

Master Class, IAGG-AO Regional Congress

23-27 October, 2019

Population Ageing and Work in Later Life

Summary and Evaluation

During the IAGG-AO Regional Congress, 23-27 October 2019 in Taipei, Taiwan, early career scholars from 8 countries participated in the Master Class *Population Ageing and Work in Later Life* with the broad aim of developing research capacity in the field of work in later life in the Asia-Oceania region. As part of the Master Class, lectures on a range of topics related to work in later life were presented by experts in the field. Participants developed extended abstracts related to their research on the topic of work in later life, introduced themselves and their own research to the class, and discussed the key issues for older workers in their home country. The experts were paired with participants based on their research methods and interests and convened small group discussions with participants to develop their research. Participants introduced themselves and their research for a video promoting early career researchers which will be made available on relevant website and forums. A final session was held at the conclusion of the IAGG-AO Regional Congress in which participants reflected on issues of work in later life, as presented at the Master Class and IAGG-AO Regional Congress, and participated in an exercise to develop a research agenda on this topic with a focus on challenges faced in the Asia/Oceania region.

Thank you to the following collaborating organizations which made the Master Class possible: The International Association of Gerontology and Geriatrics-Asia-Oceania Region (IAGG-AO); the School of Psychology, Massey University; and the IAGG Global Social Issues on Ageing (GSIA).



Participants and mentors at the 2019 GSIA Master Class Population Ageing and Work in Later Life at the IAGG-AO Regional Congress, 23-27 October 2019 in Taipei, Taiwan.

This Master Class reflected the mission of the IAGG which is to promote outstanding global research and training toward ensuring the well-being and quality-of-life of older persons. This Master Class is part of a series, sponsored by the IAGG to build capacity among talented scholars from around the world in gerontology and is offered as part of a series held in conjunction with IAGG congresses. Recent GSIA Master Classes have included *Population Ageing and the Challenges of Integrating Paid Work and Family Care Work* (IAGG European Region 2015, Dublin); *Families, Ageing and Care* (IAGG Africa Region 2016, Nairobi); *Population Ageing and Liveable Environments of Older Persons* (IAGG World Congress 2017, San Francisco); *Portraying Old Age and Ageing to Counteract Ageism* (IAGG European Region 2019, Gothenburg).

Objectives

The aims of the Master Class on Population Ageing and Work in later Life were to:

1. *Increase awareness* of the theoretical frameworks and available empirical datasets to be considered in research on work in later life in Asia-Oceania.
2. *Foster critical thinking* about how ageing research may inform or support public policy.
3. *To build a sustainable international network of GSIA scholars*, comprising those at all stages of their careers, which collectively can deliver world-class research in response to the global challenges such as extending working lives.

Master Class Format

The Master Class included a series of presentations by senior international scholars on a range of topics on work in later lives with a particular focus on the Asia-Oceania region. Participants had prepared an extended abstract of their research and had the opportunity to discuss this work with one or more of the expert mentors and receive feedback in small group discussions (2 mentees and 1 mentor). Participants could also contribute their perspectives on ageing and work in later life by participating in a brief video interview promoting GSIA scholars. Participants were asked to attend specific conference symposia and papers during the 3 days of conference on issues relevant to older workers and to reflect on how these may inform their work. A final wrap-up interactive session with mentors and mentees reflecting on the key issues for work in later life concluded the Master Class on the final day of the conference.

To maximize the benefit of early career scholars' participation in the Master Class, enrolment was restricted to 15 participants. Successful applicants demonstrated interest in the theme of the Master Class and the support of their institutional mentors/supervisors.

Eligibility

- The workshop was open to doctoral students, postdocs and early career scholars within 5 years of receiving their PhDs who worked in a research area closely aligned with the Master Class theme of *Population Ageing and Work in Later Life*.
- Participants were required to have a background in the social sciences in disciplines such as sociology, psychology, economics, demography, human demography, social welfare.
- Attempts were made to prioritise attendance from participants from the Asia/Oceania region.

Application and selection process

The Master Class welcomed all early career scholars with an interest in work in later life. The intention of the Master Class was to raise their awareness of the issues surrounding working later in life in general. We especially encouraged scholars from the Asia-Oceania region where the context of work in later life may differ from those in other world regions.

The Master Class was advertised through professional networks of the organisers, mentors and GSIA secretariat, as well as media managed by the Australian Association of Gerontology (AAG's Thursday Three weekly update), the IAGG (via LinkedIn, Facebook and @IAGG_2021 Twitter), IAGG-AO (via congress website and emails to 2019 IAGG-AO registrants), and the Massey University Health and Ageing Research Team (@MasseyHART Twitter).

Applications were to be submitted by June 26, 2019, and included an application form, a 2-page CV and a letter of reference from the supervisor. In total, there were 14 applications, each of which merited acceptance to attend the Master Class. Successful applicants were ECR researchers at university, government and public health institutions and seven countries were represented (Hong Kong, Taiwan, Sri Lanka, Japan, Australia, New Zealand and Poland). Early applicants were notified of the success of their application by June 6 and late applicants notified July 3, ahead of the early bird registration deadline of July 5, 2019. Applicants then prepared and submitted an extended abstract related to their research by September 1 and these were circulated to their mentoring group by September 16. Successful Master Class applicants were eligible for funding to support their participation in the Master Class and IAGG-AO Regional Congress.



Master Class Co-directors

Fiona Alpass

Professor of Psychology, Health and Ageing Research Team, School of Psychology, Massey University, New Zealand

Norah Keating

Director, Global Social Issues on Ageing (GSIA), IAGG Professor of Rural Ageing, Centre for Innovative Ageing, Swansea University, UK. Co-director, Research on Aging, Policies and Practice (RAPP), University of Alberta, Canada. Extraordinary Professor, Optentia Research Focus Area, North-West University, South Africa.

Master Class Administrator and Organiser

Joanne Allen

Senior Research Officer, Health and Ageing Research Team, School of Psychology, Massey University.

Attendees

Ailaoa Aoina, Massey University, Aotearoa New Zealand

Jacinta Borilovic, University of Sydney, Australia

Ming-Che Chao, National Chi Nan University, Taiwan

Simone Hausknecht, University of Sydney, Australia

Kotalo Leau, Massey University, Aotearoa New Zealand

Jessica Li Jia, Hong Kong Polytechnic University, Honk Kong

Kian Yuan Lim, Fu Jen Catholic University, Taiwan

Christoph Niesel, Queensland University of Technology, Australia

Deepani Siriwardhana, University College London, UK/Sri Lanka

Dilanka Thilakarathna, Ministry of Health, Sri Lanka

Kazuhiro Uchida, Waseda University, Japan

Maria Varlamova, Jagiellonian University, Poland

Chieh-Yuan Wang, Fu Jen Catholic University, Taiwan

Wang, Zih-Ling, National Yang Ming University, Taiwan



Course Evaluation

On completion of the Master Class, a survey was given to all participants to evaluate the administration of the Master Class, and its content against the stated outcomes of the Master Class for participants, which were to: have gained insight into current topics, research approaches and findings related to population ageing and work in later life; be able to relate their own research to wider issues of population ageing and work in later life; be able to critically reflect on potential for research to inform policy affecting population ageing and work in later life, and; have enhanced networks with experts and peers in their field.

The course evaluation was answered by all course participants. All course participants completed the class and contributed with active participation in all parts of the Master Class. The evaluation consisted of the following questions (respondents were asked to reply on a scale of one (low) to five (high)):

1. What do you think about the invitation, program information and extended-abstract assignment that were sent out before the Master Class? (M=4.14)
2. How closely does the topic of the Master Class align with your own research topic? (M=3.86)
3. To what extent has the Master Class helped you to gain insight into current topics, research approaches and findings related to population ageing and work in later life? (M=4.14)
4. To what extent has the Master Class helped you to critically reflect on the potential for research to inform policy affecting population ageing and work in later life? (M=3.86)
5. To what extent has the Master Class helped you to relate your own research to wider issues of population ageing and work in later life? (M=4.10)
6. To what extent has the Master Class helped you to expand your professional networks or experts and peers in your field? (M=4.10)

The overall picture that appears from the course evaluation is that the respondents were very satisfied with the Master Class and that outcomes aligned well with the intended outcomes of the Master Class.



“It was a unique experience, thank you so much for making it possible”

“Loved it”

“Just tremendous and extremely interesting”

Teachers and Mentors



Professor Norah Keating is a family gerontologist with a focus in families and ageing, liveability of older adults, and care. Dr Keating is Director of Global Social Issues on Ageing (GSIA), International Association of Gerontology and Geriatrics; and Co-Director of Research on Ageing, Policies and Practice (RAPP) at University of Alberta. She is also Professor of Rural Ageing, Swansea University; and Extraordinary Professor, North-West University, South Africa. Dr Keating assists governments and NGOs to provide evidence to inform social and health policy. She was involved in two recent initiatives from the World Health Organization; their World Report on Ageing and Health, and Community-Based Initiatives to Support Older Adults in Low Income Countries, as well as a report on intergenerational relationships for the UK government.



Professor Fiona Alpass is Professor of Psychology at Massey University, Palmerston North, New Zealand. She co-leads the Health and Ageing Research team in the School of Psychology. She is also co-PI of the Health, Work and Retirement longitudinal study, a population-level study which aims to identify the health, economic, and social factors underpinning successful ageing in New Zealand's community dwelling population. This biennial survey is now in its twelfth year and has recently been funded for a further two waves by the New Zealand Government to focus on the participation of older New Zealanders in the workforce. Her research interests include older workers and their transitions to retirement, and the impact of combining work and caregiving on health and well-being.



Professor Masa Higo is Professor of Sociology and Social Policy at Kyushu University, Fukuoka, Japan. He specialises in aging and social policy from a cross-national comparative perspective. His research focuses on recent reforms to retirement and old-age public pension programs and their impacts on older workers' socio-economic wellbeing, with special focus on Asia. His Master Class presentation, '*Delaying Retirement in Japan: Recent Policy Reforms and Challenges*' discusses the pressures faced today by a 'hyper-aged' Japan to delay the timing of workers' retirement. Professor Higo will provide an overview of national policy reforms in Japan over the past three decades that aim to increase the minimum age of mandatory retirement to at least 65, focusing on the interplay between these policies and employer resistance to this objective. Based on data drawn from the latest national administrative surveys and those from a series of expert interviews conducted in Tokyo, his presentation will outline major challenges faced by policymakers in this area.



Dr Áine Ní Léime is Deputy Director of the Irish Centre for Social Gerontology, National University of Ireland and Chair of COST Action IS1409 'Gender and Health Implications of Extended Working Life Policies', involving 140 researchers from 34 countries. Her recent work has a focus on gender, older workers and extended working life using a life-course perspective. Her Master Class presentation '*Extending working life by raising state pension age*' will discuss promotion of policies to extend working life across many countries by organisations such as the Organisation for Economic Cooperation and Development as the apparently inevitable response to ageing populations. Her presentation highlights the gender and health implications of one of the most common policy measures adopted: increasing state pension age. This presentation is based on a forthcoming book investigating extended working life in 34 countries problematises the extended working life policy agenda and suggests possible policy approaches.



Professor Yueh-Ching Chou is a Professor with the Institute of Health and Welfare Policy at National Yang-Ming University, Taiwan. Her research adopts an inclusive and emancipatory research paradigm to investigate issues faced by people with intellectual disability in the community, their quality of life, independent living, personal assistance and the reconciliation between paid work and unpaid caring among mothers of children with intellectual disability. Her Master Class presentation '*Being a lifelong family carer and a family breadwinner*' will discuss the development of research themes and methods in a recently completed project focused on mothers of adult children with intellectual disabilities who have struggled to manage lifelong unpaid caregiving responsibilities and paid work. This presentation draws attention to this broadly neglected policy and research issue and future areas of research inspired by her current findings.



Associate Professor Kate O'Loughlin is a health sociologist in the Faculty of Health Sciences, University of Sydney. She is a senior researcher in the Faculty's Ageing, Work and Health Research Unit and an investigator in the ARC-funded Centre of Excellence in Population Ageing Research. Her research interests/expertise are in population ageing with a focus on baby boomers' workforce participation, and ageing-related health and care policies. Her current scholarly research is in four key areas: 1) combining paid work and carer responsibilities; 2) behaviours/exposures across the life course and their effect on health in later life; 3) attitudes to ageing and age discrimination; 4) technology and ageing-in-place.



Dr Siautu Alefaio-Tugia is a senior lecturer in the School of Psychology, Massey University, New Zealand. Her research has a focus on the value and importance of Pacific Matua (Elders) in families, churches, and communities. Caring for Matua within Pacific society is maintained by traditional practices of intergenerational kinship care and multiple systemic living. Migration, new housing, work and living

arrangements have created many challenges in maintaining Elder-care. Drawing on psychology, nursing and social work, a Pacific health-collective approach explores Eldercare practices of Pacific families to understand the health and wellbeing implications borne by carers.



Dr Joanne Allen is a Senior Research Officer and postdoctoral researcher with the Health and Ageing Research Team, based in the School of Psychology, Massey University, New Zealand. Her research draws upon multiple sources and types of data for the purposes of examining the personal and contextual factors that influence wellbeing in older age. Her current programme of research utilises data from national longitudinal surveys and national health records to examine factors which enable and prevent work participation for older adults.

GSIA Master Class Program 23-27th October 2019

Date: Wednesday October 23, 2019

Time: 9am-5pm

Venue: Room 103 Taipei International Convention Center

Summary: This day will introduce Master Class participants to perspectives on a range of topics related to work in later life from experts in the field. Experts will meet in small groups with participants to develop their research on work in later life. Participants will be asked to introduce themselves and their own research and reflect on what they think are the key issues for older workers in their home country. Participants will invited to introduce themselves and their research for a video promoting early career researchers with a focus on issues of work in later life.

9:00-10:30

Opening remarks - Professor Norah Keating, GSIA Director

Greetings - Professor Prasert Assantachai, Chair, IAGG Asia-Oceania Region

Welcome and introductions from mentors and participants - all attendees

Opening address - Professor Fiona Alpass, GSIA Master Class Convener

11:00-12:30

'Delaying Retirement in Japan: Recent Policy Reforms and Challenges' - Professor Masa Higo

'Extending working life by raising state pension age' - Dr Áine Ní Léime

'Being a lifelong family carer and a family breadwinner' - Professor Yueh-Ching Chou

Lunch (provided)

14:00-15:30

'Contributions of Pacific Elders – formal and informal work' - Dr Siautu Alefaio-Tugia

'Ageism and discrimination in the workplace' - Associate Professor Kate O'Loughlin

Introduction to afternoon mentoring and video session – Dr Joanne Allen

16:00-17:30

Small-group discussions of Master Class participant research projects with assigned mentors. GSIA scholar interview and video. Thanks to mentors

Date: October 24-26, 2019

Times: various

Venue IAGG Asia-Oceania Regional Congress, Taipei International Convention Center

Summary: participants will attend symposia on issues relevant to older workers and reflect on how these may inform their work. See '**Key IAGG A/O sessions for Master Class participants**' for recommended sessions

Date: October 27, 2019

Time: 9am-10:30am

Venue: South Lounge, Taipei International Convention Center

Summary: *Master Class wrap-up* interactive panel session, moderated by Prof Norah Keating. Final reflections on key issues for work in later life following IAGG A/O for GSIA scholar video. Presentation of GSIA certificates of participation.

Key IAGG A/O sessions for Master Class participants

Thursday October 24, 2019, Submitted Symposium 13, Room 201F, 16:00-17:30

Symposium '*International perspectives on extending working lives: barriers, opportunities and future challenges*' (Moderator Norah Keating, Canada)

Saturday October 26, 2019, Keynote Lecture 4, Plenary Hall, 9:00-9:45

Keynote '*Health and wellbeing: golden assets in a silver world*' (Julie Byles, Australia)

Saturday October 26, 2019, Submitted Symposium 37, Plenary Hall, 11:00-12:30

Symposium '*Work and retirement in ACAP countries*' (Moderator Teresa Tsien, Hong Kong)

Other IAGG A/O sessions which may be of interest to Master Class participants

Thursday 24 October: Oral 2, 11:00-12:30, Room 201D

Presentation '*Overcoming ageing stereotypes in a Chinese cultural context: opportunities for enhancing learning participation in later life*' (Renfeng Wang, China)

Thursday 24 October: Oral 3, 11:00-12:30, Room 201E

Presentation 'Examining the impacts of lifelong learning on healthy aging: a multimethod approach' (Daniel W.L. Lai, Hong Kong)

Thursday 24 October: Oral 8, 16:00-17:30, Room 201D

Presentation 'Late-career planning model and job-crafting tool for older workers' (Ambercyce Ang, Singapore)

Friday 25 October: Submitted Symposium 22, Room 102, 14:00-15:30

Presentation 'Pioneering gerontechnology hubs in South East Asia' (Moderator Dorothy Bai, Taiwan)

Saturday 26 October, Oral 23, 14:00-15:30, Room 201F

Presentation '*Strategies for extending worklife span of philippine women*' (Christine Unson, USA)

Presentation '*Association of age discrimination, job stress, and depression among older workers: role of social networks*' (Abhijit Visaria, Singapore).