

**Action Title: IS1409**

**Gender and health impacts of  
policies extending working life in western countries**

**Mid Term Conference**

**Faculty of Law, University of Zagreb, Trg m. Tita 14 and 3**

**Zagreb, Croatia, 23rd March 2017**

**18.30**                    **Welcome Address – Professor Sinisa Zrinscak,  
University of Zagreb, Croatia**

**18.40**                    **Session Chair – Dr. Áine Ni Leime, NUI Galway, Ireland.**

**Keynote Speaker: Madonna Harrington Meyer,  
State University of New York (SUNY) at Syracuse, U.S.A**

*Title: Working Grandmothers: How US policies shape impact on  
employment and health*

**20.00**                    **Conference Dinner**

**Zagreb, Croatia, 24th March 2017**

**9.00 – 10.45**           **Session Chair – Professor Debra Street, University at Buffalo, The State  
University of New York, USA.**

**Keynote Speakers**

**Martin Hyde**, University of Manchester, United Kingdom  
*Title: Globalization and the Life Course*

**Debora Price**, University of Manchester, United Kingdom  
*Title: Gendered lives and extending working life agenda*

**10.45 - 11.00**           **Break**

**11.00 – 12.15**

**Working Group 1** - Existing knowledge and key issues

**Elin Vadelius:**

*Informal care work in middle age and beyond: How does it affect the individual's ability to extend working life?*

**Nathalie Burnay:**

*Temporary workers at career endings.*

**Jelle Lössbroek, Jonas Radl:**

*Teaching older workers new tricks. Workplace practices and gender differences in training in nine European countries*

**Discussant: Jim Ogg**

**12.15 – 13.30**

**Working Group 2** - Analysis of extended working life policies

**Martina Rašticová:**

*Activities of WG 2 and specifics of Czech pension system*

**Drago Čengić:**

*Fields of power and career trajectories: some qualitative insights on the position of women entrepreneurs/managers in Croatia*

**Jana Mikušová, Monika Bédiová:**

*Development of the Czech Labour Market with Respect to the Elderly Persons*

**Barbara Haas and Sara-Maria Bratke:**

*Austrian policy pension reform from gender and health perspectives*

**13.30 - 14.30**

**Lunch**

**14.30 – 15.45**

**Working Group 3** - Identify and map national and international databases

**Michaela Gstrein, Tindara Addabbo:**

*Short status report on WG3 - what we have collected and what we would like to do next: Information on the data sets we have collected*

**Luciana Caenazzo:**

*Ethics in women's health: A pathway to gender equity*

**Zvonimir Galić, Maja Parmač Kovačić and Maja Vehovec:**  
*Quality of working life among 50+ employees: A comparison between Croatian and the EU workers*

**Tindara Addabbo and Patricia Carney:**  
*Retirement and gender inequalities. An analysis on European countries*

**15.45 -17.00**

**Working Group 4** -Policy tool-kits, innovative policies and good practice

**Nata Duvvury, Jonas Radl, Katharina Sarter, Simone Scherger and Jeoren Spijker:**  
*Program evaluation as policy toolkit: A review of evaluation studies on ageing, gender and health across advanced societies*

**Izabela Warwas and Piotr Szukalski:**  
*Silver economy - conceptualization and development*

**Nata Duvvury and Rita Neves:**  
*Unemployment effects on health at later stages of professional career in Europe: the role of labour market policies and gender*

**17.00 -17.15**

**Break**

**17.15 – 18.00**

**Session Chair – Dr. Nata Duvvury, NUI Galway, Ireland**

**Panel Discussion with Keynote Speakers**

**18.00**

**Closing Address – Dr. Áine Ní Léime**

## Abstracts

### **Working Group 1 - Existing knowledge and key issues**

**ELIN VADELIUS:** Informal care work in middle age and beyond: How does it affect the individual's ability to extend working life?

In this presentation, I will discuss Swedish research on the relationship between informal care work and labour market participation in later life, with a special emphasis on a gender perspective. Informal care is here defined as unpaid help to family members and relatives (e.g. elderly parents) who, because of illness or disability, have difficulties in managing everyday life on their own. Research shows that both women and men in the age group 45-66 perform informal care work but that women are more affected by negative consequences, both with regard to their well-being and their opportunities to remain in working life. For example, results from survey research show that women experience informal care work as physically and mentally demanding to a higher extent than men and also that it is more common among women to reduce their working hours, resign or retire earlier than planned because of informal care work. In this research, 13 percent of female respondents and 8 percent of male respondents stated that they had reduced their working hour, resigned or retired as a consequence of informal care work. This can be related to cuts in public elderly care which have led to elderly becoming more dependent on their grown up children.

**NATHALIE BURNAY:** Temporary workers at career endings

The interim sector has been in constant progression for more than 20 years. Although this temporary work is initially perceived as transitional pathway of introducing young people to the labour market, it also concerns seniors in increasing proportions. How can we understand this evolution? The central hypothesis is that the reduction of paths to early retirement from the labour market generates pressure on older workers, a pressure which can only be relieved by precarious employment and that this precarious situation usually occurs in the temporary work and particularly in interim work. Based on a qualitative analysis of 36 semi-structured interviews of temporary workers aged 45 and above, a typology is created from two significant axes: chosen or forced life courses; and the presence or absence of turning points. The results can be summarized in three points. First, most of this population is in a precarious situation at the end of their career. Secondly, there is a significant gender dimension in those situations. Finally, age is really an aggravation factor for all models.

**JELLE LÖSSBROEK & JONAS RADL:** Teaching older workers new tricks. Workplace practices and gender differences in training in nine European countries

Despite its benefits for prolonging careers, participation in training is far lower among older workers (age 50+) than among younger workers. This study analyses gender differences in older workers' training participation, with a focus on the influence of employer ageism. To investigate the predictors of training intensity, we examine four forms of training: formal educational programs, external training (by professional instructors), internal training (by supervisors or co-workers), and independent learning (to keep skills up to date). The study draws on a novel data set, the European Sustainable Workforce Survey, carried out in nine European countries in 2015-2016, which includes about 3,000 older workers and their managers, spread over 260 organisations. We concentrate on the interplay between gender, manager ageism and occupational class in shaping older workers' training participation. Preliminary findings indicate that older men more frequently enroll in formal educational

programs than women, often on the cost of the employer. By contrast, women more frequently engage in the least expensive type of training, the independent updating skills at own initiative. In line with expectations, ageist managers effectively reduce formal training participation among older workers. More importantly, our findings show that manager ageism primarily targets older women, excluding female workers from the training opportunities available to their comparable male colleagues. While occupational class exhibits significant effects on training participation of both older men and older women, gender differences in class composition cannot explain the impact of ageist attitudes on training levels. Overall, the study demonstrates that gendered ageism among managers contributes to the reproduction of traditional gender divides in the late career.

## **Working Group 2 - Analysis of extended working life policies**

**Martina Rašticová:** Activities of WG 2 and specifics of Czech pension system

The study focuses on the analysis of Czech pension system and brings also the preliminary results of an unique extensive research of 3045 Czech seniors in the age 61 plus regarding their experience with social and pension system. This paper was supported by The Ministry of Education, Youth and Sports, Prague, Czech Republic: LD – COST CZ, project: LD15065. The topic of the paper follows also the main aim of COST Action IS 1409 Gender and health impacts of policies extending working life in western countries.

The first part of the study describes the structure, types of benefits of the pension, pension outcomes and discusses the pension reform. The second part brings main results of the research among Czech seniors (number of respondents 3045) focused on their experience with social system in the Czech Republic (if they are aware of all social benefits, if they know the contact spot, contact person etc., if/how much they use the social benefits for seniors). The first results of Czech seniors' satisfaction with their health and financial conditions will be also introduced and discussed.

**Jana Mikušová, Monika Bédiová:** Development of the Czech Labour Market with Respect to the Elderly Persons

Demographic ageing of the population, which in different extents affects all countries of the world, has become one of the most discussed issues of the recent years. According to the prediction of the Czech Statistical Office of 2013, the population of the Czech Republic will be ageing considerably during the 1st half of this century. The population ageing concerns all areas of the life of a society and is reflected in a broad spectrum of political measures. One of these measures is aimed to strengthen the position of old people on the labour market and keep them on the market. As the rest of the policies, responding to ageing of the population it may only be effective if it is based on a comprehensive approach, coordination of all adopted measures and shall be compliant with the long-term outlook for the maximum use of the potential of older workers and seniors. In our research we indicated reasons of seniors for staying in the Labour market. The research was complemented by qualitative analysis of 5 depth interviews with seniors over 65 years. The interviews were subsequently analyzed by the qualitative software MAXQDA. Furthermore, theoretical and managerial implications of these findings are being discussed.

**Drago Čengić:** Fields of power and career trajectories: some qualitative insights on the position of women entrepreneurs/ managers in Croatia

There are many works and research about different career opportunities which modern enterprises and corporations offer to the 'managing men and women of corporations'.

This paper will try to add a certain value to such type of literature using as starting points some very known theoretical concepts developed by P. Bourdieu (such as are 'fields of power', different types of capital,...) and very specific Croatian circumstances with regard to the phenomenon of women managers and women entrepreneurs. Bourdieu saw society split up into spheres of actions which he terms 'fields'. Within these fields power relations occur, each with a specific power structure relational to the specific field, habitus and species capital (whether it's scientific, religious, academic, economic or political field...). With regard to the transformation of capital in each of relative 'fields of power', he differentiates social capital, cultural capital, economic capital and symbolic capital. Modern enterprises, be them small or big, in this explorative work we'll investigate as specific fields of power. We assume that womens' carrer trajectories in different fields of power are somehow different, depending on the structure of such fields. While women entrepreneurs enters into entrepreneurship with some stocks of culture and economic capital, women managers build their carrer mostly on cultural capital (education), trying convert it into visible aspects of economic and symbolic capital. Different power contexts produce also different perception of gender discrimination and opportunities present within them.

Some empirical insights in Croatia suggests that the dominance of male culture, as a barrier the female managers had to face in their line of work, was more expressed at the beginning of their careers, but decreased or completely disappeared in time because they have succeeded in their work. Difficulties which stem from the male (manager) culture are becoming less frequent, because competences and success of a person are becoming important, while gender is becoming (as new organizational tendency) insignificant category in many environments.

Main goals of this paper are as such: a) empirically develop, by P. Bourdieu inspired, concepts of business organizations as a special fields of power, b) to see how such fields of power occur in small and bigger enterprises and what is their links with male/female career trajectories, c) to investigate the perception of selected women entrepreneurs and successful women managers in Croatia (available samples, interwievs with 20 business women), how different types of capital influenced their carrers and their respective management position, and d) to derive new research hypotheses about the relationships between organisation as fields of power and gender discrimination, based on Croatian experience.

**Barbara Haas and Sara-Maria Bratke:** Austrian policy pension reform from gender and health perspectives The Austrian pension system is composed of three tiers

The aim of the paper is to describe the three tiers of pension system in Austria in detail.

First, the principle aim of the Austrian policy pension reform is to narrow the gap between the number of employed persons and the pensioners in order to keep welfare state expenditure sustainable. These measures show some success in increasing the labour force participation of older workers.

Second, as compared with men, women witness a more discontinuous sort of labour market participation, because they are more likely to go on parental or unpaid leave and to interrupt their paid working life. Those returning to the labour market, do so by fulfilling a part-time job.

Finally, there is the gender pay gap and the strong propensity of Austrian women to work in a low-wage job, which may lead to financial but also to health problems. The gendered risk of poverty is among one of the highest in Europe. As a result, a large number of women suffer from low pension entitlements and from state or male dependency.

### **Working Group 3 - Identify and map national and international data-bases**

#### **Luciana Caenazzo: Ethics in women's health: A pathway to gender equity**

The differences between women's and men's experiences of health and illness are well known. Gender-specific medicine needs to restore equilibrium in order to understand the different clinical signs, diagnostic procedures, and therapeutic needs of diseases in men and women. This new dimension of medicine needs investment in research and health policy. If health professionals and healthcare organizations do not systematically take gender differences into account, inequities may arise and endure. Most discussions of gender involving an ethical perspective begin with the argument that women and men should be regarded as being of equal moral value. Where there are no relevant differences between them, then fairness and justice dictate that they should be treated equally, but if differences in needs exist, service planning should take this into account. Under these circumstances, equity as well as equality should be a guiding principle. The promotion of greater equality between men and women has also become a crucial issue in the bioethical debate, even if there is some confusion about the meaning of equality in this context, and especially of how this can be obtained. Biological differences cannot be removed, but their potentially harmful effects can be mitigated through social policies that take them properly into account, and through health research, policies and projects that give due attention to gender considerations and promote gender equity between women and men.

#### **Zvonimir Galić, Maja Parmač Kovačić and Maja Vehovec: Quality of working life among 50+ employees: A comparison between Croatian and the EU workers**

One of the most pressing concerns in the EU nowadays seems to be the impact of ageing population on the economy, especially the burden that has been put on pension and healthcare funds. In Croatia the problem is even more pronounced considering that a significant proportion of workforce leaves the labor market before the legal retirement age. In addition to the increased demands towards the pension and healthcare funds, early exit of older workers from the labor market also represents a loss of human capital. Hence, the exploration of reasons that drive employees to early retirement and following interventions might increase social and economic welfare in our society. Reasons for early retirement might be related to the quality working life (QWL) among older employees. Using EWCS 2010 database comprising over 30 000 participants we compared Croatian workers with workers from established market economies of Western Europe (EU17), and workers from ten transitional Central and Eastern European countries (EU10) on general satisfaction with job conditions and four dimensions of QWL proposed by Šverko and Galić (2014): economic security, social relations at work, meaningfulness of work, and autonomy and participation in decision making. A series of 2x2 ANOVA's where independent variables were country (Croatia, EU17, and EU10), and age groups (49 and lower, 50+) revealed an interesting pattern of results. Among Croatian workers, 50+ participants tended to be less satisfied with their job conditions, reported less economic security and less opportunities for autonomy and participation than younger employees. Similar pattern of results was also observed in EU10 economies whereas the differences between older and younger workers in well-developed market economies (EU17) was either non-existing or indicated higher QWL among older workers. In this presentation we will discuss practical implication of the results and possible interventions aimed at increasing QWL among older employees.

**Tindara Addabbo and Patricia Carney:** Retirement and gender inequalities. An analysis on European countries

This paper investigates how retired women and men across a set of EU countries bear different burdens as measured by using pension income and mental health status as indicators. It uses the data from the Survey on Health and Retirement in Europe (SHARE) and SHARELIFE, which collects retrospective information for the individual across the lifecourse. The analysis focuses on those who describe themselves as retired and measures the income gap in the first month following retirement. From the analysis it is evident that a gender gap in pension income exists to the disadvantage of women in the set of EU countries analysed. Austria, Germany, Netherlands, Spain, Italy, France and Belgium were included in this study due to similarities in the pension distribution. Years of contribution in paid employment have a significant impact on the pension received in the first month following retirement. The increase in women's retirement age that occurred in EU countries can therefore have a positive effect on women's retirement income and lead to a decrease in the observed gender gap in the first month retirement pension income. However years of contributions are also affected by interruptions in the working profile related to care role more likely to occur in working women's work profile. This calls for an increase in those public care services and provisions able to reduce the interruptions related to care and for pension systems to take account of work interruptions due to caring responsibilities. In addition to the above, an analysis of mental health disparities between retired women and men in the same EU countries is also undertaken. This second element takes into account the effect of different working status (paid and unpaid) throughout the lifecourse to provide a first analysis on the mental health costs from a gender perspective.

**Working Group 4** -Policy tool-kits, innovative policies and good practice

**Nata Duvvury, Jonas Radl, Katharina Sarter, Simone Scherger and Jeoren Spijker:** Understanding Policy Toolkits on Employment and Ageing: A proposal for a conceptual framework

Policy toolkits provide useful information and can be drawn upon as guidance in different stages of the policy-making process. This report is an initial review of existing policy toolkits on employment and ageing to distill a conceptual categorisation intended to inform research uptake strategies. The report starts by developing a clear definition of policy toolkits and proposing a typology of policy tools that consists of four items: good practice, social indicators, programme evaluation and simulation and forecast. We then describe the underlying relationship between research and policy-making, which is then used to provide a synthetic overview of toolkits available for ageing-related issues in the area of employment and pensions. We conclude with the observation that policy goals are often quite vague and that different policy goals may not always be congruent with each other or cannot be simultaneously achieved.

**Izabela Warwas and Piotr Szukalski:** Silver economy - conceptualization and development

One of the biggest problems of the modern world is population aging. Increase in numbers of the elderly is treated as a multidimensional challenge to contemporary Western societies. Decision-makers, and other stake-holders try to minimise the problem in traditional and non-traditional ways. On the one hand they try to modify parameters of social security system (legal retirement age, pension requirements), but on the other hand they are looking for new solutions, concepts, and actions. Due to the search some new concepts were emerging in the last 2 decades – active ageing, healthy ageing, silver economy.

Our study will be focused on the last concept. Silver economy is relatively new concept and new phenomenon. It was “discovered” 25-30 years ago when increasing purchasing power of the elderly was observed. Firstly it was defined as “silver industries”, i.e. in terms of branches of the economy providing the elderly with some specific goods and services. Later the definition was broadened to include all enterprises which try to modify (or to design) their products to eliminate senior’s exclusion from their consumption. Finally silver economy is treated as set of all enterprises which consciously identify seniors, employers of the older workers, other economic and social organizations focusing on the elderly as their main clients. The paper will inform on the stages of silver market conceptualisation and development with special attention paid to specificity of the potential beneficiaries of the silver economy.

**Rita Neves, Nata Duvvury and Aine Ni Leime:** Unemployment effects on health at later stages of professional career in Europe: the role of gender regimes and labour market policies in Europe

Western European countries face rapid population ageing, high unemployment rates and downsizing of the welfare state, making more common unemployment at later stages of the professional career that come with a mental health toll. However the consequences of unemployment among older workers are not yet understood. Considering the material and psychosocial impacts of unemployment, namely among certain social groups, job loss is an important social determinant of health leading to depression, anxiety disorders and other stress related physical illnesses. Those with higher economic and psychosocial needs for employment and with lower expectations of regaining access to the labour market will suffer the most.

This study explores these gaps while trying to unveil the mechanisms underlying the relationship between unemployment and psychological ill-being among 50 plus individuals. We will look at the moderator effect of gender regimes and labour market policies. For this we analyze panel data from 50 plus Europeans from 16 countries from two rounds of SHARE (2007 and 2011)