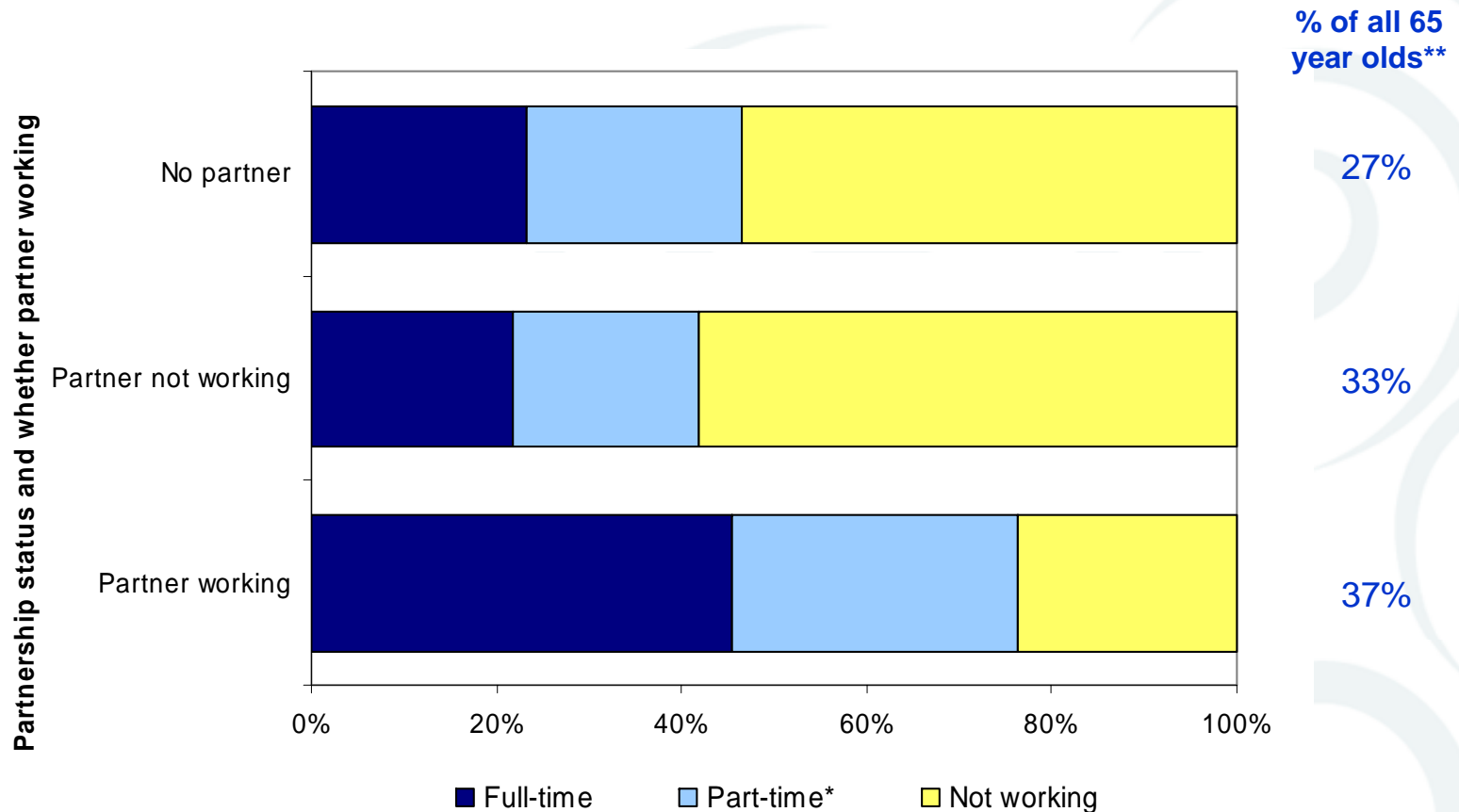
# Health and work status



\* including people working irregular hours



# Partner and work status

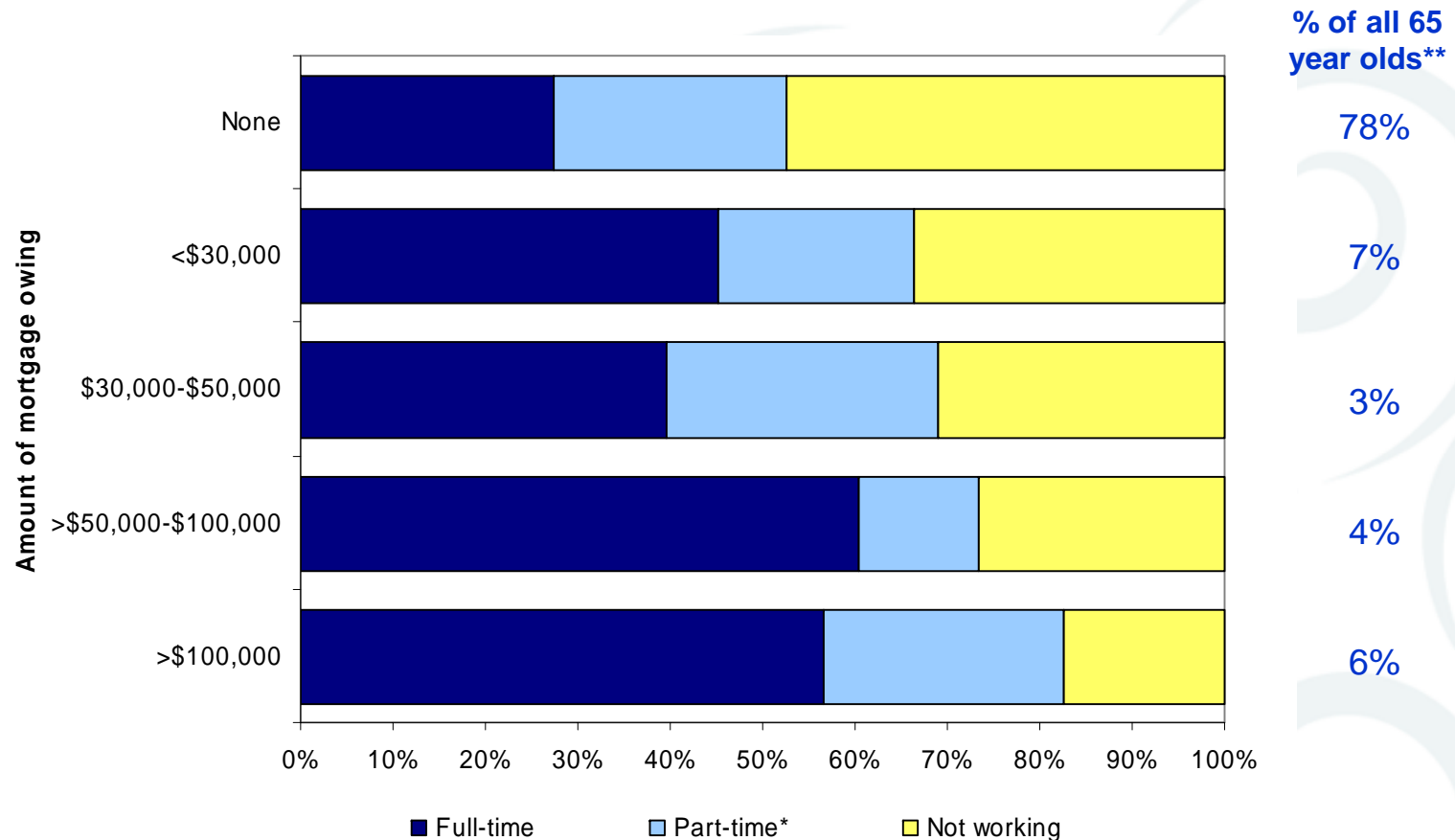


\* including people working irregular hours.

\*\* Partner employment status not known in 3% of cases.



# Mortgage owing and work status

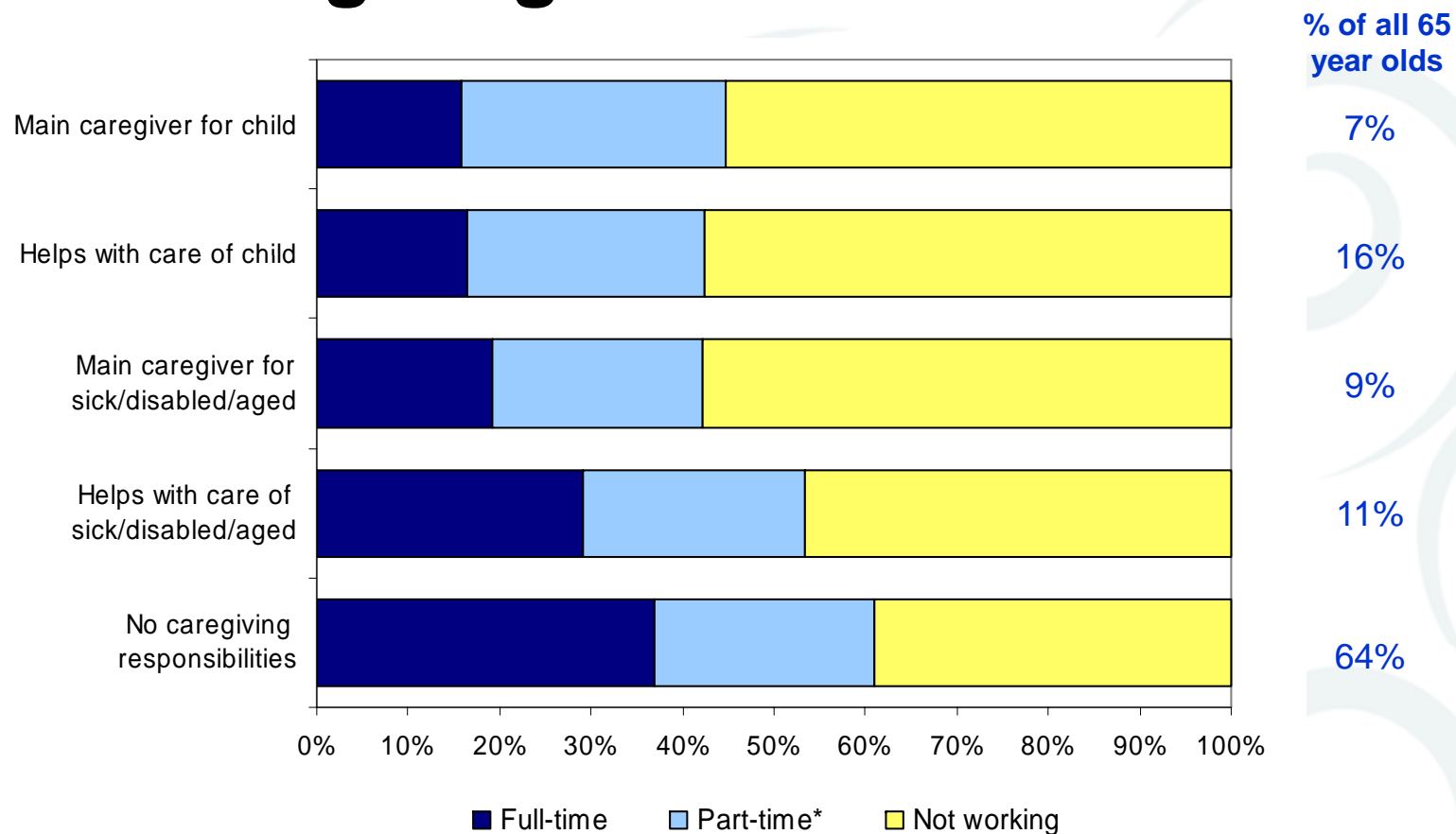


\* including people working irregular hours.

\*\* whether the person had a mortgage was unknown in 2% of cases.



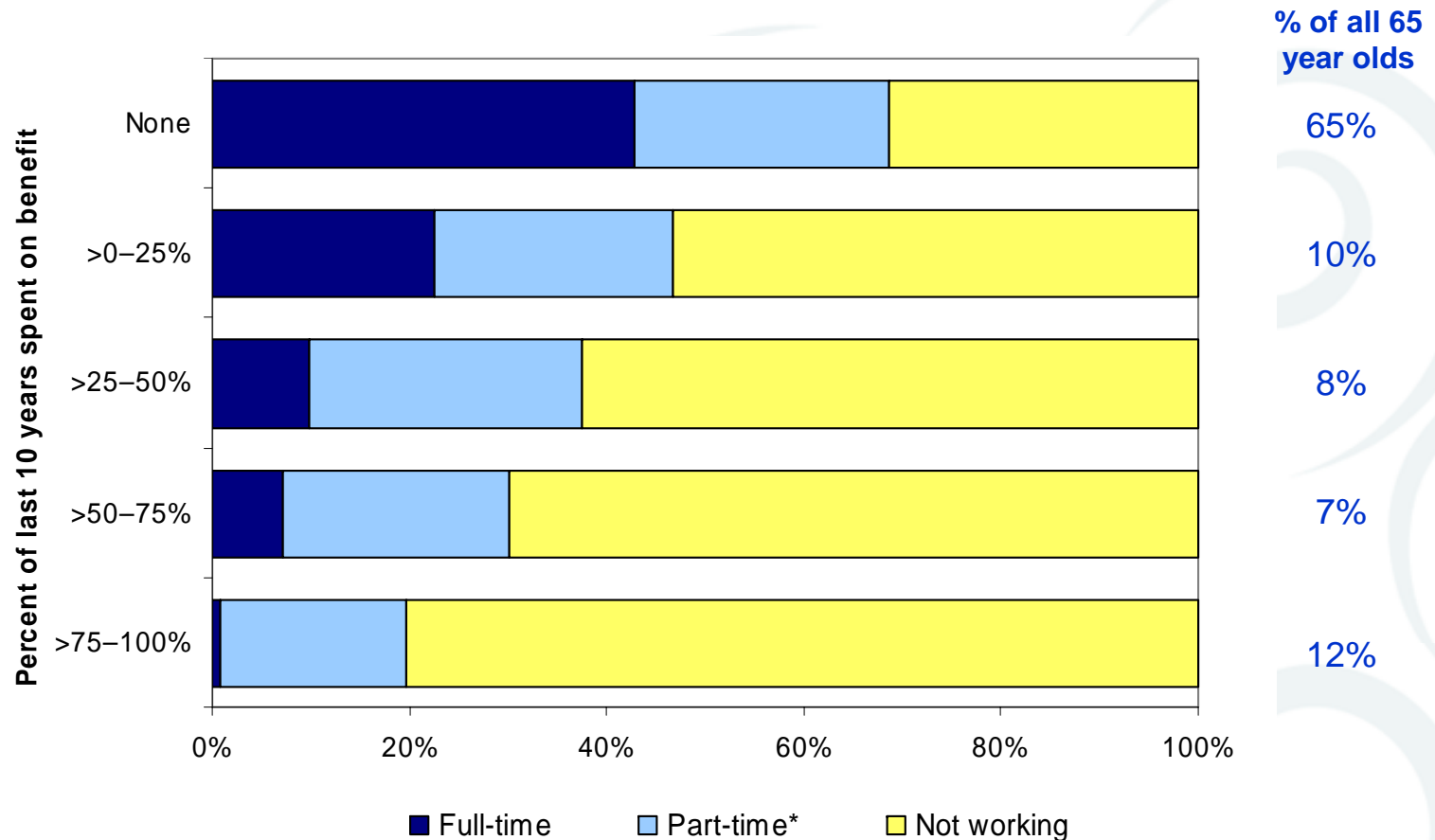
# Caregiving and work status



\* including people working irregular hours



# Prior benefit receipt and work status



\* including people working irregular hours



## Summary

- The majority of 65 year olds were still working
- Very few of those working intended to stop completely in the short-term
- Having a working partner increased the likelihood of the 65 year old working
- Having a mortgage meant some people continued in work at age 65 as they needed the income
- Health was strongly associated with work status
- Having caring responsibilities for others impacted on work status



## For further information...

- Next presentation “Motivations and barriers around working for 65 year olds”
- Poster about the Turning 65 focus groups
- Published reports:

***To work, or not to work? Findings from a survey of 65 year old New Zealanders***

***Maturity matters: new choices for older people. Findings from the focus groups and interviews of the Turning 65 project***

Ministry of Social Development (2009)

Website: <http://www.msd.govt.nz/about-msd-and-our-work/publications-resources/research/turning-65/index.html>



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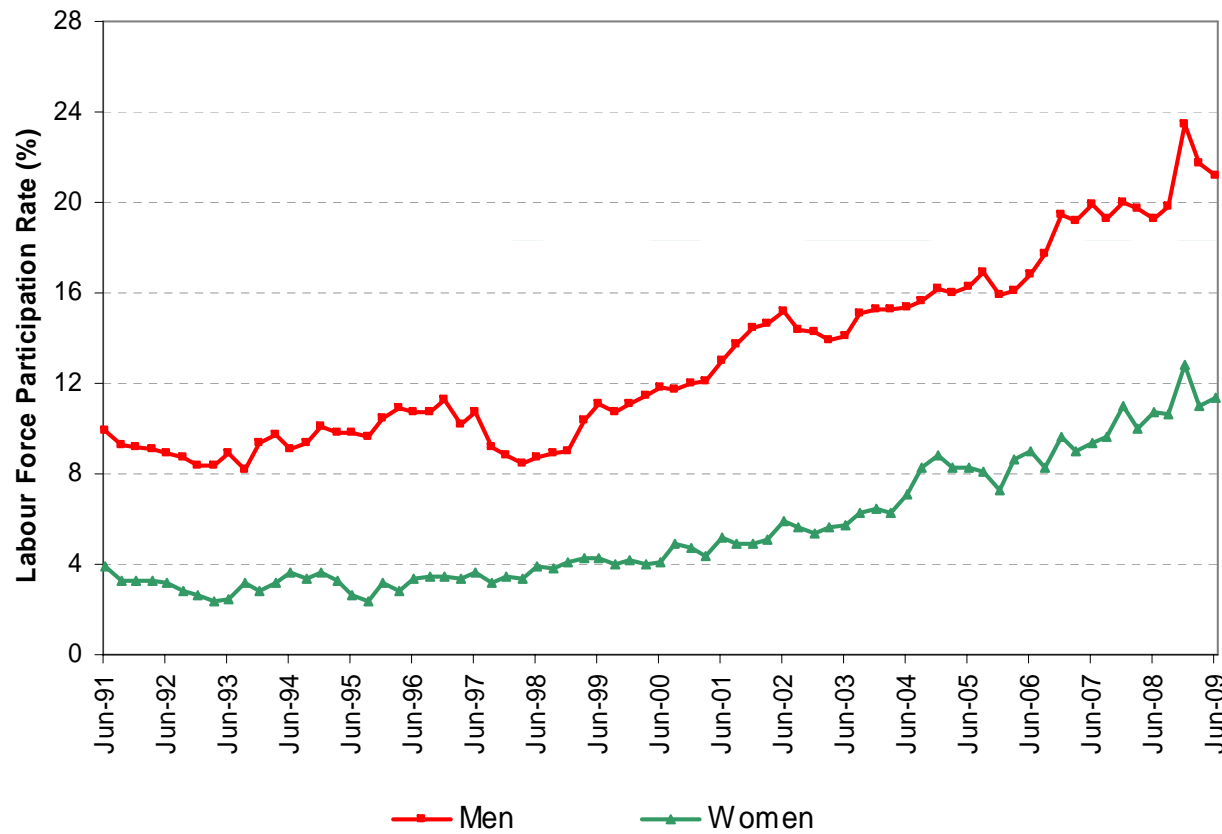


## Factors relating to being in work

	<b>Odds Ratio</b>	<b>95% CI</b>
Women	0.62	0.47 – 0.82
Asian	0.27	0.13 – 0.59
No partner	0.60	0.42 – 0.84
Partner not working	0.34	0.24 – 0.46
Health only fair	0.40	0.25 – 0.63
Health poor / very poor	0.11	0.06 – 0.23
Cares for child (only)	0.60	0.41 – 0.96
Cares for child and sick person	0.49	0.27 – 0.87
Mortgage owing on home (\$\$)	2.68 ---- 3.41	1.22 ---- 7.83
Prop'n of last 10yrs on benefit:		
>0%–25%	0.60	0.39 – 0.93
>25%–50%	0.46	0.28 – 0.77
>50%–75%	0.39	0.23 – 0.65
>75%–100%	0.26	0.16 – 0.42



## Context – Labour force participation of 65+ group



Source: Statistics New Zealand.