

SHORT TERM SCIENTIFIC MISSION (STSM) – SCIENTIFIC REPORT

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

Action number: Cost Action IS1409

STSM title: “Gender and health impacts of policies extending working life in western countries”

STSM start and end date: 21/04/2018 to 30/04/2018

Grantee name: BURNAY NATHALIE

PURPOSE OF THE STSM/

(max.500 words)

The goal of my stay at Karlstad University is twofold.

First, we are preparing with Clary Krekula and other colleagues of the COST Action a collective work entitled "Older workers and exclusion process on the labour market: a life course perspective " which will be published in the collection "Life Course Research and Social Policies" (Springer). We will therefore work on this publication project by better defining the different axes of analysis.

Next, I would like to work on the question of transformations of welfare regimes through the life course paradigm. More precisely, today we are witnessing a form of destandardization of life courses but which is not necessarily accompanied by a form of deinstitutionalization of these. On the other hand, the destandardisation of life courses leads to a real transformation of social rights. There is indeed a tendency today to think policies through an individualisation of rights rather than a categorisation of rights. The example of Sweden is very interesting in this way: the abolition of the legal retirement age leads to a form of individualisation of rights. My stay should allow me to deepen this analysis.

The aim of my stay is thus exactly in the perspectives of the cost action.

DESCRIPTION OF WORK CARRIED OUT DURING THE STSMS

1. Book proposal is now finished: we can send it to colleagues:
“Older workers and exclusion process on the labour market: a life course perspective”

In this book, we will examine exclusion processes from three different ways of analysis regarding to life course perspective.

1. Inequalities and privileges

In this first section, exclusion of older workers in work organization will be discussed from the starting point that older workers are inscribed in historical processes but also in personal trajectories that determine the risks and the opportunities in the end of career.

2. Organizing workplace

The second section of the book will explore how exclusion of older people relate to the organizing of workplaces. In a life course perspective, we could analyse the management of age, the discourses and measures to built career through the ages, but also de-standardization process.

3. The Social, Politics and Economics: discourses and trends

In the third section, the exclusion processes could be analysed through institutional frameworks to focus on social, politics and economics transformations where new paradigms contribute to reinforce inequalities. We could analysed trends and discourses to shed lights consequences of new capitalism system.

2. Presentation of a research seminary

Belgian temporary workers at the end of career: an intersectional life course analysis

Abstract:

The sector of temporary employment agencies in Belgium has been growing for more than 20 years. If temporary work is seen primarily as a path into the workforce for young people, it also concerns seniors, in increasing proportions. The problematic of end-of-career temporary work was analysed from a dual perspective, considering the embedding of temporalities in advanced modernity and more broadly the “life course” paradigm. A typology was created based on qualitative analysis of 36 semi-structured interviews of temporary workers ≥45 years old. Results demonstrate how the experiences of temporary workers nearing retirement depend on professional, familial, and social paths, and also reveal the presence of different cultural models: what is the importance of work in construction of an identity? What standards and values are applied? How is social time prioritised according to these norms? These analyses incorporate an intersectional framework in which gender and social inequalities structure the lives of workers approaching the end of their careers.

3. Scientific discussions about different topics:

- *The differences between French-speaking sociology and English-speaking sociology of ageing*
- *De-standardization and de-institutionalization of life courses*
- *Differences about social protection in Belgium and in Sweden (age discrimination, unemployment rate and experience, professional home care sector, pensions, labour market, quality of jobs, working conditions...)*
- *Transformations of welfare regime in Belgium and in Sweden in a context of neo-liberal pathway*

DESCRIPTION OF THE MAIN RESULTS OBTAINED

**Project of publication: Older workers and exclusion process on the labour market:
a life course perspective
(Burnay N., Krekula C., Ogg J., Vendramin P. Eds)**

Life Course Research and Social Policies, Springer

Since the end of the 1990s, there has been a rapid increase of policies supporting extended working life, transforming reforms of pension systems or enhancing incentive measures (additional training, combatting forms of discrimination against older workers) and repressive measures (abolition of early retirement schemes, discount) to keep older

workers in the labour market. These policies are presented as a taken for granted solution to ensure the sustainability of welfare regimes in a context of population ageing and they often frame older workers as the problem. This description of older people's participation in labour market as a simple matter of their individual choice is contradicted by research illustrating the presence of age-based exclusion and work organisations that seem poorly prepared for these policy changes, which together limit older people's participation in working life. This book aims at exploring these complex processes of exclusion.

To be able to shed light on the complexity of these processes, this book will apply a life course paradigm which allows to combine an individual approach and an analysis of social structure in a perspective of change. The life course paradigm emerges as a multidimensional process – biological, psychological and social – encompassing all dimensions of an individual's existence, from birth to death, through different spheres such as family, education and activity/work. The life courses result from a combination of the multiple trajectories (professional, family, etc) built up by the individual according to his/her capacities and aspirations. These trajectories are also influenced by cultural and institutional rules and regulations (family, church, state, etc), affecting and limiting the way individuals are supposed to conduct their lives. Such rules can consist of compulsory stages (schooling, conscription, etc) or age norms (the beginning and the end of compulsory education, age at sexual majority, age at retirement, etc). The concept of de-standardization (characterized by the fact that life courses are more disrupted or that some events occur at more dispersed ages and with more dispersed durations) and de-institutionalization (process by which normative, legal or organizational rules no longer define the social and temporal organization of human life) could be used to analyze transformations about social, politics and economics pathways.

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FUTURE COLLABORATIONS (if applicable)

1. Publication of the Springer book

As the proposition is now finished, we have to begin the process of publication. We invite all interested colleagues to submit an abstract for June 1st.

2. Final conference

I submitted an abstract about age discrimination in a context of temporary work for the final conference of the Cost Action in the Clary's session (Age based privilege relations in work organizations). We have the project to publish an article together about age discrimination.

We are considering other meetings, maybe in the University of Namur or in the Karlstad University.