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List of Acronyms and Abbreviations

Acronym/ abbreviation	
BIU	Bar Ilan University
WP	Work package

An Overview on Ageism in the Workforce, Using Macro, Meso and Micro Perspectives

WP 1 Research: Ageism and active contribution to society (with a focus on the workforce)

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1 Introduction

The literature review based on efficient searching techniques has been one of the priority tasks for the ESRs at the initial stage of the project. It was defined at the meeting in Brussels (October 25th, 2018) as one of the most important steps in the conceptualization and preparation of the research proposals. Although all the projects of the WP1 are dedicated to ageism in the labour markets, the individual topics of the projects in WP1 vary considerably; therefore an agreement about the independent preparation of literature reviews was made, while the subsequent exchange of obtained knowledge is encouraged and required. In this way, each ESR was allowed to develop their own search strategy under the assistant and control of the supervisors.

The results of the literature review are presented in the same table format, which could be considered standardised not only within this WP, but also for the whole EuroAgeism project. The group (ESRs and supervisors) agreed with a template to give a uniformity to the deliverable. As of April 2019, when the deliverable was prepared, the literature review process has not yet been finalised and will be continued further in next months. Consequently, this report should be treated as a preliminary and opening report on the literature review of the topics analysed in the EuroAgeism project (and particularly in the WP1). The deliverable is supposed to show how the issues of the ESRs' projects are already presented in the literature, deepening researchers knowledge on ageism in the labour market. This deliverable reports on the literature databases each ESR uses and provides a resume of literature and research gaps salient to the ESRs' researches.

The works of the ESRs of the WP1 are presented in this report in the following order:

- ESR1: Ageism in the Workforce: the Role of Welfare Regimes
- ESR2: Meso Perspectives on Age Discrimination in the Late Working Life
- ESR3: Emerging workspaces in Ageing Societies: Experiences of Ageism and Career Transitions
- ESR4: The Grass-Roots of Ageism: The Dynamics of Ageist Practice in Institutional Interaction
- ESR5: Ageism, Longevity, and the Sustainability of Social Security

Finally, the discussion and summary on the content of the existing scientific knowledge on ageism, including research gaps, found by the WP, are given, ending with the reference list.

2 Ageism in the workforce: The role of welfare regimes

Maria Varlamova, Jagiellonian University, Cracow, Poland

Ageism in the Workforce: The Role of Welfare Regimes

Literature review process:

The literature review process was started in the first month of the ESR participation in the project, but is continually updated with the new publications; the search is limited to articles published in English. The following databases are used: Jstore, Science Direct, Annual Reviews, EBSCO, Emerald, Wiley Online Library, Springer Link, Cambridge Journals online, Web of science, PubMed, Scopus, SAGE, Taylor and Francis.

WB e-Library and OECD iLibrary were also checked for country reviews and policy documents.

Oxford Handbooks Online and Google Scholar were used at the first stage to provide background information about a research topic.

The following combinations of key words were used with AND or OR connections: ageism, ageing, active ageing, older workers, ageing population, older population, employment, unemployment, retirement, labour market, workforce, age discrimination, work environment, employees, age management, labour regimes, welfare regimes.

The search for literature on the databases has been additionally complemented by the study of reference lists in the articles found relevant.

Literature report:

The literature review was mainly focused on two research questions and their interactions: 1) how the welfare regime is defined in the context of labour market? (Arts & Gelissen, 2002; Bambra, 2004; Bonoli, 1997; Ebbinghaus, 2012; Esping-Andersen, 1990), 2) how the certain policies of welfare regimes can influence the labour market outcomes for various age groups (Naegele, De Tavernier, Hess, 2018; Taylor & Walker, 1998a) and 3) in which form ageism in the labour force could be found, measured and influenced? (Abuladze & Perek-Białas, 2018; Bal, Reiss, Rudolph, Baltes, 2011; Harper, Khan, Saxena, Leeson, 2006; Van Dalen, Henkens, Schippers, 2009).

The studies of welfare regimes mainly focus on clustering OECD states, excluding Central and Eastern European countries or referring to them as to a transitional group (Fenger, 2007, Lauzadyte-Tutliene, Balezentis, Goculenko, 2018; Taylor & Walker, 1998b). The latest studies analyse the relations between welfare regimes and gender, health and social care provision, educational systems (Andreotti, Mingione, and Polizzi, 2012; Bambra, 2011). Labour markets regimes classification provides a closer look at practical labour force outcomes, but rarely address the problem of the ageing population, with several exceptions studying pension reforms within the taxonomy (Morton & Siebert, 2001).

The literature on ageism in the labour force is mainly formed by macro- and micro-level perspective (Dovidio, Hewstone, Glick, Esses, 2010; Posthums & Campion, 2009; Taylor &

Walker, 1998a; Taylor, Loretto, Marshall, Earl, Philipson, 2016). The micro perspective is mainly addressed by psychological researches on capacities and performance of older workers, their subjective well-being and behavioural strategies on the verge of changing the work status (Ng & Feldman, 2012; Van Dalen, Henkens, Schippers, 2010). The macro perspective is mostly presented by Western and Northern European cross-sectional studies (OECD, 2006). The employers' attitudes could be studied via vignette studies (Hughes & Huby, 2004), surveys concerning employment attitudes and decisions or combination of a survey and vignette research (Karpinska, Henkens, Schippers, 2013) The addressed factors include: organisational structure, age structure, size, industry and sector, age-friendly corporate identity and human resource strategy and legal environment.

Employers still have a negative attitude towards older workers (Harper, Khan, Saxena, Leeson, 2006), and media still often draws older people as an economic and social burden (Loos, Ivan, 2018). Even though older age does not mean having health problems or being less productive at performing professional duties, older adults are often associated with mental and physical decline and regarded as an obstacle to young people's employment. Older workers are believed to have more mediocre performance and shorter tenure, be more resistant to changes/technology, more costly and less able to learn, and less interested in gaining new knowledge and training (Postuma, Campion, 2009; Butler, 2008). Studies also reveal the expectations about this age group as of showing lower creativity, physical capabilities, computer, social and training skills (Turek, Henkens, 2019; Turek, Perek-Białas, 2013). The positive stereotyping include reliability, loyalty, warmth, higher consciousness, lower neuroticism and higher in organisational citizenship behaviours (OCBs) (Bertolino, Truxillo, & Fraccaroli, 2013; Harris, Krygsman, Waschenko, Rudman, 2018). Large scale reviews find the majority of stereotypes and prejudice inaccurate, with differences in worker job performance within age groups being much higher than differences between age groups (Postuma, Campion, 2009; Ng & Feldman, 2012; Taylor, McLoughlin, Earl, 2018).

Furthermore, it is not the low productivity that causes ageism, but ageism that results in lower productivity, organisational commitment, and work satisfaction (Naegele, Tavernier, Hess, 2018). Older people have internalised negative ageist constructs in the course of an entire lifetime, and this socially ingrained ageism can become self-fulfilling (Ayalon, Tesch-Römer, 2018) via the mechanisms of metastereotyping (Finkelstein, Ryan, King 2013). Despite the understanding of its mechanisms, the process of overcoming ageism in general and more especially in the labour market is rather slow, as it takes many forms from institutional discriminatory policies and practices to prejudicial attitudes (Stypińska, Nikander, 2018).

Effects of ageism in organisations could be regarded on several levels, including hiring, training, performance appraisal, reemployment and layoffs and interpersonal mistreatment (Truxillo, Cadiz, Rineer, 2014) or as classified by Van Dalen, Henkens, Wang (2015) via age management strategies: accommodation practices introduced to compensate the possible decline in physical and cognitive capacities of older workers, development practices to increase the productive capacities of older workers and exit practices for the retirement strategy (Van Dalen, Henkens, Wang, 2015). Abuladze & Perek-Białas (2018) group age-related measures into workforce recruitment/retention, performance, training, interaction with older colleagues and structural ageism. Neagele & Walker (2006) define eight dimensions of age management practices (recruitment, training, career development, flexible working time practices, health protection and workplace design, redeployment, employment exit, and comprehensive approach). This

study is addressing the retention and retirement aspects of age management as only limited number of studies take this perspective (Harris, Krygsman, Waschenko, Rudman, 2018), and it is mainly focused on recruitment opportunities and regulations. However, the problem of older unemployment could also be adequately addressed by preventing ageism related resource leaks.

**Conclusive
remark:**

Although ageism is widely addressed in scientific literature, the meso-level, analyzing the employers perspective and age management practices, and the moderation effect of macro-level characteristics (such as legal environment, economic cycle, job market saturation and various welfare regime characteristics) is still under-presented. Central and Eastern European countries are covered mainly by OECD and IMF reports. The conducted literature review showed the lack of longitudinal approach, which could reveal the dynamics of ageist stereotypes, attitudes and taken age-management measures over time and dependent on meso and macro-level factors. Thus the advanced analytical analyses of the essence of ageism in the labour market of CEE countries and mechanism if its change overtime are required.

3 Meso Perspectives on Age Discrimination in the Late Working Life

Gülin Öylü, Linköping University

Meso Perspectives on Age Discrimination in the Late Working Life

Literature review process:

Literature review process has started in the beginning of my PhD (September 2018) and has been continued to be developed over the PhD process with the new relevant publications in line with the sub-studies of PhD project. Several databases and the complementary websites are used for reaching the sources for the literature review. EconLit, NATLEX, Scopus are the primary databases used. Moreover, Google Scholar and the LIU library website are used as supplementary websites to reach the sources. Using the databases, the several combinations of search words are used among the following group of words: ageism, age discrimination, exclusion, segregation, old age, later life, labour market, employment, working life, workforce, firm, local policy, municipality, sector, local government, Sweden. The search is limited to the articles in English. The literature review is ongoing to ensure the full coverage of the relevant literature.

Literature report:

The related literature has two main spheres which often overlap. The first part focuses on old age employment and retirement patterns (Solem et al., 2014) and the role of national policies, labour market structure (Hult & Edlund, 2008) and demographic factors (Furunes et al., 2015). Ageism or age discrimination are mentioned within these factors but often underrepresented. These studies mostly investigate supply-side drivers and the impact of national policies (Lindquist & Wadensjö, 2009). The second part focuses on specifically ageism and age discrimination in the labour market. It often aims to identify the existence and the extent of ageism and age discrimination and their relationship with other factors.

My study focuses on age discrimination component of ageism in later working life. Therefore, although ageism in working life is covered in the literature search, the specific focus of my literature review is age discrimination in working life. My literature review includes several components: the methodological and conceptual approaches that are used in the articles for ageism in working life; the areas in working life where age discrimination emerges; consequences of age discrimination in working life for different levels and groups of society; and the degree of impact of age discrimination for different social groups.

The articles in the literature that I searched can be divided under three categories methodologically and conceptually. These are using questionnaires and interviews (Stypinska & Turek, 2017; Kadefors & Hanse, 2015; Duncan & Loretto, 2004; (Rupp et al., 2006), conducting field experiments (Ahmed et al., 2012; Carlsson & Eriksson, 2017; Baert et al., 2016), and analyzing existing large-scale labour force surveys (Harnois, 2015; Adams, 2004; Neumark et al., 2017; Humpert, 2013) and register data (Wadensjö, 2006; Villadsen & Wulff, 2018; Aldén et al., 2015). As I am using Swedish National Register data in my study, thus focused on the third

approach. However, the existing literature in this area has some limitations. The studies that use large scale labor market surveys or registry data often examine the impact of macroeconomic and national policies on individual labour market outcomes. The effect of age discrimination act, old age employment protection legislation on old age employment or retirement trajectories are some examples for these studies which analyze macro-structural factors. The meso-level mediators in the age discrimination in the labour market are often neglected. There is not much knowledge on the role of local policies, organizational structures on ageism or age discrimination in the labour market.

Considering the emergence of age discrimination in working life, literature shows (until November 2019) that age discrimination emerges in late working life identified in hiring ((Ahmed et al.2012,Baert, 2017 (Wanberg et al. 2016, Heywood et al. 2010)), promotion (Adams, 2002), training (Taylor et al., 2016, Sargeant, 2016, Urwin, 2006, Chéron & Terriau, 2018), displacement, lay-offs and termination of the jobs or motivating employees for retirement (Aldén et al., 2015; Solem, 2016) Moreover, age discrimination can be structural and observed in policies and regulations. Mandatory retirement ages, age boundaries for specific policies are examples of discrimination at a policy level (Tsai, 2018).

Age discrimination in late working life has negative consequences not only for individuals but also companies, the regional or national economies, government and social insurance budgets as well as for societies as a whole according to existing studies. For individuals, it creates outcomes such as unemployment, financial deprivation and potential underuse of human resources that are costly and unjust (Wood, et al., 2008). For companies, age discrimination leads to loss of experiences staff, inefficient outcomes through hiring, training and distributing work tasks and a decreased productivity (Geppert et al., 2019). Moreover, age discrimination reinforces negative implications of demographic changes such as budget deficits due to increased pension expenditures but is also one of the barriers for policies regarding adjustment to demographic changes in working life (Duncan, 2001). For example, age discrimination is a barrier to activation policies that aim to increase the employment of older workers and postpone their retirement timing (Swift et al., 2017). Therefore, age discrimination in late working life is a problem for the overall of society (Stypińska & Nikander, 2018).

Literature shows that age discrimination in late working life can have different extents for different social groups and in various phases of late working life and it interacts with other forms of discrimination by gender, race (Lundborg, 2013) or disability (Sargeant, 2016). For instance, women are exposed to age discrimination more often, and at earlier ages than men in working life and age discrimination may have gender-role specific consequences (Duncan & Loretto, 2004). Furthermore, the extent and bases of age discrimination may vary between branches, occupations and companies (Karpinska et al., 2011).

In the literature, age discrimination is often explained using employers' or human resource managers' stereotypes toward to older workers (Harris et al., 2018) or macro-level forces such

as state policies on pension system or retirement (Naegele et al., 2018). The role of organizational structures, company policies (Abuladze & Perek-Białas, 2018), and branch conditions (Hasselhorn & Apt, 2015), in age discrimination in working life, is overlooked according to my literature review. My research project plays a role in covering this gap in the literature.

Conclusive remark:	Overall, articles with various perspectives and methodological approaches from different disciplines for employment and age discrimination in late working life are investigated. There are research gaps on multilevel analyses, sectorial and industrial differences in the employment and labour market outcomes of older workers (Mulders & Wadensjö, 2015) and the role of regional/local employment policies in age discrimination in the labour market.
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4 Emerging workspaces in ageing societies: Experiences of ageism and career transitions

Katri Keskinen, Tampere University

Emerging Workspaces in Ageing Societies: Experiences of Ageism and Career Transitions

Literature review process:

My literature review process is still ongoing to support the research process is up to date. For my own project, I have conducted database searches searching for peer-reviewed research articles, books and chapters. I have used keywords such as ageism, ageist, older workers, retirement, redundancy, work transitions, qualitative and qualitative longitudinal. I used maximum three keywords at a time, usually with truncation and Boolean operators, my search words were such as ageis* AND redundan* AND (older workers) or ageis* AND (qualitative longitudinal) AND work or retirement. My literature searches have focused on university recommended social sciences databases such as ProQuest, Scopus, Web of Science and Wiley Online Library (Tampere University Library, 2019). I have also used Google Scholar to find specific articles, but not for a comprehensive database search. Additional pieces of literature have been found through reference checking and recommendations from supervisors and colleagues. These include articles, research reports, books and doctoral dissertations in Finnish and English. Other ESRs have also helped me recover articles and books where my institutional rights have not been sufficient. In addition to my own literature review, I am cooperating with ESR4 to produce a scoping review on ageism in the workforce from a discursive perspective.

Literature report:

A large body of literature on ageism and diverse workforce populations already exists. However, the majority of these studies are quantitative and largely cross-sectional (see, for instance, Harris et al., 2018 for a scoping review on ageism and older workers). Qualitative studies focusing solely on ageism among the workforce are rare in nature. In many of these articles, the research focus is often directed elsewhere (e.g. Loretto & White, 2006; Gardiner, et al., 2007; Smith, et al., 2010) and researchers identify ageism during the research as part of the findings. Literature searches indicate so far that intersections such as between ageism and gender, and ageism and sexual minorities in the workforce have received a lot of attention from researchers (e.g. Jyrkinen & McKie, 2012; Duncan & Loretto, 2004; Simpson, 2013). However, the dynamics of ageism, as well as internalised and institutional ageism still seem to be largely understudied in ageism and workforce research.

Previous studies have demonstrated that ageism plays a role in the workforce withdrawal decisions, as older workers are pushed towards retirement through ageist practices in the workplace (e.g. Pietilä, et al. 2017; Bowman, et al. 2016; Pärnänen, 2012). Despite the strong focus on workplaces, ageism manifested within societal institutions has received scant attention from researchers. Although the existence and extent of institutional ageism have been a part of ageism discussions for over two decades (Palmore, 1999; Gilleard & Higgs, 2000; Bytheway, 2005; Nikander & Stypinska, 2018), studies focusing on the ageist practices within societal

institutions have mostly attributed the ageist practices as part of individual behaviour (Bowman, et al., 2016 in employment services; Klein & Liu, 2010 in hospital resource allocations). In contrast, taking ageist attitudes among nurses as an example, Higashi et al. (2012) suggest that the reason behind these patterns of ageist practices is not individual behaviour alone, but the ageist attitudes manifested in their educational curricula also plays an important role in shaping the behaviour of future nurses. This hints at the existence of institutional ageism, a form of ageism manifested within institutional practices and maintained by the very same institutions and the individuals conforming to them.

Furthermore, as societies construct and maintain negative discourses of ageing (Riach, 2007), older workers are also likely to internalise these ageist ideas, undermining their confidence in their competences and capabilities to continue working further into old age (Gilleard & Higgs, 2000; Romaioli & Contarello, 2019). Previous studies on workforce and internalised ageism have either attributed internalising ageism as self-sabotaging (Romaioli & Contarello, 2019) or self-excluding (Van der Horst, 2019) behaviour leading to labour market withdrawals among older persons. However, these accounts have not considered the intentionality of these labour market withdrawals by considering older people as active agents in charge of negotiating, combatting and adapting to discourses, but rather framed them as victims of the reigning negative discourses of ageing who lack a certain sense of individual agency.

The attempts to create more age-inclusive workplaces have also had a downside, as Phillipson et al. (2019) report that older workers may be exempt from policies facilitating their work continuance as employers are too afraid to label older employees as old, from the fear of being perceived as ageist. Scholars have also pointed out that the precarity of labour market especially for older persons is not a lucrative one, as employers shift responsibility for job mobility to older workers, ignoring their needs for more adapted work conditions in the workplace in order to continue working further into old age (Krekula, 2019). In addition, the available jobs for older persons, especially for those with lower levels of education, are mostly precarious part-time or short-term positions that often include physical labour (Phillipson, 2019). Despite the strong connection between ageism and career development, lesser studies have taken both topics under investigation simultaneously.

The investigation into career trajectories in old age has focused mostly on labour market withdrawals, and more recently on bridge employment taken up on retirement (e.g. Wang, et al., 2008). Previous investigations into careers have highlighted that redundancy mid- or late-career often leads to labour market exit (Gardiner, et al. 2007; Henkens & Schippers, 2008). However, most of these studies have been conducted more than a decade ago, when early retirement options and low retirement ages were still largely in place (e.g. Higgs, et al. 2003; Vickerstaff, 2006; Gardiner, et al., 2007). The contemporary labour market can offer more diversity in career choices for older persons than before, as political attempts to extend careers further into old age have led to increasing retirement ages across the European Union and the European Commission (2010) has committed to supporting upskilling the older workforce.

Previous studies focusing on career pathways in old age have looked at Canadian career trajectories after redundancy (Fournier, et al., 2011), Swedish involuntary work transitions (Hallqvist & Hydén, 2014) and British pathways to early retirement (e.g. Higgs et al., 2003; Gardiner, et al., 2007), and to retirement (e.g. Vickerstaff, 2006). Although some of these studies hint that ageism plays a role in career changes, currently, no research has focused on the role of ageism in career decisions while considering the heterogeneity of career options in old age.

Furthermore, there is a lack of qualitative longitudinal studies investigating career trajectories in old age, with more studies focusing on the shape of career trajectories rather than as to how they are shaped and why. Although qualitative longitudinal studies on workforce exist (e.g. Hallqvist & Hydén, 2014; McGann, et al., 2016; Bowman, et al., 2016) these studies have often been framed as narrative studies investigating experiences of older workers omitting their temporal aspects. Thus, to this day, no qualitative longitudinal studies investigating ageism and career trajectories in old age have been reported.

Finally, the research reported in English around ageism in the workforce has largely been conducted either in Northern America or in the United Kingdom (see for instance Previtali, et al.'s forthcoming scoping review). For instance, the literature on ageism and age discrimination in Nordic welfare states tends to exist only in their respective languages, limiting the access to international audiences (e.g. Viitasalo, 2011; Viitasalo 2015; Vaahtio 2002). A plausible reason behind the lack of international perspectives on ageism could be that in many languages, ageism as a concept does not exist (see for instance EuroAgeism newsletter 1/2019).

Conclusive remark:

In conclusion, previous studies on ageism in the workforce have focused on ageism in the workplace or framed it as a determinant to labour market exit. Whereas ageism and age discrimination are often perceived as having negative or unwanted consequences, the extent to which older persons perceive ageism as negative is still somewhat unexplored territory. For instance, individuals wishing to withdraw from the labour market may negotiate ageism in their favour, turning ageism into a tool to facilitate their labour market exit. The heterogeneity of older persons raises a need for more qualitative studies to understand the dynamics of ageism and how individuals exercise their agency in negotiating, resisting and adapting to ageism manifested within the society. Simultaneously, studies investigating ageism and as to how careers unfold in old age are still missing. The project number three addresses these identified gaps, by providing a qualitative longitudinal investigation into career and retirement trajectories after redundancy in old age; examining the dynamics of ageism and individual agency in labour market continuance decisions; and considering the positioning of ageism among older persons choosing early labour market exit after redundancy. Finally, the research addressed in project three will provide a status report on ageism and suggestions as to how these results could be used to support the extending working lives agenda.

5 The Grass-Roots of Ageism: The Dynamics of Ageist Practice in Institutional Interaction

Federica Previtali, Tampere University

The Grass-Roots of Ageism: The Dynamics of Ageist Practice in Institutional Interaction

Literature review process:

For the background of my study, the strategy is to define keywords, addressing the topics of interest, and apply them in diverse databases with the Boolean operator. The selection of databases comes from consultation with a librarian at Tampere University, which helped me identify the most useful ones. The databases are PsychInfo, Social Science Premium collection, Web of Science, Sage Journals, Wiley Journals, Taylor and Francis. For the methodological background, I use search terms as “qualitative studies” or, more specifically “membership categorization analysis” OR “discours*” OR “conversation*” OR “social interaction*” AND “age” OR “age identity” OR “age construction” AND “age discrimination”. To analyze the ageism and labor force perspective, I use search terms as “age discrimination”, “age stereotyp*”, “age prejudice*” AND “older worker*”, “younger worker*”, “intergenerational communication” AND “human resource*”, “recruitment”, “job interviews”, “performance appraisal interviews”. I mix the search terms to intersect the papers of interest. The literature review is continuously updated with new publications.

Literature report:

The corpus of research interested in ageism and labour force is extensive. The demonstration is the presence of diverse literature review on the topic. Levy and Macdonald (2016) published a review on ageism; Nelson (2016) studied ageism in health-care and workplace; Wood, Wilkinson and Harcourt (2008) published a generic overview on age discrimination in working life. Within the workplace and interested in human resources processes, Morgeson, Reider, Champion and Bull (2008) published a review on age discrimination and job interviews, Posthuma and Champion (2009) summarized the main moderating factors associated with stereotypes towards older workers. Regarding the older workers’ retention, reviews exist on age diversity and team outcomes (Schneid, Isidor, Steinmetz & Kabst, 2016); the ability, motivation and opportunity to continue working (Pak, Kooij, de Lange & Van Veldhoven, 2019); workplace interventions (Truxillo, Cadiz & Hammer, 2015) and work health promotion for older workers (Poscia at al., 2016). Recently a scoping review by Harris, Krygsman, Waschenko and Laliberte-Rudman (2018) analysed stereotypes, prejudices and discriminative behaviours associated to older; this research shows one more time the presence of ageism targeted towards older workers.

The studies included in the cited reviews refer to a mainstream approach to ageism and policies on ageing. They are rooted in the legislative prohibition of discrimination on the base of age in the workplace and the interest of nations to prolong working life in order to sustain the national budget under the burden of higher pension and health cost due to the ageing of the population. This kind of study target older people as a homogenous group selected on the base of

chronological age. Recently, a different approach to ageism is growing in the literature, this group of researcher consider ageism as a relational and social phenomenon, which is rooted in the social interactions and in the social construction of everyday life (Ainsworth, 2002; Ainsworth & Handy, 2008, 2009; Krekula, 2007; McVittie, McKinlay & Widdicombe, 2003; Spedale, Coupland & Tempest, 2014; Spedale, 2019). This approach is rooted in the conceptualisation of ageing as a socially embedded process and talked into meaning in social interaction (Coupland, 2009; Nikander, 2009). This field of research departs from the traditional vision of ageism as a continuous struggle between older workers as victims and employers as perpetrators (Riach, 2007) and focuses on the heterogeneity of old age and the use the linguistic resources as a connection between the macro-level of ageist ideology and the micro-level of age identity and ageist relations.

Coupland (2009) in a special issue on Ageing and Society, collect foundational studies in the field that are interested in analysing ageism and ageing with a social constructionist and discursive perspective. Within this approach, few studies have explored the connection between age identity and ageism and how this topic is talked into being (Nikander, 2009; Bytheway, 2009, 2015, Romaioli & Contarello, 2018, Berger, 2006). The application of the socio-linguistic stance to ageism that analysis how this phenomenon is rooted in the linguistic interaction and categories of words has been used in the fields not related to the organisational processes (Heinrichsmeier, 2018; McVittie et al., 2003). The relationship between ageing and organisational practices and its influence on ageism has also been overlooked (Riach and Kelly, 2013).

Therefore, the review shows that there is room for studies that approach the social and relational aspect of ageism and take a close look to how this phenomenon is talked into being in the workforce and how it is constructed both by the organisational practices and by the micro-level of the social interactions happening within the workplace.

<p>Conclusive remark:</p>	<p>The body of research interested in ageism and the workforce is vast, but many studies relate to the mainstream approach to ageism and ageing policies, targeting older people as a homogeneous group, selected on the basis of chronological age. But ageism should be regarded as a relational and social phenomenon, which is rooted in social interactions and the social construction of everyday life and is oriented towards heterogeneity. Analysis of age and ageing from a social constructionist and discursive point of view is lacking. Thus I argue that a study design on a fine-grinded analysis of categories in interactions and ageism is still missing in the up-to-date literature. Nevertheless, I need to acknowledge that this lack might be explained by the difficulty to combine study on ageism and interactional perspective.</p>
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6 Ageism, Longevity, and the Sustainability of Social Security

Seyoung Kim, Bar-Ilan University

Ageism, Longevity, and the Sustainability of Social Security

Literature review process:

The literature review aimed to answer the research question, “does the longer working lives of older adults lead to higher unemployment among younger workers?”

In order to explore as many synonyms as possible, I looked at keywords and text words of relevant studies. Google Scholar and other diverse databases, including EBSCO were used to exhaustively search relevant studies. Keywords I used for the literature review using Boolean operator are:

“old* worker*” OR “old* employee*” OR “old* people” OR “old* adult*” OR “old* person*” OR “the old*” OR “old* population*” OR “old* generation*” OR “elderly” OR “senior*” OR “the aged” OR “aged people” OR “aged person*” OR “aged worker*” OR “aged population*”

<AND>

“young* worker*” OR “young* employee*” OR “young* people” OR “young* adult*” OR “young* person*” OR “the young*” OR “young* population*” OR “young* generation*” OR “youth*”

<AND>

“job*” OR “work*” OR “wage*” OR “salar*” OR “income*” OR “employ*” OR “unemploy*” OR “econom*” OR “lab*r” OR “retir*”

<AND>

“crowd* out” OR “lump of lab*r” OR “substitut*” OR “squeez* out”

I also checked references, visited the websites of several economic journals and research centres (e.g. the National Bureau of Economic Research, and the Center for Retirement Research of Boston College), asked researchers and scholars in the relevant fields, and checked the libraries of OECD, IMF, National Insurance Institute in Israel, and Bank of Israel, to see if there is any other research on this topic.

The search was limited to articles published in English; therefore, studies written in other languages were excluded. The new coming articles are checked continuously and added to the review.

Literature report:

Several relevant studies were found on the relationship between younger and older people’s employment (Eichhorst et al., 2014; Banks et al., 2008; Gruber & Wise, 2010; Kalwij et al., 2010; Munnell & Wu, 2013; Boheim, 2014; Jousten et al., 2010; Zhang, 2012). However, none of the research was conducted in the context of Israel. In addition, most of the previous research

used time-series analysis, which is not rigorous enough to understand the relationship between older and younger people's employment. For instance, Gruber & Milligan (2010) acknowledged that their research is not enough to firmly conclude the relationship, emphasizing the need for more studies in a different context.

A few studies (Böheim, 2014; Eichhorst et al., 2014; Kalwij et al., 2010) employed cross-country analyses of the EU member states or the OECD countries. For example, Kalwij et al. (2010) used panel data of 22 OECD countries over the time period 1960-2008, and showed that there is no evidence to support the hypothesis that employment of the young and old are substitutes, and rather found some minor complementarity. In terms of national-level analyses, all of the reviewed studies used survey data of each country, i.e. the United States, the United Kingdom, and China.

All of the studies found followed the conventional age categories—the young, from either 15 or 20 to 24; the prime-aged, from 25 to 54; and the old, from 55 to either 64 or beyond. Only one study (Zhang, 2012) slightly differentiated the age categories based on the country's retirement age by gender. To be more specific, Zhang (2012) followed the conventional age categories for men but changed them for women by decreasing the upper limit of the old age group to 59 based on the country's retirement age in law.

Gruber & Wise (2010) is the most often cited research in this field. Their series of papers examined whether the employment of older individuals crowds out the employment of younger individuals within and across 12 countries. None of the individual and cross-country analyses has found evidence that increased employment of older people reduces job opportunities for younger people. The research rather suggested the reverse effect, meaning that a growing number of older people in the job market is associated with higher employment among younger people. However, this research bears methodological weaknesses because the researchers were limited to methods and data that could be applied to all 12 countries for better comparison across countries.

Munnell & Wu (2013) built on Gruber & Wise (2010), by including work hours and wage rates as well as employment/unemployment rates and labour force participation as dependent variables. This research also paid extra attention to the impact of the Great Recession. The authors looked at both time-series and cross-state variation in the context of the United States and China, employing state-level regressions and instrumental variable (IV) models. The research has shown that there is no evidence that increased employment of older persons negatively influences either the job opportunities or wage rates of younger persons. The results point in the same direction, regardless of gender and levels of education. However, there are still several limitations to this research. For instance, the authors used a variable of educational attainment to look for heterogeneous effects of the groups with similar skills, but the education level might not fully demonstrate how similar workers' skills are. Furthermore, the authors used mortality rates as an IV, which might not be a good IV in this research because mortality is also highly related to other important factors e.g. education level, income, and health (Backlund, Sorlie, & Johnson, 1999; Muller, 2002).

In this macro-level setting, the relationship can be affected by a number of different factors such as the ups and downs of business cycles, government's policies (Bank et al., 2008), and sex/age ratio (Kalwij et al., 2010). Therefore, it is important to use rigorous research methodologies to better control those factors. Last but not least, previous research implies the importance of

conducting subgroup analysis especially on the job sectors (Banks at al., 2008; Acemoglu, 2002; Ahituv & Joseph, 2011), which has not been conducted yet.

**Conclusive
remark:**

Based on the literature review, research gaps were found in the previous studies on the relationship between younger and older people's employment. This research would bridge the evidential gap of the existing studies by using various analytical methods and different variables that have not been used in the previous research. This research would provide rigorous evidence for the development of cost-effective, age-friendly policies in Israel in regard to retirement-age reforms and longer working lives. Although this research does not directly address ageism issues in the workplace, the research findings will significantly influence the ageist practice in the labour market in Israel.

7 Discussion

The overview of the literature search in the field of ageism in the labour market (WP 1) revealed a variety of issues for scientific research. However, as it was admitted by the all ERSs, the literature review will proceed further. It is important to notice that ESRs used similar, but not identical search strategies in their literature review, because of the various dimensions of ageism they looked for (like macro level – in case of ESR1 and ESR 5, meso level – ESR 1, ESR 2 and micro perspectives under the qualitative approach for ESR 3 and ESR 4).

The conducted literature reviews showed that despite what has been undertaken on the national level on extending working life, the obstacles to its prolongation in the forms of ageist stereotypes, prejudice and behaviour still exist on the macro, meso and micro level. Employers still have a negative attitude towards older workers and ageism could be found in recruitment/retention, performance, training, interaction with older colleagues and structural barriers to continuing employment.

The meso-level mediators in the age discrimination in the labour market are often neglected. There is not much knowledge on the role of local policies, organizational structures, company policies and branch conditions on ageism or age discrimination in the labour market and the influence of macro-level features on the meso-level age-management. From the five mentioned spheres of employment, less attention in the light of ageism was given to the retention and retirement aspects of age management. Other important gaps are the degree of impact of age discrimination for different social groups, including the gender issue.

The conducted literature review also revealed the lack of longitudinal approach, both in quantitative and qualitative methods, which research the dynamics of ageist stereotypes, attitudes and taken age-management measures, as well as internalised and institutional ageism.

The heterogeneity of older persons requires an understanding of the dynamics of ageism and how individuals exercise their agency in negotiating, resisting and adapting to ageism manifested within the society. Studies investigating ageism in the labour market and as to how careers unfold in old age are missing. As ageism is rooted in social interactions and social construction of everyday life, there is a need of additional investigation on how this phenomenon is talked into being in the workforce; as well as how it is constructed both by the organisational practices and by the micro-level of the social interactions.

Equally, it could be noticed that literature review reveals the existence of researches for particular countries only, while for other countries there are lots of missing (like in case of Israel for ESR 5, or Central and Eastern European countries for ESR 1).

The findings did not confirm that in searching ‘ageism’ there is a problem with the words ‘ageism’ or ‘agism’ (English and American spellings) per se. However, it was noticed that a combination of these words with other concepts like welfare regime (ESR 1), or interactional perspective (ESR 4) could be problematic. Therefore, in the next step, it would be important to lay out priorities in further work of ESRs and decide whether ageism will be presented as a central concept in which micro, meso and macro-level factors play a significant role or these factors/context are primarily responsible for emergence and occurrence of ageism (like policies, regulations, characteristics of the workplaces etc.). It is noteworthy that even when the research was sometimes conducted (like for Nordic countries), the results are not often published in English.

8 Conclusion

This report aimed to show the used techniques and the main results of the literature review with short conclusions from each of the projects in the WP1. The preliminary overview of the literature on ageism in the labour market via five different projects confirmed the existence of a significant number of gaps, although numerous articles were investigated, covering various perspectives and methodological approaches from different disciplines.

These individual investigations introduced the possibility to jointly present the analysis, by summing up the main findings and the main conclusions from so far published research, as well as the way the WP1 can contribute to the scientific debate on this topic (and how to be heard, with tangible impact). One of the main general conclusion of this literature review report could be that the current research is fragmented (investigating specific issues, not taking into the account various ways, forms and dimensions of ageism in the labour market) and spread over the disciplines (not benefiting from multidisciplinary approach).

To close the identified and summarized above (in the discussion) gaps, the individual projects will be distributed as following:

- ESR 1, ESR 2 and ESR 5 will investigate the role of local policies, organizational structures, company policies and branch conditions on ageism or age discrimination in the labour market and the influence of macro-level features on the meso-level age-management. ESR 2 will, among others, conduct multilevel analyses to research the sectorial and industrial differences in the employment and labour market outcomes of older workers.
- ESR 1 and ESR 3 will analyse the dynamics of ageism via longitudinal data under qualitative and quantitative approaches.
- ESR 3 and ESR 4 will unfold the heterogeneity of older persons and how individuals exercise their agency in negotiating, resisting and adapting to ageism manifested within the society, by studying how careers unfold and how ageism is talked into being and constructed by organisational practises and social interactions using the qualitative designs.
- All ESR will evaluate the impact of age discrimination for different social groups, including the gender issue.
- All ESRs from this WP will jointly work on the educational material which will be widely disseminated.

In the case of WP 1 – it could not be claimed that “ageism in the labour market” is a new term in social sciences. However, the definition, concepts of analysis and research approach are still **deficiently defined due to the open question how this term could be exactly described** in the context of macro, meso and micro perspectives with the use of advanced quantitative (like ESR1, ESR 2 and ESR 5) and qualitative methods (ESR 3 and ESR 4).

The literature review brought a lot of new aspects which were essential to include not only in one specific FIP but to share with others if relevant, The effect of open communication and exchanging findings between ESRs allowed to learn/gain knowledge more effectively which would not be possible to obtain in any other way.

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