

“American Working Conditions” Nicole Maestas et al.

Hypothesis:

“Older job seekers less likely to find matches than younger job seekers”

“Gap between the jobs that older workers want and the jobs available to them”

This is not obvious:

the unemployment rate, i.e., job seekers not employed for pay.....in September 2015.....

4.2% among those aged 65 years and over

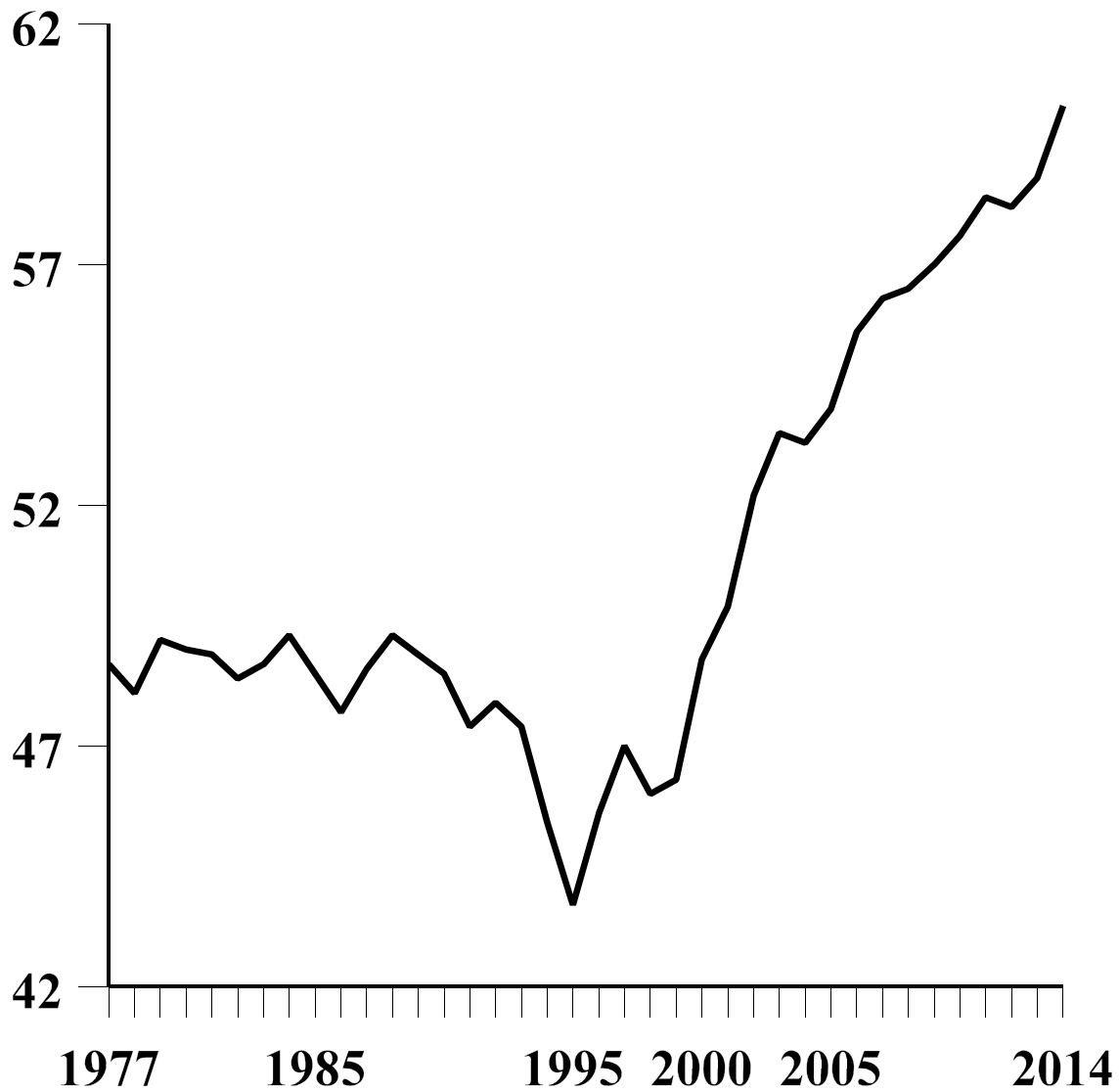
and 4.2% among those aged 25-54 years

The approach here is to make use of the American Working Conditions Survey of 3,000 workers to use responses to questions about the job attributes that older workers say they value

Hedonic model of compensating wage differentials (Rosen 1974; Hwang 1992)

Lewis (1968/9)

Of Those Employed Aged 65 Years and Over, Percent Who Usually Work Full-Time, 1977-2014



Selected Years

year	1977	1980	1990	1995	2000	2010	2014
per cent	48.7	49.0	48.5	43.7	48.8	57.6	60.3

DWC = Difficult Working Conditions

cramped workspace, exposure to abnormal temperatures, contaminants, hazardous conditions or equipment, uncomfortable noise

Ages 58 + older in 2009 by Wage Quintile and by Gender
Percent of Workers Working in Difficult Conditions

ages ↓	wage quintile					All	
	<u>bottom</u>	<u>second</u>	<u>middle</u>	<u>fourth</u>	<u>top</u>	<u>men</u>	<u>women</u>
≥ 58	33.4	29.8	27.0	24.6	13.5	38.2	13.8
58-61	31.4	29.5	28.1	24.7	14.4	38.9	12.8
62-65	30.7	27.6	25.9	25.7	11.9	36.5	13.3
66-69	32.8	35.3	28.4	22.1	11.9	38.3	13.9
≥ 70	36.9	33.7	34.2	26.9	9.0	39.1	17.6

Data from CPS-ORG and Occupational Information Network (formerly Dictionary of Occupational Titles) 2009-2010

Occupations defined to have difficult working conditions include janitors and building cleaners, truck drivers, cooks, laborers and freight movers, carpenters, construction laborers, grounds maintenance workers, & others

from Hye Jin Rho, “Hard Work? Patterns in Physically Demanding Labor among Older Workers”, Center for Economic & Policy Research, Washington D.C. August 2010

Richard W. Johnson, “Trends in Job Demands among Older Workers, 1992-2002, Monthly Labor Review, July 2004