



## Employment transitions of older workers

The role of flexible employment in  
maintaining labour market participation  
and promoting job quality

Stephen Lissacburgh and Deborah Smeaton

# Employment Transitions Of Older Workers

**United States. Congress. Senate.  
Special Committee on Aging**



## **Employment Transitions Of Older Workers:**

*Employment Transitions of Older Workers* Steve Lissenburgh, Smeaton, Deborah, 2003-03-19 The experience of an abrupt and often premature departure from work can leave individuals feeling disoriented and can prevent their valuable economic potential from being tapped This report published in association with the Joseph Rowntree Foundation explores the possibilities of more flexible forms of work that bridge the gap between a steady career job and retirement It examines such jobs in the wider context of the types of transition that are being made by people retiring early and makes recommendations for future retirement policy in the UK

### **Labor Market Policies and Self-employment Transitions of Older Workers**

Dimitris Christelis, Raquel Fonseca, 2015

### **Employment Transitions Among Older Workers Leaving Long-term Jobs**

Aneta Bonikowska, Grant Schellenberg, 2014 This study documents the prevalence and nature of re employment among workers who left long term jobs in paid employment at age 50 or older The analysis is based on a 28 year administrative panel dataset the Longitudinal Worker File capitalizing on its large sample size and detailed information on mobility across employers The study examines the prevalence time and covariates of re employment as a paid employee and in unincorporated self employment the nature of paid re employment including job duration mobility across industry and firm size the distribution of average earnings in re employment compared with the long term job and the covariates of low and high relative earnings in re employment

### *Retiring Women* Philip Taylor, Elizabeth Brooke, Christopher

McLoughlin, 2021-02-26 With current policy concerns about shortfalls of labour supply and effects on the social welfare system due to population ageing there is a need to understand the factors that shape women s choices about if when and how to retire Recent trends indicating the increased workforce participation of women demand new policy responses to the end of careers and retirement transitions to sustain acceptable levels of participation and productivity This book is innovative in that it will examine constellations of factors that disadvantage or advantage women s career and retirement trajectories against a backdrop of public policy efforts to extend working lives

*How Have Employment Transitions for Older Workers in Germany and the UK Changed?* David Wright, 2015

### Older Workers in Transition David Lain, Sarah Vickerstaff, Mariska

van der Horst, 2022-09-12 More people are extending their working lives through necessity or choice in the context of increasingly precarious labour markets and neoliberalism This book goes beyond the aggregated statistics to explore the lived experiences of older people attempting to make job transitions Drawing on the voices of older workers in a diverse range of European countries leading scholars explore job redeployment and job mobility temporary employment unemployment employment beyond pension age and transitions into retirement This book makes a major contribution and will be essential reading within a range of disciplines including social gerontology management sociology and social policy

### **The future for older workers**

Wendy Loretto, Sarah Vickerstaff, Philip J. White, 2009-04-21 Across the world governments in mature industrial and post industrial economies are concerned about the ageing population 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 The duration and quality of working lives and the timing and circumstances of retirement are of growing concern especially in those cases where employers demands and imperatives clash with employees wishes The contributions in this volume focus upon various measures taken by the state and employers to foster the employment of older workers in Britain mainland Europe the US and Japan The authors address key issues that will influence public policy exploring what workers over 50 want the impact of the ageing workforce on employer policies and the implications for governments in promoting and supporting extended working lives The book is aimed at academics students policy makers and other professionals such as training managers HR professionals and trade unionists interested in contemporary issues within social policy the sociology of ageing and human resource and diversity management It will also be of interest to older workers themselves

**Nonmonetary Job Characteristics and Employment Transitions at Older Ages** Marco Angrisani, 2016 This paper studies to what extent job characteristics such as physical and cognitive demands use of technologies responsibility difficulty stress peer pressure and relations with co workers are related to full or partial retirement We study employment transitions and retirement expectations of older workers by exploiting the wealth of information about individuals older than age 50 in the Health and Retirement Study HRS and characteristics of different occupations provided by the Occupation Information Network O NET database Controlling for basic demographics wages benefits health cognitive ability personality and other personal characteristics we find strong and statistically significant relationships between labor force transitions and job characteristics These relationships are typically more pronounced and more precisely estimated when we use objective job attributes taken from the O NET than when we use self reported job characteristics taken from the HRS but self reported characteristics are more strongly related to moves from full time to part time employment Using expected retirement age or subjective probabilities of working full time at older ages gives similar results to using actual labor force transitions as the dependent variable The estimated effects of job characteristics are again stronger and more robust to alternative specifications when measures of job attributes are taken from the O NET than from the HRS Our findings suggest that nonmonetary job characteristics are important determinants of labor supply decisions at older ages but our analysis is still preliminary in its attempt to uncover causal relationships Unobservable individual characteristics responsible for sorting into specific occupations may also shape retirement decisions

**Non-Monetary Job Characteristics and Employment Transitions at Older Ages** Marco Angrisani, 2019 This paper studies to what extent job characteristics such as physical and cognitive demands use of technologies responsibility difficulty stress and social interaction are related to full or partial retirement We study employment transitions and retirement expectations of older workers by exploiting the wealth of information about individuals over the age of 50 in the Health and Retirement Study HRS and characteristics of different occupations provided by the Occupation Information Network O NET database Controlling for

basic demographics wages benefits health cognitive ability personality and other personal characteristics we find strong and statistically significant relationships between labor force transitions and job characteristics These relationships are typically more pronounced and more precisely estimated when we use objective job attributes taken from the O NET than when we use self reported job characteristics taken from the HRS Self reported characteristics are more strongly related to moves from full time to part time employment Similar patterns are observed when we use retirement intentions distance from planned retirement and subjective probabilities of working full time at older ages as dependent variable Our findings indicate potential factors that may affect predicted retirement patterns and suggest alternative ways to individuals attachment to the labor force

*Self-employment Transitions at Older Ages in Urban and Rural Labor Markets* Hannu Tervo, 2011 Workforce is aging in most developed countries but still needed in productive work Entrepreneurship at older ages is an option for many aging individuals As existing and future generations are healthier and more able to work than previous generations working careers can and also have been extended Various reasons such as age health gender and education family status accumulated savings and organizational factors can affect the choice between full time work bridge employment and retirement But bridge employment as well as career choices may also be affected by many environmental factors Regions with strong traditions of entrepreneurship may be more favourable to bridge employment in the form of self employment than other regions On the other hand demand conditions may also account for possibilities to bridge employment Regions with a low level of demand may not be favourable to self employment at older ages While some studies have focused on transitions into self employment among older workers the question of the motives and background still need clarification This paper analyzes those who start a business at older ages in different regions in Finland Who are they and what is their background What is the effect of human and financial capital on self employment decisions What is the role of previous experience in entrepreneurship are those without experience from entrepreneurship different from those who have it Is self employment at older ages a real alternative only for serial and habitual entrepreneurs In the analysis we utilize a large longitudinal micro data to examine transfers of workers and those out of employment aged 55 74 into self employment in Finland in 1998 2004 The data set represents a 7 percent sample of all Finns in 2001 of whom we have a lot of register based and other data even from the year 1970 onward Note An alternative choice was theme N entrepreneurship networks and innovation

*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

*Recognition of*

*Excellence in Aging Research, Committee Report, Report of the Special Committee on Aging, United States Senate* United States. Congress. Senate. Special Committee on Aging, 2008 *Prolonged Employment of Older Workers* Kasia

Karpińska, 2025-10-01 Prolonged and productive employment of older workers is a necessary condition to maintain welfare and social security systems threatened by ageing populations Yet not much is known about the factors that define the opportunities for older workers in the labour market The current study has evaluated which individual characteristics of older workers organisations and managers affect managers decisions to hire older workers offer them training opportunities and retain them in organisations as well as the potential role of managers attitudes on their behaviour with respect to older workers Ageing and Employment Policies Promoting Better Career Choices for Longer Working Lives Stepping Up Not Stepping Out OECD, 2024-03-11 This report presents evidence on recent trends in career mobility and the consequences for individual workers in terms of pay and other job characteristics

### **The SAGE Handbook of Aging, Work and Society**

John Field, Ronald J Burke, Cary L Cooper, 2013-09-19 Aging has emerged as a major and urgent issue for individuals organisations and governments of our time In this well timed and comprehensive handbook key international contributors to the field of study come together to create a definitive map of the subject Framed by an authoritative introductory chapter the SAGE Handbook of Aging Work and Society offers a critical overview of the most significant themes and topics with discussions of current research theoretical controversies and emerging issues divided into sections covering Key Issues and Challenges The Aging Workforce Managing an Aging Workforce Living in an Aging Society Developing Public Policy

Ageing and Employment Policies/Vieillissement et politiques de l'emploi: Spain 2003 OECD, 2003-12-12 This report contains a survey of the main barriers to employment for older workers an assessment of measures to overcome these barriers and a set of policy recommendations for Spain **Dynamics of Self-employment Among Older Workers** Janice Tupper, 2015 Baby boomers who were born between 1946 and 1964 are entering their retirement years Since rates of self employment rise with age a disproportionate share of the self employed is composed of middle aged or older workers Some of these workers have been self employed for much or all of their working lives while others have transitioned to self employment later in their careers often as a way of moving into retirement Future predictions of baby boomers as a key catalyst for small business growth in the next decade and beyond have tended to neglect an important trend The self employment rate among those nearing retirement defined as individuals aged 55 64 has dropped substantially in the past 20 years This book addresses questions about this decline and discusses the self employment transitions among the older American workers with career jobs Older Workers in Transition David Lain, Sarah Vickerstaff, Mariska van der Horst, 2022-09-12 More people are extending their working lives through necessity or choice in the context of increasingly precarious labour markets and neoliberalism This book goes beyond the aggregated statistics to explore the lived experiences of older people attempting to make job transitions Drawing on the voices of older workers in a diverse range of

European countries leading scholars explore job redeployment and job mobility temporary employment unemployment employment beyond pension age and transitions into retirement This book makes a major contribution and will be essential reading within a range of disciplines including social gerontology management sociology and social policy **Bridge Employment** Carlos-María Alcover, Gabriela Topa, Emma Parry, Franco Fraccaroli, Marco Depolo, 2014-04-16 With the long term trend toward earlier retirement slowing and the majority of older workers remaining in employment up to and beyond statutory retirement age it is increasingly important that we understand how to react to these changes Bridge employment patterns and activities have changed greatly over the past decade yet there is little information about the benefits of the various different forms this can take both for employees and employers This comparative international collection provides the first comprehensive summary of the literature on bridge employment bringing together experiences from Europe the United States Canada Australia and Japan It identifies the opportunities barriers and gaps in knowledge and practice whilst offering recommendations on how organisations and individuals can cope with future challenges in aging and work Written by international experts in the field each chapter also makes substantive and contextualized suggestions for public policy and organizational decision makers providing them with a roadmap to implement and integrate bridge employment into policies and practices designed to prolong working life a priority for workers organizations and societies in the coming decades This unique research handbook will be useful to a wide range of readers with an interest in the new concept of bridge employment and the extension of working life and of interest to researchers and practitioners in organizational behavior labor market analysis human resource management career development counselling occupational health social economy and public policy administration **Entrepreneurship, Self-Employment and Retirement** N. Sappleton, F. Lourenco, 2015-04-16 This book presents a collection of nine studies which contribute to a more robust and richer understanding of entrepreneurship self employment and retirement in a diversity of settings including the Netherlands Canada the United Kingdom Singapore and the US by drawing on both qualitative and quantitative data

## Whispering the Strategies of Language: An Emotional Quest through **Employment Transitions Of Older Workers**

In a digitally-driven earth wherever screens reign supreme and immediate communication drowns out the subtleties of language, the profound secrets and mental subtleties concealed within phrases usually get unheard. Yet, located within the pages of **Employment Transitions Of Older Workers** a fascinating fictional treasure pulsing with natural thoughts, lies an extraordinary quest waiting to be undertaken. Composed by a talented wordsmith, that enchanting opus attracts readers on an introspective trip, delicately unraveling the veiled truths and profound influence resonating within the very cloth of each and every word. Within the psychological depths with this moving evaluation, we will embark upon a sincere exploration of the book is key themes, dissect their charming publishing style, and fail to the effective resonance it evokes strong within the recesses of readers hearts.

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