

AN AGING WORKFORCE: EMPLOYMENT OPPORTUNITIES AND OBSTACLES

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Abstract

The last decade has witnessed significant changes in the structure of unemployment in the global labour market. This is corroborated by the fact that the world workforce is rapidly aging and the share of people aged over 50 in the structure of the labour market increases. In line with this trend, unemployment issues should be considered as a global problem that cannot be fully resolved at the level of any individual country separately.

The main objective of this paper is to bring some light to the aging workforce and their opportunity to realise their right to work and be treated equally with younger age groups. Hence the paper simultaneously focuses upon the age and gender discrimination of elderly population in terms their employment. Besides, the aim of our research is to point out to certain stereotypes concerning the elderly labour force, but also to stress that unless preconditions for overcoming these stereotypes are created and an opportunity to this segment of labour force to get employment is given, full employment as an ultimate goal of the global economic policy cannot be achieved. It is in accordance with these considerations that we offer a model to achieve this goal.

Keywords: employment, aging population, age discrimination, gender, global labour market