

SEMINAR NOTICE

School of Psychology – Te Kura Hinengaro Tangata

Health and Ageing Research Team



Working later in the US and Ireland: Implications for precariously and securely employed women workers

Áine Ní Léime



Wednesday, 20 June 2018, 12.00 a.m. – 1.00 p.m.

Manawatu (Room 2.22 Psychology Building)

Policies designed to extend working life (EWL) were introduced in many countries in response to demographic ageing. Such policies assume that homogeneous workers face similar choices about whether to extend working lives. Yet, working longer may be difficult for women and for workers in physically onerous jobs or in low-paid precarious employment. This paper provides an inter-occupational and cross-national dimension to the limited body of EWL research, comparing older women teachers and healthcare workers in the United States (US) and Ireland. It analyses intra-cohort distinctions among women that emerge when considering factors such as educational opportunities, family formation, and occupational tracks that are expressed in adult lifecourse trajectories. Its lifecourse framework draws on data from qualitative fieldwork comparing the implications of EWL policies for different groups of older women workers: in precarious versus secure occupations and in occupations with different physical demands. Analysis of interview data from forty women (ten teachers and ten health care workers in each country) reveal work-life trajectories typically leading to poorer financial and health outcomes approaching retirement for healthcare workers, especially in the US. Most workers oppose EWL because of concerns about health and ability to work, normative beliefs about retirement age, occupational pension schemes and the desire to live healthy years in retirement. The implications for EWL policy and future research are considered.



Dr. Áine Ní Léime is Chair of COST Action IS1409, Gender, Health and Extended Working Life in Western Countries a research network with over 100 researchers from 34 countries. She is a Senior Researcher at the Irish Centre for Social Gerontology at NUI Galway. She has recently completed a Marie Skłodowska Curie International Outgoing Research fellowship, spending two years at Case Western Reserve University in Cleveland, Ohio and one year at the National University of Ireland Galway. She conducted a cross-national, qualitative study entitled Gender, Older Workers and the Lifecourse (GENDOWL). She is currently the Principal Investigator for the Irish portion of the H2020 NORFACE-

funded project on Dynamics of Accumulated Inequalities for Seniors in Employment (DAISIE) a cross-national study involving researchers from five European countries. Her recent publications are in the area of ageing policy, gender, older workers, pensions and the lifecourse. Selected recent publications include:

Ní Léime Á, Street, D, Vickerstaff S, Krekula, C, Loretto, W, (2017) *Gender and Extended Working Life: Cross-national Perspectives*, Bristol, Policy Press.

Duvvury N, Ní Léime Á, and Callan A (2017) *European Journal of Cultural and Political Sociology*,

Ní Léime, Á, and Street, D., (2016) 'Gender and age implications of extended working life policies in the US and Ireland', *Critical Social Policy*, DOI: 10.1177/0261018316666211 csp.sagepub.com

Ní Léime, Á. (2016) 'Older women public sector workers in Ireland; decisions about retirement timing'. *Journal of Women and Aging*. DOI:10.1080/08952841.2016.1196079

Addabbo, T, Bastos, A, Casaca, S F, Duvvury, N., Ní Léime, Á. (2015) 'Gender and labour in times of austerity: Ireland, Italy and Portugal in comparative perspective', *International Labour Review*, Vol. 154 No. 4, 1-20.