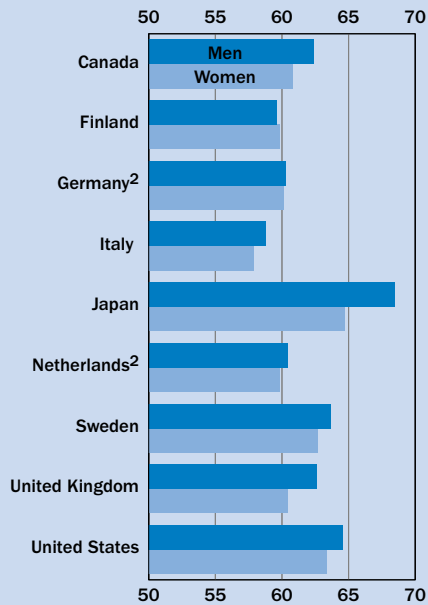
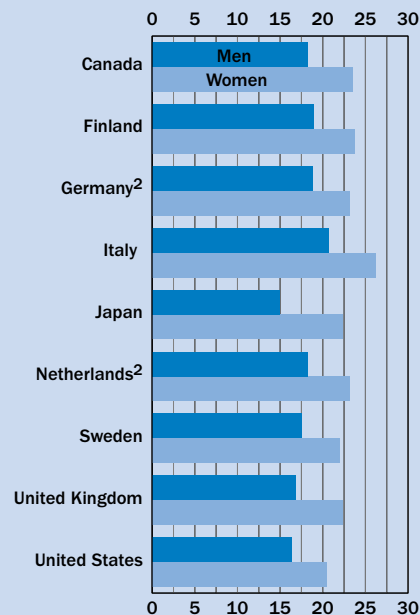


Median age of withdrawal from labor force¹, 1999



Years spent in "complete retirement"³, 1999



Notes: 1. This table shows the median age at which people completely withdraw from the labor force.

2. 1998.

3. "Complete retirement" is a calculation of life expectancy at the median age of withdrawal. These calculations are understated in the sense that they refer to the age at which people completely left the labor force not the age at which they retired from full-time work or a main career.

Source: *Ageing and Income: Financial Resources and Retirement in 9 OECD Countries*, OECD, Paris, 2001.

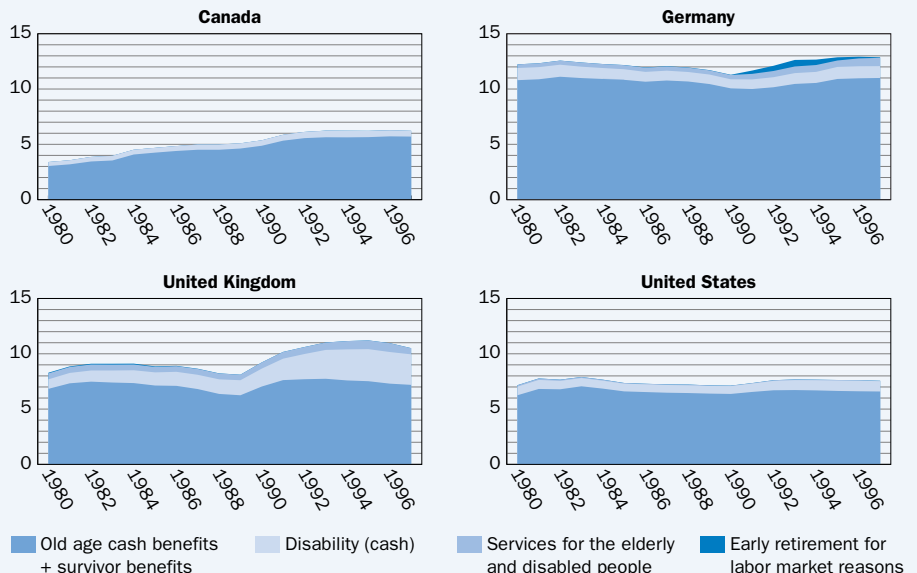
Retirement Systems Must Change

Retirement income systems are coming under increasing pressure as fertility rates drop and longevity increases. The very success of past retirement policy is at the heart of the dilemma facing policy makers today. For perhaps the first time in history most people can look forward to old age without trepidation about their economic circumstances. Yet despite the success of retirement income systems to date, the number of people retiring early, increased longevity, possible future labor shortages and, particularly, the coming retirement of the large baby-boom generation mean that retirement systems must change.

The OECD, in a recently published report of nine countries, reports that retirement policies have been fundamentally successful: older people at all income levels tend to maintain or even increase their material standards of living once they retire. This occurs despite large differences in approaches to public policy, including the size of public pensions. In general, public social expenditure is likely to grow in total, but not on a per capita basis. Most countries have relatively flat expenditure patterns, although many have a larger role for other elements such as disability and services for older people. In keeping public expenditure flat, other elements – mainly earnings, private pensions and savings – must rise unless older people are to become worse off. In this regard, countries are looking at a variety of components to achieve a more balanced system and diversify risk. The challenge is to make needed changes without undermining past success. While this is difficult, it is entirely possible and the payoffs from relatively small changes in the balance between work and retirement could be particularly substantial.

OECD, Paris (2001) *Ageing and Income: Financial Resources and Retirement in 9 OECD Countries*, ISBN 9264-19542-4, \$33.00.

Public social expenditure related to the retirement-age population (% of GDP, 1980-1997)

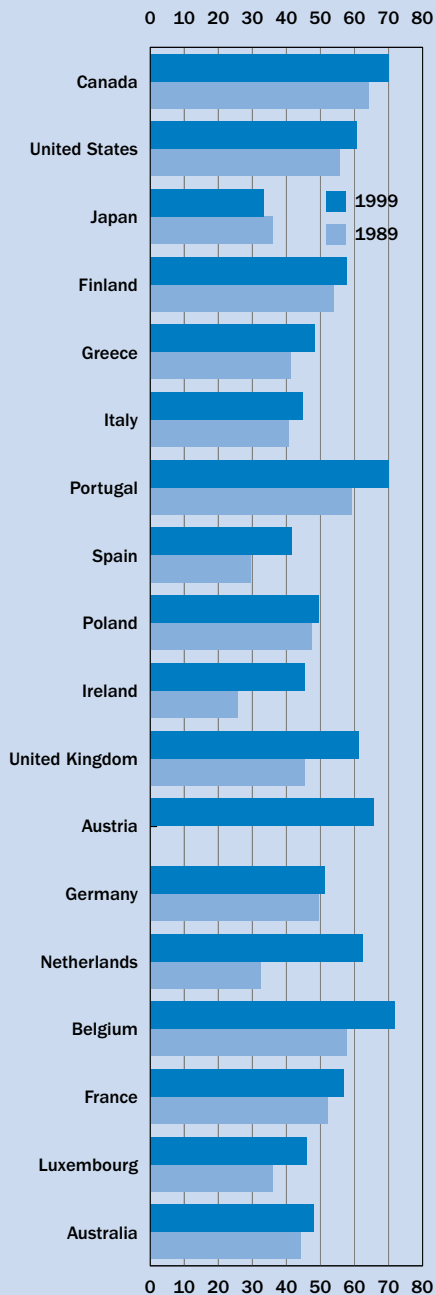


Source: *Ageing and Income: Financial Resources and Retirement in 9 OECD Countries*, OECD, Paris, 2001.

For SourceOECD subscribers: SourceOECD/Statistics, Social Expenditure Database (SOEX).

Working Mothers¹ (% in 1989 and 1999²)

The employment rates of mothers have increased rapidly in recent years. This is important to maintain their labor market skills, to ensure adequate resources for families and to make further progress towards gender equity.

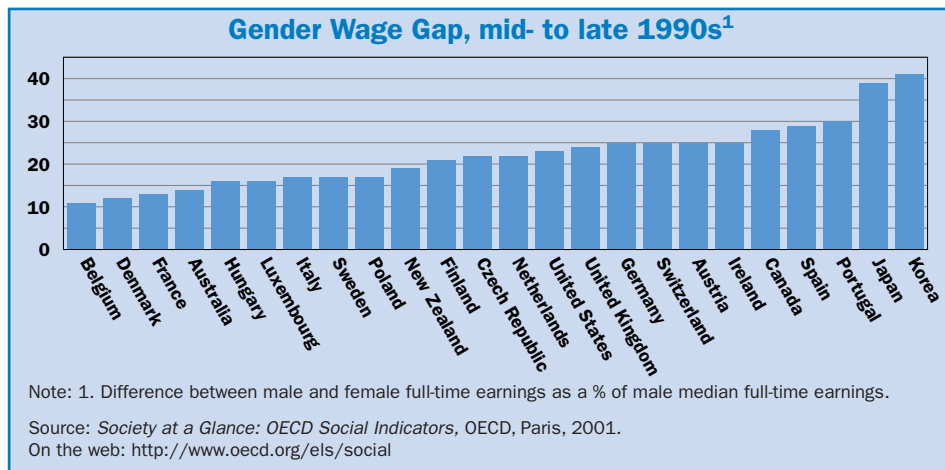


Notes: 1. Employment rates of mothers in couple families with child(ren) under age 6.
2. Years may vary slightly.
Source: OECD Employment Outlook, OECD, Paris, 2001.

Gender Wage Gap

Gender differences in wages provide an indicator of the degree to which men and women receive similar incomes from work. The “gender wage gap” is measured here as the difference between male and female median full-time earnings expressed as a percentage of male median full-time earnings. Across countries, the gender wage gap ranges from a low of between 11 and 12% in Belgium and Denmark to a high of between 39 and 41% in Japan and Korea. Reflecting a rise in educational attainment and job tenure for women relative to men, the size of the gap has tended to decline over time in almost all OECD countries.

OECD, Paris (2001) *Society at a Glance: OECD Social Indicators*, ISBN 9264-18674-3, \$19.00.



Globalization and the Need for Corporations to Act Responsibly

“Globalization” is the integration of our national economies largely through trade and investment, but also through the flow of ideas, people, cultures, capital, and technology. It is important that the benefits of globalization are widely shared, hence the adage “think globally, act locally”. In November 2000, the OECD held a conference on, “Partners for Progress – Towards a new approach to Corporate Social Responsibility (CRS)”. CRS means different things to different groups, sectors, and stakeholders. But there is general agreement that in a global economy, businesses are often playing a greater role beyond job and wealth creation. Today, corporate behavior must not only ensure returns to shareholders, wages to employees, and products and services to customers, it must also respond to societal and environmental concerns. CRS is the business sector’s response to the non-financial pressures it faces. While critics may disagree on the real motives behind CRS initiatives, seeing them as public relations initiatives by the business community, the speakers at this conference view them as a step towards global convergence of business practices. Through partnerships with labor, NGO’s, and communities, corporations help tackle social exclusion and other inner city problems in order to define and implement innovative solutions for policy dialogue to meet the social challenges at the local level.

OECD, Paris (2001) *Corporate Social Responsibility: Partners for Progress*, ISBN 9264-19512-2, \$25.00.

Immigration Update

Migration flows into many OECD countries have risen markedly over recent years. The range of nationalities involved has widened and increasing numbers of asylum seekers has further boosted flows, particularly into Europe. The challenge now facing governments is to control flows more effectively through greater cooperation between countries at both ends of the migration chain. The latest edition of the OECD's annual *Trends in International Migration*, shows that migration involving qualified and highly qualified workers rose sharply between 1999 and 2000, helped by better employment prospects and the easing of entry conditions. In addition to a greater increase in economic prosperity, one of the main factors behind the recent increase in worker migration has been the development of information technology, a sector where there was a shortage of around 850,000 qualified people in the United States and nearly 2 million in Europe in 2000. The survey also notes that some recent trends may change. Stricter surveillance of national borders in OECD member countries since the September 11 attacks may reduce clandestine migration, while the economic slowdown may make it more difficult for foreigners in non-traditional situation to get work.

OECD, Paris (2001) *Trends in International Migration: SOPEMI 2001*, ISBN 9264-19670-6, \$59.00.

Stock of foreign and foreign-born population, 1999

| | Thousands | % of total population |
|---|-----------|-----------------------|
| Stock of foreign population | | |
| European Economic Area | 20,015 | 5.3 |
| Japan | 1,556 | 1.2 |
| Stock of foreign-born population | | |
| United States | 28,180 | 10.3 |
| Canada ¹ | 4,971 | 17.4 |
| Australia | 4,482 | 23.6 |

Note: 1. 1996.
Source: *Trends in International Migration: SOPEMI 2001*, OECD, Paris, 2001.

Brain Drain

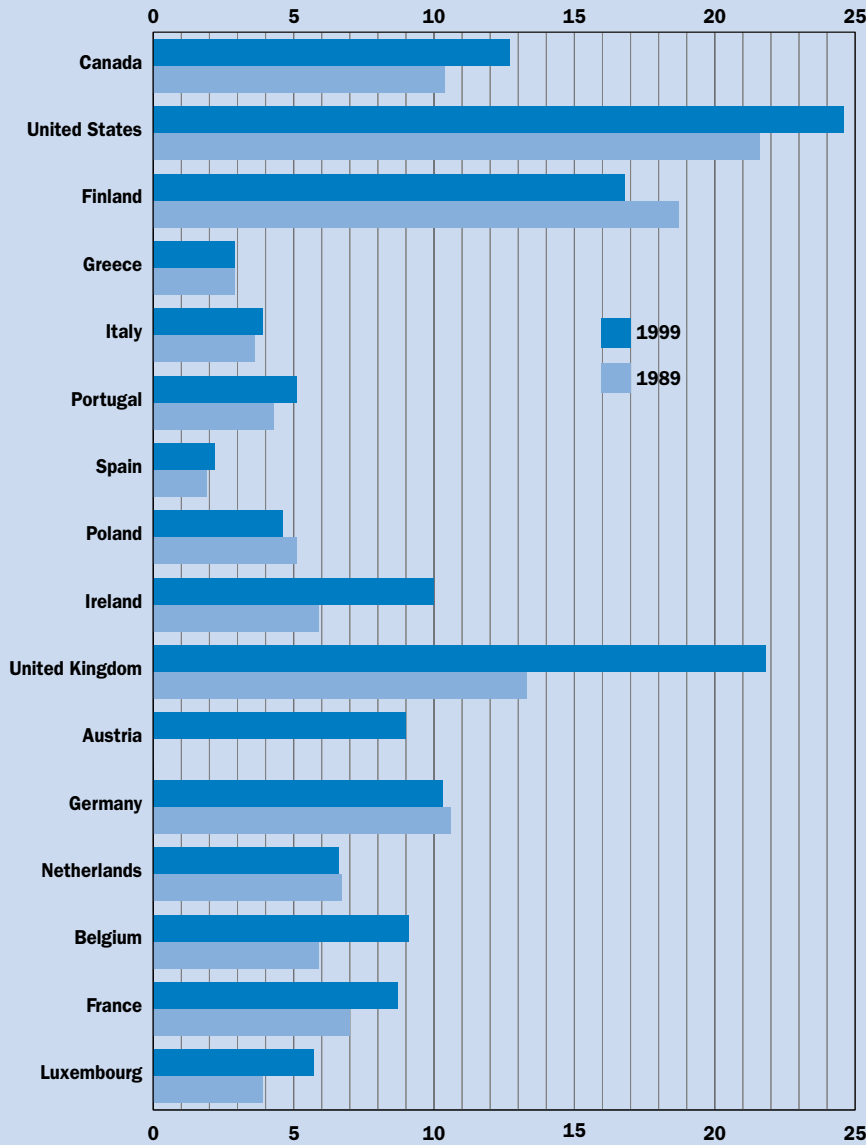
The international mobility of highly skilled workers, in particular human resources in science and technology such as scientists, engineers and IT experts, is currently an important policy issue in the majority of OECD countries. In order to meet labor shortages especially in information technology-related industries, an increasing number of countries are implementing measures to facilitate the recruitment of skilled foreign workers. The OECD held a seminar in Paris on June 11-12, 2001 to study these issues. The conference proceedings have been brought together in a report entitled *International Mobility of the Highly Skilled*.

OECD, Paris (2001) *International Mobility of the Highly Skilled*, ISBN 9264-19689-7, \$54.00.

| Foreign Workers (% of total labor force in 1994 and 1999) | | |
|---|------|------|
| Foreign labor force | | |
| | 1994 | 1999 |
| Austria | 9.6 | 9.5 |
| Belgium | 8.1 | 8.7 |
| Czech Republic | 1.7 | 2.9 |
| Denmark | 1.7 | 2.5 |
| Finland | 0.7 | 1.2 |
| France | 6.4 | 6.1 |
| Germany | 9.0 | 8.7 |
| Greece | 1.6 | 3.8 |
| Hungary | 0.5 | 0.7 |
| Ireland | 2.9 | 3.4 |
| Italy | 1.5 | 3.6 |
| Japan | 0.9 | 1.0 |
| Korea | 0.2 | 0.4 |
| Luxembourg | 51.0 | 57.3 |
| Netherlands | 4.0 | 3.4 |
| Norway | 2.7 | 2.9 |
| Portugal | 1.6 | 1.8 |
| Spain | 0.8 | 1.0 |
| Sweden | 4.1 | 4.1 |
| Switzerland | 18.9 | 18.1 |
| United Kingdom | 3.6 | 3.9 |
| Foreign-born labor force | | |
| | 1994 | 1999 |
| Australia | 24.8 | 24.6 |
| Canada | 19.2 | -- |
| United States | 9.8 | 11.7 |

Source: *Trends in International Migration: SOPEMI 2001*, OECD, Paris, 2001.

Single-Parent Families (% in 1989 and 1999¹)



Note: 1. Years may vary slightly.

Source: *OECD Employment Outlook*, OECD, Paris, 2001.



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