

EXTEND



Social inequalities in extending working lives of an ageing workforce - Newsletter 1

Welcome

Welcome to the first newsletter from the ESRC funded EXTEND project (Social inequalities in extending working lives of an ageing workforce). Alongside our European partners, we are now making solid progress and findings are beginning to emerge which will help to shape the evidence and debate around this important policy issue. A number of activities are planned over the coming months to help disseminate our findings which we detail in this newsletter. Thank you for your interest, and please get in touch if you would like to connect with us in any way or if you have any ideas or suggestions for how we can maximize the impact of EXTEND.

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WHAT IS THE EXTEND PROJECT?

EXTEND is an interdisciplinary research project funded by the European Joint Programme Initiative (JPI) More Years, Better Lives, with partners in Germany (Naegele – coordinator, Hilbert), the UK (Walker), Denmark (Jensen), the Netherlands (Deeg) and Finland (Vuori). Its main aim is to investigate whether reforms aimed at extending working lives (EWL) might increase social inequality. Methods used include policy mapping, longitudinal survey analysis, an RCT field study, expert interviews, case studies, focus groups and economic simulations.

We are paying special attention to the social care sector because it is particularly affected by the EWL challenge.

EXTEND is looking for innovative solutions on different levels in relation to pension and retirement policies, the employability of an ageing workforce and healthy ageing in work. The project began in March 2016 and will finish at the end of 2018.

Current progress

Evidence is emerging from the project on how pension/labour market reforms are increasing inequalities. Simulations suggest that linking the retirement age to life expectancy means that disadvantaged groups such as the low skilled will be worse off. Panel data analysis on socioeconomic (SES) differences in pre- and post-retirement health suggest that these differences persist after work exit, and that pre-retirement work characteristics explain part of the relationship. Interviews and case studies in the social care sector suggests that delaying retirement is especially difficult. We have developed an intervention programme here that shows promising results. We are also collecting good practices for EWL at the company and inter/national levels from across the partner countries.

Results have so far been presented in various fora and are in different stages of publication. We detail these below.

ONLINE PRESENCE

EXTEND now has a website which can be accessed here:

<http://www.extendjpimybl.eu/>

We also have a project on ResearchGate:

<https://www.researchgate.net/project/EXTEND>

A blog post on the social care sector focus of the project was recently published on the International Longevity Centre UK's Future of Ageing blog series and can be found here:

<https://bit.ly/2NAgsHO>.

UK paper on women's awareness of changes to state pension age

A paper presented at the 21st International Association of Gerontology and Geriatrics World Congress in San Francisco showed how women from lower socioeconomic positions were especially unlikely to be aware of changes to the state pension age in the UK. Consequently, already disadvantaged groups were more likely to experience the news that they had to work longer as a shock, with negative impacts of health, and were less able to adjust and plan. The analysis suggested that part of the reason stems from disparities in financial literacy, which is problematic given an increasingly complex pensions landscape. The paper is now published in *Ageing & Society*: <https://bit.ly/2LAAkGb> and an accompanying blog post can be found here: <https://bit.ly/2Nu3Qzo>.

Prize for older employee intervention

The paper of Jukka Vuori, Kaisa Törnroos and Marjo Wallin, *Enhancing late-career management and engagement in work organizations – A randomized controlled trial among older employees*, has won the Best Intervention Competition of Work, Stress and Health 2017 conference.

According to APA, the purpose of the Best Intervention Competition is to recognize outstanding evaluations of

interventions in which researchers partner with industry and labor to prevent occupational injuries and illnesses and promote workplace safety and health.

The awarded research work is about the efficacy of a work organization group intervention in strengthening older employees' late-career management preparedness.

The method has recently published in Finnish and will be available in English at a later date.

CROW/TAEN/LSE SEMINAR SERIES ON OLDER WORKERS

Findings from EXTEND, as well as from MoPAct (Mobilising the potential of active ageing in Europe) will be presented at a seminar in Sheffield on 24th October. The EXTEND paper will focus on age management policies in the social care sector, while the MoPAct findings will consider the broader European policy context. Please get in touch for further details if you are interested in attending.

Working papers

A number of papers are under development:

De Breij, S. et al. Early work exit in low and high SES groups: the influence of health

De Breij, S. et al. The relation between work characteristics and health after work exit in low and high SES groups: do individual factors act as mediators?

De Breij, S. et al. SES inequalities in health after work exit: a role for work characteristics?

De Breij, S. et al. Risk factors for early work exit in low and high SES groups: different for workers in good and poor health?

Hess, M.; Bauknecht, J. & Naegele, G.: German Country Report for WP 2 of EXTEND.

Hess, Moritz & Naegele, G. Conceptual Framework for the EXTEND project.

Holman, D. Drivers of involuntary retirement for men and women in England.

Holman, D. & Walker, A. Why do chronic conditions lead to involuntary retirement? A comparison of allostatic load versus multimorbidity measures in ELSA.

De Tavernier, W.: Indexing the retirement age to life expectancy: A critique from a Rawlsian social justice perspective.

Rigo, M. Literature review: economic evaluation of best practices.

Vuori, J. ; Wallin, M. Kirves, K. Enhancing Late Career Management, Engagement and Health in Work Organizations—A Randomized Controlled Trial Among Older Employees.

Finally

We are keen to network and collaborate. Please get in touch if you would to get involved with the project or if you have any feedback or suggestions.

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The
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