

Older employees not crowding younger ones out of work, study finds

11 Oct 2012

Compiled by Frank Witsil.
The Detroit Free Press
Business Writer

Despite conventional wisdom that older workers who are delaying retirement are squeezing younger employees out of a jobs, [a new study found no support for that thinking](#) – and even some evidence that the older workers maybe helping the next generation.

"Our estimates show no evidence that increasing employment of older persons reduces the job opportunities or wage rates of young persons," according to a new study from the Center for Retirement Research at Boston College.

"The theory may sound plausible, but the data do not support it," the research determined.

The paper, co authored by Alicia Munnell and April Wu, analyzed data from the Census Bureau from 1977 to 2010. It looked at both men and women, and groups with varying education.

[Lisa Scherzer, who wrote about the study in a Yahoo Finance blog](#), reports:

"There's no doubt that increasing numbers of older Americans are choosing to keep the paychecks coming -- more out of financial necessity than preference. According to the latest jobs report, the number of employed people 65 and older was 21% higher in September (6.46 million) than the same month in 2008 (5.32 million), while the overall labor force saw a 1.3% dip over the same period."

Still, the study found that a 1-percentage-point increase in the employment rate for seniors is associated with a 0.21-percentage-point increase in youth employment, and a slight gain in the number of hours worked per week by the young.

The study concludes:

"Employers already have reservations about older workers, so adding the false argument that retaining older workers hurts younger ones could impede the ability of older workers to remain in the labor force."