



Gender and Health Impacts of Policies Extending Working Life in Western Countries (GHEWL)

Final conference of COST Action IS1409

Institute for Lifecourse & Society,
National University of Ireland, Galway, Ireland
22-23 November, 2018

CONFERENCE PROCEEDINGS



Conference Aim

The aim of the conference is to provide a forum for discussing research findings on the gender and health implications of extended working life and discussing the policy implications of the research with stakeholders.

Conference Structure

The conference was opened by Mairead McGuinness, Vice-President of the European Parliament, followed by a welcome and overview from Áine Ní Léime, Chair of the COST Action. The first keynote speaker Dame Professor Carol Black, Newnham College, Cambridge was introduced by Professor Anne Scott, Vice President for Equality and Diversity at NUI Galway and gave a fascinating presentation entitled Women's Working Lives which provided an excellent introductory context to the issues involved in extending working lives from a lifecourse perspective.

Conference sessions on age based relations in work organisations; Employment and care and Employment and gender followed. Next was a stakeholder consultation entitled 'Research into Policy Roundtable'. This was chaired by Professor Alan Ahearne, Whitaker Institute, NUI Galway and involved panelists from the Irish Pensions Authority, the Department of Employment Affairs and Social Protection, Eurofound, the Irish Congress of Trade Unions, Age Action and the National Women's Council of Ireland. Each of the panelists discussed Extended Working Life policy from the perspective of their organisation. This was followed by a lively Q and A session. The second Keynote speaker, Professor Per Jensen proposed a model for analysing labour force participation among older workers in Europe. This was followed

by sessions on Knowledge based Development Policy and Employment and Health. The next day, a third keynote speaker Professor Chris Phillipson, University of Manchester offered a critical perspective on extended working life. A number of paper sessions on Gender, Health and Employment and Pensions, Health and Gender followed. A joint keynote session on older workers in New Zealand and Australia respectively by Professor Fiona Alpass and Dr Libby Brooke and a cross-COST Action session involving three COST Actions, ROSENET, GENDEREWL and Ageism followed. Professor Debra Street acted as Rapporteur, drawing proceedings to a close. In total, there were 40 oral presentations and three posters, with 16 of the contributors being ECIs. The conference was well-received by attendees and generated much debate and interest.

About GHEWL

GHEWL (Gender and Health Impacts of Policies Extending Working Life in Western Countries www.genderewl.com) is a research network between researchers, policy stakeholders and older workers from 34 countries, involving over 140 members.

GHEWL aims to address knowledge gaps about the gender and health implications of extended working life policies, which have been introduced in response to population ageing. The Network is funded by the COST Association and focuses on developing and coordinating cross-national research on the scientific and theoretical aspects of extending working life, creating a grid and developing policy tool-kits, as well as disseminating the research findings to policy-makers and other stakeholders at national and European level.

About COST

COST (European Cooperation in Science and Technology – see www.cost.eu) is a unique platform where European researchers can jointly develop their ideas and initiatives across all scientific disciplines through cross-European networking of nationally funded research. COST is supported by the European Union (EU) Horizon 2020 Programme.



Speaker Biographies (in order of appearance)

Professor Anne Scott

Professor and Vice President for Equality and Diversity, National University of Ireland, Galway.

Anne is an RGN and holds a BA in Philosophy and Psychology from Trinity College, Dublin and a PhD in Philosophy from the University of Glasgow. Over her career she has held a variety of leadership roles in universities including Head of School, Executive Dean, Deputy President and Registrar in both Irish and English university sectors. She has worked as a practitioner and academic in Kenya, Scotland, England and Ireland. Anne's research interests include the philosophy and ethics of health care, judgement and decision-making in clinical practice and health services research - focusing on the health work force. Anne has been a board member of a number of research funding and health service agencies in Ireland and the UK. In July 2018 she was appointed Chair of the Board of HEANet.

Professor Dame Carol Black

Principal of Newnham College Cambridge and Expert Adviser on Health and Work to NHS England and Public Health England.

Dame Carol chairs the board of Think Ahead, the Government's fast-stream training programme for Mental Health Social Workers and is a member of Rand Europe's Council of Advisers, the Strategy Board for the Defence National Rehabilitation Centre, and the Advisory Board of Step up to Serve. She became chairman of the British Library on 1st September 2018. As Principal of Newnham Dame Carol is on several committees in Cambridge University: the Equality and Diversity Committee, the Advisory Board of the Centre for Science and Public Policy, and the Strategic Working Group on Access and Participation. She is a Deputy Vice-Chancellor, patron of the Women's Leadership Centre in the Judge Business School, and a member of the University's Leadership Network. Dame Carol has compiled three independent reviews for the UK Government: of the health of the working-age population in 2008 as National Director for Health and Work; of sickness absence in Britain in 2011 as co-chair; and of employment outcomes of addiction to drugs or alcohol, or obesity, in 2016. Professor Black is a past-President of the Royal College of

Physicians, of the Academy of Medical Royal Colleges, and of the British Lung Foundation, and past-Chair of the Nuffield Trust for health policy. The Centre she established at the Royal Free Hospital in London is internationally renowned for research and treatment of connective tissue diseases such as scleroderma. She has been a Trustee of the National Portrait Gallery.

Dr. Áine Ní Léime

Deputy Director, Irish Centre for Social Gerontology, National University of Ireland, Galway; Chairperson of COST Action IS1409

Áine is Chair of COST Action IS1409 a research network entitled, Gender and Health Implications of Extended Working Life Policies with over 100 researchers from 34 countries in Ireland. Áine has been Principal Investigator on cross-national projects funded by CARDI, by the European Union under Framework Programme 7. Her recent research has focused on gender, older workers and extended working life using a lifecourse perspective. Her current project is Dynamics of Accumulated Inequalities for Senior in Employment (DAISIE) a three year cross-national project, funded by NORFACE involving researchers from Sweden, Switzerland, the Czech Republic and the UK. Her most recent publication is: Ní Léime, Á, & Street, D. (2018). Working later in the USA and Ireland: Implications for precariously and securely employed women. *Ageing & Society*, 1-25. Doi:10.1017/S0144686X18000508

Professor Alan Ahearne

Director of the Whitaker Institute and Professor of Economics at the National University of Ireland, Galway.

Prof. Ahearne is a member of the Commission of the Central Bank of Ireland, and Chairman of the joint ESRI and Department of Finance Research Programme on the Macroeconomy, Taxation and Banking. He is a member of the Independent Review Group to examine the removal of private practice from public hospitals. He is also a member of the External Advisory Group to Ireland's Parliamentary Budget Office. He has served as adviser to the IMF, as research fellow at Bruegel, as a consultant to the UK's Department for International Development, and as economic adviser to Ireland's former Minister for Finance Brian Lenihan. Before joining NUI Galway, he was Senior Economist at the Federal Reserve Board in Washington, DC, where he worked for seven years. He holds a Ph.D. in economics from Carnegie Mellon University.

Andrew Nugent

Head of Development, The Pensions Authority

Andrew Nugent joined the Pensions Authority in 2006 and worked on many policy issues during that time. Andrew has also been involved in pension issues at EU level including the negotiations on a Portability Directive and IORPs II. He is currently the Head of Development in the Authority which includes developing and designing the changes needed to give effect to proposed pension reforms and the IORP II Directive. Andrew previously worked in a number of Government Departments.

Orla O'Connor *Director of National Women's Council of Ireland (NWCI)*

Orla is Director of the leading national women's membership organisation in Ireland, with over 190-member groups and was Co-Director of Together For Yes, the national Civil Society Campaign to remove the 8th Amendment in the referendum. Orla holds an MA in European Social Policy, and after starting out in local community-based projects, has worked in senior management in non-governmental organisations for over 25 years. Orla represents NWCI in a wide range of national and international fora. Orla is a feminist, and an expert in the policies needed to progress women's equality in Ireland. She is an accomplished public speaker, with a strong analysis of public policy. Orla has led numerous high level, successful campaigns on a wide range of issues on women's rights, including social welfare reform, pension reform and for the introduction of quality and affordable childcare. Orla is passionate about ensuring access to women's reproductive rights; about ensuring more women are in leadership positions; about ending violence against women; and increasing women's economic equality.

Gerard Scully *Senior Information Officer at Age Action Ireland CLG*

Gerard Scully is with Age Action nearly 22 years. He has a professional qualification in Librarianship and Information provision and a Masters in Anthropology. Before Age Action he worked in Focus Point and Pavee Point as a Librarian. He manages Age Action's Information and Advocacy Service and continues to enjoy working with and for older people.

Robert Anderson *Head of Social Policies Unit, Eurofound*

Robert Anderson is Head of the Social Policies Unit at Eurofound, where he has worked as Research Manager since 1988 on a range of topics: monitoring quality of life and living conditions in the EU; projects on ageing and changes in employment over the life course; measures to promote the social inclusion of people with chronic illness; and creation of employment in care services. Current research interests include analyses of the European Quality of Life Survey to report on intergenerational differences in quality of life, and on the social and economic situation of people with disabilities; both subjects will be developed in future Eurofound work programmes. He was President of Eurocarers from 2009-2013 which gave opportunities to promote links between research and policy at both Member State and EU levels. Prior to joining Eurofound, he worked as Programme Manager at the WHO European Office in Copenhagen, with responsibility for the European Regional Programme in Health Promotion. He studied human sciences at Oxford University, and sociology as applied to medicine at Bedford College, London.

Robert Nicholson *Department of Employment Affairs and Social Protection*

Robert was previously a Principal Officer in Pensions Policy Unit of the Department of Employment Affairs and Social Protection and was responsible for managing the reform development process which culminated in the Government's publication of the 'Roadmap for Pensions Reform 2018-2023'. Following the Government's confirmation of its intention to develop and introduce a new Automatic Enrolment (AE) system for those without supplementary retirement savings, Robert leads the newly established 'AE Programme Management Office'. Having recently published 'A Strawman Proposal for Automatic Enrolment', this office is now managing the process of public consultation and the overall project to develop AE. This includes establishing the evidence base required to underpin future Government decisions regarding the intended operational framework and design of the system.

Liam Berney *Industrial Officer, ICTU.*

Liam Berney is an Industrial Officer with the Irish Congress of Trade Unions. Liam's main area of responsibility is industrial relations in the public and private sectors. He is also responsible for Congress policy in a number of related areas including public services, public procurement, transport, regulation, pensions, energy and the environment. Liam is a graduate of the National College of Ireland and holds an Honours Degree in Industrial Relations and Personnel Management.

Professor Per H. Jensen *Professor of Social Policy, Aalborg University, Denmark*

Per is Professor at the Center for Comparative Welfare Studies (CCWS) at Aalborg University, Denmark. He has coordinated, directed or participated in numerous national and international research projects and networks. He has published widely in the fields of comparative welfare state analysis. At present he is the PI for the project SeniorWorkLife financed by the Danish Tryg foundation (www.seniorarbejdsliv.dk)

Professor Chris Phillipson

Professor of Sociology and Social Gerontology, University of Manchester, UK

Professor Chris Phillipson is a sociologist and former Director of the Manchester Institute for Collaborative Research on Ageing (MICRA), based at the University of Manchester (UK). He has worked on a range of projects relating to social exclusion and ageing, work and retirement, globalisation and ageing, and age-friendly cities. He is a Fellow of the Gerontological Society of America and a Past-President of the British Society of Gerontology. He has published a number of books in the field of ageing as well as numerous research papers. He is currently involved with research projects investigating the transition from work to retirement, isolation in later life, and developing age-friendly urban environments.

Professor Fiona Alpass

Professor of Psychology at Massey University, Palmerston North, New Zealand.

Professor Alpass co-leads the Health and Ageing Research Team (HART) in the School of Psychology. She is also co-PI of the longitudinal Health, Work and Retirement study, a population-level study which aims to identify the health, economic, and social factors underpinning successful ageing in New Zealand's community dwelling population. This biennial survey is now in its twelfth year and has recently been funded for a further two waves by the New Zealand Government to focus on the participation of older New Zealanders in the workforce. Her research interests include older workers and their transitions to retirement, and the impact of combining work and caregiving on health and well-being.

Dr Elizabeth Brooke

Senior Research Fellow, Melbourne University School of Population and Global Health.

Dr. Brooke previously held the position of Associate Professor and Research Director, Business Work and Ageing Centre, Swinburne University of Technology (2003-13) where she researched the effects of the ageing population on workforce demographics, and labour supply policies and practices. Prior to this, Dr Brooke held a five-year VicHealth Public Health Fellowship examining recruitment and the retention of the aged care workforce,

applying the Finnish Workability framework. Her recent published research includes an analysis of the social and economic contributions of mature age workers and a recent chapter on the Australian empirical landscape of older women's extended working lives. Her research includes projects on older women and homelessness and in public high-rise housing. She holds a PhD in social gerontology, Lincoln Gerontology Centre, La Trobe University.

Professor Sarah Vickerstaff

Professor of Work and Employment, University of Kent, U.K

Sarah is an internationally recognised researcher into paid work in later life. Her research on older workers and retirement has been funded by research councils, charities and the UK Government. She recently led an ESRC/MRC funded consortium undertaking a mixed method study: *Uncertain Futures: Managing Late Career Transitions and Extended Working Life*. She has published many books, reports, journal articles and book chapters in this field. Her work on older workers has had considerable impact: In the last year she was a Specialist Adviser to the House of Commons Women and Equalities Committee's Older People and Employment Inquiry. She is Fellow of the Gerontological Society of America and is currently the University of Kent lead for Athena SWAN, the gender equality charter.

Recent publication: "Understanding older worker precarity: the intersecting domains of jobs, households and the welfare state" David Lain, Laura Airey, Wendy Loretto, and Sarah Vickerstaff, *Ageing and Society*, 2018 online first.

Professor Kieran Walsh

Professor of Ageing & Public Policy and Director, Irish Centre for Social Gerontology, NUI Galway

Kieran Walsh is Professor of Ageing & Public Policy and Director of the Irish Centre for Social Gerontology, National University of Ireland Galway. Kieran has extensive experience in interdisciplinary social gerontology and life-course research. He has played a leading role in the development of international multi-site and interdisciplinary research programmes. Kieran's research interests and expertise focus on: social exclusion in later life; the relative nature of disadvantage in cross-national contexts; place and life-course transitions; and informal and formal infrastructures of care. Kieran is also Chair of the European COST Action CA15122 on 'Reducing Old-Age Social Exclusion' (ROSEnet – www.rosenetcost.com), which has over 140 members from 39 different countries. With objectives that address critical gaps in research, policy, and international interdisciplinary research capacity, ROSEnet aims to overcome fragmentation in conceptual innovation on old-age exclusion across the life course, in order to address the research-policy disconnect and tackle social exclusion amongst older people.

Professor Sigurveig H. Sigurðardóttir

Associated Professor and the Head of the Faculty of Social Work, University of Iceland.

Prof. Sigurðardóttir graduated as a Social Worker from the University of Gothenburg, Sweden, holds an MPH degree from The Nordic School of Public Health in Gothenburg and a PhD from the Institute of Gerontology, Jönköping University, Sweden. She worked for several years as a Social Worker at the Geriatric Department of the University Hospital in Reykjavik, Iceland and was a Director of the Icelandic Red Cross Reykjavik branch prior to pursuing her academic career. Her research interests are formal and informal care and services of older adults and family relations. She is responsible for Iceland's participation in the NordMaG MA programme (Nordic Master of Gerontology), a Nordic cooperation between four Nordic Universities for joint teaching of Gerontology. She has participated in COST Action IS1402 on ageism and has written articles and book chapters i.e. on care, social work, and ageism concerning immigrants. Along with her academic profession she is Chairman of the Board of daycentres for frail older adults in Reykjavik.

Professor Debra Street

Professor of Sociology at the State University of New York at Buffalo, USA.

Debra is author of 80+ articles, chapters, and working papers; a monograph; and co-editor of three books, Street researches the challenges of aging societies, particularly health and income security over the life course. She is a Fellow of the Gerontological Society of America, the National Academy of Social Insurance, former Senior Research Fellow at King's College, London and recipient of the UB Gender Institute Janice L. Moritz Distinguished Lecturer award. Street's research has been funded by the National Science Foundation, the National Institute on Aging, the International Council for Canadian Studies, and the Robert Wood Johnson Foundation. Professor Street is also an award-winning teacher, the recipient of the SUNY Chancellor's Award for Excellence in Teaching and the Outstanding Contributions to International Education from the Council on International Studies and Programs award.

Conference Abstracts

STREAM: Age Based Privilege Relations in Work Organisations	
DATE:	22nd November 2018
TIME:	11.00-12.30
CHAIR:	Dr Nata Duvvury - NUI Galway

ABSTRACT ID: ABPR1.1

Temporal Norms and Job Mobility in Extended Working Life

Clary Krekula (Karlstad University, Sweden)

This paper explores the conditions for extended working life from an organising perspective. Based on the idea that temporality makes up a fundamental organising dimension, it discusses conceptions of internal job mobility and if and when employees can be expected to relocate to a different unit at work. The analysed material consists of interviews with 11 men between the ages of 56 and 74, working in manual and managerial capacities at a foundry of a Swedish branch of a large international steel company. The results show that internal work mobility is regulated by normative assumptions of mobility in terms of on- and off- time. This socio-temporal order constructs younger age groups as the age normality while designating the older employees' transitions as a normative breach. It is also shown that the temporal order constitutes a disciplining element steering employees from an early stage to plan for limitations that may arise as a result of ageism and/or physical changes. The result also makes clear that transition to less physically demanding tasks is a prerequisite for continuing working in a physically demanding job. These transitions are not, however, included in the socio-temporal order of the company, but are presented as the older employees' individual problems.

ABSTRACT ID: ABPR1.2

The gender and age differences in economic sectors - evidence from selected European countries

Martina Rasticova (Mendel University in Brno, Czech Republic), Nad'a Hazuchová, Jana Stávková, Hana Porkertová, Clary Krekula

Many economists recognize the following five economic sectors, which divide a country's population based upon the economic area in which that population is employed; *the primary sector* which includes agriculture, mining and other natural resource industries; *the secondary sector* covering manufacturing, engineering and construction; *a tertiary*

sector for the service industries, the quaternary sector for intellectual activities involving education and research and *the quinary sector* reserved for high level decision makers in government and industry. It is apparent that the distribution of population in these five sectors is not even when neither gender nor age are taken into account. Moreover, the demographic age group over 50 years has the highest difficulty getting back in the labour market if they lose a job. For older people, ageism is an everyday challenge, especially in the labour market. Losing a job in the age of 50 or more means either a long lasting unemployment or giving up the professional career by changing the position, branch or sector. The presented paper brings the evidence of gender and age differences by analysing the changes in employees' distribution in these five sectors according to age of the employed person. The analysis of the secondary data from EU-SILC and EUROSTAT in four countries: Czech Republic, Germany, Sweden and France proved that the prevalence of people over fifty decreases in the fastest developing and most financially profiting sectors and branches: financial, IT, high tech industries and research. Differences between analysing countries and implications for further research are deeply discussed.

ABSTRACT ID: ABPR1.3

Age discrimination in a context of temporary work

Nathalie Burnay (University of Namur, Belgium)

In the EU, more than 90% of older workers are still registered in a stable employment in 2014 (Vendramin, Valenduc). But this situation has changed over the last decade in Belgium where some older workers have to end their careers with a temporary contract. That's why it is really important to focus on this labour market change at this time. This presentation will be based on 36 qualitative semi-structured interviews with temporary workers aged 45+. We will analyse age discrimination among older workers, extremely present in the Belgian labour market. Indeed, this presentation will shed light on discrimination related to, in particular, recruitment process. Older workers have difficulty finding a job because of their age, even if age discrimination is strictly prohibited in Belgium. Age is never used explicitly to exclude the worker from employment, but real suspicions suggest that their exclusion from the recruitment process depends on their age. They can only stay in precarious contracts and cannot find stable employment. As a result, they find themselves in an endless process where they must constantly find new contracts, but with increasing difficulty as they grow older. Further, this presentation shows that while there is age discrimination for many older workers, its nature depends on their level of qualification. When you are qualified, this age discrimination disappears when you have job: skills and abilities allowed to change social representations about age. For unskilled workers, age discrimination continues in day-to-day relationships with colleagues or the

supervisor. It is difficult for older workers to counter these forms of discrimination, especially since older workers are in a precarious situation.

STREAM: Employment and Care
DATE: 22nd November 2018
TIME: 11.00-12.30
CHAIRS: Dr Nata Duvvury - NUI Galway

ABSTRACT ID: EC1.1

Negotiating women's working life in caring for old people in a Polish cultural context.

Anna Urbaniak (Institute for Lifecourse and Society, NUI, Galway)

Existing literature presents increasing evidence of the significant role played by informal caregivers in ageing societies. The role of women as caregivers in the Polish cultural context is very well documented. There is also recognition of their role in caring for older people. Despite this, and despite emerging connections between caring and employment, there has been little effort by researchers to capture the lived experiences of women who combine their working life with caregiving for older adults. Addressing this issue becomes all the more important given the increasing emphasis on extending working life policies and the nature of the care models in Poland. Sixteen working women (11 full – time, 2 part time, 2 casual, 1 self-employed) participated in in-depth interviews focused on their experiences of combining their working life with taking care of older adults. The semi-structured interviews with elements of narrative interviews were used. The majority of women reported at least some difficulties in combining the working career with caregiving for older adults. Most of them described difficulties with accessing institutional support and feelings of being obligated to provide care for older adults within informal structures. They pointed out the role of employers' soft skills that compensate for the lack of systematic support systems of informal caregivers who continue to work. The analysis provides evidence for the predominant role of hierarchical compensatory model of care in Polish cultural context and highlights the consequences that it has on working caregivers. We need to seek alternative approaches to ensure that policy can be better designed to support informal caregivers to combine participation in the formal labour market with caregiving for older adults.

ABSTRACT ID: EC1.2

Retirees as organizers of care provision in nonmetropolitan areas in the US: the case of Share Care in the Leelanau County, Michigan

Ilona Matysiak (Maria Grzegorzewska University, Poland)

The aim of the presentation is to discuss the potential for retirees to implement new ways of providing care services to older people living in nonmetropolitan areas in the US. It is argued that they should be recognized as significant contributors in transforming the existing system of care provision at the local level. Seniors are not just passive care receivers, but often undertake the role of carers and even innovators introducing novel care solutions. The argument is illustrated with an example of Share Care of Leelanau, Inc., which is a non-profit organization that provides broadly understood care services to its members who want to “age in place”. The organization’s goal is to keep older adults living in their own homes as long and as safely as possible by providing different types of assistance: health issues monitoring, help with routine household chores and maintenance, transportation services and company. Share Care emphasizes the notion of neighbours helping neighbours which makes it rather “a community builder” than just “a service provider”. The organization is a part of so-called Village Movement which includes similar entities established in both rural and urban areas across the US. Importantly, Share Care was founded by three couples who retired up in the Leelanau area and were worried about the lack of services for seniors. From this perspective, this organization is also an interesting example of contribution provided by older newcomers to the local community they moved in upon retirement. In consequence, Share Care is analyzed in the broader context of the retirement migration to nonmetropolitan areas observed in Northern Michigan (cf. Brown and Glasgow 2008). The presentation is based on results of exploratory, qualitative study conducted in 2018 in the Leelanau County, Michigan, which is a popular retirement destination in this part of the US (USDA 2015).

ABSTRACT ID: EC1.3

Time-use and articulation of working, family and personal life in the provision of care to the elderly

Pedro Perista (CESIS, Portugal)

Caring for an elderly person in a situation of dependency or with a disability raises significant challenges and impacts especially for women on whose shoulders caregiving mainly continues to fall. Many more women than men provide care to the elderly and for longer periods of time. Additionally, in most cases, caregiving is concomitant with working

life and other responsibilities such as doing household chores. As a consequence also the perceptions of time use alter and the feelings of rush and of absence of time to one's wishes and needs becomes evident. This paper uses data from Project "National Survey on Time Use by Men and Women". Its main goal was to obtain and analyse up-to-date information on time use by men and women in Portugal, especially with regard to paid work and unpaid care work. For the purposes of this paper, it was decided to focus the analysis on the provision of care to elderly people in need living in the same household as the respondent. Data analysis clearly reveals the complex intermeshing of available time, gender and social roles regarding paid and unpaid care work. Different sources of pressure continue to contrive to make it so that caretaking is ensured by a woman. Women are much more confronted than men with the need to negotiate working life with caring responsibilities. Thus the need that any policy debate on the provision of care to the elderly to carefully consider and assess the significant role played by gender to this respect.

STREAM: Employment and Gender
DATE: 22nd November 2018
TIME: 11.00-12.30
CHAIR: Dr Jeroen Spijker - Centre for Demographic Studies, Spain

ABSTRACT ID: EG1.1

A gender perspective on older workers' employment and working conditions

Patricia Vendramin (UC Louvain, Belgium)

The contribution aims to give a structured gender analysis of the working and employment conditions of older workers (aged 50 and over). While working and employment conditions are increasingly recognized as key issues in ageing at work, gender disparities are still going under considered. These are not only the outcome of horizontal (between sectors of activity) and vertical (between job categories) segregation that produce widely differing work situations for women and men; they are also about men and women's respective career paths, how they impact on health among the over-50s, and changing workforce exit norms, not to mention opportunities for self-fulfilment in work and recognition at work. More broadly, women and men's ageing at work is influenced by the unequal distribution of domestic work and the tasks of caring both for the older and younger generations. The contribution will be based on the successive waves of the European working conditions survey (EWCS) conducted by Eurofound.

Patricia Vendramin is Professor of Sociology at the University of Louvain-la-Neuve, Belgium. She is also Director of the FOPES (Open Faculty in Social and Economic Policies) and of the Chair of "Labour-University", both in the University of Louvain-la-Neuve, Belgium. Her research interests relate to work and employment issues.

ABSTRACT ID: EG1.2

Extending working life and gender: Croatian stakeholder's narratives

Sinisa Zrinscak (University of Zagreb, Croatia)

The Croatian social policy making has been influenced by a range of contradicting forces, such as are the legacy of communism, transition to democracy and market economy, war and post-war social consequences, and the state building process in 1990s. Thus, policy reforms have been shaped by very different ideas and interests. Notions of extending working life and gender equality are sound examples. While extending working life has been promoted as a kind of panacea for low employment rate and financial sustainability of

the pension system, earlier retirement remained a rule, and the employment rate among older workers did not rise significantly so far. Plans for rising retirement age have been criticised from the angle of low life expectancy in Croatia, and different gender life experience. In the field of family policy the conservative standpoint has been strengthened on the ground of a need to raise the fertility rate and to maintain the “naturally different” gender social roles. The gender equality agenda, somewhat loosely promoted through the Europeanization process, has remained weak, mainly due to non-existent instruments of balancing between working and family obligations. The aim of this paper is to examine more consistently narratives of key political parties and social partners by analysing Parliamentary debates in the field of pension reform, employment and family policies, in the period 2008-2017. Narratives are analysed through three main paradigmatic ideas: Keynesian familiarise (where women are encouraged to care about children), social investments (where extending working life is promoted through work-life balance), and neoliberal paradigm (which mainly remains silent in relation to gender differences). The analysis includes also instruments promoted inside each paradigm, with the accent on their possible gender consequences.

ABSTRACT ID: EG1.3

‘Til work do us part?’ – Domestic relationships in extended working life households

Nathan Hudson-Sharp (National Institute of Economic and Social Research, United Kingdom)

Andreas Cebulla, National Institute of Economic and Social Research/University of Adelaide, Lucy Stokes, National Institute of Economic and Social Research, David Wilkinson, University College London

Gendered domestic divisions of labour continue to be one of the most persistent barriers to gender equality (Lyonette and Crompton, 2015). Despite the increase of female labour market participation, women still carry out more domestic work than men, limiting their ability to act on an equal footing within the workplace (Lyonette and Crompton, 2015; Kan, 2008; Kan et al., 2011). Previous research has shown retirement to offer households the opportunity to reconsider established domestic divisions of labour. This has been identified to be to the benefit of female spouses, with unequal domestic divisions of labour tending to erode (Leopold and Skopek, 2015). Little is known, however, about the impact of extending working life. Initial analyses of panel survey data show the extension of working lives to extend unequal domestic divisions of labour, as women’s roles continue to be shaped by (gendered) patterns of labour market participation (Cebulla et al. 2007). Within this context, this study uses paired panel survey data of coupled households to explore persistently unequal domestic divisions of labour, and shed light on the seldom considered

'work-life balance' of post-retirement and the intra-household, gendered inequalities of extended working life.

ABSTRACT ID: EG1.4

The mismatch between actual and preferred work and working hours - Advances in understanding employment and time constraints in the 'rush hour of life' and in the 'late career phase'.

Barbara Haas (WU Vienna University of Economics and Business, Austria)

Nadia Steiber, Michaela Kobler-Weiß and Adila Sahbegovic

This paper investigates to what extent actual and preferred work aligns among men and women across two specific life course stages, first in the main working age (between 20-64 years), and second in the late career phase, when the question about when to retire is at stake. How do underemployment and overemployment vary across countries? While underemployment means that individuals would prefer to be in employment or to work longer hours, overemployed workers would like to reduce paid working time or to retire instead of working involuntarily. We explore the factors determining the work participation and working time in the main working phase, also called the "rush hour of life", when childcare responsibilities may occur. Furthermore we ask, to what extent these determinants differ from the late career phase, when questions about the actual and preferred age of retirement are reflected in retrospect. The analysis is based on two cross-national studies, using both the *European Social Survey* Data 2010-2012. The aim is to address the educational effect of inclusion or exclusion across two life course stages and across different European countries (16 for the main working phase and 23 countries for the late career). Drawing the attention on work and time preferences of the active *and* of the inactive population *underemployment* is seen to be more widespread among the lower-educated persons and in countries with limited labour market opportunities in terms of low wages, high unemployment rates and with a lack in part-time jobs. *Overemployment*, by contrast, is more prevalent among the highly educated men and women, irrespective of the country context.

In the conclusion, we suggest to use the so-called "Triple A" approach, by arguing that there is an interplay between the availability, the affordability and the attractiveness of having a job or working the right amount of hours. These conceptual insights help us to better understand cross-national differences in employment and policy constraints, varying by age, gender, education and by care obligations in different life stages.

ABSTRACT ID: EG1.5

How does gender, age and family dynamics influence people's career path development? A study on PhD graduates in Iceland

Authors: Maya Staub, Andrea Hjalmsdóttir and Guðbjörg Linda Rafnsdóttir (University of Iceland, Iceland)

Iceland has been portrayed in mainstream media as gender equality paradise since it has been ranked 1st on the Global Gap Index nine years in row. However, when it comes to academia, top management positions and salaries, studies have shown a persisting gender gap. Recent analysis on Nordic academia has shown that men are both more likely to hold a full professorship position as well as progressing considerably faster than women towards a full professorship. Thus, the aim of this study is to investigate people's career-path developments both within and outside of academia with a particular focus on how gender, age and family dynamics influences people's careers over the life course. Longitudinal individual register data from Iceland between 1997 and 2017 will be analyzed. Through this data we intend to identify individuals who hold 5-20 years old PhD degrees. Based on these data we will map people's careers and analyze the impact of gender, age and family situation on their career path development across disciplines. The overall gender-equal and family-friendly environment in Iceland is an ideal research context which provides an interesting opportunity to study gender inequality both within and outside of academia from a different starting point than prior studies. Furthermore, the use of register data represents a new frontier in the Nordic and European literature on the influence of gender, age and family dynamics on people's career path development.

ABSTRACT ID: EG1.6

Does Aging and Gender differences have impact to Work Ability - Index in a Cohort of Employees in Public Service: Pilot International Survey Study

Pranjić Nurka, Nuhbegović Nadina, Vehovec Maja, Cvejanov- Kezunović Ljiljana, Loio Noémia, Juan Manuel Garcia González, Minov Jordan, Dragan Mijakoski
Nurka Pranjić (Medical Faculty University of Tuzla, Bosnia & Herzegovina)

Introduction Most western countries with an ageing population face the challenge of a need to increase work participation, especially at older age. Until recently, it was accepted that with aging decreased work ability even among the healthy, faster in women than in men, and based on that a pension law were created in which the age limit set the retirement age. The aim of the research is to determine preliminary does aging and gender differences have impact to work ability index.

Methods In a pilot project of prospective cohort study which will encompass employees who are employed in various Public Service Departments in 6 countries (Bosnia and Herzegovina, Croatia, Portugal, Spain, Monte Negro and Macedonia) in period from 2018-

2020, was include 363 participants, aged 46.21•}8.88 (SD); 270 (74.4%) women and 93 (25.6%) men. To achieve the aim of the research was used Work Ability Index questionnaire for assessing present perception of work ability and prognosis of work ability of participants. The work ability index and WAIS were compared among these 5 age subgroups.

Results Mean of score of WAI was 39.13•} 7.156 and WAIS 7.94•}2.06. The work ability index is significantly worse in women than men (men, bad 4.8%: good 27.0%: very good 44.4%: excellent 23.8% vs. women, bad 13.5%: good 41.4%: very good 28.7%: excellent 16.5%; Chi-square value 11.293; P=0.010). The lowest scores and worst WAI we found in the age subgroup from 35-45 years (bed WAI 23.74%: good 42.25%: very good 29.58%: excellent 4.22%. Although, regression analysis excludes association between WAI and gender ($\beta=-0.064$, P=0.250, 95%CI, -0.390-0.102), and WAI and aging ($\beta=-0.172$, P=0.303, 95%CI, -0.052-0.016).

Conclusion Aging, particularly older age, and gender were not associated with poor work ability. It would be well to continue research on a larger international sample according to the planned project. Key words: work ability index, aging, gender, cohort, employees in public service the work of Authors is supported by EU Cost Action IS1409.

STREAM: Employment and Care**DATE:** 22nd November 2018**TIME:** 4:00-5:30**CHAIR:** Dr Clary Krekula - Karlstad University, Sweden / Dr. Martina Rasticova - Mendel University, Brno, Czech Republic**ABSTRACT ID:** EC1.4**Does work status impact on mental and physical health of informal caregivers of older people with dementia? Results from the UP-TECH longitudinal study**

Marco Socci (INRCA – National Institute of Health & Science on Ageing, Italy)

Marco Socci, Andrea Principi, Patricia Carney, Mirko Di Rosa, Carlos J. Chiatti and Fabrizia Lattanzio on behalf of the UP-TECH Research Group

Working caregivers of older people may experience the reconciliation issue both in a positive (e.g. work seen as a relief from care tasks) or in a negative (e.g. work added to care tasks as a double burden) way. However, there are not studies on this topic about the specific category of caregivers of older people with dementia. This longitudinal study carried out in Italy, explores whether the working situation moderates mental and physical health of these caregivers. The overall sample included 146 caregivers (mean age 59.7 years; 72.6% female) and three waves of data were used: at the baseline, and after 6 and 12 months. As predictors, in the first model work-related elements were considered, whereas in a second model individual elements related to both the caregiver and to the cared-for older individual, as well as factors describing the caregiving situation, were added. Results from multivariate analyses showed that working full-time had a protective role on carers' health. In comparison with full-time working carers, non-working carers experienced more caregiving burden and depression ($p < .001$). Having been forced to reduce working hours or having never worked due to care tasks, had a negative association with caregiver's physical health ($p = .009$), compared with full-time working carers. When other variables were added, the latter results were confirmed, and other factors also emerged as important ones. Higher number of weekly hours of care and of ADL and IADL scores of the cared-for older individual) were positively associated with caregivers' anxiety, depression and burden, while the availability of an informal support network was negatively associated with those outcomes. Since work seems to have a positive effect on physical and mental health of caregivers of older people with dementia, policy makers should promote and sustain their full-time employment, by also decreasing the intensity of the care provided.

STREAM: Employment and Gender
DATE: 22nd November 2018
TIME: 4:00-5:30
CHAIR: Dr Clary Krekula - Karlstad University, Sweden / Dr. Martina Rasticova - Mendel University, Brno, Czech Republic

ABSTRACT ID: EG2.1

Job-quality and Equality in Public Procurement (JoQuEPP): the case of contracting employment-related services for older workers.

Katherina Sarter (University of South Wales, United Kingdom) & Orly Benjamin (Bar Ilan University, Israel)

Over the last few decades, a common development in Western Welfare states was the increased marketization of services (Aucoin, 1990; Bode, 2009; Jørgensen and Bozeman, 2013; Van Slyke, 2003; Veggeland, 2008). In line with this broader trend, also employment related services, such as those aiming to support older workers, are nowadays oftentimes publicly contracted (Breidahl and Larsen 2015; Jahn and Ochel 2007; Larsen and Wright, 2014; Sol and Westerveld, 2005). A considerable amount of scholarship has analysed the impacts of contracting out for working conditions, job and service quality (among others Benjamin, 2016, 2017; Epstein, 2013; Grimshaw et al, 2015). However, major gaps in research and knowledge persist. Most of this literature focusses on the transition from public to non-public provision. Despite the attention given to contracting out, less knowledge exists about contracting procedures in a sequential and longer-term perspective. In addition, a coherent and comprehensive conceptual framework for the gender-aware analysis of services is still missing. Tackling this gap in knowledge, the proposed presentation outlines a conceptual framework for the gender-aware analysis of soft services, such as employment-related services for older workers. Taking the impact that job quality, especially in the delivery of soft services (among others Rönnebeck, 2012; Roodhooft and van den Abbeele, 2006), has on service quality as a starting point, it outlines the factors that influence job-quality in contracted services. As will be shown, one of the major factors is the funding model and the regulation of competition by the procuring authority. Against this background, this presentation turns to examine the factors that influence the decisions taken by contracting authorities.

ABSTRACT ID: EG2.2

Working later in the US and Ireland: Implications for precariously and securely employed women.

Aine Ni Leime , National University of Ireland, Galway.
Debra Street, State University of New York, Buffalo.

Policies designed to extend working life (EWL) were introduced in many countries in response to demographic ageing. Such policies assume that undifferentiated workers face similar choices about whether to extend working lives, although recent research highlights significant gender differences. In contrast, this research holds gender constant by focusing exclusively on women, providing an inter-occupational and cross-national dimension to the limited body of EWL research. The study compares older women who are either teachers or healthcare workers in the United States (US) and Ireland to compare experiences of workers in different employment sectors, considering variation in the physical demands and precarity of their jobs. Analyses of intra-cohort distinctions among women consider factors such as educational opportunities, family formation, and occupational tracks that are expressed in adult lifecourse trajectories. This lifecourse framework draws on data from qualitative fieldwork comparing the implications of EWL policies for different groups of older women workers. We use intensive interview data from forty women (ten teachers and ten health care workers in each country) to explore work-life trajectories that lead to poorer financial and health outcomes approaching retirement for healthcare workers in both countries, but especially in the US. Regardless of employment sector, most workers interviewed oppose EWL because of concerns about health and their ability to continue in work, normative beliefs about retirement age, the inadequacies or absence of occupational pension schemes, and the desire to live healthy years in retirement. The implications for EWL policy and future research are considered.

ABSTRACT ID: EG2.3

Extending working lives in Denmark: a company perspective

Wouter De Tavernier, Per Jensen (Aalborg University, Denmark)

Countries all over Western Europe have taken measures to extend working lives over the last decades by rolling back early retirement schemes and increasing state pension ages. However, public and private organisations have a large responsibility for facilitating such delays in retirement by making it possible for older workers to be employed longer. Hence, the question for policy-makers subsequently becomes how to motivate organisations to hire and employ older workers longer. In this study, we investigate HR directors' ideas about older workers, companies' motivations to hire them and keep them in employment

longer, the efforts they make to realise this, and the impact these efforts have on effectively hiring and retaining older workers. As such, we can analyse to what extent the extension of working lives depends on top-level managers' stereotypes about older workers, or need factors such as structural shortages of skilled labour in the labour market. Given the gendered nature of ageism and the labour market, we perform this exercise separately for male-dominated and female-dominated sectors. For this study, new Danish survey data will be used. We are currently running a company survey, stratified by sector and size, specifically designed to deal with issues connected to older workers and retirement. We expect data on some 2000 Danish companies by the end of summer, which will then be linked to register data on both the companies and their current and former employees. Based on these data, we will produce a structural equation model linking organisations' ideas about older workers and their motivations, actions and outcomes in terms of hiring and retaining older workers. The results could be useful to guide policy-makers' efforts to also make it more feasible for older workers to remain on the labour market longer.

ABSTRACT ID: EG2.4

The influence of family and professional life course histories on economic activity among older French workers

Jim Ogg (CNAV, France)

This paper examines associations between early and mid-life course events with economic activity in later life. These life course trajectories are in turn examined for their impact on the pathways of men and women to retirement, including whether these pathways are perceived by individuals as been chosen or imposed. Data are from the three waves (2005, 2008 and 2011) of the French version of the Gender and Generations survey and comprise a sub-sample of 3,533 respondents in the birth cohort 1941-1960 who participated in 2005 and 2,035 respondents of these respondents who participated also in 2008 and 2011. The analysis is undertaken within a gender perspective and in the context of the (de)standardisation of the life course. The results show an effect of early life course events and gender differences on professional occupation, employment sector and economic activity on later life economic activity. The life course events studied have less influence on pathways to retirement, which are mostly explained by the institutional and legal frameworks that accompany different types of employment sectors and eligibility criteria for pensions. The results suggest that institutionalised (standardised) life course patterns exist simultaneously with individualised (destandardised) patterns.

STREAM: Knowledge Based Policy Development
DATE: 22nd November 2018
TIME: 4:00-5:30
CHAIR: Dr Clary Krekula - Karlstad University, Sweden / Dr. Martina Rasticova - Mendel University, Brno, Czech Republic

ABSTRACT ID: KBPD1.2

Similarities and Differences in Senior, Youth and Women Entrepreneurship in the European Regions and Policy Implications

Anna Pilkova (Faculty of Management, Comenius University in Bratislava, Slovakia), Juraj Mikuš

Nowadays the world's economy copes with many challenges. Among them, aging population, lower business engagement of women compared to men and low employment of youth belong to very serious issues that deserve special attention. One option how to deal with these issues is entrepreneurship: it is important phenomenon which seems to be a promising option for extended working life as well as for economic growth and job creation especially for underrepresented groups. Thus, the main aim of our paper is to study similarities and differences of the most vulnerable and/or underrepresented groups: women, seniors, youth among European countries involved in Global Entrepreneurship Monitor (GEM). We apply the following methodology: in the first step, we analyse the European countries involved in GEM according to inclusivity indices for women, youth and seniors applying Agglomerative Hierarchical Clustering (AHC) method. In the second step, we study each cluster according to key factors of similarity and differences, at a level of entrepreneurship of studied segments (women, youth and seniors), according to three groups of factors (personality traits-related factors, contextual related factors and personal background related factors) across European countries involved in GEM. In the third step we study each cluster considering key macroeconomics and environmental indicators. Our analysis is built on data from Global Entrepreneurship Monitor (GEM) - world's largest academic study on entrepreneurship. We use GEM Adult population survey (APS) as well as GEM National expert survey (NES) data for Europe for the period of time 2013 to 2017.

STREAM: Employment and Health
DATE: 22nd November 2018
TIME: 4:00-5:30
CHAIR: Dr Monika Bediova - Mendel University in Brno, Czech Republic

ABSTRACT ID: EH3.1**How are retirement and mental health related? The relevance of psychosocial working conditions: a prospective study of British Civil Servants**

Maria Fleischmann, Baowen Xue, Jenny Head University College London, Department of Epidemiology and Public Health

Two opposing arguments are made regarding how retirement and mental health are related. Traditionally, retirement was viewed as a stressful transition disrupting individuals' established routines, with negative consequences for health. However, many authors have challenged this assumption and argued instead that retirement could be viewed as a relief from work, allowing individuals to pursue their own interests and leisure activities. We aim to contribute to solving this puzzle by including individuals' workplace factors, specifically their psychosocial working conditions, when investigating how mental health and retirement are related. Using data from the Whitehall II study on British civil servants, we observe individuals' mental health (General Health Questionnaire score) between two to ten (on average 8.4) times per participant, spanning up to 21 years preceding and 16 years following retirement. To accommodate possible retirement adjustment processes, as hypothesized by Atchley (1976), we differentiate between short-term (0-3 years) and long-term (4+ years) effects retirement might have for mental health. We show that retirement is generally related to steep short-term improvements in mental health, and no additional long-term changes. Moreover, we find that improvements in mental health are more explicit for those retiring from more strenuous jobs with poorer working conditions. All in all, retirement appears to be generally beneficial for health. The association between retirement and mental health is dependent on the context individuals retire from.

ABSTRACT ID: EH3.2**Exploring precarious work and unemployment in late career among European women as risk factors for depression: the role of extended working lives and the gender regime**

Rita Neves (CICS.Nova, Portugal), Nata Duvvury, NUI Galway

Middle-age women's labour market status is affected not only by economic downturns and the erosion of labour market conditions that affect older workers in general, but also by structural gender inequalities. Older women are more likely to have fragmented working careers in low payed jobs, burdened by household work and care responsibilities, and more vulnerable to labour market exclusion through unemployment which can hinder their wellbeing. The prospects of increased age for pension eligibility may also be a factor of distress, particularly among those that are exposed to poor working conditions and other mechanisms of labour market exclusion. This paper aims to understand how the exposure to poor working conditions and discontinuous careers affect the mental wellbeing of 50 plus European women in different gender and welfare regimes in a context of extended working lives. The analysis using SHARE data, collected in 2015, explores how the exposure to precarious work and unemployment interact with expected years until retirement to act as a risk factor for depression. While controlling for micro-level confounders, such as education level and number of chronic illnesses, preliminary results show that for both employed and unemployed women, higher expected retirement age is detrimental for their mental. Further analysis will take into account countries with different gender regimes. We intend to discuss the results in terms of the consequences of raising retirement ages with the prospect of extending working lives.

ABSTRACT ID: EH3.3

To work or not to work? The effect of higher pension age on cardiovascular health

Chiara Ardito (University of Torino, Italy)

The study aims to investigate the possible unintended effects of work life extension on population health, by assessing the impact of retirement age on the probability of hospitalization for cardiovascular diseases in a representative sample of Italian retirees (N=94,521). Methodological challenges due to selection bias, non-random measurement errors and unobservable heterogeneities are addressed by an instrumental variable strategy. The proposed instrument is month of birth and exploits the variation in pension age determined by the standardization of the labour market transitions. The analysis is performed on a longitudinal dataset that combines several Italian administrative archives on pensions, working histories and hospitalizations, allowing the possibility to control for and stratify by several pre-retirement dimensions. Results show that retirement postponement leads to a significant detrimental effect on health as a one-year delay in pension claiming rises hospitalization for cardiovascular diseases by 2.4 percentage points ($p < 0.01$). However, disadvantaged socio-economic groups are the most vulnerable to the extension of working life as it turns out that the detrimental effect of higher pension age on health is entirely borne by blue-collar workers, in the secondary sector and with low wages, while a null effect is detected among their better-off counterparts. This differential

vulnerability to the extension of working life speaks to the crucial role played by job quality and content on the sustainability of employment at older age. Policies extending working life should carefully take into account these unintended health implications, as they might increase health care costs and exacerbate health inequalities among different socio-economic groups.

ABSTRACT ID: EH3.4

Bridge employment and well-being in older age

Israel Luski (Ben-Gurion University, Israel)

The current study aims to estimate the contribution of employment at older age (60-80 years old) to subjective well-being (SWB), through estimation of the direct impact of employment on various components of SWB – cognitive well-being, emotional well-being and meaning in life. Population aging is worldwide phenomenon, which carries significant impacts on employment, income, and the labour market. Labour force participation of older workers is growing, pensionable age is rising, and growing numbers of older workers choose to continue working partially or fully, instead of ceasing abruptly all forms of paid employment. In the current study, we use the database of the Survey of Health, Ageing and Retirement in Europe (SHARE), to conduct a comprehensive analysis of the phenomenon, and to estimate the effect of employment on the determinants of SWB at older age. We use various econometric methods (OLS, 2SLS, Logistic regression model and multilevel analysis) in order to estimate the effect of employment on SWB while controlling for socio-demographic variables (such as gender, age, marital status, health and education) and allow fixed effects for the various countries.

We considered the following types of job characteristics:

Physically demanding jobs

Stressful jobs

Jobs that allow to develop new skills

All other jobs

Few of our main results are:

The type of the job determines the associations between employment and SWB.

Jobs that motivate developing new skills contribute positively to the SWB.

Stressful jobs diminish the SWB level.

Generally physically demanding jobs reduce the level of SWB with few exception.

Employment in general includes various types of jobs and varies among states.

Therefore, its effect on SWB varies between countries as well. Findings allow us to understand the effect of employment at older ages on SWB and offer Policy measures to increase SWB at older ages. Keywords: Retirement, bridge employment, happiness, well-being.

ABSTRACT ID: EH3.5

The relationship between a husband's weight gain and his wife's working hours in the United States

Murat Mercan (Gebze Technical University, Turkey)

Working long hours brings pecuniary benefits, but it also causes health problems. Although there have been a few studies investigating the relationship between obesity and working hours, no study to date has investigated the effect of a wife's working hours on her husband's weight gain for older workers. In addition, even though many studies find a positive correlation between spouses' BMIs, there is no study investigating the relationship between a spouse's working hours and the other spouse's BMI for older workers. Using data from the Health and Retirement Survey (HRS), includes more than 26,000 Americans who are older than 50 years. The HRS began in 1992 and has been conducted every 2 years since then. We found that there is a positive relationship between the wives' working hours and her husband's weight gain in terms of body mass index (BMI) among older workers. We found that a spouse whose wife worked more than 59 hours per week was more likely to gain weight than one whose wife worked less than 59 hours per week. It suggests that long work hours of an older wife are associated with husband's high BMI. 1 He is a MC from Turkey at the COST Action IS1409.

STREAM: Gender, Health and Employment
DATE: 22nd November 2018
TIME: 4:00-5:30
CHAIR: Dr Monika Bediova - Mendel University in Brno, Czech Republic

ABSTRACT ID: GHE1.1

Feeling precarious: Older women's experiences of precarity in the intersecting domains of family, employment and the welfare state

Laura Airey (The University of Edinburgh, United Kingdom), David Lain, Wendy Loretto, Sarah Vickerstaff

UK governments have introduced a range of policy measures designed to extend working life beyond the age of 65, including raising the state pension age and abolishing mandatory retirement. Policy discourse has often presented extended working life in an uncritically positive manner; this is problematic for two reasons. First, policy narratives tend to represent older workers as a homogenous group, yet research demonstrates that individuals' opportunities for paid employment in later life are structured by socio-economic circumstances and gendered social roles over the life course. Second, policy conveys an assumption that all older workers have choice and control over their later working lives. However, pressures to work longer, combined with limited alternative employment prospects and inadequate retirement incomes, may engender a sense of precarity amongst older workers (Lain et al forthcoming). We argue that in order to understand lived experiences of precarity amongst older workers it is necessary to widen the scope of enquiry beyond individuals' current job situation and take account of their broader circumstances. We propose a theoretical model which identifies three different intersecting 'domains' that may negatively affect older workers today: precarious employment, precarious welfare states and precarious households. We illustrate our arguments using biographical narratives from three female hospitality workers in the UK, drawn from a wider study of transitions from work to retirement. These women felt precarious despite being employed in apparently secure jobs. Our analysis highlights the long-term impact of women's unpaid caring work upon their ability to amass pension savings; this financial disadvantage may be reinforced by the outcomes of divorce. We also consider how health problems may contribute to a sense of precarity, with older workers caught between the financial pressures to continue working indefinitely, whilst at the same time feeling uncertain about how long they will be physically able to work.

DAY 2

STREAM: Gender, Health and Employment
DATE: 23 rd November 2018
TIME: 10.50 – 12.20
CHAIR: Sinisa Srinczak - University of Zagreb, Croatia

ABSTRACT ID: GHE2.1

Which factors influence premium deferred retirement decision?

Julie Rochut (CNAV, France) Sabrina Aouici* et Julie Rochut**

*URV- Cnav, chercheur associé au laboratoire Cresppa-GTM

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Reaching full rate age appears as a central parameter in the decision-making process of future retirees. Most people leave as soon as possible (as they reach a full pension). However, some retirees delay their retirement. Indeed, in France in 2003, several policy measures have given incentives to extend working lives with pension premium. This article attempts to understand the determinants that influence the premium decision, as a deviation from full rate standard. Based on data from the "Retirement Intentions" survey (2005), matched with administrative data from the French National Social Security Scheme (Cnav), we estimate the probability of using premium and the number of trimesters deferred. A qualitative approach based on semi directive interviews among retired babyboomers is added. Our cross-disciplinary work enhances the complexity of the decision process (subjective or objective criteria). The professional status is a significant marker of the choice to retire with a premium: being a manager and having a high income increase the probability to defer retirement with premium. Health impacts also the decision to extend working life: being in good health increases the probability to retire later. Moreover, those who anticipate economic difficulties also have a more important propensity to be concerned by the premium. Furthermore, home buyers are more likely to extend working life, probably in order to face out their home loan. At the same time, many baby-boomers think that they should be involved in taking care of a member of their family during their retirement (either a child, a spouse or an elderly parent), which give incentives to.

ABSTRACT ID: GHE2.2

Which factors impact on work likelihood in older age?

Michaela Gstrein (WPZ Research GmbH, Austria)

The paper looks at some relevant theory and possible impact factors. It uses Eurofound's Quality of Life Survey data (EQLS data) to highlight some important factors that impact on work likelihood (thus later exit decisions or decisions to remain active in older age). The relevant age groups looked at are 50-65 and 65+ EU citizens. The method is logistic regression (with SPSS) for various waves of EQLS data.

ABSTRACT ID: GHE2.4 Insights into older workers' experiences of weight bias: a selection, optimisation, and compensation lens.

Belinda Steffan (University of Edinburgh, United Kingdom)

This paper reports on a unique exploratory study of gender differences in how older workers experience weight-related appearance bias. Few studies have investigated how weight bias influences employment outcomes of older workers, a group who are particularly susceptible to changes in physical appearance due to natural bodily ageing. Drawing on the Selection, Optimisation and Compensation (SOC) framework, this paper provides insight into how older workers manage and react to weight bias, and how this practically affects employment outcomes. In addition, this study makes a clear theoretical contribution by extending the SOC framework from ageing to gender and aspects of appearance. Data were drawn from two qualitative studies: interview data of workers (n=40) over 50 from the Extending Working Lives (EWL) Project, and semi-structured interview data (n=15) collected in a separate project on older workers' experience of appearance bias at work. Results suggest that the weight bias is age indiscriminate; older workers are also prone to make judgements as well as be judged based on weight. The results clearly show a gendered experience in how perceived weight bias is of importance to employment outcomes of older workers. As workers with higher weight face increased challenges in employment outcomes, it could be argued that older workers are particularly vulnerable to a weight bias, due to weight gain associated with bodily ageing.

ABSTRACT ID: GHE2.5

The Relationship between Assortative Mating and Health

Murat Mercan (Gebze Technical University, Turkey)

Even though many studies investigate why married people are healthier, no previous study investigates the relationship between couples' similarities and the health effects of their marriages. Why does higher assortative mating increase or decrease the probability of having an illness? The more alike the spouses are, the more similar we expect their preferences to be. Therefore, first, the guardian effect might be an explanation. Furthermore, the caregiver effect may explain the relationship. More similar couples may help each other more to fight against or protect them from illnesses. Third, higher assortative mating may lead to less depression, which may be the cause of many diseases. Finally, there might be a genetic relation; for example, education-linked genetic variants can predict lifespan. This study relies on the RAND Health and Retirement Study (HRS), includes more than 26,000 Americans over 50 years old. The HRS began in 1992 and has since been conducted every two years. We used two different approaches to measure the similarity level of couples, namely body mass index (BMI) and earnings. Our results suggest that assortative mating by BMI reduces the probability of having some illnesses – namely, diabetes, lung disease, psychiatric problems, arthritis, and depression among men. On the other hand, assortative mating by BMI increases the probability of having some illnesses, such as cancer in men. In addition, when we use couples' earnings to measure assortative mating, we find the probability of having some illnesses e.g. high blood pressure is negatively affected by assortative mating for men. For women, we find that the probability of some other diseases e.g. diabetes decreases with higher assortative mating. However, the relationship between assortative mating and the probability of having an illness is positive for lung disease.

ABSTRACT ID: GHE2.6

Internalised ageism: female older workers and narratives about health, age and decline

Sarah Vickerstaff (University of Kent, United Kingdom)

There is a tradition of research which explores discriminatory practices towards older workers in recruitment and selection and within employment with respect to training, development and progression. It has also been shown that ageism is gendered and that for women the experience of age based discrimination is often refracted through a gendered lens. Somewhat less studied is whether and how older female workers may internalise negative (and positive stereotypes) about themselves and with what effects. This paper is

based on semi-structured interviews with older workers, 50 years and above (n= 114) and line managers, human resource and occupational health managers (n= 63) in 5 UK based organisations. It provides a narrative analysis of older women and men's accounts of their work and employment prospects, how they are managed at work and their health and retirement aspirations. The narratives suggest that in addition to discrimination against older workers being a barrier to extended working lives we also need to better understand the impact of self-limiting behaviour based on internalised ageism which takes a gendered form.

STREAM: Gender, Health and Employment
DATE: 23 rd November 2018
TIME: 10.50 – 12.20
CHAIR: Dr Daniela Tatiana Soitu - Alexandru Ioan Cuza University of Iasi, Romania

ABSTRACT ID: GHE3.1

Rural women at mid-life: exploring the intersections between gender, health and work

Alison Herbert (NUI Galway, Ireland)

This paper responds to an empirical gap in research that connects rural women at mid-life to work, retirement, health and quality of life. Paid work may provide mid-life rural women with financial autonomy, personal agency, and a self-identity that they are reluctant to relinquish to retirement. Conversely, a 'mandatory' extended working life (Ni Leime, Street, Vickerstaff et al. 2017), with no prospect of retirement may deprive older women of the chance to experience new opportunities (Sherry, Tomlinson, Loe et al. 2017). Data were collected during the recent period of socio-economic austerity in Ireland. The study was informed by constructivist grounded theory, and examined, through one-to-one interviews, a theoretically-guided sample of 25 women aged 45-65 years in rural Connemara. Analysis suggests that mid-life rural women work for both pecuniary and non-financial reasons (McNerney and Gillmor 2005). Some participants were the primary household earner in a rural context marked by socio-economic austerity (Walsh, Carney and Ní Léime 2015). However, employment opportunities for older women are limited, and often precarious. Some participants were self-employed, others unemployed or in low-paid jobs. As a result, a number of women in this study had made no private pension provision and had few savings, raising the risk of dependency on State benefits in later life, and of social exclusion. Mid-life rural women are heterogeneous in nature, leading to divergent findings on intersections between health and work. Women may wish to extend their working lives for both financial and non-financial reasons, but the influencers of such decisions are highly diverse. A prime influencer is that of current and future health perceptions (Winston and Barnes 2007). Evidence suggests a place for creative policy measures at the critical mid-life stage of the lifecourse around work and retirement (Duvvury, Ní Léime, Callan et al. 2012) and health rurality in order to help address the multiple gendered pathways to quality of life in older age.

ABSTRACT ID: GHE3.2

Extending working life in Cyprus and Lithuania: comparative analysis from gender, health and employment perspectives

Petroula Mavrikiou (Frederick University, Cyprus), Jolanta Pivoriene, (Mykolas Romeris University, Lithuania)

The demographic challenge of an ageing population and the increasing diversity of working life calls for a greater focus and deeper analysis of opportunities and consequences of extended working life. Recent EU policies emphasise equal and fair opportunities for all citizens. The 2nd principle of The European Pillar of Social Rights (2017) says that Equality of treatment and opportunities between women and men must be ensured and fostered in all areas, including regarding participation in the labour market, terms and conditions of employment and career progression; women and men have the right to equal pay for work of equal value. The 15th principle emphasis that everyone in old age has the right to resources that ensure living in dignity. However, in reality these rights are not ensured properly, there are big differences concerning gender, health, employment in the countries. The goal of the presentation is to compare extending working life in Cyprus and Lithuania from the perspectives of gender, health and employment. Comparative analysis is based on theoretical, statistical and secondary data analysis, mainly focusing on Eurofound's European Quality of Life Survey (EQLS) and European Working Conditions survey (EWCS). The variations by gender and age in both countries will be analysed according to these topics: working time, work-life balance, workplace health, safety and well-being, training and skills, work organisation, earnings and prospects, job satisfaction. It will look specifically at the working conditions of men and women, of working conditions in different sectors and occupations and of workers of different age groups. Presentation will focus on the conditions that older workers are facing and how they are linked to the ability and willingness to work up to retirement age and are there any difference by gender.

ABSTRACT ID: GHE3.3

Mapping the Retirement Aspirations of Older Workers in Comparative Perspective

Nicky Le Feuvre (Lausanne University, Switzerland)

Based on secondary analysis of selected data from the last wave of the European Working Conditions Survey (European Foundation 2016), this paper will compare the employment patterns and working conditions of older (50+) male and female workers in five national settings. Carried out under the NORFACE – DIAL programme, this mapping exercise is a preliminary part of the Dynamics of Accumulated Inequalities for Seniors in Employment

(DAISIE) project, and will enable us to compare the employment and working conditions of older workers in countries characterized by contrasting gender regimes, labour market structures and extending working life policy initiatives (Czech Republic, Ireland, Sweden, Switzerland & the UK). Our main hypothesis is that the employment and working conditions of older workers are gendered in specific ways in each of these national / societal contexts, but that they also demonstrate considerable international variation, notably according to education levels, family configurations and past employment history. In order to pick up on some of this inter- and intra-national variation, we propose to explore older working men's and women's aspirations for early / on time / late retirement according to a number of factors, including their current working time arrangements, marital status (and partner's employment status), satisfaction with current work-life balance arrangements, subjective health status, and family care configurations. This mapping exercise will enable us to build on existing research that points to the potentially differential impact of policies aimed at extending working lives on different categories of older workers, in specific national contexts.

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STREAM: Pension, Health and Gender
DATE: 23 rd November 2018
TIME: 10.50 – 12.20
CHAIR: Dr Daniela Tatiana Soitu - Alexandru Ioan Cuza University of Iasi, Romania

ABSTRACT ID: PHG1.1

Working beyond Retirement; Irish citizens' perspectives on longer working lives

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One of the most important recent policy reforms to address Ireland's increasing longevity and the rising costs of pensions was to introduce Extended Working Life (EWL) policy in 2014. The policy encourages people to work beyond the traditional state pension age. Upon recommendations from leading international actors such as the European Union (EU) and the Organisation for Economic Co-operation and Development (OECD), the government is keen to alter perceptions around retirement age and support longer working lives. This article on retirement intentions and attitudes towards EWL policy in Ireland analyses the issues around EWL based on citizens' perspectives to assess the differential outcomes from EWL policy on citizens in different socio-economic backgrounds. Initially this article outlines the current employment and pension situation in Ireland and considers the implications of EWL policy on their pension prospects. Next, their attitudes toward EWL are analysed using in-depth life-course interviews with twenty-three men and women across a range of socio-economics backgrounds. Life-course approach allows us to understand the evolving changes in a person's working-life that affects their retirement. The study finds that most citizens are not in favour of working longer years with some higher earning citizens having mixed and positive attitudes especially around their healthy time in retirement. Finally, it highlights the need for in-depth discussions about the Irish Pension System reforms paying particular attention to vulnerable groups in the society. The article concludes by presenting policy implications and future avenues for research.

ABSTRACT ID: PHG1.2

Employment biographies, pension and health: an international comparison

Laura Romeu Gordo (DZA, German Centre of Gerontology, Germany), Tindara Addabbo, Patricia Carney, Antigone Lyberaki, Rita Neves

Female employment biographies differ importantly from those of men in most of the European countries. As a result women in the EU earn on average 37 percent less in pension income due to pay gaps and shorter careers (Pension Adequacy Report 2018). Further, 20.7 percent of women are at risk of poverty or social exclusion while this is only the case for 15.1 percent of men. In our study, we analyze employment biographies of women using the longitudinal structure of SHARE Life. By using sequence analysis we describe the biographies and cluster them into different groups. We do this analysis for four different countries: Germany, Greece, Italy, and Ireland. By doing this comparative analysis we can show how the institutional framework affects employment biographies of women. In a second step we compare pension benefits across the different clusters, and whether there are differences in the pension benefits of the same cluster across countries. We compare also whether there are differences in health outputs across clusters and across countries. Our results show that while in Germany and Greece there is a high percentage of female employment biographies dominated by part time (over 40 percent) this is not the case for Italy and Ireland. However, the average pension of women in this cluster is much higher in Germany than in Greece. In Ireland and in Italy, there is a high percentage of biographies dominated by inactivity (over 40 percent) with very low pension benefits (on average ca. 300 euro). Finally, our results also show that women who have been more active in the labour market have higher levels of self-rated health at older ages in all four countries.

ABSTRACT ID: PHG1.3

Factors Influencing Early Retirement of Seniors in the Czech Republic

Monika Bediova (Mendel University in Brno, Czech Republic), Tamara Joklová

The aim of the study is to analyse the nature of factors influencing early retirement of seniors in the Czech Republic. The research is based using the sixth wave (2015) of the Survey of Health, Ageing and Retirement in Europe (SHARE) for the Czech Republic. Set of statistical tools as logit model are proceeded in IBM- SPSS Statistics for testing significant differences among groups of respondents. Results show that the significant factors influencing early retirement of seniors in the Czech Republic are: salary or earnings are adequate in job, satisfaction with job, opportunity to develop new skills in job and receiving

recognition for work in job. The study is complemented by qualitative interviews of Czech seniors, which are analysed by qualitative software MAXQDA. Recommendations for future research are provided.

STREAM: Pension, Health and Employment
DATE: 23 rd November 2018
TIME: 12.20 – 1.45
CHAIR : Dr Jim Ogg - Caisse Nationale d'Assurance Vieillesse, CNAV

ABSTRACT ID: PHG2.1**How does knowledge on societal ageing affect attitudes towards welfare state reform? Evidence from a survey experiment in Germany, Spain and the United States**

Jonas Radl (Carlos III University of Madrid, Spain)

Author: Juan J. Fernández, Gema García-Albacete, Antonio Jaime-Castillo, and Jonas Radl

A growing literature shows that popular attitudes towards public policy reforms are sensitive to issue knowledge. It is also widely believed that well-informed people tend to prefer different policy reforms than ill-informed people. We apply these general insights of public opinion research to the analysis of attitudes towards welfare reform in the wake of population ageing. Our study draws on new experimental evidence regarding three advanced democracies – Germany, Spain and United States. Based on newly conducted online surveys of the general population and a quasi-experimental approach, we examine how knowledge is related to the support for concrete public policy reforms.

Three treatments are tested:

- 1) Information on the extent population ageing
- 2) Information on the financial sustainability of pension systems
- 3) Information on the social sustainability of pension systems.

The first objective of the project is to ascertain whether these different types of information shape attitudes toward social spending, and, in that case, which one has the strongest effect. The second objective is to discover what individual characteristics (age, gender, education, prior knowledge) moderate the information effect on policy preferences. The project has important implications for the dynamics of public discourse on welfare reform.

ABSTRACT ID: PHG2.3**Stalled Pension Reforms in the Swiss Context: a Window onto a Contested Gender Regime**

Nicky Le Feuvre (Lausanne University, Switzerland)

On September 24th 2017, the Swiss population rejected, by popular vote, a carefully crafted and politically consensual policy proposal (*Prévoyance 2020*) that aimed to ensure the long-term financial viability of the country's three-tier pension scheme, notably by increasing

the legal retirement age of women from 64 to 65 years. This was not the first time that the Swiss electorate had taken a stand on a proposal that aimed to align the legal retirement age of women and men; a similar plan had previously been rejected in 2004 and again in 2010, also under a broader revision of the state pension regime. The political debates, social unrest and ultimate rejection of the Prévoyance 2020 reform are interesting to analyse from a gender perspective. The political case in favour of increasing the legal retirement age of women was couched in several strands of “gender equality” rhetoric. First, the proposed reform included a slight improvement in the (notoriously low) AVS state pension paid to all Swiss citizens, irrespective of their past employment histories, and therefore particularly important to women. Secondly, the reform proposed to lower the threshold for access to the 2nd pillar of the Swiss pension scheme, based on employers’ contributions, and which effectively excluded many women part-timers (i.e. over 60% of the Swiss female labour force). Thirdly, the alignment of male and female pension ages was presented as a logical consequence of the demise of the Swiss “[modified] male breadwinner” model and the move towards more egalitarian gender relations. Opposition to the reform was based on an unlikely alliance between feminist activists on the one hand and “gender traditionalists” on the other. Our analysis of the conflicting arguments developed within this (politically successful) alliance will serve to demonstrate how opposition to EWL policies can develop both emancipatory and conservative gender perspectives.

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ABSTRACT ID: PHG2.4

Pension regimes in Europe: killers or boosters of senior entrepreneurship?

Marian Holienka (Comenius University in Bratislava, Faculty of Management, Slovakia),
Anna Pilkova and Jan Rehak

The European Union has been facing several socio-economic challenges resulting from aging population. One of them is the declining sustainability of pension systems. In response, policy makers either try to keep people longer in workforce or encourage their self-sufficiency. However, position of pre-retirement individuals on labour market is often disadvantaged, and their jobs are even more vulnerable in periods of economic downturns. One of the potential solutions seems to be the attempt to improve one’s economic self-

sufficiency through engaging in self-employment activities. In fact, fostering (pre-) retirement economic self-sufficiency through entrepreneurship has a potential to fill the gap between creation of new pension systems and postponing the retirement age. Here, we assume that pension regime is one of the factors that substantially influence senior inclination towards entrepreneurship. The main research question of our paper is “How do different pension regimes in Europe affect senior entrepreneurship and its main motives?” In search for the answer, we analyse pension regimes of the European Union countries across the selected dimensions (based on Soede and Vrooman, 2008) and cluster them into pension regimes typology. Then, we execute a multi-level regression analysis to investigate the effect of selected individual-level as well as country-level factors (including pension system and its interactions with other factors) on individual engagement in entrepreneurial activity. Our results shed more light on the relation between pension regime and propensity of senior population towards entrepreneurship, which both enriches the body of knowledge on the subject matter and enables us to identify potential sources of best practices for policy-makers as well as to develop recommendations for inclusive entrepreneurship development in senior population.

ABSTRACT ID: PHG2.5

Pension’s reforms and the labour markets in Western Balkans

Merita Xhumari (University of Tirana, Albania)

Pension reforms in Albania and Macedonia started after 1990s with parametric reforms of the eligibility criteria of inherited pension systems through increasing the retirement ages and insurance period, following Pay-As-You-Go model. In 2002, Kosovo introduced a liberal model, with a basic pension and a second pillar of pension system based on capitalization. During 2002-2005 pension reforms in Macedonia and Croatia developed a mix pension system, introducing along with PAYG first pillar, the second pillar of pension systems with capitalization. After 2005, under the processes of harmonization of their legislation with EU standards, all Western Balkan countries introduced professional and private supplementary pension schemes, encouraging individual pension savings and occupational pensions. At the same time, restrictions were introduced for the early retirement, and incentives for extending working life. The paper analyze the pension reforms for extending working life, demographic and labour market developments, as well as socio-economic factors which influenced the various pension trajectories in Western Balkans. It was following a comparative analysis referring to the main indicators such as the difference between legal and real retirement ages according to gender, types of pensions, and differences in replacement rate, in dependency ratio, coverage and sustainability of pension system.

The conclusions and recommendations to the Western Balkans policy makers are regarding to the regional coordination with application of the Open Method of Coordination as an instrument for sharing the best experiences. An integrated approach of pension policy, involving social partners and civil society, is important in the context of atypical employment, high rate of young unemployment, emigration and informality in labour market.

ABSTRACT ID: PHG2.6

Changes of the factors influencing retirement preferences over time

Jiří Černý (Mendel University in Brno, Czech Republic)

As the society undergoes continuous changes on one side, it affects the populational development at various levels. The paper focuses on the social and economic factors that influence the labour market regarding employees 50+ in the Czech Republic and other central European countries. The data from the set of "employment and pension" (EP) of SHARE database were examined and thanks to the numerous representation of identical respondents in various waves surveys, it was possible to analyse the factors (significance and dependence) that influence the retirement timing of older workers and the changes within the time and aging. The aim of the paper is to create recommendations for companies to effectively manage the older age groups of employees (50+). Its conclusions can contribute not only to ensuring a sufficient amount of workforce but also to promoting the working environment and positively influencing performance and efficiency at the level of the organization.

Poster Abstracts

Age based privilege relations in work organisations

Poster ID: P1.1

Izabela Warwas

Active Aging Through Social Partnership in Poland

In the recent years in Poland, as in the other European countries, the accent has been placed on the issue of extending working life. Age management policy and practices can make a significant contribution to this. Interestingly, European governments have been moving from an early retirement to an active aging model at least from the turn of the century. The latter stresses the need to remove barriers connected with the job change, lifelong learning and measures taken by employers targeted at facilitating fulfilling combined family and professional responsibilities, building healthy workplace as well as career and retirement planning. What should be emphasised here is that employers, but also social partners, i.e. trade unions, play a crucial role in this transformation. The paper will show their attitudes towards age management, effective negotiating strategies, collective agreements analysis and ways and methods to improve inclusive dialogue in organizations. The research was carried out according to a common methodology in four European countries: Great Britain, Poland, Spain and Italy - qualitative workshops with social partners, based on *ASPIRE- Active Ageing through Social Partnership* EU project.

I will look for the answer to two questions:

- How do different industrial relations (IR) structures facilitate or inhibit the dissemination and implementation of collective agreements on active ageing?
- How do Polish employers and trade unions respond to European Union and national social activation policies in creating sustainable work opportunities for older workers?

Poster ID: P1.2
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Ageism all around the older people; in the workplace, health care system, social care, habitation, media... Ageism is a process of systematic stereotyping and often negative perception of and discrimination against people because they are old, just as racism and sexism accomplish this with skin color and gender. Old people are categorized as senile, rigid in thought and manner, old-fashioned in morality and skills. Ageism is a term coined by Robert Butler (1969): "Ageism reflects a deep-seated uneasiness on the part of young and middle-aged, a personal revulsion and distaste for growing old, disease, disability, and fear of powerlessness, "uselessness", and death". Related to working place, very frequently myths of aging exists: physical handicaps are the primary factors limiting the activities of older adults, older adults are incapable of learning new information, intelligence declines with old age etc. Therefore, in the workplace, older adults may be "downsized" first, be passed over for promotions/raises, find their suggestions/observations ignored and/or denigrated, and find it very difficult to get a new job. One of the most often manifestation of ageism is an opinion that only paid work counts as "productive", because the older adults are very often engaged in various kinds of work (voluntary, unpaid domestic work, unpaid care work etc.). Together with discrimination older people in their access to work and in work, is also present discrimination in their access to health care system. The elderly may be: under diagnosed, over medicated/under medicated, patronized, automatically ordered as a DNR (Do Not Resuscitate), treated as "crocks", excluded from decisions made about their own care.

Poster ID: P1.4

Noemia Loio Marques, Ziaran, Pavel; Valls-Llobet, Carme

Psychosocial Risk: comparison with Portuguese and Spanish workers - COPSQ analyses

Introduction:

Around 12% of diseases worldwide are mentally ill, rising to 23% in the developed world and 5 of the 10 main causes of disability and psychosocial dependence are neuropsychiatric disorders. In Europe, 165 million people are affected by an illness or mental disorder yearly. It is in this context that the Copenhagen Psychosocial Questionnaire (COPSQ) is developed. COPSQ is one of the internationally recognized instruments for assessing psychosocial risks in different work contexts, allowing comparisons between different countries. It is validated in Spain and Portugal. COPSQ addresses various dimensions of the workplace, including job requirements, work organization and content, interpersonal and leadership relationships, work and private life, workplace values, offensive behaviour, and health and well-being. Where are differences between Spanish and Portuguese workers, both are Iberian countries?

Methodology: Review the COPSQ database in Portuguese and Spanish workers.

Results: Portugal has higher values for the categories of work requirements and the reconciliation of private and work life than Spain: 67.2% versus 45.3%, while Spain has worse results in the values in the workplace with 72.1% versus 56.2%, respectively. In both countries, women are more medicalized for the mental health than men, with 87.6% and 89.2%, for Portugal and Spain respectively. It should be noted that around 12.6% of Portuguese women workers report having ever been a victim of labour harassment against 7.8% in Spain.

Conclusions: There are some differences between Portugal and Spain, but not significant. Women are in both countries the most medicalized for mental health than men