

Maximising workforce participation for older workers

Issue 4, April 2020

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

Translating new and existing knowledge into materials that support older workers, employers and policy makers is a key goal of the research programme. This newsletter series aims to keep stakeholders up to date on the progress of the research and events held by the research team.

Research aim

The research programme aims to answer a crucial question for an ageing population:

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

The impact of the COVID-19 pandemic on older workers

The COVID-19 pandemic will no doubt have a strong impact on older workers, who may experience changes in their employment, age-related restrictions on movement, their ability to work, and finances.

The Health, Work and Retirement longitudinal study 2006-2020 provides New Zealand with a unique opportunity to understand the impacts of COVID-19 on trajectories of health, financial and social wellbeing, and employment among older Kiwis. The 2020 survey will additionally ask about the direct impact of the COVID-19 pandemic on their health and wellbeing, employment, and employment conditions.

The detailed modules on work and employment included in the 2018-2020 surveys will enable us to assess changes in job and organisational commitment, perceptions of ageism in the workplace, and intentions to remain in or leave the workforce over this period. With this information, we can examine how changes have varied across industries and with access to HR policies such as flexible work arrangements and training.

Research programme investigator profile: Dr Judith Davey

Dr Davey is a social researcher with an extensive record of disseminating her research via academic papers, books, popular articles, blog posts and commissioned reports. Dr Davey has provided advice to policy-making bodies in the public, private and voluntary sectors and serves as an honorary policy advisor for Age Concern New Zealand.



Dr Judith Davey

Webinar: 'Facilitating Later Life Entrepreneurial Activity'

Globally we have seen a growth in the number of people setting up businesses for the first time over the age of 50. There is an emerging international literature on later life entrepreneurship, however little is known about this phenomenon in Aotearoa New Zealand. In this webinar Geoff Pearman and Judith Davey will discuss the research they are undertaking into later life entrepreneurial activity in Aotearoa New Zealand.

When: 11am NZST, May 7, 2020

Presenter: Geoff Pearman and Judith Davey

You can register for this webinar [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.

WHO Decade of Healthy Ageing

WHO Decades represent international commitments to improving issues of key health importance. The proposal for a 'Decade of Healthy Ageing', dedicated to understanding and supporting health among older populations globally, will be considered for endorsement by Member States at the 73rd World Health Assembly in May 2020.

In October 2019 Dr Joanne Allen (HART) served as a peer reviewer and panel member for the *Consortium on Metrics and Evidence for Healthy Ageing* which convened to further the definition and measurement of 'Healthy Ageing' utilised within the Decade.

Conclusions of the Consortium meeting can be found in the WHO Bulletin [here](#).

Subscribe to receive updates on the WHO Decade of Healthy Ageing [here](#).

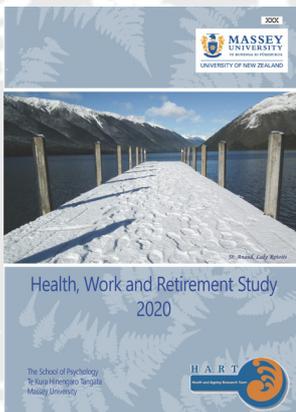


WHO Consortium for Metrics and Evidence for Healthy Ageing, October 2019

Overview of activities and milestones

October 2019 - April 2020

- A report on the strengths and vulnerabilities among NZ adults as they approach retirement age, prepared for the 2019 Review of Retirement Income Policies, was made available via the Commission For Financial Capability website [here](#).
- Analyses expanding upon this report to examine health within vulnerable groups in NZ was published in the Journal of Epidemiology and Community Health [here](#).



- 2020 Health, Work and Retirement survey was finalised following consultation with the study's international and Māori advisory groups, with amendments to include the COVID-19 module approved April 2020.

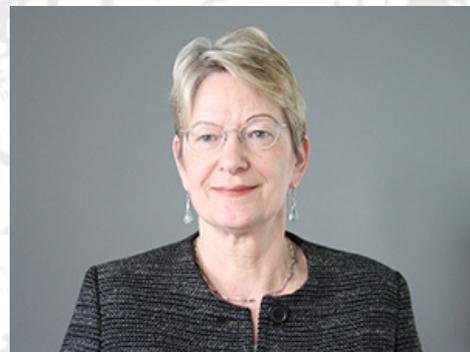
- Investigators collaborated with the IAGG Global Social Initiatives in Ageing to run a master class 'Population Ageing and Work in Later Life' alongside the IAGG-Asia/Oceania Regional Congress held October 2019 in Taipei. Early career scholars from eight countries worked with experts in their field to develop research capacity on the topic of work in later life in Oceania.

Research Programme International Advisory Group member profile: Professor Sue Yeandle, University of Sheffield, UK

Prof Yeandle completed a research visit to New Zealand in February 2020 to provide insight into the *Sustainable Care: connecting people and systems* programme funded 2017-2021 by the UK Economic and Social Research Council and based at the Centre for International Research on Care, Labour and Equalities, University of Sheffield, under her leadership.

Professor Yeandle's research and scholarship focus on the relationship between work and care, on how social and employment policies affect how people manage caring roles and responsibilities throughout their lives, and on the role of technology in supporting older and disabled people, carers and their networks.

Professor Sue Yeandle's presentations in Palmerston North and Wellington discussed the contemporary care crisis in England and examines the marketisation of adult social care services in England. She outlined the *Sustainable Care: connecting people and systems* research programme, challenges encountered in this ambitious programme of work, and shares some of the programme's initial findings and indications of its early impact.



Professor Sue Yeandle

If you were unable to attend this presentation, you can view a recording [here](#)