

Maximising workforce participation for older workers

Issue 2, April 2019

Welcome to the second newsletter prepared for stakeholders in the *Maximising Workforce Participation for Older Workers* research programme, supported by the MBIE Endeavour Fund.

During the development and conduct of the programme, several government, non-government and private organisations have expressed their interest in the results of the research.

This newsletter series aims to keep stakeholders up to date on the progress of the research programme and signpost new outputs from the programme. Importantly, the newsletter seeks to encourage engagement from stakeholders in events held by the research team to disseminate findings and obtain feedback on how best make these available as resources for workers, businesses and employers.

Webinar: 'Attitudes and motivations of older workers'

The first in a series providing an introduction to the aims and findings of the research programme, this 45 minute session will provide an overview of key factors influencing decision making about continuing, reducing and exiting workforce participation for older adults. Stakeholders will be invited to discuss how this knowledge may be used by New Zealand employers.

When: 11am NZST, May 30, 2019

Presenter: Dr Joanne Allen

You can register for this meeting [here](#)

Outputs from the Older Workers Research

Research papers, presentations, evidence based tools, newsletters and webinars will be made available through the Health and Ageing Research Team website hart.massey.ac.nz as developed and promoted via the [@MasseyHART](https://twitter.com/MasseyHART) Twitter.

Research aim

The research programme draws on a range of new and existing research to answer a crucial question for an ageing population:

How can government, organisations and workers support older New Zealanders' participation in the workforce?

Research Programme Investigator Profile: Dr Jason Mika

Dr Mika is a director of Te Au Rangahau, the Māori Business & Leadership Research Centre and a senior lecturer in the School of Management, Massey University, Palmerston North. Dr Mika's research focuses on indigenous entrepreneurialism, indigenous managerialism and indigenous methodologies.

As part of the current research programme, Dr Mika leads a study of Kaumātua entrepreneurs. The research will focus on the benefits and barriers to starting a businesses after 50.

In addition to his [research](#), Dr Mika regularly contributes to topics of cultural identity employment and entrepreneurship via social and news and social media and you can find his latest in [The Conversation](#) and [LinkedIn](#).



Dr Jason Mika

Live webinar events 2019-2021

- **May 2019:** *Attitudes and motivations of older workers:* impacts of health, quality of life and job satisfaction on workforce engagement and withdrawal.
- **Dec 2019:** *Reconciling work and care:* impact of caregiving on workforce engagement for older people.
- **May 2020:** *Supporting senior entrepreneurs:* opportunities and barriers to starting business after 50.
- **Dec 2020:** *Supporting Kaumātua entrepreneurs:* opportunities and barriers to starting business after 50 for older Māori.
- **May 2021:** *Employer needs and practices:* conclusions from consultation with New Zealand organisations.
- **Dec 2021:** *Attitudes and motivations of older workers:* impact of ability to work, discrimination and workplace practices on workforce engagement and withdrawal.

GSIA Master Class 'Population Ageing and Work in Later Life', October 2019

In collaboration with the International Association of Geriatrics and Gerontology (IAGG) Global Social Issues on Ageing (GSIA) initiative, researchers are coordinating a master class in Population Ageing and Work in Later Life to be held in conjunction with the 11th IAGG Asia/Oceania Regional Congress. The aim of the master class is to develop professional networks and capacity in ageing research. Early career researchers and late stage PhD candidates are encouraged to apply. [The call for applications closes May 14.](#)



Professor Norah Keating

Overview of milestones 2019

- Data collection for the 2018 Health, Work and Retirement survey concluded January 2019. Over 3900 kiwis aged 55-82 responded to share their experiences of health, wellbeing, employment and employment conditions. The Health, Work and Retirement study is New Zealand's longest running longitudinal study of older age.
- The first of three case studies of New Zealand organisations will be completed in May 2019. Each study will involve interviews with employers and employees of New Zealand organisations, to create a profile of policies supporting older workers recruitment and retention in the workforce.
- Interviews with older entrepreneurs and Kaumātua entrepreneurs will begin in June 2019 to investigate experiences of people starting their first business after age 50 and identifying the benefits, challenges and successes experienced by older entrepreneurs in New Zealand.
- Interviews with older adults who balance work and caregiving responsibilities will begin late 2019. These will aim to identify factors which support and hinder participation in these sometimes conflicting roles.

Research Programme International Advisory Group member profile: Prof Norah Keating

Professor Norah Keating is a family gerontologist interested in issues faced by older adults and their families. Professor Keating is the Director of Global Social Issues on Ageing (GSIA), Co-Director of Research on Ageing, Policies and Practice (RAPP) at University of Alberta, Professor of Rural Ageing, Swansea University and Extraordinary Professor, North-West University, South Africa.

Professor Keating completed a research visit to New Zealand in February 2019 to provide insight into recent developments in understanding how disparities in providing care for family members in later life are shaped across the life time.

Her presentation on how family care is viewed cross sub-Saharan Africa, China and Canada, and her latest findings on life course pathways to care in Canada, is [available on the Health and Ageing Research Team web-site.](#)