

# Maximising workforce participation for older workers

Issue 5, October 2020

Welcome to the fifth newsletter in the biannual series prepared for stakeholders in the *Maximising Workforce Participation for Older Workers* research programme, supported by the MBIE Endeavour Fund. This newsletter series aims to keep stakeholders up to date on the progress of the research programme, signpost new outputs from the programme and encourage engagement from stakeholders in 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?*

## Webinar 'recap

Our May webinar presented findings from interviews with senior entrepreneurs about the strengths, benefits, challenges and successes of older adults starting their first business after the age of 50.

Findings identified 5 entrepreneurial orientations characterising the actions of later life entrepreneurs. These highlighted to importance of past experience and opportunities of entrepreneurs, necessities for employment, a sense of purpose and desire to make a difference, and entrepreneurs whose primary goals were financial investment so support their aspirations for their later years.

Results highlight the importance of existing social and professional experience, life events and future perspectives and goals in motivating entrepreneurship, as well as challenges associated with regulatory systems and seeking markets. These findings will now be presented at seven workshops for stakeholders around the country.

Missed the webinar? Watch the recording [here](#)

## Research Programme Investigator Profile: Professor Christine Stephens

Prof Stephens co-leads the Health and Ageing Research Team from the School of Psychology at Massey University. Her research is located at the intersection of health psychology and gerontology.

In the current research programme, Prof Stephens supports the New Zealand Health, Work and Retirement study and a qualitative study of older adults balancing work and caregiving responsibilities. Her work empahses the diveristy in circumstances and resources with which we age, as shaped across the life course, and the inadequacies of chronological age for purposes of social and health policy and practice.



*Prof Christine Stephens*

## Webinar: 'Fear and Loving in the time of COVID-19'

This presentation will look at experiences of anxiety among older people in the early days of the COVID-19 pandemic and how these varied for those who were retired, working, essential workers, and caregivers. In this 90 minute session, stakeholders will be introduced to qualitative and quantitative findings from the 2020 Health, Work and Retirement study and invited to discuss how this knowledge may be expanded to the benefit of employers supporting older workers.

**When:** 11am NZST, December 3, 2020

**Presenter:** Prof Christine Stephens and Assoc. Prof Mary Breheny

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](http://hart.massey.ac.nz) as developed and promoted via the [@MasseyHART](https://twitter.com/MasseyHART) Twitter.

## Overview of milestones April-Oct 2020

- The 2020 Health, Work and Retirement survey launched in June 2020 in the week following the initial COVID-19 lockdown period. To date over 3600 adults aged 55+ have responded to the survey and over 730 have shared qualitative accounts of their experiences of the COVID-19 pandemic and response on the back of the survey.
- Data from the first 3299 surveys received have been entered and cleaned, coding by date of receipt and whether respondents were located in Auckland's August lockdown area. A preliminary dataset was released to enable analyses of the impacts in the initial lockdown period.
- A report on the early impacts of COVID-19 on employment, retirement and wellbeing among older adults in Aotearoa New Zealand was released in September 2020, using preliminary data from the 2020 Health, Work and Retirement study.
- Interviews with Kaumātua entrepreneurs scheduled to be conducted mid 2020 were delayed to 2021 in response to the COVID-19 pandemic.

## Research Programme International Advisory Group member profile: Dr Martin Hyde

Dr Martin Hyde is an Associate Professor in Gerontology at Swansea University, Wales. His main research interests are work and retirement in a global context. He has been involved in a number of large scale studies including the English Longitudinal Study of Ageing (ELSA), the Survey for Health, Retirement and Ageing in Europe (SHARE) and the Swedish Longitudinal Occupational Study of Health (SLOSH) and also serves on the advisory panel for the Iranian Longitudinal Survey of Ageing and New Zealand Health, Work and Retirement Study.

Dr Hyde is involved in a number of international professional organisations, serving on the Executive Committee of the British Society of Gerontology (BSG), as the President of BSG Cymru, a Member at Large of the Sociology of Ageing (RC11) committee of the International Sociological Association, and a Fellow of the Gerontological Society of America. He is also the Chair of the Welsh Ministerial Advisory Forum on Ageing group on Preparing for the Future and the Chair of the BSG Work and Retirement Group.



*Dr Martin Hyde*

Dr Hyde was scheduled to complete a research visit to New Zealand in April 2020 to further existing collaborations with researchers and present a synthesis of his work on globalization and on work and retirement. While this trip has needed to be rescheduled due to COVID-19 restrictions, Dr Hyde will share his insights and advice for employers of older workers as part of a podcast series summarising conclusions from the *Maximising Workforce Participation for Older Workers* research programme, to be released in 2021.