

SHORT TERM SCIENTIFIC MISSION (STSM) – SCIENTIFIC REPORT

The STSM applicant submits this report for approval to the STSM coordinator

Action number: IS1409

STSM title: Gender perspective of reasons influencing early retirement

STSM start and end date: 02/09/2018 to 16/09/2018

Grantee name: Aneta Krejcova

PURPOSE OF THE STSM/

My collaboration with Professor of Sociology Clary Krekula in the host institution Karlstad University, Sweden, focused on *Gender perspective of reasons influencing early retirement*.

My research about factors influencing the early retirement decision making process does not take into account gender as well as life course perspective. Therefore, the goal of my stay was discuss the possibility of using life course approach and critical age studies while considering gender. To know respondent's life history is very important in helping them to extend their working life.

This STSM has given me an opportunity to explore the Critical Age studies which are very unique in Sweden and are led by Professor Krekula. The concept of "time" is seen from different perspective which will help me to more understand the decision making process, this is also closely connected to extended working life.

Most of the researches done by Professor Krekula and her colleagues are done through interviews, hence I was able to discuss with them how to be well prepared for the interviews and how to proceed.

Thanks to cooperation with professor Krekula on daily basis and her precious advice I am able to develop my research further and also publish journal articles and take part in conferences.

DESCRIPTION OF WORK CARRIED OUT DURING THE STSM

Professor Krekula introduced me the concept of Critical Age studies and recommended me articles about this topic. The theory of Critical age studies has very interesting approach to age which is in this case not seen as a category but rather as something which is constantly changing according to the context/situation. Professor Krekula in her articles also very well describes gender ageism and marginalization. After reading and writing the reflexion paper, we have discussed how it can be used in my research.

Another topic discussed during my stay was Life course perspective. We have discussed how critical events of our life can have an impact on the decisions people make later in their life e.g. decision about retirement. Furthermore, we asked ourselves questions about what will happen once people retire? We also tried to see it from gender perspective because there are enormous differences between men and women. After considering the factor of gender we went further and

consider nationality as a very important factor. The possibilities of use in my research are very clear and the impact of behavior performed during life on extended working life is significant. I gave a seminar about my current research on the topic of Factors influencing early retirement decision making process and my future intentions of extending my dissertation on diversity management. The content of my presentation summarized the current situation in the Czech labor market, introduced SHARE database and other databases about aging around the world. I explained the logit model I created and showed the comparison of men and women for all significant factors influencing early retirement. The last model of quantitative research I presented was model created by using structural equation modeling. Qualitative part of my research was focused on my findings from agriculture industry. At the end we had discussion on the findings, I received a critical advice and other possibilities that could help me to develop my research further.

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At the end of my stay, me and my colleagues were able to plan common project H2020 Twinning, common publication of comparative studies where the situation of Czech and Swedish seniors in the are of aging at workplace will be elaborated.

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DESCRIPTION OF THE MAIN RESULTS OBTAINED

(max. 500 words)

Results of my ten working days can be seen in deeper understanding of Life course perspective approach and Critical Age studies. The understanding will help to develop my future research which is connected to extended working life.

From the discussion about interviews, the more professional approach was learned and hence the better data collection can be done. This will help me with the qualitative researches on which the dissertation will be focused.

The aim of my dissertation was adjusted according to the acquired knowledge and further development is planned. Specifications made are connected to Life course approach. According to the critical events which happened during the respondents' life the recommendations for organizations can be suggested which could lead to support of extended working life.

Thanks to the delivered seminar after the discussion I am able to see the differences between our countries which will help me to write my future paper on Factors influencing early retirement decision making process in selected countries (Galway).

FUTURE COLLABORATIONS (if applicable)

Me and Professor Krekula plan to cooperate on developing my dissertation from the Life course perspective and also by using Critical age studies approach. We will meet again in Galway at the conference (Gender, Health and Extended Working Life Final Conference) and in the Czech Republic in April 2019 with intend to review my work done by that time and a view to plan further steps.