Universität Vechta
University of Vechta

Ageism in late Working Life and Retirement

Dr. Laura Naegele

EuroAgeism Seminar Series

9th of December 2020

University of Vechta

Institute for Gerontology

Department of Ageing and Work

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On my Agenda today

1. Who am I and where or what is Vechta?
2. Competence Development of older Workers in the German Craft Sector
3. Ageism in Labour Market Integration (of Older Unemployed)
4. Working Pensioners in Germany
5. Some General Remarks

1.1 Who am I?

Studies

2014 – 2019: Universität Vechta

- PhD - Gerontology / Sociology

2009 – 2012: Free University Berlin

- M.A. - Sociology - European Societies

2006 – 2009: Ruhruniversität Bochum & University of Cologne

- B.A. – Sociology & Media Science

Employment

2014 – today: University of Vechta, Institute for Gerontology, Department of Ageing and Work

- PostDoctoral Researcher (since 07/2019)
- PhD Candidate & Researcher (In-K-Ha Project)

2023 – 2014: Bertelsmann Foundation – Brussels & Gütersloh

- Researcher/Projectmanager: „Economic Dynamics and Employment“
- Junior Researcher/Projectmanager: "Creating Second Career Labour Markets. Towards more Employment for older Workers"

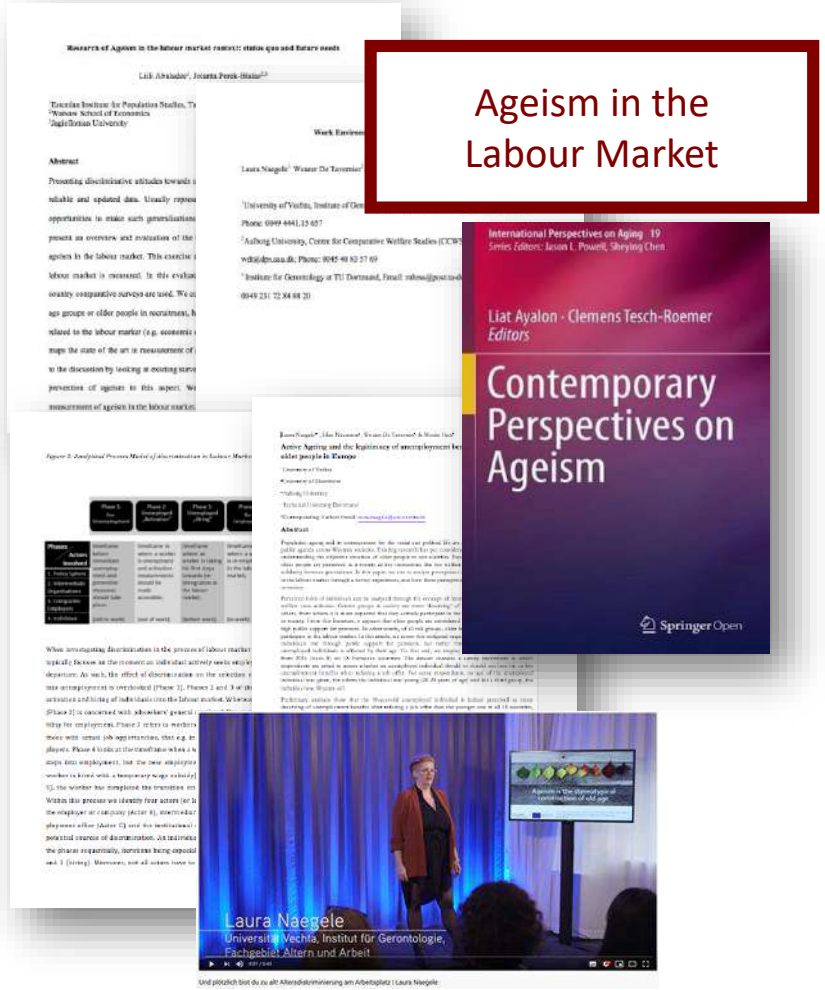
www.lauranaegele.net

1.2 My Work Focus

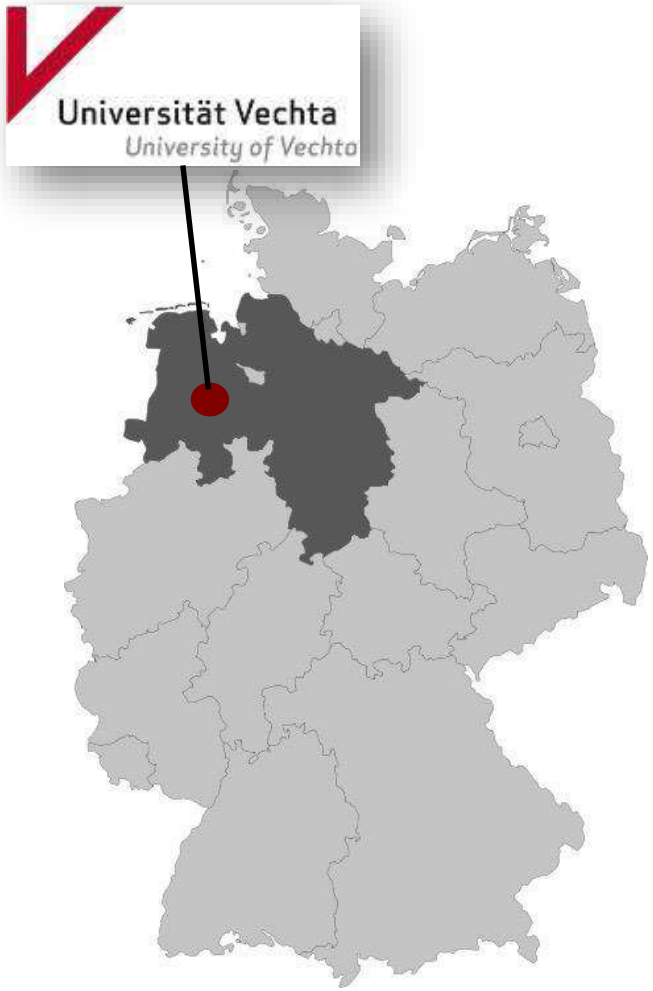
Ageism in the Labour Market

Working Pensioners

Older Workers in Small and Medium Sized Enterprises



1.3 University of Vechta - Institute for Gerontology



University of Vechta

- 4000 students & 400 staff

Institute for Gerontology

- Established 2006
- Interdisciplinary with 8 research groups
- BA / MA Gerontology

Summerschool 2021

- “Empirical Approaches to Aging Research”
- 15th – 21st of August 2021

Institute for Gerontology - IfG

IfG - Research Groups

Ageing and Employment - Prof. Dr. Frerich Frerichs
University of Vechta - Gerontology

Ageing and Society - Prof. Dr. Gertrud Backes
University of Vechta - Gerontology

Health - Prof. Dr. Andrea Teti (Juniorprofessor)
University of Vechta - Gerontology

Research Methods - Prof. Dr. Harald Künemund
University of Vechta - Gerontology

Economics and Demographic Change - Prof. Dr. Uwe Fachinger
University of Vechta - Gerontology

Organisational Gerontology - Prof. Dr. Hildegard Theobald
University of Vechta - Gerontology

Psychological Gerontology - Prof.'in Dr. Maria Pavlova
University ofVechta - Gerontology

Prof. Dr. Gabriele Nellissen - Social Services Law
University of Vechta - Social Work

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2.2 Older Workers in the German Craft Sector

The German Craft Sector

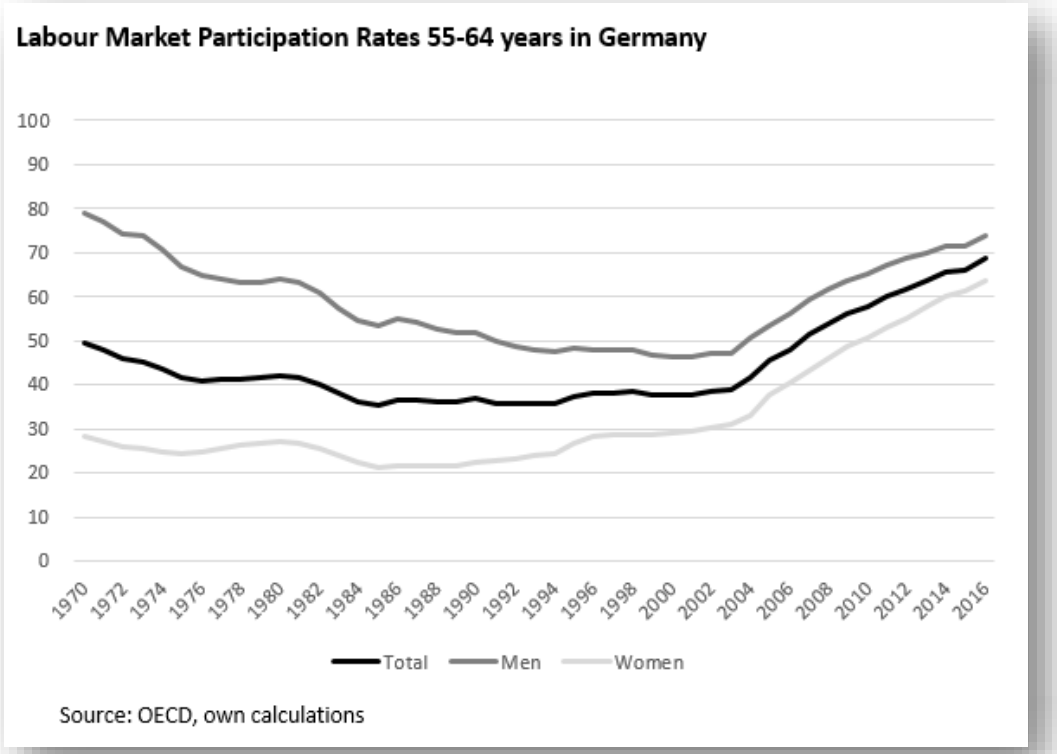
- Second largest sector in Germany (581 billion euro turnover)
- 130 professions with a share of 80% of skilled workers
- 5.5 million employees and approx. 1 million businesses (2018)

Ageing Workforces in SMEs

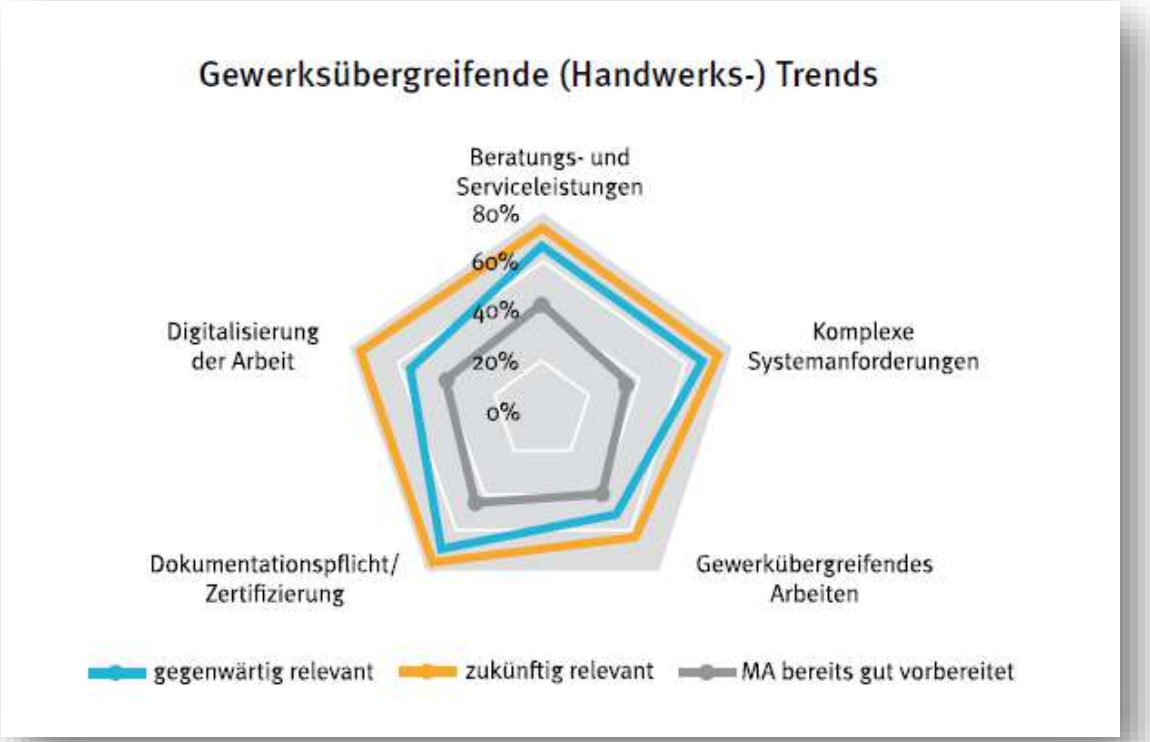
- SMEs: 59% less than 5 employees & 2,2% more than 50 employees (2015)
- Average Age 41, 6 Jahre (2015) and rising

(ZDH 2017; Statistisches Bundesamt 2015)

2.3 Challenges in the German Craft Sector



Hess & Naegele, 2018



Naegele et al., 2015

2.4 Research Idea & Questions

Research Interest

Investigate employers attitudes towards older workers and how that affects their willingness to invest in further training / competence development of older workers.

Research Questions (selected)

1. What attitudes in regard to older workers can be identified within the German Craft Sector and which role play these attitudes in SMEs decisions to invest in further training?
2. How to deal with sample bias in qualitative company case studies?

Data

- survey (n=257 company owners)
- 15 qualitative in-depth company case studies
  - Semi structured expert interview(s), site inspection, document analysis

Method of Analysis

- Cluster Analysis
- Qualitative content analysis & ex-ante developed theoretical framework
- Empirical Typification

2.5 Findings – Attitudes towards older workers

Research Question 1

Three main narratives containing both positive and negative aspects of age stereotypes

- ✓ High value of older workers skills and experiences
- ✓ Valued assets e.g. in the relationship with long-term costumers
- ✓ Concern of potential health restrictions

„...the wealth of experience of a Mr. O., who has been with the company for 45 years... He can still use the systems with relays and rattle technology, albeit the manufactor no longer exist for 20 to 25 years. These are things that cannot be replaced." *(BF_04: #00:20:41-5#)*

2.4 Findings – Selection Bias

Research Question 2

- selection bias
  - via recruitment, best practices etc.
  - constrictions due to time & resources

Proposal: Theoretical Types as control group

- In my case: found proof for a selection bias and need for further research

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The current issue and full text archive of this journal is available on Emerald Insight at:
www.emeraldinsight.com/0143-7720.htm

A tool to systematise discrimination in labour market integration

An application to ageism

Discrimination in labour market integration

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SOCIUM, Universität Bremen, Bremen, Germany, and
Frerich Frerichs
Department of Ageing and Work, Institute Gerontology, University of Vechta, Vechta, Germany

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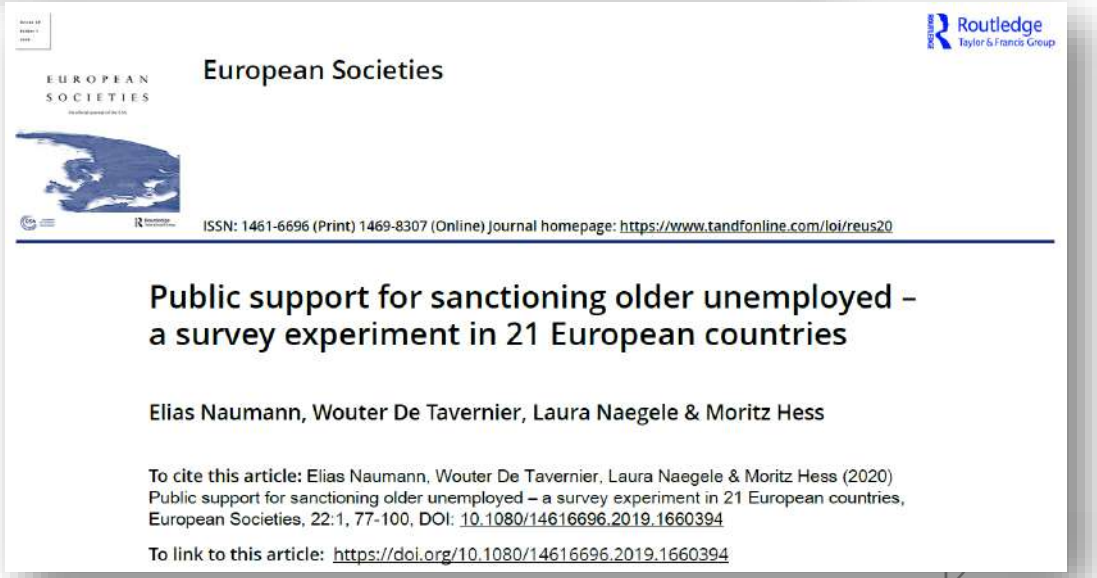

Routledge
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EUROPEAN SOCIETIES

European Societies

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Public support for sanctioning older unemployed – a survey experiment in 21 European countries

Elias Naumann, Wouter De Tavernier, Laura Naegele & Moritz Hess

To cite this article: Elias Naumann, Wouter De Tavernier, Laura Naegele & Moritz Hess (2020) Public support for sanctioning older unemployed – a survey experiment in 21 European countries, European Societies, 22:1, 77-100, DOI: 10.1080/14616696.2019.1660394

To link to this article: https://doi.org/10.1080/14616696.2019.1660394

3.1 Study I: Ageism in Labour Market Integration

Setting the Scene

"… **discrimination** is very common in **labour market integration** of unemployed." (Büsch et al., 2009; Adams, 2004)

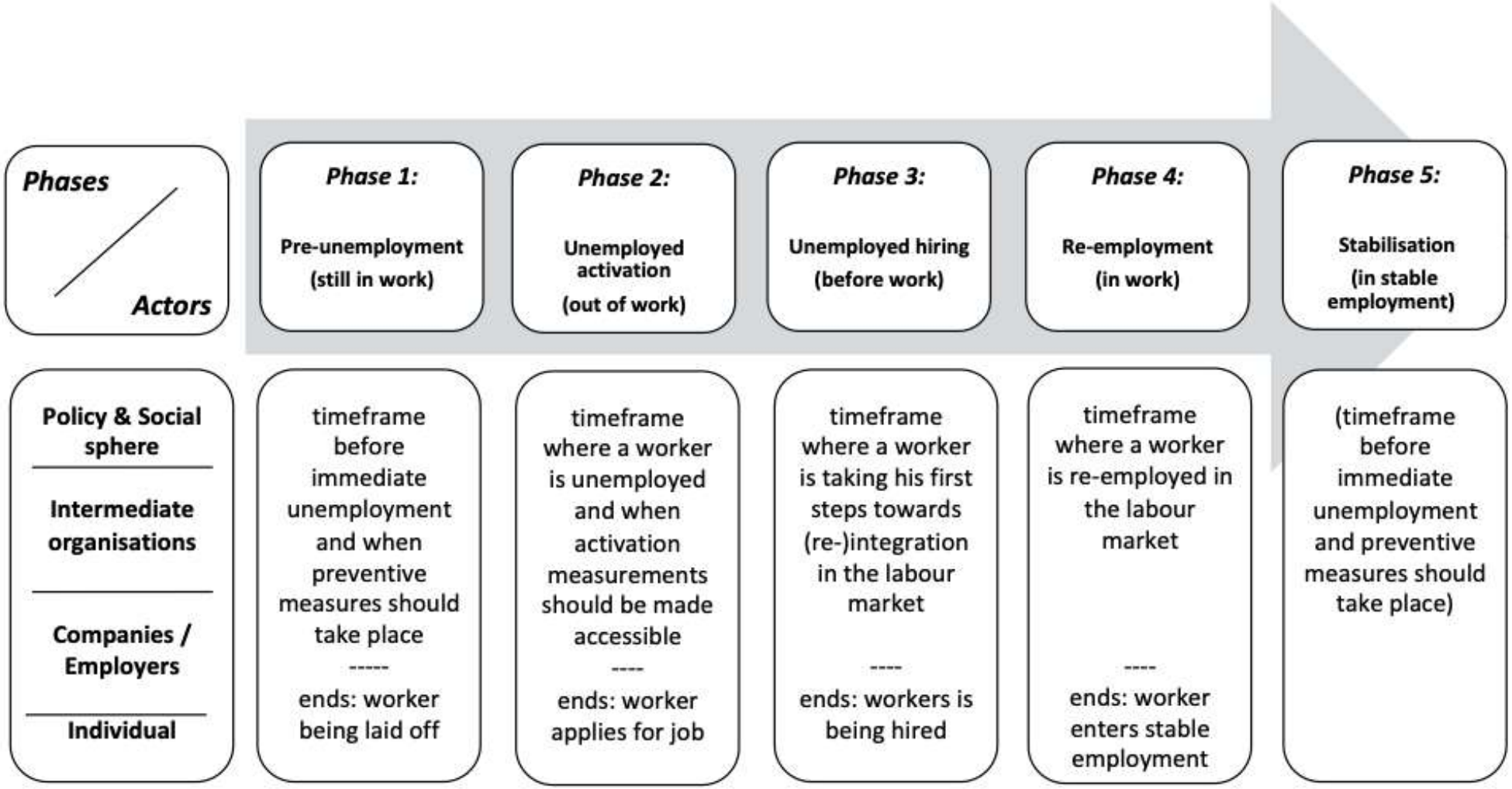
"… research often focuses on the moment an individual actively seeks employment, hence at the **mere interaction b/w jobseekers and potential employers**" (Naegele, De Tavernier, Hess & Frerichs, 2019)

"… we argue, that based on the concept of *Transitional Labour Markets (TLM)* and the *Outplace Model* "Labour Market Integration" **does not consist of a single event**, but **of transitions through several phases** and a **sequence of interactions with various labour market actors**." (Schmid, 1995; Schmid & Gazier, 2002)

"… in **each of the interaction** within this transition process of labour market integration **lies the potential for discrimination**."

Therefore a more systematic view on Discrimination in Labour Market Integration is needed!

3.1 Study I: Ageism in Labour Market Integration



Naegele et al. (2019)

3.2 Study II: Public Support for sanctioning older unemployed

Routledge
Taylor & Francis Group

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3.2 Study II: Public Support for sanctioning older unemployed

Research Question

Are older people perceived as more deserving of help and also punished less for not accepting a job?

- Deservingness Literature: **certain group are considered more 'deserving'** of receiving social benefits than others" (Orschoot, 2006)
- „… one particular finding in the literature is that **public support for older individuals is highest**, followed by support for the sick and disabled" (Naumann et al., 2019)

Hypotheses (selected)

- H1: Generally, older unemployed will be punished less when refusing a job offer than younger unemployed individuals

3.2 Study II: Public Support for sanctioning older unemployed

Data

- European Social Survey (ESS)
- Wave 8 (2016 - 2017) (Rotating Module on Welfare Attitudes)
- Included: 21 European Countries

Method: Survey Experiment

- Dependent Variable: Questions asking how an unemployed person should be sanctioned for turning down a job;

  Response Options: 'Should lose all unemployment benefit', 'Should lose about half of unemployment benefit', 'Should lose small part of unemployment benefit' and 'Should keep all unemployment benefit'

- Explaining Variables: age vignettes, Active Ageing Index (AAI), (+control variables)

3.2 Study II

CARD 52 Imagine someone who is unemployed and looking for work. This person was previously working but lost their[95] job and is now receiving unemployment benefit. What do you think should happen to this person's unemployment benefit if… **READ OUT**…

		This person should lose all their unemployment benefit	This person should lose about half of their unemployment benefit	This person should lose a small part of their unemployment benefit	This person should be able to keep[96] all their unemployment benefit	(Refusal)	(Don't know)
E21	…they turn down a job because it pays a lot less than they earned previously?	1	2	3	4	7	8
E22	…they turn down a job because it needs a much lower level of education[97] than the person has?	1	2	3	4	7	8
E23	…they refuse to regularly carry out unpaid work in the area where they live in return for unemployment benefit?	1	2	3	4	7	8

CARD 52 Imagine someone in their[98] 50s who is unemployed and looking for work. This person was previously working but lost their[99] job and is now receiving unemployment benefit. What do you think should happen to this person's unemployment benefit if… **READ OUT**…

		This person should lose all their unemployment benefit	This person should lose about half of their unemployment benefit	This person should lose a small part of their unemployment benefit	This person should be able to keep[100] all their unemployment benefit	(Refusal)	(Don't know)
E24	…they turn down a job because it pays a lot less than they earned previously?						
E25	…they turn down a job because it needs a much lower level of education[101] than the person has?						
E26	…they refuse to regularly carry out unpaid work in the area where they live in return for unemployment benefit?						

CARD 52 Imagine someone aged 20-25 who is unemployed and looking for work. This person was previously working but lost their[102] job and is now receiving unemployment benefit. What do you think should happen to this person's unemployment benefit if… **READ OUT**…

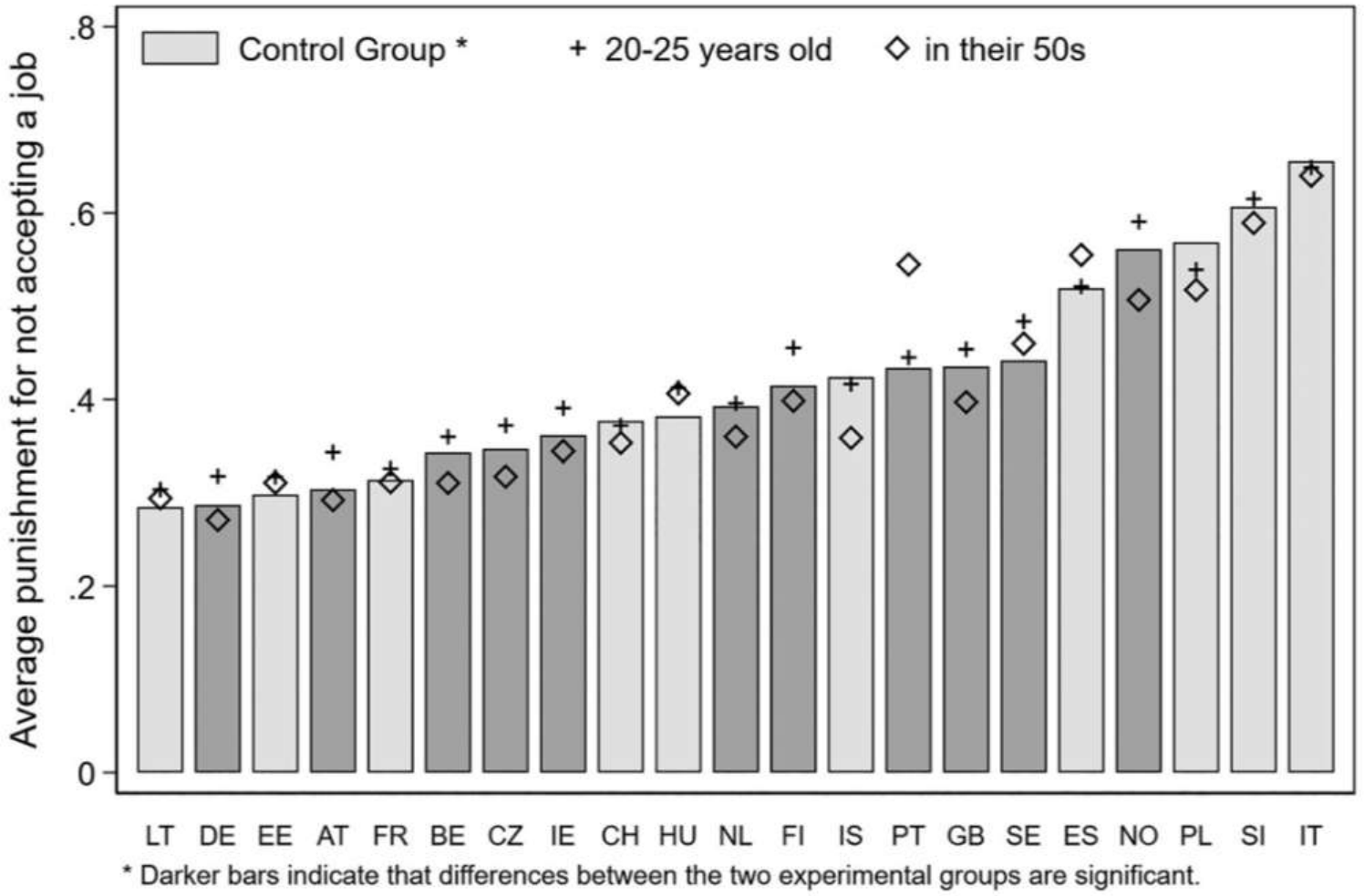
		This person should lose all their unemployment benefit	This person should lose about half of their unemployment benefit	This person should lose a small part of their unemployment benefit	This person should be able to keep[103] all their unemployment benefit	(Refusal)	(Don't know)
E27	…they turn down a job because it pays a lot less than they earned previously?	1	2	3	4	7	8
E28	…they turn down a job because it needs a much lower level of education[104] than the person has?	1	2	3	4	7	8
E29	…they refuse to regularly carry out unpaid work in the area where they live in return for unemployment benefit?	1	2	3	4	7	8

3.2 Study II: Results

I. <u>Support of Sanctions</u>
- harshest: Italy, Norway, Poland, Spain and Slovenia (average around 50%)
- lowest: Germany, Lithuania, Estonia and Austria (average around 30%)

II. <u>Age Comparison:</u>
- Moderest Trend: younger unemployed face stricter sanctions whereas older unemployed are punished less for not accepting a job offer.
- Exceptions: Portugal and Spain.

✓ Moderate support for H1



Naumann et. al, 2019

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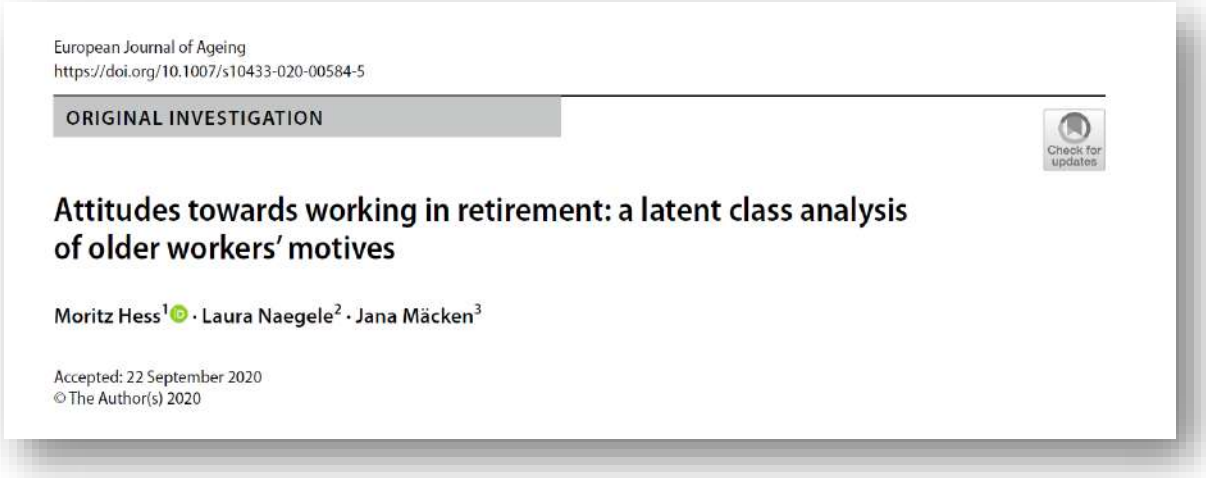

European Journal of Ageing
https://doi.org/10.1007/s10433-020-00584-5

ORIGINAL INVESTIGATION

Check for updates

Attitudes towards working in retirement: a latent class analysis of older workers' motives

Moritz Hess[1] · Laura Naegele[2] · Jana Mäcken[3]

Accepted: 22 September 2020
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4.1 Working Pensioners in Germany

Background

"Working Pensioners, meaning those **who work past the statutory retirement** age **whilst receiving a pension**" (Hess et al., 2020).

"… **in Germany the increase** in absolute and relative numbers of working pensioners **has been very steep** and one of the highest amongst European countries." (Hess et al., 2020)

- 2019: 1,29 Million (+45% since 2010 and 73% since 2005)

"Public and scientific discourse has often divided this group between **those who have to work** (e.g. due to old-age-poverty) and **those who want to work** (e.g. silver workers)" (Naegele & Hess, 2018)

Research Interest

Motives people state, that plan to work in retirement

2.2 Working Pensioners in Germany

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Data: TOP Study (Transition and Old Age Potential), 1st wave (2013)

Method: logistic regressions, LCA

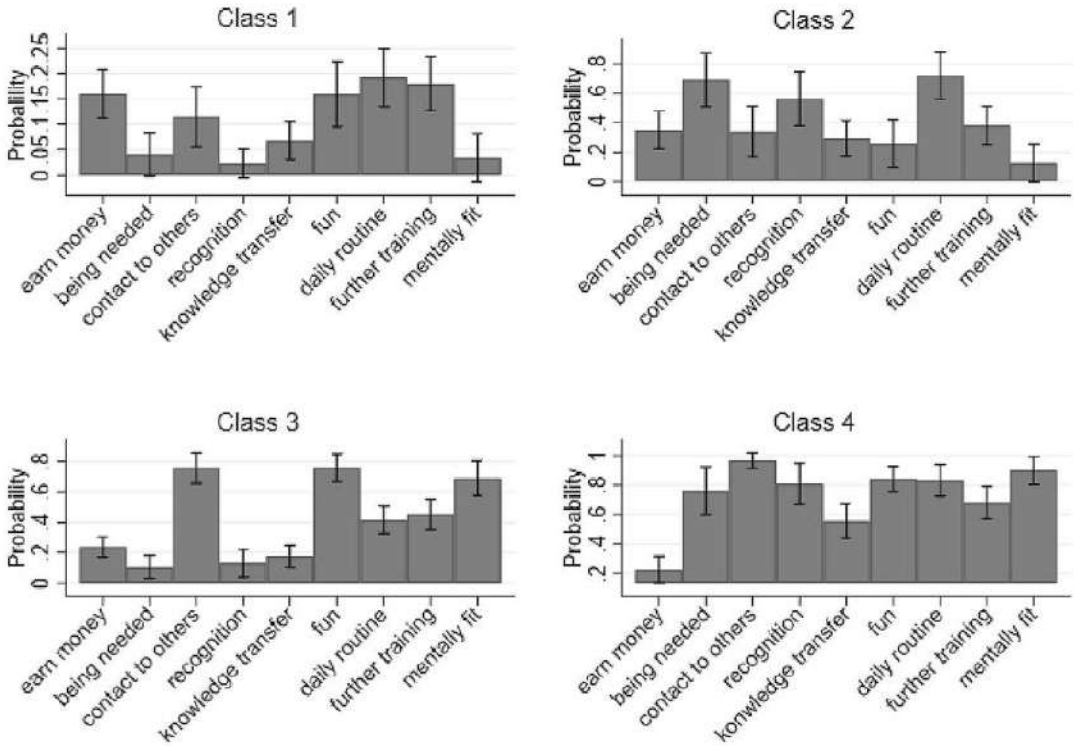
Results (selected)

Group 1: financially-driven

Group 2: status-driven

Group 3: contact and fun-driven

Group 4: generativity-driven



(Hess, Naegele & Mäcken, 2020)

2.2 Working Pensioners in Germany

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Outlook: Research Grant

(Back towards a company based and qualitative approach!)

Research Interest

- to investigate the impact of social relations/networks with colleagues and co-workers on ones decision to work in retirement
  - In comparison to family networks, who have shown to haven an immense impact on retirement transitons

Method:

- Episodical Interviews and network-mapping
- QualiService: Service to archive qualitative data and make them accessable as secondary data for other researchers

Qualiservice
data sharing

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5.1 Academia in Germany

- Universities or Research Centres
  - WZB (Berlin), DIW (Berlin), DZA (Berlin), MPI (Rostock), MPI (Munich)
- be aware: German - Working Language
  - Publications, Conferences etc.
- be mindful: Employment Status
  - funding-based, qualification-based, stipend-based, teaching-based
- be careful: few tenured positions
  - below professorship
  - no in-house-tenure

DZA | German Centre of Gerontology

DEUTSCHE GESELLSCHAFT FÜR GERONTOLOGIE UND GERIATRIE E.V. DGGG

DAAD Deutscher Akademischer Austauschdienst German Academic Exchange Service

5.2 Do‘s and Dont‘s (in my very subjective opinion)

- Connect and work with other EC-Researchers
  - trustworthy cooperations
    - Joint publications or conference symposia
  - Research Stays
  - ECR-Networks
  - Twitter, Researchgate, GoogleScholar etc.

- Find ways to present and talk about your work
  - talks, symposia (formal/informal)
  - conferences, summerschools, method-workshops
  - Think outside the box: Ted-Like-Talk, Media appearances

- Build your own Portfolio
  - Publications, Talks
  - Teaching experience and Teaching-Qualifications
  - Research- and Travel Grants, Awards
  - be visible inside and outside of your field
  - If you can, pay it forward

Figure 4

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Thank You!

Questions?

University of Vechta

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Presented Research & Figures

Presented Research

Hess, M., Naegele, L. & Mäcken, J. (2020): Attitudes towards working in retirement: a latent class analysis of older workers' motives. European Journal of Ageing [online first].

Naegele, L. (2020): Betriebliches Kompetenzmanagement älterer Arbeitnehmer*innen - Eine betriebssoziologische Analyse im Handwerk. Vechtaer Beiträge zur Gerontologie. Springer.

Naegele, L., De Tavernier, W., Hess, M. & Frerichs, F. (2019): A Tool to systematise Discrimination in Labour Market Integration: An application to Ageism. International Journal of Manpower, Vol. 41(5), S. 567-581.

Naumann, E., De Tavernier, W., Naegele, L. & Hess, M. (2020): Pubulic support for sanctioning older unemployed - A survey experiment in 21 European Countries. European Societies. 22(1), S. 77 - 100.

Figures

1: https://de.statista.com/statistik/daten/studie/1929/umfrage/unternehmen-nach-beschaeftigtengroessenklassen/ (04.12.2020)

2: https://alchetron.com/Robert-Neil-Butler (05.12.2020)

3: https://s3.amazonaws.com/lowres.cartoonstock.com/none-business-experience-decade_of_experience-hiring-personnel_departments-rmon3787_low.jpg (05.12.2020)

4: https://marketingarmor.com/wp-content/uploads/2020/04/dos-donts-1024x625-1.jpg (08.12.2020)