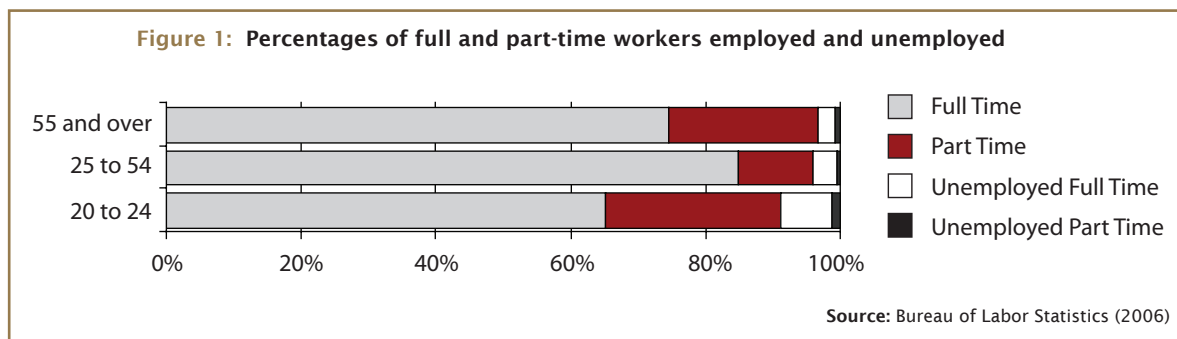


PART-TIME WORK

Project Team: Tay McNamara, with Jason Dobbs, Patrick Healey, Katherine Kane, & Daniel Mak

Question 1: How many older adults are working part-time or looking for part-time work?

- According to the 2005 Current Population Study data, 5,365 thousand Americans age 55 or older worked part time, with an additional 180 thousand seeking part-time employment. 8.5% of adults age 55 or older were categorized as members of the part-time labor force, compared to 20.3% of those ages 20 to 24 and 9.4% of adults ages 25 to 54. (Bureau of Labor Statistics, 2006: 206, 213).



- The MetLife Mature Market Institute found that “Of those [workers] still in the workplace, about 76% of 55-59 year olds work more than 35 hours a week, and only 39% of 66-70 year olds work that much. In fact, among the oldest workers surveyed (age 66-70), nearly 4 in 10 (39%) are working fewer than 20 hours a week.” (MetLife Mature Market Institute, 2006: 15).

Question 2: How many employers offer part-time work options?

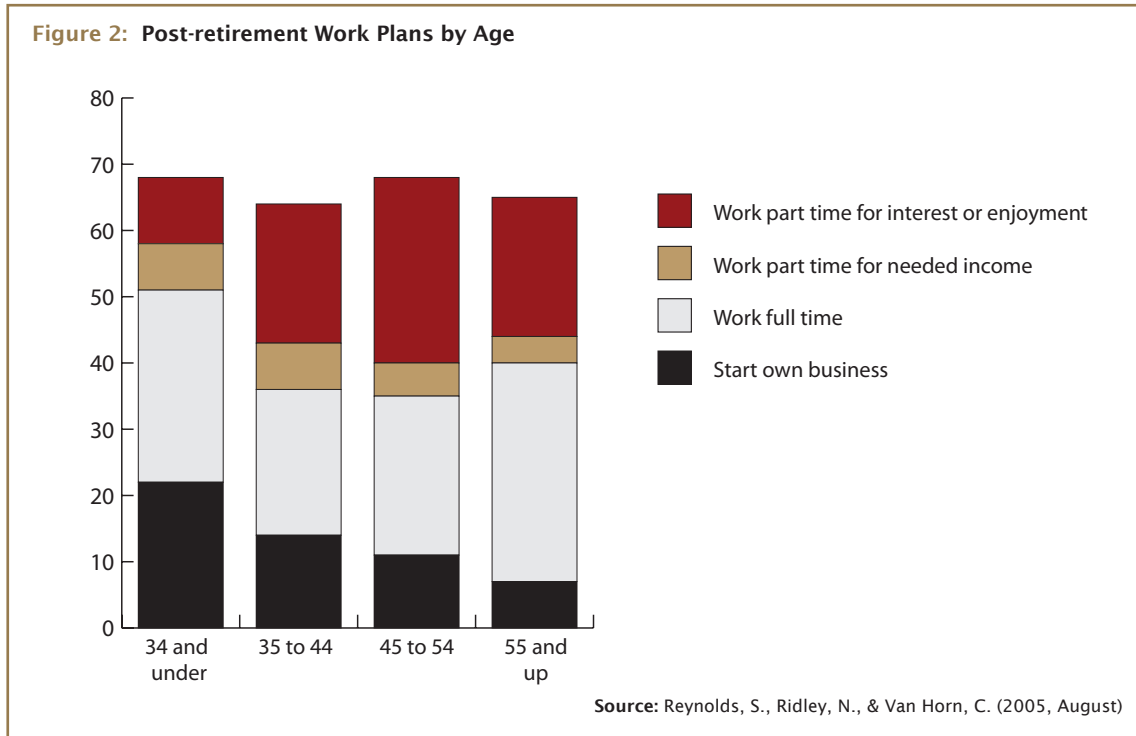
- The National Study of Employers, which surveyed workplaces with 50 or more employees, found that 53% of employers allow some employees to move from full-time to part-time and back again while remaining in the same position or level in comparison to 21% of employers that allow all or most employees to move from full-time to part-time and back again while remaining in the same position or level. (Families and Work Institute, 2005: 6).

Question 3: How many older adults want to work part-time?

- The Conference Board found that among exempt (salaried) employees who indicated an interest in reducing their hours and working part-time, more wanted to work either as contractors or consultants (even if that resulted in a loss of benefits) rather than as a part-time employee of the company. Male older workers (37 percent) were three times as likely as the women (12 percent) to indicate an interest in working as a consultant. (The Conference Board, 2002: 36, 38-39).
- According to the MetLife Mature Market survey, 56% of job-seekers ages 66 to 70 wanted to work fewer than 20 hours per week. (MetLife Mature Market Institute, 2006: 15).
- According to the “A Work-Filled Retirement” survey, approximately 17% of workers under age 35, 28% of workers

ages 35 to 44, 33% of workers ages 45 to 54, and 25% of workers ages 55 and older plan to work part time after retirement. (Reynolds, Ridley, & Van Horn, 2005: 6).

- According to the “A Work-Filled Retirement” survey, 21% of workers ages 55 and older planned to work part-time for interest or enjoyment, compared to 4% who planned to work part time for needed income. (Reynolds, Ridley, & Van Horn, 2005: 6).



Question 4: How do part-time and full-time jobs differ?

- The National Study of Employers, which surveyed workplaces with 50 or more employees, found that “only 33 percent of companies offer full or pro-rated benefits to part-time workers, while 23 percent offer health insurance coverage for unmarried partners who live with the employee.” (Families and Work Institute, 2005: 22).
- The National Study of Employers, which surveyed workplaces with 50 or more employees, found that in 2005, 38% of employers provided health insurance benefits to part-time employees. (Families and Work Institute, 2005: 24).

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