



# Happy retirement?

The impact of employers' policies and practice on the process of retirement

Sarah Vickerstaff, John Baldock,  
Jennifer Cox and Linda Keen

# Happy Retirement The Impact Of Employers Policies And Practice On The Proceb Of Retirement

**Michael Dickmann,Chris Brewster,Paul  
Sparrow**



## **Happy Retirement The Impact Of Employers Policies And Practice On The Process Of Retirement:**

Happy Retirement? Sarah Vickerstaff, 2004-07-07 Any attempt by governments to stem the tide of early retirement will need to focus as much on employers management of human resources as on the impacts of social policy This report focuses on this previously neglected area employers policies and practice as a dynamic force in retirement decisions Drawing on data from a series of organisational case studies that situate the individual's decisions and experience in the context of employers age management policies the report examines how the retirement process is currently managed in a range of organisations identifies barriers to effective planning for retirement considers whether individuals feel there is enough choice when facing decisions about retirement and addresses the concerns of both researchers and academics in the fields of human resource management and social policy

**International Handbook on Ageing and Public Policy** Sarah Harper, Kate Hamblin, 2014-08-29 With the collective knowledge of expert contributors in the field The International Handbook on Ageing and Public Policy explores the challenges arising from the ageing of populations across the globe With an expansive look at the topic this com

Reconstructing Retirement David Lain, 2018-01-24 In the United Kingdom retirement programs are being reconstructed to follow the American practice of abolishing mandatory retirement and increasing state pension ages This timely book compares prospects for work and retirement at age sixty five plus in both the United States and the United Kingdom After exploring the shifting logic behind both nations policies policies that increase both the need and opportunities to work past age sixty five David Lain presents an original comparative statistical analysis on the wide range of factors influencing employment at this age from the ability to move between jobs in order to remain employed to changing employment trends He then proposes a series of policies to address these factors across the life course and promote security and autonomy for older people Pathways to employment after sixty five are complex and pressures to work at this age are likely to result in very unequal outcomes This book will play a vital role in creating a more positive more equitable future for late careers and retirement

*The Future for Older Workers* Wendy Loretto, Sarah Vickerstaff, Philip J. White, 2009-04-21 Dealing directly and exclusively with the issue of older workers this book brings together up to the minute research findings by many of the leading researchers and writers in the field exploring key issues that will influence public policy in the UK and beyond

**An Introduction to Gerontology** Ian Stuart-Hamilton, 2011-03-31 With the world's population getting increasingly older there has never been a more pressing need for the study of old age and ageing An Introduction to Gerontology provides a wide ranging introduction to this important topic By assuming no prior expert knowledge and avoiding jargon this book will guide students through all the main subjects in gerontology covering both traditional areas such as biological and social ageing and more contemporary areas such as technology the arts and sexuality An Introduction to Gerontology is written by a team of international authors with multidisciplinary backgrounds who draw evidence from a variety of different perspectives and traditions

**Older Workers In Europe** Chiva, Anthony, Manthorpe, Jill, 2008-11-01

This book brings together an extraordinarily diverse collection of insights from a wide range of experts A broad overview is created by the foreword from Jumbo Klercq This sets the scene for the subsequent chapters which examine more specific approaches and ways of tackling age diversity and ageing in the workplace Older Workers in Europe is ideal for students of gerontology social policy sociology and human resource management It will also be of interest to policy makers and professionals working in the fields of employment and guidance policy economics labour force development and research

Book Jacket *Neoliberalising Old Age* John Macnicol,2015-10-08 This book examines the effect of neoliberalism on the recent ageing and social policy agenda in the UK and the USA **Department for Work and Pensions Five Year**

**Strategy** Great Britain: Department for Work and Pensions,2005 The welfare state of the 20th century was designed to provide support from the cradle to the grave but the changing demographic profile of Britain longer life spans mean that by 2007 the number of people over state pension age will exceed the number of children presents a challenge to such a system of support This plan sets out the Government s strategy of aiming for an 80 per cent employment rate as the best means of keeping people out of poverty and allowing saving for a secure retirement Such an aspiration requires the movement into work of a proportion of those people traditionally seen as outside the labour market and with complex barriers preventing entry into that market Supporting these inactive people into employment will require carefully tailored support The strategy outlines the approach in three major areas 1 supporting children and families including helping lone parents into gainful work 2 helping those on incapacity benefits to return to work 3 breaking down barriers to employment faced by disabled people older workers and ethnic minorities **Resourcing and Talent Management** Stephen Taylor,2018-11-03

**Resourcing and Talent Management** provides broad and accessible coverage of key topics such as employment markets flexibility fairness diversity human resource planning recruitment employer branding retention and retirement Including in depth discussion of dismissals and redundancy this textbook is the essential companion for the CIPD Level 7 Advanced Resourcing and Talent Management module This fully updated 7th edition of Resourcing and Talent Management includes new information on social media and e recruitment additional discussion of flexible working and a brand new chapter on global resourcing Including new international examples and case studies throughout this is essential reading for all students studying a resourcing recruitment selection or talent management module on HR or business masters degree Online supporting resources for lecturers include an instructor s manual lecture slides and access to key articles to support the activity boxes in the book There are also additional web links to support further reading **Risk in Social Science**

,2006-10-05 This book is designed as an introduction to recent social science work on risk and is intended primarily for students in sociology social psychology and psychology although it will also be useful for those studying political science government public policy and economics It is written by leading experts actively involved in research in the field The book discusses the basic issues in risk research paying attention to the contributions from different academic disciplines and

reviewing debates in the recent literature It then moves on to examine work on risk across the main areas of activity discussing recent research and identifying the themes that are currently subject to debate The areas covered in substantive chapters are Crime the Environment Everyday Life Family Health Life Course Youth and Old Age Risk Regulation and Management Social Inequality covering gender ethnicity disability and social class Media Social and Public Policy as well as theoretical foundations and current issues in research      *Work and Society* Tim Strangleman, Tracey Warren, 2008-04-10

*Work and Society* provides a comprehensive investigation of the major trends in work and employment The changing social order and its impact upon the labour market in recent years alongside the huge changes brought about by new technology and globalization are considered      *International Human Resource Management* Michael Dickmann, Chris Brewster, Paul Sparrow, 2016-02-19

*International Human Resource Management* provides a concise overview of the rich HR landscape in Europe to help students develop cutting edge people management approaches The innovative multi disciplinary approach of the book provides a holistic picture of the key issues on the individual organizational and societal levels The book is divided into three parts Part I explores the institutional and economic contexts that organizations face in different European countries This section goes beyond exploring issues of diversity to include a discussion of the impact of the recent financial crisis Part II concentrates on the key challenges and trends facing HR including an aging population migration and sustainability and analyzes the unique and inventive ways these are addressed in different countries across Europe Part III focuses on the fundamental HR areas recruitment and selection performance management and rewards employment relations global careers and so forth and the ways in which these policies and practices are shaped by the European Union With broader coverage the latest thinking in the field and cutting edge cases examples and insights this book will prove a highly valuable resource for students researchers and practitioners working in human resource management and international business      *Social Policy* John Baldock, Nick Manning, Sarah Vickerstaff, 2007-03

Designed for use by undergraduates on social policy social work and sociology courses and by students on vocational training courses including postgraduate this textbook covers all the main topics of social policy      *Flexible Working in Organisations* Clare Kelliher, Lilian M. de Menezes, 2019-04-26

There is growing interest in flexible working not only as a means to manage labour more efficiently and for greater agility but also as a response to increasing concerns over well being work life balance and participation in the labour force of those with significant non work commitments e g parents carers older workers As a result a comprehensive stream of literature on the benefits and challenges of flexible working has developed and led to a body of evidence on the implementation and outcomes of different forms of flexible working arrangements This book assesses the current state of this literature as follows Background the authors review the different definitions that have been proposed policy developments availability and uptake Outcomes from flexible working the main chapters focus on the outcomes for employers e g performance employee retention organisational commitment etc as well as for individual employees e g well

being job satisfaction etc Evaluation of extant knowledge the authors comment on the existing literature and consider the methodological approaches adopted in the literature Conclusion suggestions for future research are proposed Of interest to students academics and policy makers this book provides an expert overview of the empirical evidence and offers critical commentary on the state of knowledge in the field of flexible working and new forms of work **Ageing and migration**

**status: Intersectional forms of discrimination and exclusion** Matt Flynn, Petia Genkova, Christoph Daniel

Schaefer, Elaine Dewhurst, 2023-04-05

**Employment Support for Carers** Sarah Vickerstaff, 2009

Encouraging

Labour Market Activity Among 60-64 Year Olds Sarah Vickerstaff, 2008

Extending Working Life for Older Workers Alysia

Blackham, 2016-11-03 The UK population is ageing rapidly While age discrimination laws are seen as having broad potential to address the ageing challenge and achieve instrumental and intrinsic objectives in the context of employment it is unclear what impact they are having in practice This monograph addresses two overarching research questions in the employment field How are UK age discrimination laws operating in practice How if at all could UK age discrimination laws be improved A reflexive law theoretical standpoint is employed to investigate these issues applying a mixed methods research design that engages qualitative quantitative doctrinal and comparative elements This book demonstrates the substantial limitations of the Equality Act 2010 UK for achieving instrumental and intrinsic objectives Drawing on qualitative expert interviews statistical analysis and organisational case studies it illustrates the failure of age discrimination laws to achieve attitudinal change in the UK and reveals the limited prevalence of proactive measures to support older workers Integrating doctrinal analysis comparative analysis of Finnish law and the Delphi method it proposes targeted legal and policy changes to address demographic change and offers an agenda for reform that may increase the impact of age discrimination laws and enable them to respond effectively to demographic ageing Runner up of the 2017 SLS Peter Birks Prize for Outstanding Legal Scholarship The author was also awarded the 2020 ISA RCSL Adam Podg recki Junior Prize Extending Working Life Chris Phillipson, Allison Smith, 2005 **Equal Opportunities Review**, 2005

## Whispering the Techniques of Language: An Mental Quest through **Happy Retirement The Impact Of Employers Policies And Practice On The Proceb Of Retirement**

In a digitally-driven world where monitors reign supreme and quick transmission drowns out the subtleties of language, the profound techniques and emotional nuances hidden within phrases frequently move unheard. However, nestled within the pages of **Happy Retirement The Impact Of Employers Policies And Practice On The Proceb Of Retirement** a interesting fictional prize sporting with natural emotions, lies a fantastic quest waiting to be undertaken. Composed by a talented wordsmith, that enchanting opus invites visitors on an introspective trip, softly unraveling the veiled truths and profound influence resonating within the material of every word. Within the mental depths of the moving review, we shall embark upon a honest exploration of the book is core styles, dissect their charming publishing fashion, and succumb to the strong resonance it evokes serious within the recesses of readers hearts.

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