

**Dynamics of Accumulated Inequalities for Seniors In Employment (DAISIE)**

# **Dynamics of Accumulated Inequalities for Seniors In Employment (DAISIE)**

**Final Conference**

**May 25–26 2021**

**BOOK OF ABSTRACTS**

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## Keynote Speakers

Tuesday May 25th, 10.30-11.00

### **AGE SEGREGATION AND AGEISM IN THE PUBLIC DEBATES REGARDING COVID-19: WHAT DOES OUR SOCIETY'S RESPONSE TELL US ABOUT THE MEANINGS OF CHRONOLOGICAL AGE?**

Jaroslava Hasmanová Marhánková, Charles University, Prague, Czech Republic

This paper discusses how chronological age and the category of “older people” were integrated into social and health policies and discourses surrounding the outbreak of COVID-19. The way in which the risks surrounding COVID-19 have been portrayed and addressed reflect structural problems related to the perception of the role of older people in society. These problems were not caused by this pandemic. In many cases, however, the coronavirus pandemic has acted as a magnifying glass, making these issues more visible.

The paper focuses specifically on the way the idea of age-segregation was mobilized in the debated regarding pandemic. Contact between members of different generations was systematically established as one of the main risks for contracting COVID-19. The paper argues that COVID-19 pandemic has potential to accelerate age-divisions in our societies and contributes to expansion of ageist representations. The second part of the paper discuss possible challenges to be addressed by (social) gerontology that have accelerated (not only) in the context of COVID-19 outbreak.

Tuesday May 25th, 13.00-13.30

### **THE IMPACT OF AGE RELATIONS AND AGEISM ON EMPLOYEES' RETIREMENT CHOICES - A NEGLECTED ASPECT OF RESEARCH ON EXTENDED WORKING LIVES**

Sarah Vickerstaff, University of Kent, UK

How do older workers use internalized age norms and perceptions when thinking about retirement timing? Policies designed to extend working lives occur in social contexts of considerable ageism. In this discussion we define ageism as existing through social relations rather than as a characteristic of individual behaviour. Research demonstrates discrimination against older workers but this is a limiting view of the impact that ageism may have in the work setting. Individuals are likely to internalize age norms as older people have lived in social contexts in which negative images of what it means to be ‘old’ are prevalent. These age perceptions are frequently normalized (taken for granted) in organisations and condition how people are managed and crucially how they manage themselves. How older workers and managers think and talk about age is another dynamic feature of decision making about retirement with implications for extending working lives.

Tuesday May 25th, 15.15-15.45

## **GRANDPARENTING CHILDREN WITH DISABILITIES: IMPACTS ON RETIREMENT**

Madonna Harrington Meyer, Syracuse University, USA

Because of the paucity of social programs, US grandparents provide a great deal of care, particularly for grandchildren with disabilities. Helping with feeding, bathing, dressing, play, schoolwork, therapies, supervision, and medical care may impact grandparent financial, social, emotional, and physical well-being. Fifty in-depth interviews suggest that while grandparents with good health and substantial resources may be able to provide such care with minimal impacts, those with more health conditions and fewer economic resources may find it difficult to juggle paid work and care work; feel pressured to retire early, change jobs, or move to other cities; or feel pressured to delay retirement due to increasing expenditures, growing debt, and the need for health insurance.

Wednesday May 25th, 10.00-10.30

## **ACCUMULATED INEQUALITIES AND EXTENDED WORK LIFE: POLICY RECOMMENDATIONS**

Nata Duvvury, National University of Ireland, Galway

The Dynamics of Accumulated Inequalities for Seniors in Employment project explores the gendered impacts of policies and practices aimed at extending working life (EWL) in five national settings - the Czech Republic, Ireland, Sweden, Switzerland and the UK.

The project addresses two main issues: the employment aspirations and practices of older workers and the impact of these on their health, well-being and family care configurations. The project is particularly unique in its exploration of the wellbeing and health issues faced by male and female 50+ workers in 3 contrasting occupations (health, transport, financial services), using innovative case-study methods to illustrate the combined effect of employment histories, family life events and intergenerational care services on the dynamics of inequality in later life. Drawing on research findings across the countries and the three sectors, we will highlight the key policy recommendations to EWL policies for the specific sectors as well for government pension policies.

## Parallel Workshops

### Session IA - Impact of the COVID-19 Crisis on Older Workers

Tuesday May 25th, 11.00-12.30

Chair: Alena Křížková

#### **IA.1. IMPACT OF COVID-19 ON WORK EXPERIENCES OF DIFFERENT GENERATIONS: A COMPARATIVE ANALYSIS IN THE EU CONTEXT**

Burcu Ozdemir-Ocaklı, Ankara University, Turkey

Betul Yalcin, Atlas Data Analysis and Consultancy, UK

Since the emergence of COVID-19 pandemic, there have been few comparative studies on the social and economic effects of the pandemic. So far, the emerging research, focusing on the emotional, social or economic challenges in the face of COVID-19, suggest that the pandemic is surfacing the ongoing inequalities, especially in societies where not everyone has equal access to financial support. And yet, very few are addressing the experiences of people who are at higher risk of severe COVID-19. Furthermore, none of those studies utilise a systematic comparison tool to compare the amplified inequalities experienced by older generation in the labour market.

Addressing this gap in the literature, we attempt to compare the work experiences of older people (65+) to those who are at working age (18-64) in the EU Member States (EU27). Present research focuses on the changes in the working conditions, job loss in particular. Using the EUROFOUND's Living, Working, and COVID-19 dataset (2020), present study utilises multi-level logistic regression to investigate the extent to which pandemic has affected job loss after controlling for generation. The analysis in the EU context is set to provide rapid evidence on how the EU Member States can better respond to the current challenges.

Key words: Multi-level logistic regression, EU, severe COVID-19, older people, COVID-19 risk groups.

#### **IA.2. NURSES ON THE FRONTLINE: A SOCIOLOGICAL EXPLORATION OF THE IMPACT OF COVID-19 CRISIS ON OLDER NURSES WORKING IN PRIVATE NURSING-HOMES OF KOLKATA**

Sreyasi Chatterjee, Prasanta Chandra Mahalanobis Mahavidyalaya,  
Kolkata, India

The COVID-19 crisis has forced the ageing population to stay at home. However, a large number of older nurses are regularly reporting to work in the private nursing-homes of Kolkata. Older nurses are in high demand at Intensive Care Units as they have decades of experience, training, they possess knowledge and decision-making skills that are crucial in guiding the intelligent use of scarce resources. At the peak of the pandemic, the private healthcare sector in Kolkata faced a major crisis when over 300 nurses quit their jobs at private nursing-homes to return to their home-

states or to join government postings. This forced the private healthcare sector to consider increasing the retirement age of older nurses and to even ask retired nurses to return to work.

Older female nurses employed in private hospitals of Kolkata are facing new challenges at their work place. Their age makes them vulnerable to infection, lack of personal protective equipment increases the potential risk of infection. Increased workload due to staff shortage, providing care to patients with COVID-19 and protecting patients with compromised immunity are some of the challenges faced. The unprecedented health crisis also forces them to learn new skills and take up new roles. Normative gender-based expectations pose another challenge for older female nurses as they struggle to balance the needs of patients and needs of loved ones. The unique conditions brought about by COVID-19 often force older female nurses to stay away from loved ones, causing moral distress.

Through 50 case studies of older female nurses employed in 10 leading private hospitals of Kolkata, this study will explore the negative impact of COVID-19 crisis on the working conditions of senior female nurses. Content analysis of semi structured interviews will explore how normative expectations associated with gender act as accumulated inequality for older female nurses.

### **IA.3. THE IMPACT OF COVID-19 RELATED EMPLOYMENT DISRUPTION ON RETIREMENT PLANNING AMONG OLDER WORKERS IN ENGLAND**

Martin Hyde, Swansea University, UK

Tatiana Rowson, University of Reading, UK

Vanessa Beck, University of Bristol, UK

Elizabeth Evans, Swansea University, UK

Disruptions in late working life can affect the employment and retirement plans of older workers. However, there has been little investigation on the impact of the Covid-19 pandemic on: 1) the ways in which different types of employment disruptions, e.g. stopping work due to health concerns, business closure, etc., have impacted on retirement planning; 2) whether different groups of older workers were more or less likely to experience disrupted employment or 3) whether the relationship between disrupted employment and changing retirement plans differs for different groups of older workers. To explore these issues, we linked data from wave 1 of the English Longitudinal Study of Ageing (ELSA) Covid-19 study and wave 9 of the ELSA main study (N = 7040). Our results show that those who experienced employment disruption were more likely to change their retirement plans, in particular to retire earlier than planned. However, closer investigation shows that different types of disruption had different effects. For example, those whose employer/business had closed were much more likely to have changed retirement plans while those who stopped work to care for others were less likely to have changed plans. There was also evidence of a social gradient in disruption to both employment and retirement planning. However, the main difference appears to be between the employed, who were more likely to be furloughed, and the self-employed, who were more likely to experience business closure. Nonetheless, disrupted employment impacted on retirement planning for older workers in Higher managerial, administrative and professional occupations, Small employers and own account workers and Semi-routine and routine occupations. Given the known negative effects of both

involuntary early labour market exit and involuntary extended working lives, our findings suggest that the Covid-19 related employment disruptions are likely to exacerbate social inequalities in health and well-being in later life.

## **IA.4. INEQUALITIES AND ONLINE EMPLOYMENT STRATEGIES OF OLDER PEOPLE DURING THE COVID-19 PANDEMIC IN URBAN AND RURAL AREAS IN RUSSIA**

Konstantin Galkin, Russian Academy of Sciences, Russia

The COVID-19 pandemic has impacted both regular employment and daily life. The demographic crisis and the aging process of the population inevitably lead to the need to include older people in social and labour activities. The impact of restrictive measures and exclusion, as well as the economic problems associated with company closures, have impacted both the daily life of older people and the employment strategies of older people.

In the report, digitalization is considered as a resource for adaptation to the new realities of the labour market for older people living in the federal city of St. Petersburg and in villages in the south of Karelia. A total of 20 semi-structured online interviews with older people and 15 observation diaries were collected with older people themselves during the pandemic while working online and looking for work.

The main conclusions of the report are: different strategies for using the Internet. For the village, the use of the Internet for communication is most characteristic, for the city, the use of the Internet as a platform for finding work and online employment. The importance of online therapeutic communication for seniors during a pandemic. And working on the Internet is one of the ways of such therapeutic communication for older people and the opportunity to be not alone, which is especially important during periods of isolation in rural areas. Difficulties with infrastructure and, consequently, Internet access among older people in rural areas, which limits employment opportunities for older people and contributes to the emergence of psychological tension and isolation, which is possible in rural areas.

## **Session IB - Social Implications of an Ageing Workforce**

Tuesday May 25th, 11.00-12.30

Chair: Nicky Le Feuvre

### **IB.1. PLACE OF HEALTH, AND PAST EMPLOYMENT AND WORKING CONDITIONS IN THE RISKS OF DROPPING OUT OF EMPLOYMENT AFTER 50: RESULTS OF A FRENCH NATIONAL SURVEY**

Sandrine Guyot, Institut National de Recherche et de Sécurité, France  
Pascal Wild, Institut National de Recherche et de Sécurité, France

Deteriorating health status at the end of working life and exposure to deleterious work constraints can be vectors for job distancing. For older employees, leaving employment at ages close to retirement can easily turn into a permanent cessation of activity. In France, as in other European countries, the average duration of unemployment among older workers is much longer than among younger workers, and the prospects of returning to work are greatly reduced with age. And even when a return to employment does occur, it often takes place under deteriorated conditions, particularly in terms of qualifications or employment status. Interventions aimed at keeping seniors in employment, in a framework favourable to their health, imply, from a prevention perspective, a better understanding of the various factors associated with the risks of dropping out of the workforce at the end of one's working life. The purpose of the proposed paper is to present the results of a specific exploitation of a French national statistical survey on health and professional itineraries (SIP). In particular, the results concerning the roles of health, professional wear and past working and employment conditions on the risks of dropping out of the labour market among the over 50s. The population studied is 483 individuals dropping out of a total of 3116 workers aged 45 to 61 years old in 2006, and interviewed again in 2010. Statistical analyses by logistic regression were carried out. The results support the importance of career breaks in dropping out, whether they are related to employment or health. They also show the effects of working conditions, particularly working under pressure, and the duration of exposure on the risk of dropping out. These different elements of analysis provide valuable indications to preventers to guide their prospective approach and target their actions.

### **IB.2. WORKING AND EMPLOYMENT CONDITIONS FOR OLDER WOMEN: A DOUBLE DISADVANTAGE? AN EXPLORATORY ANALYSIS OF PANEL DATA FROM THE 2013 AND 2016 WORKING CONDITIONS SURVEYS IN FRANCE**

Annie Jolivet, Conservatoire national des arts et métiers, France  
Anne-Françoise Molinié, Conservatoire national des arts et métiers, France

Statistical analysis of the 2013 and 2016 Working Conditions surveys carried out in France highlighted the link between employment pathways and changing working conditions, the highest proportion of women among precarious and down-to-bottom trajectories and the specificities of



certain highly feminized occupations. However, these analyses did not examine working and employment conditions of women and men beyond a certain age.

Do working conditions and career paths reflect a double disadvantage for older women compared to men of the same age? To what extent can these conditions and pathways make it difficult for older women to extend their working lives?

The working conditions and career paths of older women and men are analysed from the panel data of the Working Conditions - Psychosocial Risks national surveys carried out in France in 2013 and 2016. The focus is on employees who responded to the survey in 2013 and were aged 50 to 64 in 2016 (3542 men and 5003 women). Work configurations in 2013 are constructed from a multiple correspondence analysis (MCA) on a large number of variables mainly related to working conditions, followed by a hierarchical bottom-up classification.

The five configuration classes obtained are marked by gendered differences. They have links with past status and employment paths and professional becoming at three years of age (in 2016). Feeling able (or not) and wishing (or not) to stay in the same job until retirement differ depending on gender and work configuration. Women appear to be disadvantaged in terms of the likelihood of being out of work and the likelihood of retirement in 2016. This disadvantage, excluding the age effect, stems on the one hand from their over-representation in unfavourable work and employment configurations, on the other hand from a specific gender effect (staying longer in work, being less often in retirement).

### **IB.3. THE DEVELOPMENT OF POST-PANDEMIC SOCIO-ECONOMIC SYSTEMS FROM THE PERSPECTIVE OF AN AGEING WORKFORCE**

Andrzej Klimczuk, SGH Warsaw School of Economics, Poland

The COVID-19 pandemic, an infectious disease caused by the SARS-CoV-2 coronavirus, has affected all dimensions of the socio-economic life of people around the world. The negative effects of the pandemic are evident in the case of older people who have lower immunity to the coronavirus. Thus, among the people particularly exposed to a severe course of the disease and risk of death, there are also employees from older age groups (50 years of age and over) and older adults who continue to work during their retirement.

The consequences of the economic downturn from the COVID-19 pandemic are not yet fully observed and investigated. Nevertheless, its course to date has already undermined or even wrecked efforts made in many countries at the beginning of the 21st century to extend the working life of older adults, disseminate best practices of age management in organizations, and to raise the retirement age. From the outset of the pandemic, measures to reduce the transmission of the coronavirus have contributed to the physical separation or even isolation of older workers from younger colleagues and clients. At the same time, the marginalization of older employees is aggravated by the fact that in many industries, they have lower digital competences, which limits the possibility of engaging their potentials and skills while using remote work.

The purpose of this paper is critical review and analysis of selected observations and recommendations from more than 20 international and interdisciplinary studies collected from May 2020 under the research topic titled “Coronavirus Disease (COVID-19): Socio-Economic Systems in the Post-Pandemic World: Design Thinking, Strategic Planning, Management, and Public Policy” (<https://www.frontiersin.org/research-topics/13913>) that is co-edited by A. Klimczuk, E. Berde,

D.A. Dovie, M. Klimczuk-Kochańska, and G. Spinelli. The selected contributions focus on gathering new forms of thinking, addressing challenges, changes, and transformations required for post-pandemic global, national, regional, and local realities. The paper will organize the COVID-19 pandemic impacts and proposed solutions for public policy in relation to the needs of an ageing workforce. For example, implications and advice for reforming the health sector, transport systems, workforce rights, and social dialogue will be indicated.

The summary will include recommendations for entities of ageing policy, including programming resiliency of public and private organizations. Also, a set of future-oriented research directions will be presented.

#### **IB.4. INEQUALITY OF RUSSIAN REGIONS IN OLD AGE MORTALITY: EFFECTS OF SOCIO-ECONOMIC FACTORS**

Gaiane Safarova, IRES Russian Academy of Sciences, Russia

Anna Safarova, IRES Russian Academy of Sciences, Russia

Vera Kipyatkova, IRES Russian Academy of Sciences, Russia

The situation with mortality in a population affects labour force participation of working age population, but to a greater extent - the participation of the older population in the labour force. In Russia significant regional inequality in mortality including old-age mortality (OAM) exists, making the suggested topic particularly important.

The paper aims at representing the situation in Russia and its regions in regard to OAM, expressed by standardized mortality rates, and at analysing effects of social and economic factors on mortality of older age groups (60+).

The study is based on Russian Federal State Statistic Service data (2002 and 2010 censuses, 2015 micro-census).

Indicators characterizing economic position and situation on the labour market, marital status, educational structure of population and others were considered. Separately for males and females, econometric models of OAM were developed. They were tested using methods of regression analysis including fixed-effect panel estimation; groups of significant socio-economic factors were identified.

It was found that under time control for male OAM the most significant factors were ratio of pension to average income, proportion of men with higher education, proportions of widowed men and lonely living men. For females - the proportion of widowed women.

Results of the study may be helpful in intensifying efforts to reduce the morbidity and mortality of older people and to extend their working lives.

## Session IIA - Older Workers and Digitalization

Tuesday May 25th, 13.30-15.00

Chair: Martina Rašticová

### **IIA.1. TECHNOSTRESS AND SOCIAL ACCELERATION AT WORK - SENIOR WORKERS' PERSPECTIVES ON DIGITALIZATION IN THE SWEDISH BANKING SECTOR**

Jennie Sjödin, Karlstad University, Sweden  
Clary Krekula, Linnaeus University, Sweden

Sweden is at the forefront of digitalisation in Europe. This has affected the financial sector and banking services to a large extent both for costumers and for bank employees, who experience a change in professional identity and skills. The sector has seen an increase in long-term sick leaves, due to changed working conditions, including increased stress, staff cuts, increased insecurity regarding continued employment and more surveillance and control measures. Another trend is that the number of bank employees over age 55 increased by 337% in the past two decades. This development is in line with the Swedish national policy of encouraging an extended working life and delaying retirement age. Through interviews with bank employees aged 50 years and older in the Swedish banking sector, this study investigates how they experience the impact digitalisation has had on their working environment over time. Digitalisation measures are often implemented with the ambition to streamline work and save time. In the empirical material, however, tendencies can be detected that the constant pursuit of rationalisation is in fact contributing to a social acceleration that increases rather than decreases the workload. This is because the implementation of new digital tools requires efforts in adjusting to the new tools and to the associated routines in the workplace, as well as renegotiating work-life balance, as digitalisation enables more flexibility in terms of location and working hours. The negative implications of these processes are usually referred to as technostress. We follow discourses about improvements and obstacles brought on by digitalisation in the work-place, how they relate to the concepts of social acceleration and technostress and how these are expressed in relation to an extended working life and retirement plans.

### **IIA2. RETIREMENT DECISION-MAKING IN THE CONTEXT OF DIGITALISATION AND ECONOMIC UNCERTAINTY**

Martin Lakomý, Mendel University in Brno, Czech Republic

Increasing the retirement age is not always connected to higher activity rates of the older (50+) population, as retirement decision-making is a complex process. Older adults consider standard retirement, working after retirement, early retirement, and other options in the context of the complex macro-context. Hence, their final decision is predicted by individual characteristics (including gender, health status, financial situation, and family structure) and macro-factors, such as economic development, unemployment levels, and the prevalence of discrimination of older people. Moreover, the labour market has been increasingly shaped by rapid digitalisation of tasks,

communication, and whole positions, which was further accelerated by a) labour force deficiency and b) COVID-19 pandemic. The aim of the analysis is to test the assumptions of the role theory on retirement decision-making and incorporate all the above-mentioned micro- and macro-factors into a single integrated model. This study uses standardised interviews from three waves of SHARE (Survey of Health, Ageing and Retirement) from 25 European countries, supplemented by the aggregated data from the European Social Survey and the International Labour Organization. The results of the multilevel logistic regression reveal the positive effect of ICT skills, further qualification, and no caregiving demands (especially for women) on staying on the labour market. Then, the most pronounced effect of macro-context on the decision to retire is the shortage of jobs, whilst the effect of age discrimination needs to be further studied. The findings can make an important contribution to the discussion of how to motivate (some) older workers to stay longer on the labour market by improving their working conditions, opportunities for professional development, and promoting equality for all age groups.

Keywords: retirement decision; role theory; economic situation; age discrimination; gender differences; SHARE

## **IIA.3. DIGITAL DIVIDE, DIGITAL TRAINING, TECHNOSTRESS AND AGEISM, STUDY OF SENIOR WORKERS FROM THE CZECH BANKING SECTOR**

Martina Rašticová, Mendel University in Brno, Czech Republic  
Štěpán Konečný, Mendel University in Brno, Czech Republic

All countries are currently dealing with digital processes which influence the industry, services as well as lives of ordinary people. While Nordic countries are traditionally leaders of digitalization in EU, Visegrad countries are rather in the second half regarding the digital processes. The Czech Republic's ranking is 17 with the Digital Economy and Society Index (DESI index) score 50.8, still around average among European countries and leading the four Visegrad countries (Poland, Hungary and Slovakia).

The process of digitization goes hand in hand with the ageing of the population and the trend of extending working life, in which the Czech Republic is no exception. The importance of technology for services has already been adequately emphasized and many companies are aware of the potential productivity gains from digital technology adoption. Even though, for knowledge-intensive business services such as the financial sector we have very little information, some results suggest that the extent of digitalization at the workplace level positively affects job satisfaction and work engagement, which seems to be mediated by the positive effect on self-efficacy.

We chose the finance banking sector of the Czech Republic to analyse the perspective of employees in the age group 50 plus regarding challenges and good practices of digitalization processes in their positions. Interviews with 28 bank employees on different positions provided during 2019 allowed us to better understand the concept of *digital divide between age groups; changes in the era of digital and flexible working environment; the stress and pressure to be constantly educated; possibilities to get training; ageism connected to further training about digitalization; knowledge transfer between age groups; and uncertainty about the future*. In contrary to studies bringing evidence of positive effects, the results of presented study show different perspectives.

In the contribution we discuss the relation of digital divide, digital training, technostress and ageism to an extended working life of people working in banking industry of the Czech Republic.

## **IIA.4. WHAT DOES MEAN THE GOOD WORK OPPORTUNITY IN ERA OF AUTOMATION FOR OLDER WORKERS?**

Hana Stojanova, Mendel University in Brno, Czech Republic  
Hermann Troger, Mendel University in Brno, Czech Republic

In view of the challenges that arise from digitalization and automation of all three economy sectors, and intensive competition in an international market, the demands placed on potential employees are becoming greater than ever. Not only are the numbers of candidates declining, their expectations for what they want in a job have been rising as well. In the meantime, the members of generation X and Baby Boomers are facing to the problems with find the quality work opportunity, as in many cases they are marked as less perspective.

The aim of the paper has been to recognise the generations Baby Boomers and X employees' expectation of a good work opportunity at the New work 4.0. environment.

The research was based on the survey data of 4,560 employees in Euro region Tyrol, covering south Germany, west Austria and North Italy, carried from 2 September 2019 to 28 February 2020. The 35 companies from the following sectors of the economy took part in the survey: industry, trade and services, and hospitality.

The method chosen for evaluation was analysis according to frequency distribution. The raw data were cleansed and questionnaires with missing or invalid answers were removed. The descriptive statistical analysis was performed next to compare the normalised frequency of each statement at each priority level. The analysis was performed using the common statistical programming language R.

Based on research findings were formulated three categories of important aspects and priorities for older workers, which require a slightly different approach from the management of companies, especially in the field of human resources and work organization.

## **IIA.5. THE USE OF SOCIAL MEDIA BY OLDER PEOPLE**

Izabela Warwas, University of Lodz, Poland

In my presentation, I would like to focus on the use of social media by older people. The presentation presents the frequency of using social media by 55+ age group. The findings come from studies performed within a European project H2020, entitled *CONCISE Communication role on the perception and beliefs of EU Citizens about Science*, which is researching the role of communication in creating EU citizens' perceptions of science. Results came from Italy, Poland, Portugal, Slovakia, and Spain to form opinions about scientific topics. The discussions in the consultations focused on four scientific topics: Climate Change, Genetically Modified Organisms, Vaccines and Complementary and Alternative Medicines. The discussions took into consideration citizens' attitudes and beliefs of citizens towards science, and were structured around three main objectives: 1. How citizens are informed; 2 Reliability of sources; 3 Proposals to improve scientific

communication. We used qualitative and quantitative methods during public consultations (N= 500) conducted in Łódź, Vicenza, Lisbon, Valencia and Trnava.

The results show that the group of social media non-users among older adults (55+) is almost seven times larger than that of the young. Facebook is the most-used social media platform among citizens in in the surveyed countries. The study offers insights for scientists, policymakers and other stakeholders which digital media to target to effectively reach the various age groups with reliable and trustworthy scientific information thus combating misinformation and pseudoscience.

## Session IIB - Older Workers, Health & Caring Commitments

Tuesday May 25th, 13.30-15.00

Chair: Wendy Loretto

### IIB.1. EXPERIENCE OF WORKPLACE GENDER AND AGE DISADVANTAGE AND RETIREMENT DECISIONS IN CZECHIA

Alena Křížková, Czech Academy of Sciences, Czech Republic

Czechia has the highest rate of perceived age discrimination at work in the EU-28 comparison (54 % compared to 35 % EU-28 average experienced in the last 12 months) (Ayalon, 2014). Czechia also holds other unenviable lead positions; one of the highest gender pay gaps (with significant impact on the gender pension gap), one of the highest negative impacts of motherhood on women's employment. This paper focus is on experience of disadvantage and discrimination when ageing in three professions within the Czech gender regime. Research shows that in Czechia women and men mostly retire at the statutory retirement age or as early as possible afterwards (Rašticová et al., 2018). Little is known about how disadvantage and discrimination is related to retirement decisions and how age interacts with gender in producing disadvantage. (Duncan & Loretto, 2004; Paz et al., 2018; Šimová, 2010) This analysis of perceived age and gender disadvantage and discrimination at institutional as well as interpersonal level adopts the model by Lain et al. (2019) of intersecting domains of jobs, welfare state and households. Later life employment in CR is especially important for women due to the paradoxical nature of the Czech gender regime with high employment rates, gender contract institutionalized within the welfare state and resulting in life course accumulation of disadvantage, low pensions, and feminized poverty (Křížková et al., 2019). Qualitative analysis uses 128 interviews with experts and 50+ women and men employed in financial services, nursing and public transport collected within the DAISIE project. Results show that disadvantage and discrimination is produced, experienced and understood by women and men in pre-retirement age within the specific Czech normative and policy context, which is deeply gendered and diversified by intersection of gender, age (as older workers are not a homogeneous category), class/profession and household situation.

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## **IIB.2. HEALTHCARE WORKERS IN IRELAND AND EXTENDED WORKING LIFE: GENDER AND HEALTH OUTCOMES**

Aine Ni Leime, National University of Ireland, Galway  
Maggie O'Neill, National University of Ireland, Galway

Policies to extend working lives have been introduced in Ireland, as they have in most European countries in the past two decades. One of the main policies is an increase in state pension age. While this policy may appear reasonable, even beneficial, some groups of workers may be disadvantaged by these policies. For example, workers in physically-demanding jobs may find it difficult to work after traditional state pension age (Marmot and Bell, 2010). There are gender differences in who is regarded as the primary carer for dependent family members and this can affect workers' capacity to contribute regularly to an occupational pension (Ni Leime et al, 2020). This presentation draws on thematic and lifecourse analysis of data from 40 interviews with 24 female and 16 male nurses in Ireland. The analysis indicates that extending their working lives is extremely challenging for many of the workers interviewed, many of whom developed work-related injuries partly due to lack of training in manual handling and a lack of equipment during the early part of their careers. Such chronic injuries were more likely to be associated with particular types of nursing roles rather than necessarily being gender-specific. There were clear differences in the extent to which women had time away from the labour market either in part-time work or in career breaks. The policy implications of these findings will be discussed.

## **IIB.3. (UN)DOING GENDER AND AGE IN FORMAL AND INFORMAL CARE OF NON-MEDICAL HEALTHCARE WORKERS OF PRE-RETIREMENT AGE IN THE CZECH REPUBLIC**

Marie Pospíšilová, Czech Academy of Sciences, Czech Republic

In care-related professions, care-related characteristics regarded as being in the feminine domain, and professionalism, considered as a masculine domain, are intertwined (Kirchmeyer & Bullin, 1997). In addition, women predominate in care-related professions where wage rates tend to be below average. For professionals working in direct care, professional experiences are usually examined separately from informal care (Morris, 2001), although the impact of informal care on formal care is very significant and there are gender inequalities due to the burden of informal care falling on women. The relationship between formal and informal care comes to the fore in pre-retirement age, when care workers often take care of their parents, or partners and grandchildren. Double or multiple care duties affect their mental and physical health, influence the timing of retirement and the quality of retirement (Ward-Griffin et al., 2005).

The article is based on a qualitative thematic analysis (Braun & Clarke, 2006) of 36 interviews with non-medical healthcare workers of pre-retirement age working in direct care in the Czech Republic conducted within the DAISIE project. We are interested in how these workers are (un)doing gender (Kelan, 2010) and age through the combination of formal and informal care.

The main findings include: a) multi-layered ways of (un)doing gender – it depends not only on the connection of care and professionalism, but also on age, the nature of a particular profession, job



position, etc.: the interweaving of masculine and feminine characteristics leads, among other things, to non-traditional ways of doing gender, b) the ways of (un)doing gender are shaped by the context of the Czech Republic – lack of medical staff, setting rules for retirement, non / availability of institutional care and attitudes of citizens to it, etc. (Dudová, 2018), c) an organizational framework of the profession becomes the framework for (un)doing gender – work in shifts and financial motivation to work unsociable and longer working hours.

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## IIB.4. WELL-BEING AND HEALTH INEQUALITIES FOR SENIORS IN EMPLOYMENT

Daniela Tatiana Șoitu, Alexandru Ioan Cuza University of Iași, Romania

Over the life course, senior individuals accumulate various experiences, confront fears, cope with transitions, and make plans related to the employment status. They are parts of the social system and exogenous factor interrelates with their working plans and wishes.

What will be the best matching of personal employment plans, well-being and systemic factors after 50 years of life? Are all people over 50 able to continue the paid work? Are they happy with their life? Is their health status supporting the active life and paid work? If they are able to continue the paid work, are the policies in place supporting their employment? Are there differences between seniors from European Countries? Which can be considered the invariant and contextual factors influencing the dynamics of inequalities for seniors in employment? How the social exclusion process over the life course is accumulated limits and biases related to employment of seniors?

What is the well-being status' role?

We have compared data for seven European countries using items from EQLS, SHARE, Eurostat, National Data and recent literature. The performed analysis is underlining endogenous and exogenous factors influencing the inequalities for seniors in employment, such: number of previous legal paid working years, previous occupations, being insured for health services, national policies, history of paid and unpaid jobs, personal history of circulatory migration, limited access to health and care services, residents in remote rural areas, at risk for poverty, being female and living lonely, digital illiteracy. Subjective well-being is mediating among all these factors.

Further research related to the recent pandemic crisis may underline new interrelated factors for the employment of seniors.

## Session IIIA - Extending Working Lives Policies and Organizational Practices I

Wednesday May 26th, 10.30-12.00

Chair: Nicky Le Feuvre

### **IIIA.1. EXTENDING WORKING LIVES IN ORGANIZATIONS: THE LATER LIFE WORKPLACE INDEX FOR SUCCESSFUL MANAGEMENT OF AN AGING WORKFORCE**

Jürgen Deller, Leuphana University of Lüneburg, Germany

Anne M. Wöhrmann, Federal Institute of Occupational Safety and Health (BAuA), Germany

Max R. Wilckens, Leuphana University of Lüneburg, Germany

Julia S. Finsel, Leuphana University of Lüneburg, Germany

Mo Wang, University of Florida, FL, U.S.

Fed by the demographic change the share of older workers among the European workforce increases rapidly. Better health status of older workers and the political ambition to relieve pension systems drive extended working lives. Consequently, organizations have to deal with increased age diversity and specific demands by older workers. In order to summarize and describe appropriate organizational practices and working conditions for older workers nearing retirement age and beyond, we developed and operationalized the Later Life Workplace Index. The index contains nine dimensions covering age-friendly organizational culture and leadership, as well as more specific age-friendly practices regarding work design, health management, individual development, knowledge management, transition to retirement, continued employment options and health and retirement coverage.

We operationalized and validated the index in multiple studies. The index can be assessed by 80 items in total, showing good to acceptable CFA model fit and reliabilities. The validation proofs sufficient independence from positive and negative affect, as well as discriminant validity among the index dimensions. Moreover, criterion validity proves effects on e.g. older workers' commitment towards the organization, stress level and perceived health status. We continue the organizational study to validate the effects on organizational level outcomes as performance, illness absence and turnover.

The index allows organizations to self-assess their capabilities and opportunities for improvement regarding employment of older workers in a straightforward and low-effort manner. Individual dimensions of the index may serve researchers as a standardized and validated measure to evaluate interventions in specific research areas. We will present and discuss the index and its operationalization.

## **IIIA.2. EXTENDING WORKING LIFE IN THE SWISS FINANCE SECTOR: WHEN SEEING ISN'T ALWAYS BELIEVING**

Nicky Le Feuvre & Nathalie Rougier, LIVES Centre, Lausanne University, Switzerland

The Swiss finance sector is renowned for “externalising” age management, notably through the widespread adoption of early retirement schemes for senior (male) managers and reduced working hours for less qualified (female) bank staff. Following the departure of a disproportionate share of the over-50s in the wake of the 2008 economic recession, there has been a clear policy shift in this domain.

This paper examines the conditions under which Swiss banks are adopting a series of policies to encourage their employees to remain in work up to full retirement age (64 years for women and 65 years for men). As part of the DAISIE project, we draw on biographical interviews with 41 older (50+) male and female bank staff, as well as line managers and HR personnel, in two large Swiss clearing banks.

We identify a hiatus between the official “age-friendly” discourse effectively adopted by these banks and the confidence that their employees express in the sincerity of this radical policy shift. On the one hand, the banks claim to have recognised the value of older workers and the need to retain them right up until full retirement age. On the other hand, the majority of the older workers interviewed were still very reticent about framing their future at the bank in terms of “special needs” related to their age or health status.

The hiatus between the official commitment of the banks to retaining their older workers and the scepticism most of the interviewees has a number of palpable effects on the effectiveness of EWL measures. In particular, the older workers were rarely motivated to make use of these policies, or even to consider themselves to be part of a potential “target group”.

We argue that the historical marginalisation of older workers within the Swiss banking sector remains a strong legacy with practical implications. The recent adoption of a more age-friendly stance has not erased the perceived prevailing ageism of the Swiss banking sector and has led to limited take-up of EWL measures on the part of the older workforce.

## **IIIA.3. EXTENDED WORKING LIFE AND PENSION PATTERNS WITHIN SWEDEN'S HEALTH CARE SECTOR**

Sara Ulveseth, Karlstad University, Sweden  
Clary Krekula, Linnaeus University, Sweden

In the mid-1990s, political steps were initiated towards an increased retirement age in Sweden. As part of this, the minimum age for receiving general pension was raised from 61 to 62 years in 2020. Moreover, the right to retain work was increased from age 67 to 68. Before the pension system changed in the 1990s, the general retirement age was 65 years. Despite the flexible retirement age that now applies, the age of 65 remains a widespread pension norm. In parallel, a differentiation of pension patterns can be discerned and it appears that Sweden follows international patterns with individual choices when it comes to retirement. This paper sheds light on these processes by examining pension patterns among nurses working in the healthcare sector in Sweden. The material

consists of 31 qualitative interviews with 8 male and 23 female nurses aged 50–70 who work in both public or private sector. In our results, we see four pension patterns (1) Phased retirement from fulltime work to part-time work before retirement, (2) Full retirement at a certain age, (3) After alternative 1 or 2, the worker carries on as hourly worker and (4) “Unretirement” workers return to employment by the hour after full retirement. The paper shows that there is a complexity and rich variation in pension patterns among Swedish health care workers. In our presentation we discuss these patterns in regard to theories of push, pull and jump as explanations for pension patterns. We also discuss the patterns in relation to both ongoing organizational changes in the healthcare sector and economic conditions that characterizes the current pension system.

### **IIIA.4. INEQUALITIES FOR SENIORS IN EMPLOYMENT AND RETIREMENT FROM A GENDER PERSPECTIVE IN ALBANIA**

Merita Xhumari, University of Tirana, Albania

Nevila Çomo, Expert Support to Policy Dialogue & Coordination in Albania, Ministry of Finance

This paper offers analysis of the most important policies influencing employment of population of the group age 50+ and their transition to retirement in the context of gender considerations in Albania after the 1990s. There are 10 percent of people who continue working after retirement ages, and others of the age group 50+ which are looking for early retirement or disability benefits, because they find it difficult to be accommodated in the labour market.

Parametric reforms of social insurance have gradually increased and recently unified retirement ages for men and women to 67 years old by 2056, and extend the insurance period to 40 years by 2032. As the result, during 1993-2016 the average real retirement age is increased with 10 years, from 53.2 to 63.2 years old. People have the right to receive the pension and continue working and paying contributions, as well as postpone receiving pensions above the retirement age to increase their amount with 0.5 per cent each month, or in case of early retirement, the pension amount reduces 0.6 per cent each month.

New types of private sector employment - such as part-time, self-employment, family businesses, distance working through internet, etc., - have opened opportunities to extend working life beyond retirement age. However, high levels of unemployment, informal work, lack of adequate skills and training opportunities, as well as insufficient public services create difficulties, especially for women. To fully address the complexity issues of inequalities in employment of the age group 50+, an integrated approach should involve analysis of education and training, work-life balance, and social protection. It will be based on the analysis of the EWCS 2015 and EQLS 2016 indicators, in which Albania was involved for the first time, as well as on the demographic, social security and labour market statistics.

Keywords: Life course approach, employment, work-life balance, inequalities, gender pattern, social protection, working environment

## **Session IIIB - Older Workers, Working Conditions and Ageism**

Wednesday May 26th, 10.30-12.00

Chair: Áine Ní Léime

### **IIIB.1. BODIES AT WORK: EMBODIMENT IN THE WORK OF THE PUBLIC TRANSPORT DRIVERS**

Radka Dudová, Czech Academy of Sciences, Czech Republic

The paper explores the meanings of embodiment in the work of public transport drivers. It is a case study of a “men’s work” in the context of population ageing and technological changes. It conceptualises the body as a necessary condition for performing work and as a part of the work process. In this process, the body is changed; it is aging and its’ health may be deteriorating (or improving). The specific physical conditions in which a person performs his/her work plays a crucial role. Male and female bodies change in different ways and may have different needs; similarly, young and old bodies, and healthy and sick bodies may differ. The work of public transport drivers is a job in which male bodies and men dominate as embodied beings, while female bodies are marginalized. In addition, the gender and sexuality of the body intersect in a specific way with the health and aging of working bodies. The proposed paper asks following questions: how are the working conditions in this profession changing and what does this means for the people who perform it and for their perceptions of their work? What does the process of prolonging working life, on the one hand, and technological developments, on the other hand, imply for the embodiment in this profession? The paper is based on a qualitative research of drivers of buses, trolleybuses and trams older than 50 years, supplemented by interviews with HR managers and trade union representatives. The qualitative analysis shows how specific gendered bodies with their differences are invisible in work performance and may be understood as obstacles to this. The embodied workers compare themselves and adapt to the abstract idea of the universal worker, which in reality corresponds to nothing. The paper contributes to better understanding the "embodiment" of work.

### **IIIB.2. GENDERED EXPERIENCES OF PRECARIETY AMONG OLDER BANK EMPLOYEES**

Marie Heřmanová, Czech Academy of Sciences, Czech Republic

Labour precarity has been discussed mostly in the context of gig-economy, rise of unstable, short-term work contracts, self-employment and other forms of contingent work (Standing 2011, Vallas 2015). However, research on digitalization shows that precarity can also be experienced by workers in positions traditionally considered as “stable”, with standard work contracts (Moore 2018, Lazar and Sanchez 2019). Within this context, the paper will discuss the experience of precarity among older bank employees in the Czech Republic, using the qualitative data collected within the DAISIE project (39 semi-structured narrative interviews with men and women aged 50+ working in the bank sector in the Czech Republic on different positions, from cashiers at regional branches to middle and upper management in the banks’ headquarters, interviews with trade unions representatives).

The paper will focus on two recent changes in the banking sector that are perceived by the respondents as main causes of instability and precarity in both their personal and work lives – 1) the digitalization of the sector that leads to significant changes in the internal organisation of the banking institutions (decreasing number of jobs in the main distribution network and front-office jobs, increasing number of IT-related jobs) and 2) the transition to agile methods of management inspired by eponymous software development method (Gupta et al 2019). The aim of the paper is to analyse how the above-mentioned structural processes are experienced, explained and dealt with on an individual level by older workers who are approaching retirement age. These processes are mostly experienced as deeply destabilizing and, to a certain degree, unexpected and threatening to their wellbeing and personal feeling of security. The personal narratives also show how these experiences are gendered. While the changes target both men and women, women more often end up in a lower paying position as a result, which leads to a deepening of the existing gender inequalities for older workers on the Czech labour market (Křížková et al 2019).

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## IIIB.3. SHIFT WORK OVER 50: AN EXPLORATION OF INDIVIDUAL EXPERIENCES AND ORGANISATIONAL CHALLENGES

Jakov Jandric, University of Newcastle Business School, UK

Laura Airey, University of Edinburgh Business School, UK

Wendy Loretto, University of Edinburgh, UK

Sarah Vickerstaff, University of Kent, UK

Keeping people in employment after the age of 50 represents one of the pressing societal and organisational challenges. There is an increasing evidence that the individual choice to remain or leave the workforce is intertwined not only with personal circumstances, but also with the type of work patterns and the availability of supportive HR practices among the employers.

In this paper we draw on empirical data collected through in-depth, biographical interviews with 52 participants aged 50+ in transport and healthcare sector in the UK to explore shift work as one of the factors in older worker employment experience. We adopt an intersectional, life-course approach to consider various ways in which age interacts with other individual aspects such as class, gender and health status, and shapes the nature of older men and women's employment experiences of shift work.

Preliminary findings suggest that shift work represents an important area in which age, health, and personal circumstances intersect. In line with previous research, our study suggests that shift work can be challenging for workers over 50 who are, for instance, more prone to difficulties in recuperating from a long shift. At the same time, organisational efforts to 'ease' the burden of shift work on older workers by altering schedules and rotas lead to substantial changes in the intergenerational relationships among employees.

With this exploratory study we wish to better understand why shift work represents a fundamental aspect of employee work experience, and how it intersects with personal circumstances post-50. We also aim to shed light on the extent to which organisational interventions in shift work feed into older workers' day-to-day social and professional experiences.

### **IIIB.4. DESERVINGNESS OF OLDER WORKERS: BETWEEN BENEVOLENT GOVERNANCE & NEW AGEISM. A CONTENT ANALYSIS OF THE EVOLUTION OF EMPLOYMENT IN LATER LIFE DISCOURSES IN ROMANIA**

Laura. A. Tufa, University of Bucharest and Romanian Academy, Romania

This paper draws from recent socio-economic changes in labour processes that involve a shift in how older workers (pensioners) are reimagined in organisational contexts, in labour policies, as well as in media as a potential pool to cover personnel gaps by offering cheap, stable, and subaltern labour force. Using content analysis on Romanian newspapers from 2015 (after the initiation of National Strategy for Active Ageing), until 2020, findings depict how the older worker identity is being built using various narratives around deservingness before and during the pandemic of COVID-19. Between 2015-2019, the rhetoric of frailty becomes invisible and we can observe a pronounced social need to re-construe the identity of the exiting older worker. The use of opposition rhetoric (elders against youth) is reinstated to change how structural problems related to lack of job opportunities are resolved. Moreover, new benevolent ageist repertoires are present: the rhetoric of integration of the communist past as a sturdy advantage is used to illustrate how regime changes coupled with instability during economic recessions installed an apparent need for "stability" when ageing workers look for jobs. The pandemic context registered a shift in discourse with a paternalistic resurgence of views of old age labour and no public debate around old age labour accommodation during health crises and more precisely during COVID-19 pandemic. Implications related to how to maintain a long-term a social model of abilities in old age labour media representation, as well as how to deter new forms of ageism during health & social crises are discussed.

## **Session IVA - Extending Working Lives Policies and Organizational Practices II**

Wednesday May 26th, 13.30-15.00

Chair: Sarah Vickerstaff

### **IVA.1. THE RHETORIC OF EXTENDED WORKING LIFE IN EU POLICIES 2000 -2020**

Clary Krekula, Linnaeus University, Sweden

Sarah Vickerstaff, University of Kent, UK

Martina Rasticova, Mendel University in Brno, Czech Republic

Since the end of the 1990s, there have been rapid expansion of policies supporting extended working life, and governments have tried to persuade older workers to delay their retirement by making work pay through tax incentives and narrowing gateways to early exit. This has contributed to, at EU level, increasing the participation of older workers in paid work. However, there is little understanding of how these developments may have led to changes and elaborations in the rhetoric of extended working life, as expressed in policy documents. Here we contribute to such analysis by illustrating how the argumentation has changed in central EU policies 2000 – 2020. In particular we follow discourses about the need for a balance between time in work and time in retirement. We illustrate that this reasoning is based on notions about productive versus unproductive time and argue that this is a sophisticated way to perpetuate gendered practices.

### **IVA.2. MANAGERIAL DECISIONS ON OLDER WORKERS' TRAINING: A VIGNETTE STUDY ON THE INTERPLAY OF WORKER AND MANAGER CHARACTERISTICS**

Jelle Lössbroek, Utrecht University, the Netherlands

Joop Schippers, Utrecht University, the Netherlands

On-the-job training has the potential to support older workers in being willing and able to work until a higher retirement age. However, their training participation is lower than among younger workers, and unequally divided within the group of older workers. Managers are key actors in deciding who receives training, and thus a source for this inequality. This study uses a vignette experiment among 482 managers across nine European countries to analyse which factors drive their (inclined) decisions on the training of older workers. Managers award higher trainability scores (inclination to be given the training) to employees who are expected to have much expected future working time at the organisation, rather than using training to boost the situation of those who are struggling to continue to work. As expected, the older an employee is, the lower their trainability score. The role of age is particularly large in countries with low average retirement ages. Finally, we analysed the role of gender. There was no support for the 'gendered ageism' argument: men and women were equally penalised for their age. Still, employee gender mattered for their training participation, but in relation to the managers' gender: female employees benefit from having a female manager, whereas for male employees, managerial gender does not matter.



### **IVA.3. FROM 'AGE MANAGEMENT' TO 'HEALTH-AT-WORK DRIVEN EMPLOYABILITY AND PATHWAYS MANAGEMENT'**

Isabelle Salmon, Institut national de recherche et de sécurité, France

Background: Demographic ageing is leading governments to prolong working life. Age management is a key concept, but based on nothing but chronological age and economic considerations, which jeopardizes its efficiency. Besides, health at work is not taken properly into consideration even if it's a major problem. We propose to bring it back at the center of the debate thanks to a new proposal: "health-at-work driven employability and pathways management" (HAWDEP management).

Aim: Give our proposal an empirical translation in order to build an operational tool for managers.

Methods: We analyzed how our proposal materializes in daily HR practices. Our qualitative study relies on 29 semi-directive interviews led in 5 domestic-waste collection companies, and uses content analysis.

Results: We notice that HR managers must answer a unique question: how long can/must a worker stay in a constraining job? We observe two different answers, underlying distinct "HAWDEP management" toolkits. Some managers consider they must enable employees to stay in a constraining job during their whole professional lives: they take health and security at work into consideration in each of what we call "classical" HR practices, but also in dedicated practices. Other managers think that constraining jobs can be held only during a limited period of time: beside good practices listed above, they take measures to implement what we call "flexi-security", on a company's scale but also on a broader scale.

Conclusion: We provide managers with an operational HRM tool. We aim at helping them manage HR through focusing on health-a-work questions. We insist on the fact that whatever the job, even constraining, managers have possibility to give room for manoeuvre to their employees, and enable them to undertake actions to preserve or even improve their own health and stay longer in their jobs.

### **IVA.4. FLEXIBLE PENSION DRAWING IN A REDESIGNED PENSION SYSTEM – CONSIDERATIONS OF TIME AND MONEY AMONG NORWEGIAN SENIOR WORKERS**

Anne Skevik Grødem, Institute for Social Research, Norway

Ragni Hege Kitterød, Institute for Social Research, Norway

The Norwegian pension system provides unprecedented flexibility to combine work and pension drawing from the age of 62. A comprehensive pension reform was implemented in 2011, and one important effect was to decouple the decisions "when to start drawing pension" and "when to stop working" almost entirely. Hence, senior workers may have high disposable incomes in the last part of working life, but early take-up entails lower annual sums for the rest of one's life. Combining work and pension has become a popular option, but so far, there is a lack of research on the reflections behind these choices, and there has been some concern that people have insufficient knowledge about how the pension system actually works. Using qualitative interviews with 28 older workers, we explore their information strategies and motivations. We find that many

informants struggle to understand the various options and their consequences, and use different strategies to shield themselves from insecurity: they downplay the issue or point to factors beyond their control. Two key motives for early pension take-up is the desire to secure the money for one's family in the event of early death, and to get the money while still vigorous. Although most informants realize that early take-up will result in lower pay-out later, most are strikingly relaxed about their future financial situation. They explain that they can adapt to a more moderate standard of living or release some private capital. Some also express confidence that the welfare state will, as a last resort, provide some type of safety net. Moreover, informants typically imagine life after 80 as quiet and with fewer material demands. In conclusion, the analysis shows how adaptations to the flexible pension system are embedded in notions of ageing, institutional trust and a newfound sense of ownership to one's retirement savings.

# Session IVB - Biographical Dimensions of Extending Working Life

Wednesday May 26th, 13.30-15.00

Chair: Marie Pospíšilová

## IVB.1. FINANCIAL IMPACTS OF CARING FOR GRANDCHILDREN WITH DISABILITIES

Ynesse Abdul-Malak, Colgate University, US  
Madonna Harrington Meyer, Syracuse University, US

Nearly 17% of U.S. children have developmental disabilities, and the rates are rising (Boyle et al 2011). Given the shortage of childcare options, paid days off, and access to health care, many US families turn to grandparents. American grandparents provide more grandchild care than grandparents in most industrialized nations (Harrington Meyer 2014; Hogan 2012; Yang et al 2018). US grandparents also provide a great deal of financial assistance. Informed by the life course perspectives, we interviewed 50 US grandparents who are caring for grandchildren with disabilities and found many are paying for food, clothes, childcare, private schools, medicine, therapy, wheelchairs, specialized equipment, and lawyers (Harrington Meyer and Abdul-Malak 2020). Moreover, grandparents tend to report less money coming in and more money going out. We interviewed many grandparents who had reduced hours, changed jobs, and retired early to care for grandchildren with disabilities. We also interviewed some who were delaying retirement because they needed to maximize their incomes to cover costs for their grandchildren. While some can easily cover these financial expenditures, others are depleting retirement savings, increasing debt loads, forfeiting travel plans, and worrying about their own long-term financial security. Federal and state recognition and support of grandparent care work and financial assistance would assure more comprehensive care, more equitable distribution of resources, and an improvement in grandparent wellbeing.

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## **IVB.2. PRECARIOUSNESS IN LATE CAREER FROM A LIFE COURSE PERSPECTIVE: A CASE OF AN UNEMPLOYED PORTUGUESE METAL WORKER**

Rita Borges das Neves, University of Minho, Portugal

Older workers disproportionately face redundancy and long-term unemployment in the context of globalization, deindustrialization and economic crisis. Research has shown that working conditions shape the working ability and employability of older workers. Less is known about how labour market disadvantages in the later stages of professional careers come to be in the context of individual biographies. This paper looks into precariousness in later stages of professional career from a life course perspective whilst identifying key aspects of the structure of opportunities that lays out unemployment, poor working ability, employability and working conditions.

With that purpose in mind, we describe and analyse several dimensions of a 61-year-old unemployed Portuguese assembly line worker's biography, namely his access to education and training, (un)employment trajectories and working conditions. This analysis considers the historical context that shaped his trajectory.

Antonio was born in the 50's while Portugal was under a conservative fascist dictatorship with incipient industrialization levels and widespread poverty. He started working when he was 12 years old and end up as an assembly line worker in a metalwork company in a poorly regulated labour market. He was pressured to maintain a manual unskilled job with no access to (re)qualification to make ends meet. He endured physically straining tasks well into his 60's and was made redundant after the 2008 crisis. Job prospects were bleak as unemployment rates skyrocketed, his knowledge was deemed worthless as metalwork companies virtually disappeared from the region and he faced fatigue.

Antonio's precariousness in late career reflects the lack of opportunities contingent to class, but also a given historical / spatial context, marked by economic crisis, deindustrialization and conservative fascist regime.

## **IVB.3. LIFETIME EMPLOYMENT, CORESIDENTIAL TRAJECTORIES AND EXTENDED WORKING LIFE IN CHILE**

Ignacio Madero-Cabib, Pontificia Universidad Católica de Chile  
Andrés Biehl

The proportion of individuals extending their working lives beyond full pension age (FPA) has increased considerably over the last twenty years worldwide. Most research on the extension of working lives has examined what determines whether older people remain attached to the labour market, neglecting the diversity of their labour force statuses. Also, what we know from this line of inquiry is derived almost exclusively from developed countries, leaving other regions, such as Latin America, unexplored. Based on a life-course approach, we close these research gaps by analysing how types of lifetime employment and coresidential trajectories determine both the extension of working lives beyond FPA and the diverse labour force statuses of older workers in Chile. We draw on a rich and comprehensive life history dataset of a cohort of Chileans currently aged 65–75 and use longitudinal and cross-sectional statistical methods. Our results indicate that individuals who

followed diverse employment trajectories throughout their lives (whether in formal or informal jobs), but permanently co-resided with a partner and adult children were most likely to be partly retired in old age (i.e., working while receiving a pension). Those who followed more informal employment trajectories while living permanently with a partner were more likely to remain active, particularly through self-employment, beyond FPA. We stress the importance for future labour policies aimed at older populations to consider the diversity of life-course trajectories in the employment and family domains.

## **IVB.4. WHAT MOTIVATES PEOPLE TO CONTINUE WORKING AFTER RETIREMENT AGE?**

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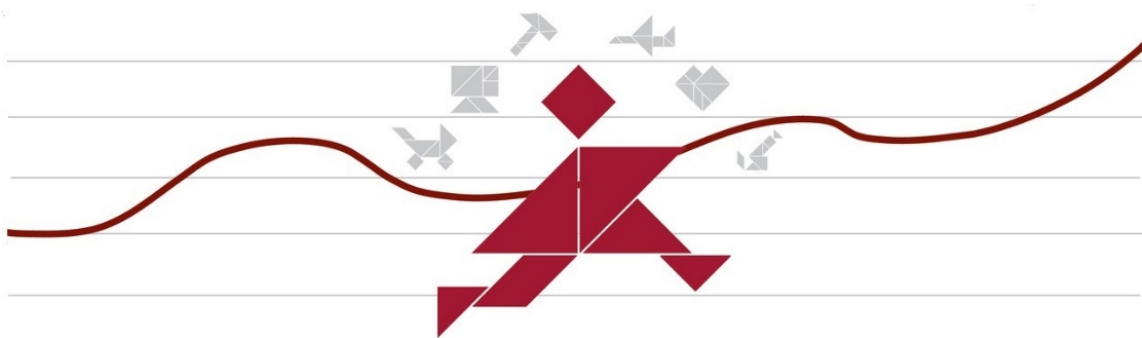
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Increased life expectancy and need to assure the standard of living of elders' decisions on whether to continue working after they reach official retirement age, are an important topic of discussion. The purpose of this study is to investigate the phenomenon of working at advanced age—and, specifically, to profile main economic and social factors that correspond to decisions of elders who have reached retirement age to continue working. Also, to identify factors that encourage or deter them from working after that age, such as financial wherewithal, health status, family-related matters, and attitudes toward working in advanced age.

The study used a telephone survey among a representative sample of 950 Israelis who have passed official retirement age—some continuing to work uninterruptedly and others retired when reaching official retirement age in Israel. The statistical data are subjected to probability regressions and structural equation analyses to predict continued employment after official retirement age, on the basis of data about elders' financial wherewithal, health status, attitudes toward work, and social-network characteristics.

The likelihood of continuing work uninterruptedly after retirement age is higher among Jews (vs. Arabs), among self-employed, and lower among men (vs. women). Financial wherewithal, need to assist financially a relative, and health status are explanatory factors for continued uninterrupted employment after retirement age, in comparison with retirees who did not wish to leave the labour force. Fear of an empty life after retirement and a sense of relevance for the labour market are explanatory factors for continued uninterrupted employment in comparison with those who wished to retire. Relevance of labour-market credentials, attitude, and social network are mediating factors. We recommend the introduction of programs that will encourage people to postpone retirement and adjustment of workplace conditions, so that aging individuals can continue to contribute to the labour force.



**Dynamics of Accumulated Inequalities for Seniors In Employment (DAISIE)**

<https://centre-lives.ch/fr/projet/daisie-project-dynamics-accumulated-inequalities-seniors-employment?chapter=282-project-description-daisie>