

Emerging workspaces in ageing societies: Experiences of ageism and career transitions

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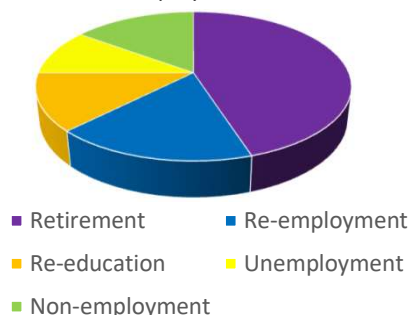
ABOUT THE PROJECT

This project explores the experiences and career decisions of 40 former Finnish postal workers made redundant either voluntarily or involuntarily.

Using qualitative longitudinal data from 2015-2018, the project focuses on the agency, decision-making and labour market participation of these workers.

The data shows that after an abrupt exit from employment, only 40% of 50-65-year-olds stayed active in the labour market through active job search, employment and re-education.

Career decisions after exit from long-term employment



16  Stayed in the labour market

24  Withdrew from labour market

RESEARCH QUESTIONS

- ☐ What does labour market have to offer for those aged 50+?
- ☐ How do people experience career transitions in older age?
- ☐ What are the push and pull factors in older workers' career decisions?
- ☐ How do ageist beliefs and practices influence career decisions?
- ☐ What are the dynamics of ageism in the labour market?
- ☐ How can we address early withdrawals from labour market?

DATA AND METHODS

This project uses qualitative longitudinal data from "Towards a Two-speed Finland? Longer Working Life, Retirement Pathways and Inequality" project conducted at Tampere University.

Using qualitative methods, such as discourse analysis and narrative analysis, this project aims to answer questions about our ageing workforce and their career decisions.

ABOUT THE RESEARCHER

Katri Keskinen is a doctoral researcher at Tampere University, Finland. Her previous academic background is from psychology (BScEcon) and criminology (BScEcon, MSc). Her current research interests include ageism in working life, career decisions and labour market participation among older adults.



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