There are significant demographic shifts in the Australian labour market

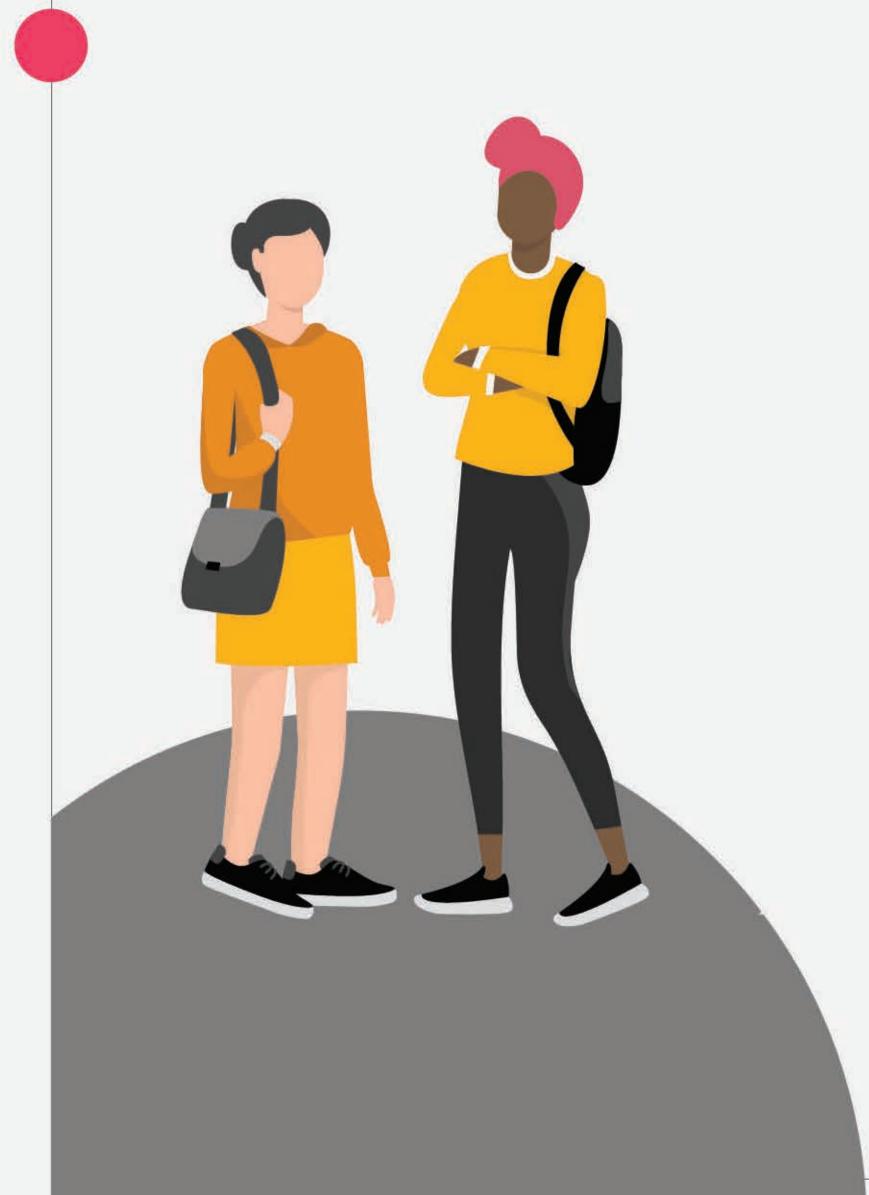
Female workforce
participation is expected
to increase modestly in
the coming decades.



Older people will leave the workforce faster than younger people can replace them. This will see a drop in public revenue to fund the required standard of care.

An ageing population will put pressure on occupations facing existing skills shortages in the care economy (i.e. aged care workers, nurses and other clinical roles).





Businesses face higher costs of investment and lower costs of termination when employing young workers, which will contribute to increased youth unemployment.

Key policy considerations

Support appropriate protection of gig economy and non-traditional workers through Industrial Relations and collective bargaining.

Offer incentives to encourage participation that enable people to work longer and reskill as they transition throughout their career, as well as incentives for employers to hire and re-train older workers.

Tighten regulation to minimise discrimination against older workers.

Promote social inclusion by reducing informal recruitment methods and qualifications as filters to reduce work barriers, either through legislation or Government's role as a model employer.

Adapt immigration policy to attract young, skilled migrants.

Continue funding or subsidising childcare to increase labour participation.

Develop regional, sector-specific industry plans to preserve jobs, make use of existing skills, and develop new industries to support re-training and labour redeployment.