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Offices Hours by appointment via email

SOCIUM, UNICOM-Gebäude/Haus Mailand (Room 5.4400), Mary-Somerville-Straße 5, 28359 Bremen

Universität Bremen – Sommersemester 2019 – General Studies

Older Workers in Europe: A Group of Growing Importance

(VAK: 08-29-GS-22) Montags 16:15 - 17:45 (2 SWS), Room: UNICOM (Haus 3) 7.4680

Content

Increasing life-expectancies and decreasing fertility rates are resulting in the demographic ageing and a growing number of older people in relative and absolute numbers. This demographic shift is affecting various societal spheres including the labor market. Older workers' employment rates are increasing rapidly and ageing workforces increasingly become of interested for politicians, trade-unions, employers, human-resource managers and social policy makers alike.

In this seminar different perspectives in regard to these developments are discussed: amongst others trends of older workers' employment rates, old-age discrimination in the labor market, age(ing)-friendly human resource measures, age appropriate work environments as well as pension and labor market policies aimed at older workers. This will be done in a European perspective with a focus on Germany and outlooks to Asia and North America.

Participants should be generally interested in the sociology of ageing and labor market and the topic of demographic ageing. The aim of the seminar is that participants understand the drivers and determinants behind the trend of increasing older workers' employment rates and how this affects the institutional and workplace level. The seminar is relevant on the one hand for participants who aim to work in social policy politics and research as well for participants who plan to work in companies and organization with an increasing older and, hence diverse workforce. The seminar will be taught in English, however assignments (Prüfungsleistungen), can be also acquitted in German.

Aims of the Seminar

- Overview of demographic ageing and its consequences for the labor market and the welfare state
- Knowledge of recent development in older workers' labor force participation
- Understanding of older workers' needs at the workplace and fitting age(ing) friendly human resource measures
- Introduction to the concept of Ageism
- Overview of working opportunities and jobs in the field of ageing

Organization

Participants should be able to understand and speak as well as written in English on a good level. They should be ready to read the texts and discuss them.

Credit Points

3 Credit Points: 20 Minute Presentation + 2-page Handout with the key messages of the text.

6 Credit Points: 20 Minute Presentation + 2-page Handout with the key messages of the text. And assignment of 10-12 page on one of the seminar topics. Deadline 31st of March.

Agenda		
Text for all should must be read by all participants. They can be found on stud.ip . Finding the text for the presentation is part of the presentation. Should you have problem finding the text, please, let me know in advance. I recommend a short discussion of the presentation with me.		
Session	Date	Title and Texts
1	14.10	Introduction Get-to-know, expectations, free session...
2	21.10	Demographic Ageing Text for all Harper, S. (2015). The Challenges of the Twenty-Frist-Century Demography. In C. Torp (Ed.), Challenges of Aging: Retirement, Pensions, and Intergenerational Justice (pp. 17–30). Houndmills: Palgrave Macmillan.
3	28.10	Pension and labor market reforms Text for all Ebbinghaus, B., & Hofäcker, D. (2013). Reversing early retirement in advanced welfare economies a paradigm shift to overcome push and pull factors. Comparative Population Studies, 38(4).
4	04.11	Older Workers' Employment Rate Text for all Dirk Hofäcker (2010): Older workers under Globalization: An international comparison of retirement and late-career patterns among older workers in Western industrialized countries, Cheltenham/Northampton, MA: Edward Elgar. (Pages 1-11) Text for presentation Hess, Moritz. (2016): Germany: A Successful Reversal of Early Retirement? In: Hofäcker, Dirk; Hess, Moritz & König, Stefanie (Eds.): Delaying Retirement: Progress and Challenges of Active Ageing in Europe, the United States and Japan. Houndmills: Palgrave Macmillan, 147-169.
5	11.11	Social Inequalities in Extending Working Lives Text for all Phillipson, C. (2019). 'Fuller'or 'extended'working lives? Critical perspectives on changing transitions from work to retirement. Ageing & Society, 39(3), 629-650. Text for presentation Visser, M., Gesthuizen, M., Kraaykamp, G., & Wolbers, M. H. (2016). Inequality among older workers in the Netherlands: A life course and social stratification perspective on early retirement. European Sociological Review, 32(3), 370-382.
6	18.11	Free Session: we choose topic together (e.g. older worker and gender, reconciliation and work, older workers in Asia, etc.)
7	25.11	Older Workers in the Health and Care Sector Text for all Veth, K. N., Emans, B. J., Van der Heijden, B. I., Korzilius, H. P., & De Lange, A. H. (2015). Development (f) or maintenance? An empirical study on the use of and need for HR practices to retain older workers in health care organizations. Human resource development quarterly, 26(1), 53-80. Text for presentation Mäcken, Jana; Merkel, Sebastian; Heß, Moritz; Hilbert, Josef & Naegele, Gerhard (2019): Transition to retirement in the healthcare sector. In: Zeitschrift für Gerontologie und Geriatrie, 52(Supplement 1): 25-31.
8	02.12	Ageism and Age-Stereotypes at the Company Level Text for all Oude Mulders, J., Henkens, K., & Schippers, J. (2016). European top managers' age-related workplace norms and their organizations' recruitment and retention practices regarding older workers. The Gerontologist, 57(5), 857-866.

		<p>Text for presentation Stypińska J., Nikander P. (2018) Ageism and Age Discrimination in the Labour Market: A Macrostructural Perspective. In: Ayalon L., Tesch-Römer C. (eds) Contemporary Perspectives on Ageism. International Perspectives on Aging, vol 19. Springer, Cham</p>
9	09.12	<p>Age(ing)friendly Human Resource Measures Text for all Naegele, G. & Walker, A. (2006). A guide to good practice in age management. Dublin: European Foundation for the Improvement of Living and Working Conditions. Text for presentation Reday-Mulvey, G. (2005). Working beyond 60. Key policies and practices in Europe. Basingstoke: Palgrave Macmillan, p. 112-188.</p>
10	16.12	<p>Working and Retirement Preference of older Workers Text for all Hess, Moritz (2018): Expected and Preferred Retirement Age in Germany. In: Zeitschrift für Gerontologie und Geriatrie, 51(1): 98–104. Text for presentation Dirk Hofäcker (2014): In line or at odds with active ageing policies? Exploring patterns of retirement preferences in Europe; Ageing & Society, 35,7, 1529-1556</p>
11	06.01	<p>Working Pensioners: A rapidly Growing Group Text for all Hokema, Anna; Scherger, Simone, 2016: Working pensioners in Germany and the UK: Quantitative and qualitative evidence on gender, marital status and the reasons for working, in: Journal of Population Ageing, 9 (1), S. 91 - 111 Text for presentation Lain, D. (2011). Helping the poorest help themselves? Encouraging employment past 65 in England and the USA. Journal of Social Policy, 40(3), p. 493-512.</p>
12	13.01	<p>Free Session: we choose topic together (e.g. older worker and gender, reconciliation of care and work, older workers in Asia, etc.)</p>
13	20.01	<p>Guest lecture from other researcher(s)</p>
14	27.01	<p>Summary and Evaluation</p>