# The Ageing Workforce: Challenges & Opportunities

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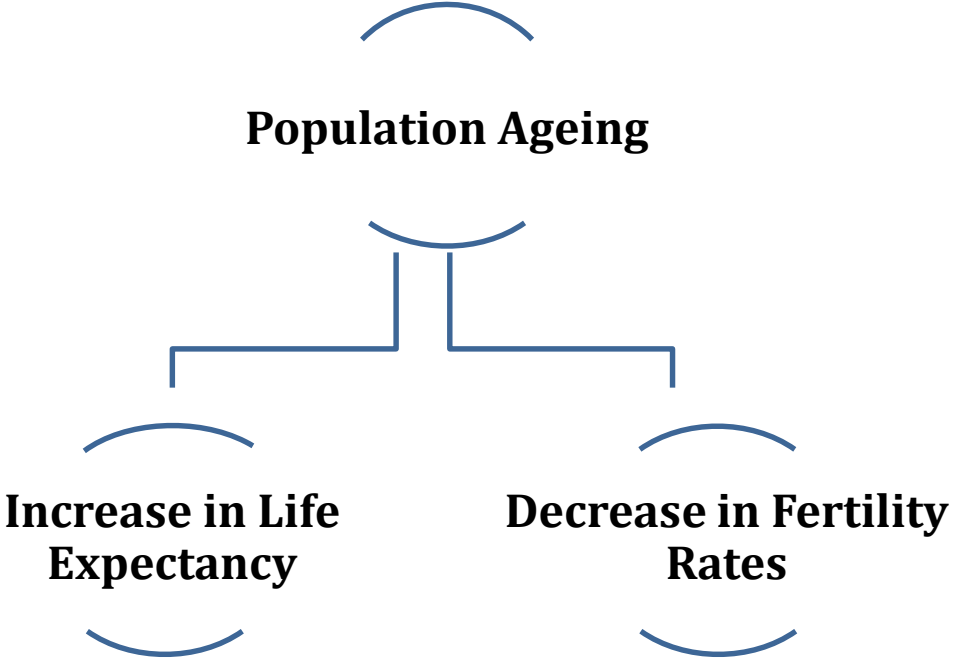
Globally, older population (those aged over 60 years)

- 214 million in 2013
- 2 billion by 2050
  - (UN, 2013)

In Ireland, older population (those aged over 65 years)

- 532, 000 in 2011
- 1.4 million by 2046
  - (CSO, 2013)

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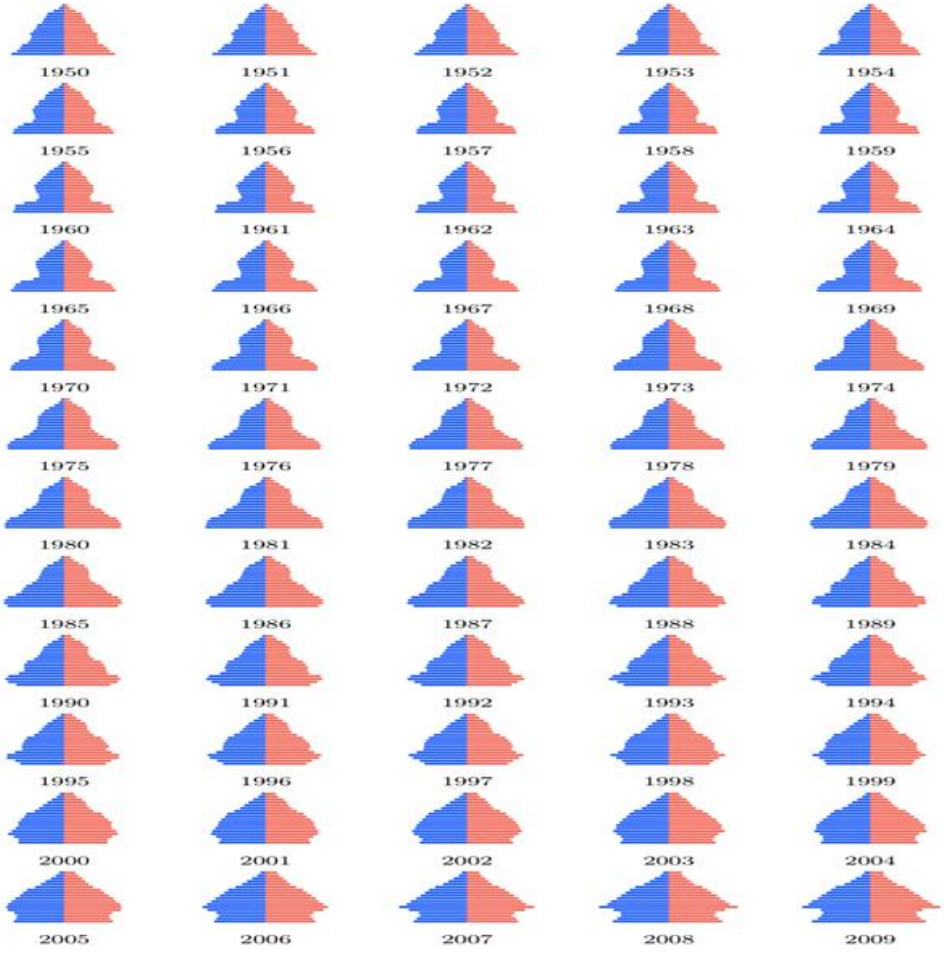
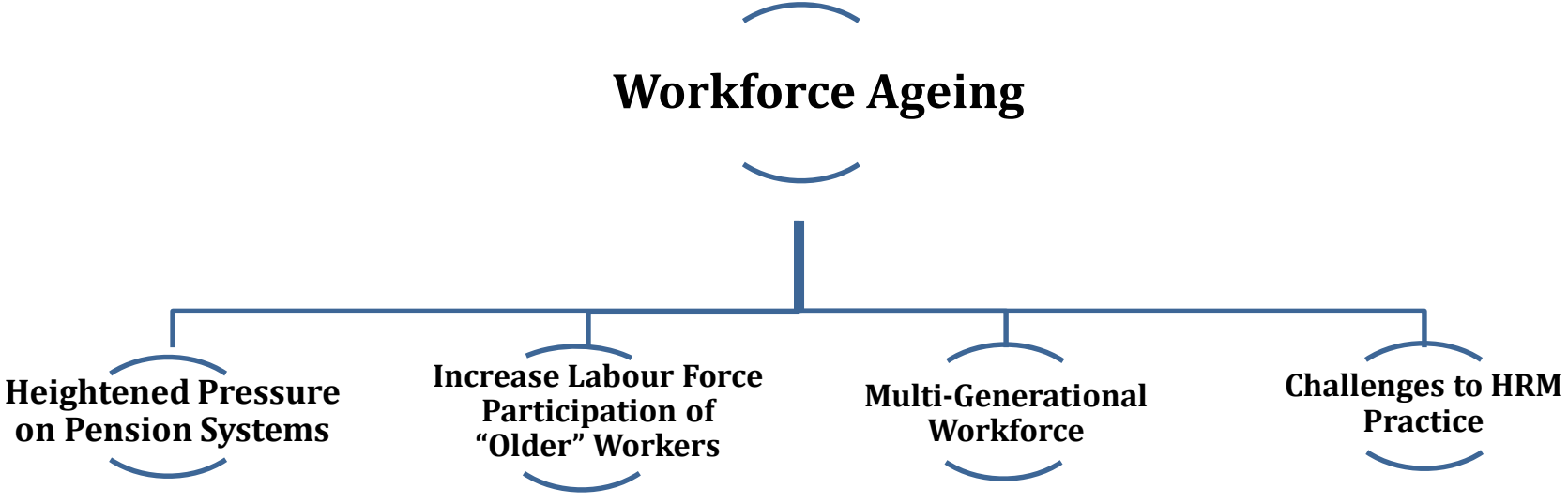



Source:
Kinsella & Leddin, 2010;
McCarthy, 2011

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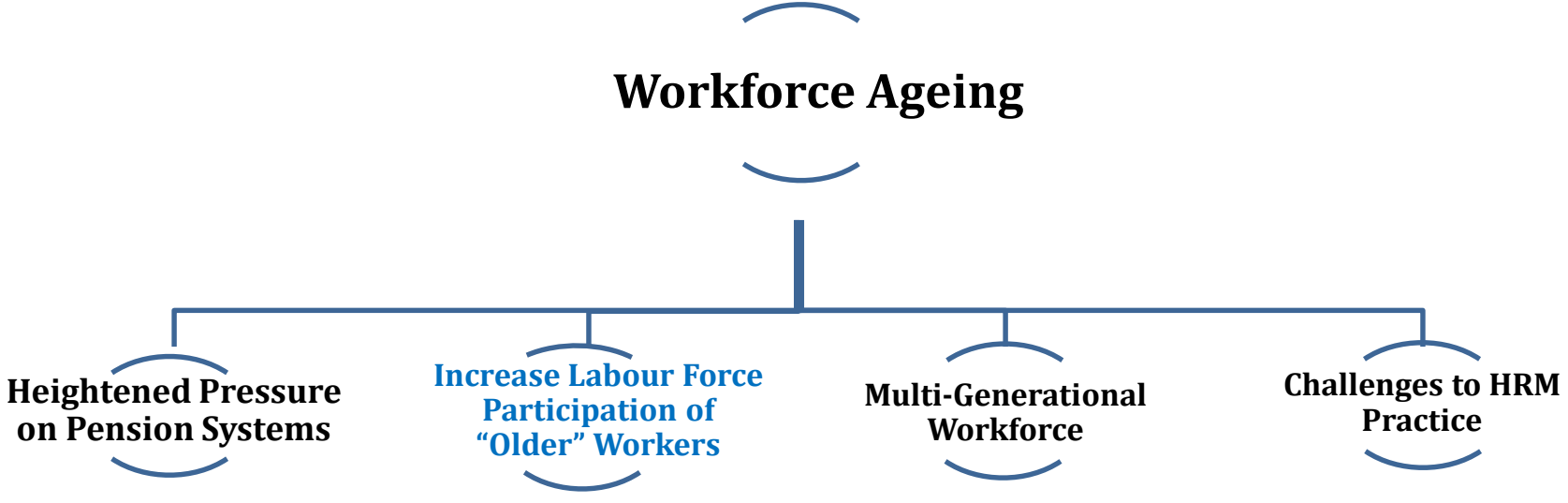


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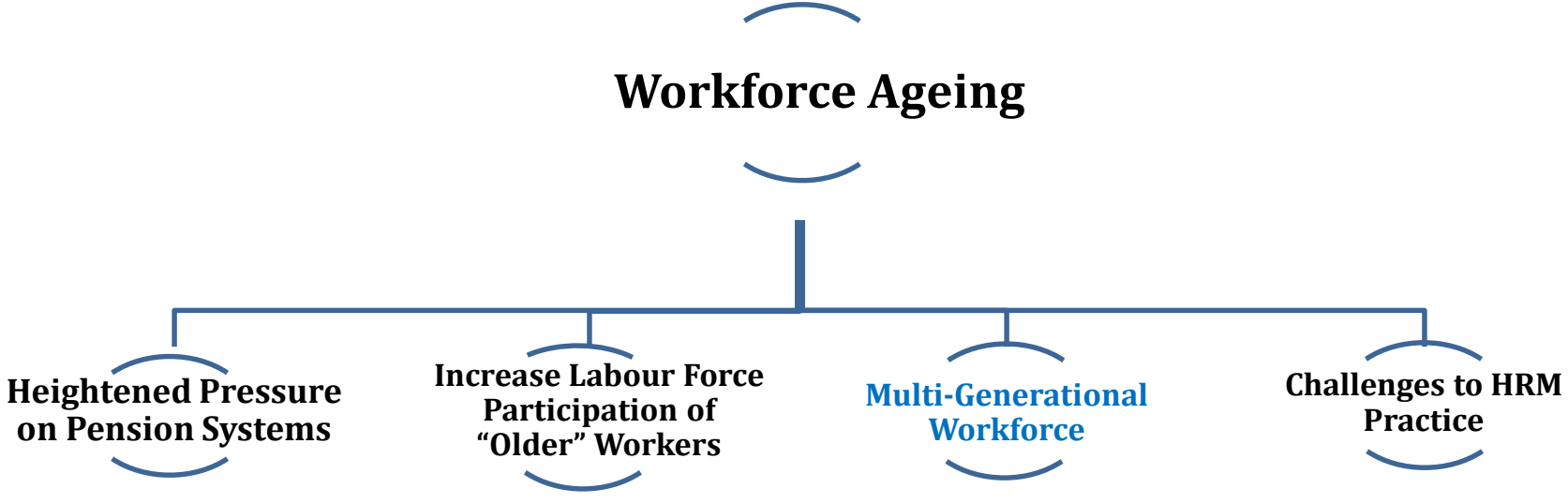


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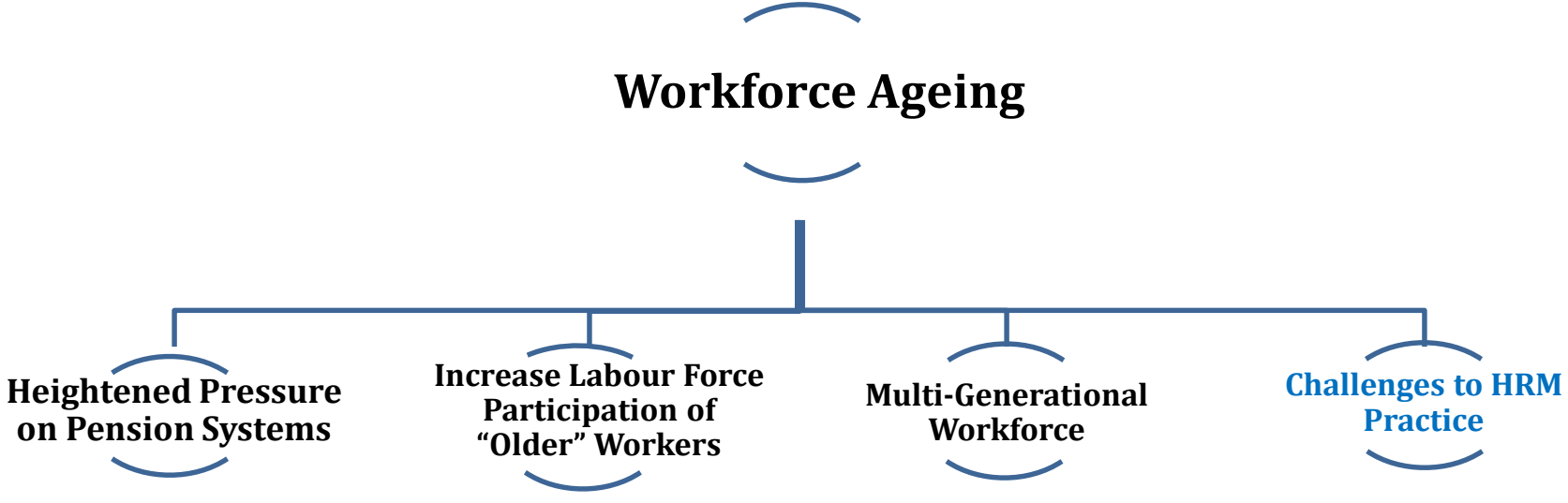
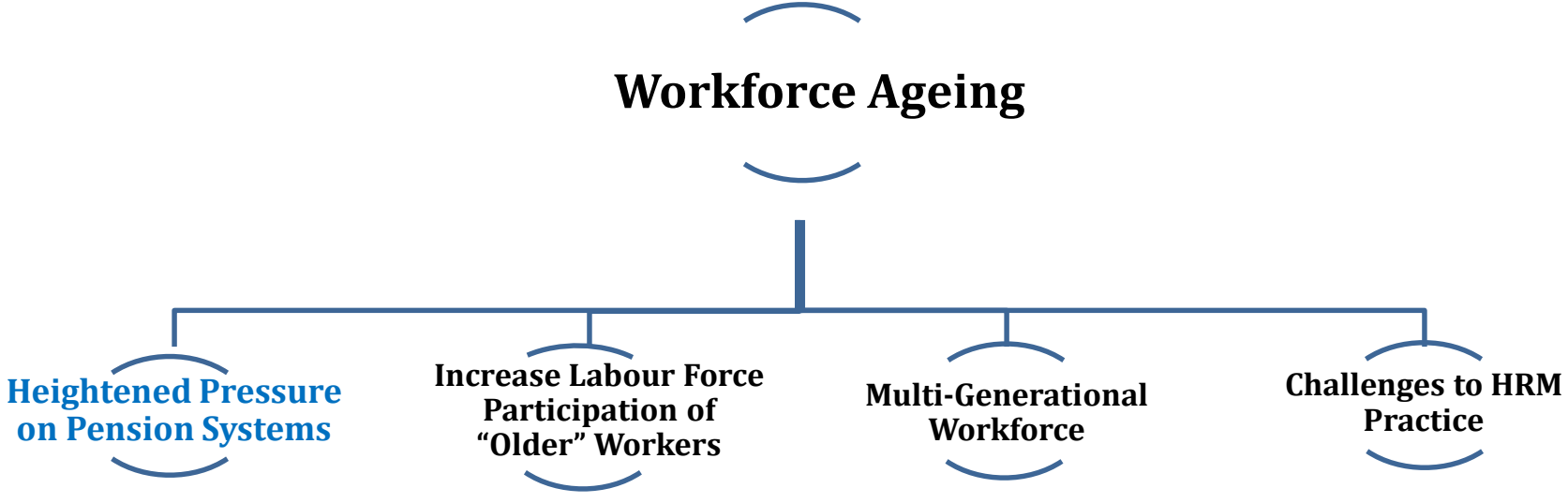

Workforce Ageing
Heightened Pressure on Pension Systems
Increase Labour Force Participation of "Older" Workers
Multi-Generational Workforce
Challenges to HRM Practice

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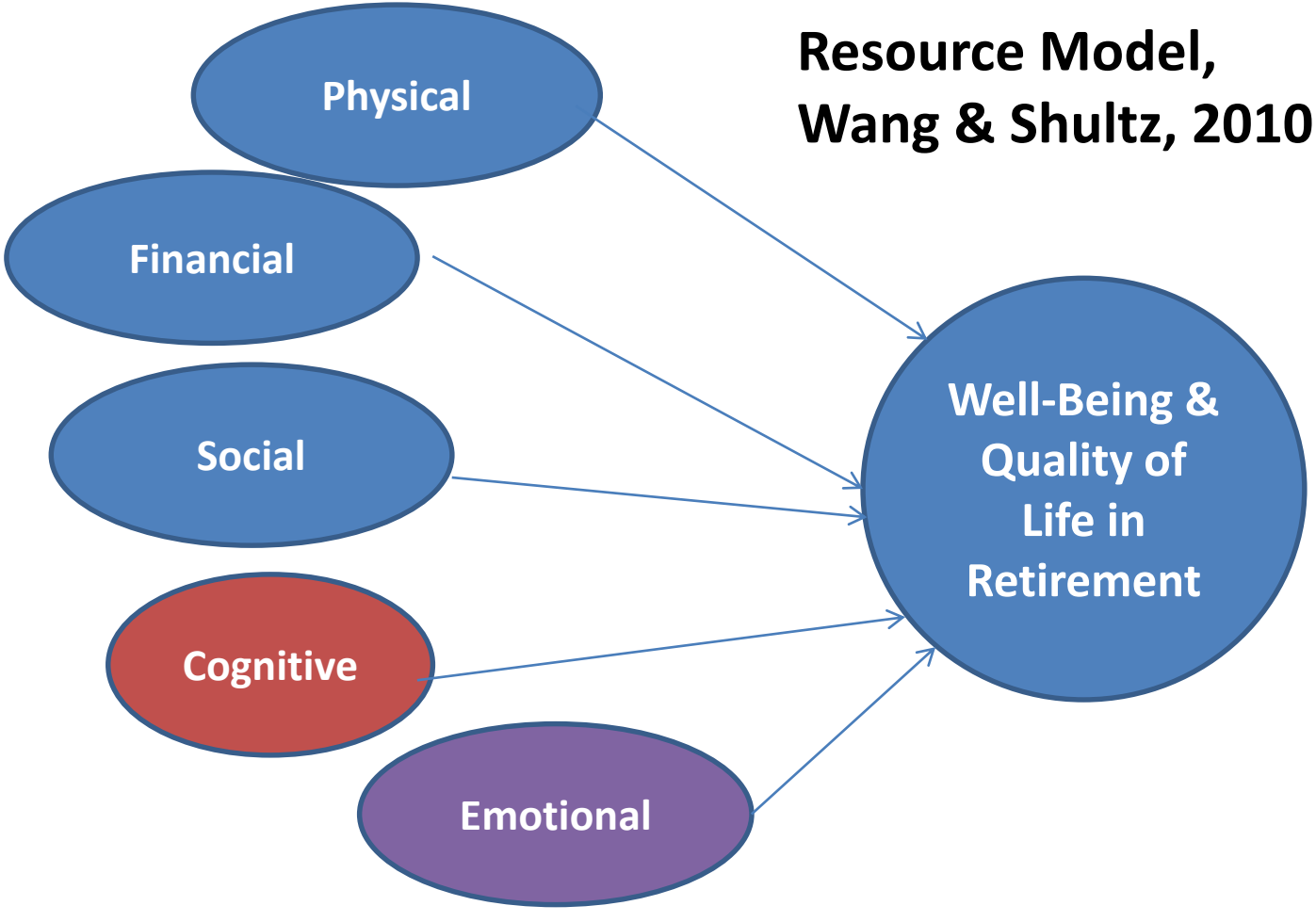
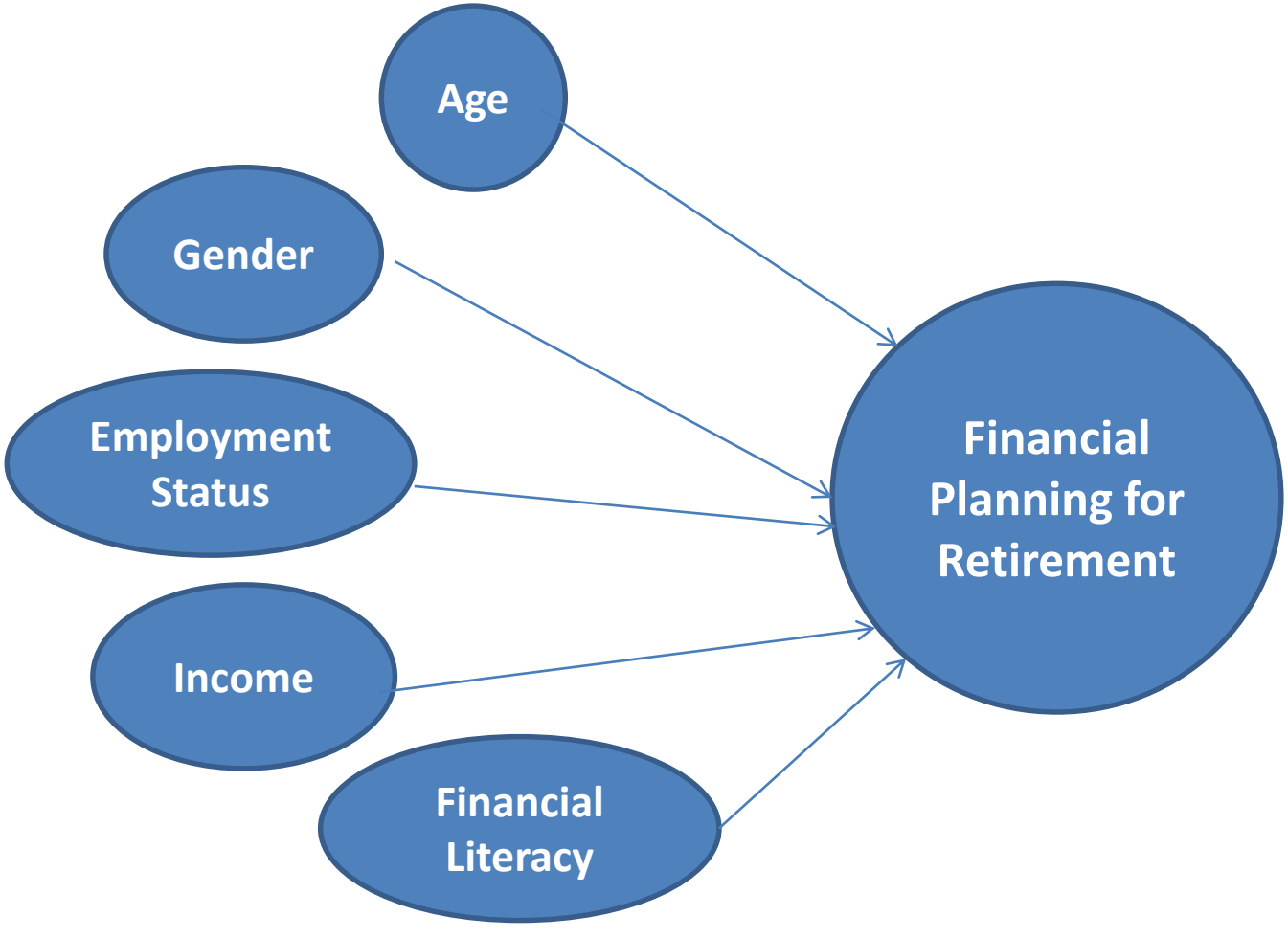
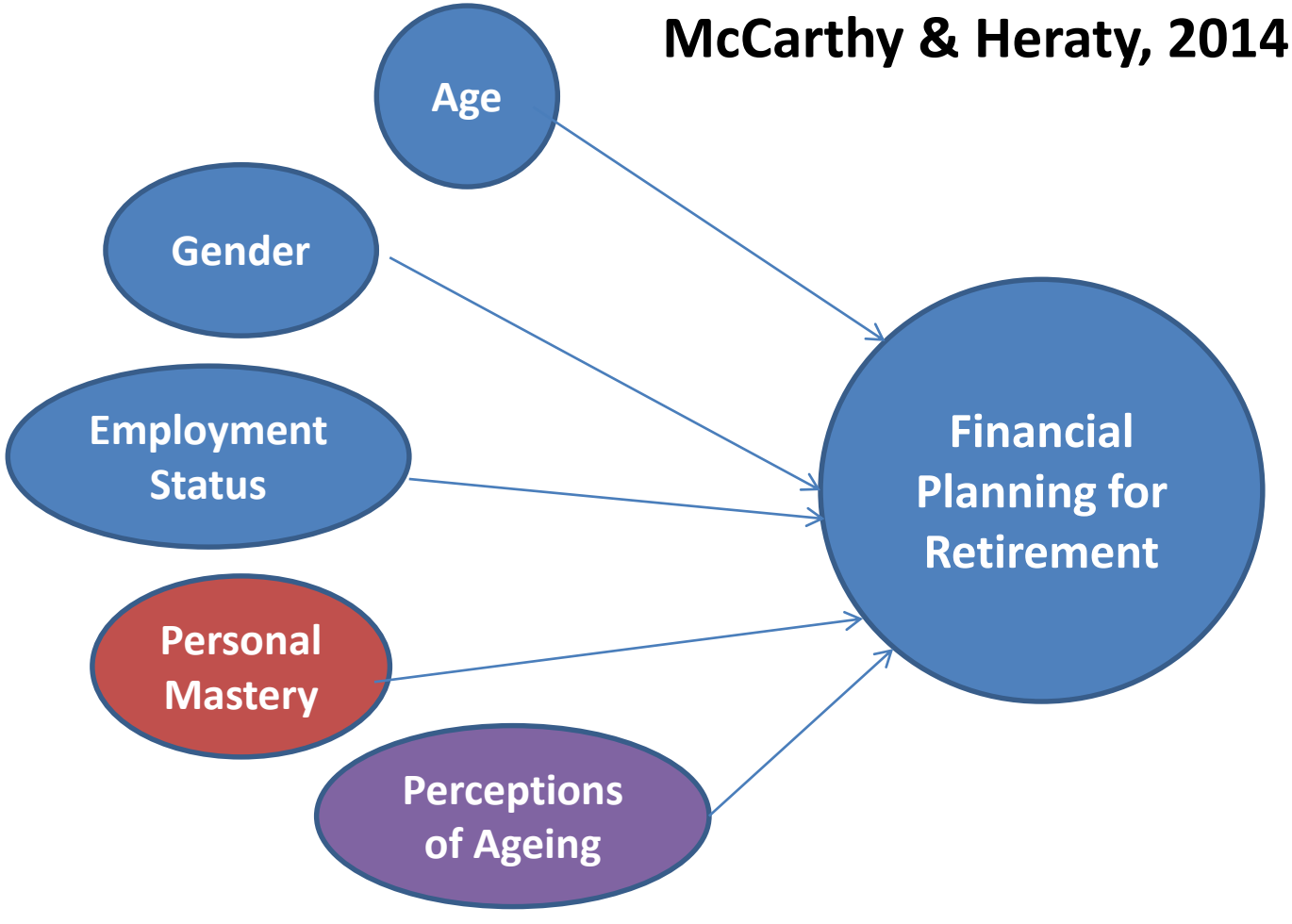
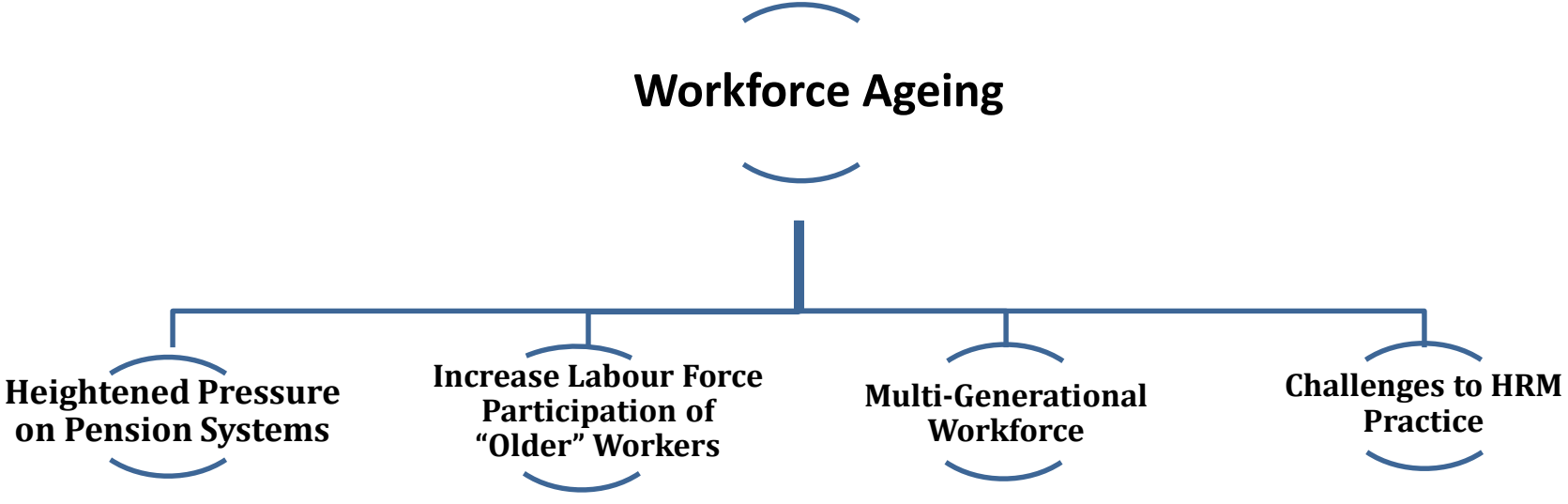
# Resource Model, Wang & Shultz, 2010




Age
Gender
Employment Status
Income
Financial Literacy
Financial Planning for Retirement

# McCarthy & Heraty, 2014

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Opportunity
NEXT EXIT