

ENOP Symposium Paris
March 27-28, 2014

Age and work: the contribution of W/O psychology for individuals, organizations and society

Coordinators: Franco Fraccaroli, Gudela Grote, Kerstin Isaksson

To understand how the relationship between age and work is changing due to demographic trends, generational evolution, and transformations in the labour market and in the organizations.

To clarify state of the art about work and age and how W/O psychology could contribute to study new issues related to the changing relationship between age and work: i.e.: late work entry for young; working after 60 in organizations; age-related management; intergenerational conflicts in work place; reducing stereotypes on older (and younger) workers; etc.

To give advices for policies related to aging workforces and generational change in organizations: i.e.: flexible work contracts for older workers; transition to retirement; work-family interaction; etc.

Thursday 27

Chair : Gudela Grote

14:00-14:40 Franco Fraccaroli (University of Trento): Opening & Introduction: Overview of trends and demographic changes

Demographic trends are considered to highlight the changes in the relationship between age and work. Situations of different countries are presented. The consequences of these changes are evaluated in relation with possible W/O psychological interventions. A presentation of the workshop is made.

14:40-15:40 José Ramos (University of Valencia): Young people and labor market: The Case of Spain

Based on recent waves' data of the "Observatory of young people's transition to the labour market", we discuss relationships among unemployment and wellbeing among youngsters, and the moderator role on this relationship played by labour market situation (e.g. unemployment rates in next environment), personal resources (career initiative, passivity), and occupational variables (employability, work centrality). Effects of underemployment among youngsters are considered as well.

Break

16:00-17:00 Emma Parry (Cranfield School of Management): Managing an age-diverse workforce

This presentation will examine the needs of different age segments of the workforce in relation to human resource management. Research has suggested that employers might need to take different approaches in order to attract, engage and retain the different age groups within the workforce. The presentation will consider the influence of chronological age, life-stage and generation on the preferences of employees for the way in which they are managed, rewarded and developed. In particular, research regarding the career management, development and retention of an ageing workforce will be discussed.

20:30 – ENOP Dinner

Friday 28

Chair : Gudela Grote

10:00-11:00 John Arnold (Sheffield University Management School) **and Stanimira Taneva** (Sheffield University Management School): **Ages, stages and careers in the early 21st century.**

We discuss how the older research on career/life stages can be updated for the 21st century, and how research on ageing (in and out of the work context) can be used to inform individual and organizational strategies for late career. This would include some references to the SOC model, Truxillo's work on job design, Kooij, Kanfer and Ackerman, Super, and some employee relations-oriented research about HR interventions. We may also be able to say something about some original research data.

11:00-12:00 Donald Truxillo (Portland State University): **Supporting the health and well being of older workers.**

The focus of my talk would be supporting older workers even when they are working beyond the normal retirement age. This is because today people are working longer because they must. In other words, people may have been able to quit work in the past, but now people who might have retired in past years will stay in the workforce, and that could have a number of implications for their health and well-being. I will also consider health and wellness interventions: These interventions would allow us (society) to reach older people, and thus improve the health of the older population. These interventions could be particularly useful to older workers who are beginning to accumulate health problems.

Lunch

13:30-14:30 Kerstin Isaksson (Mälardalen University): **Age related stereotypes in organizations.**

This presentation will shortly review the area of ageism and age-related stereotyping affecting both young and older workers. Starting with a summary showing facts and figures, a summary of empirical studies will follow, investigating both the background and consequences of age related stereotyping. Finally, the presentation will end with a few words about suggestions for research, practical implications and possible interventions.

14:30-15:30 Marco Depolo (University of Bologna): **Working after retirement and bridge employment**

Considering the older workers, terms like "Bridge Employment" appeared in the social and economic sciences, to mean new and flexible jobs, that follow career or full-time employment and precede complete labour force withdrawal or retirement from work. In other words, if people are forced to remain at work for a longer time, it does not implies that they can or must stay in the same job: organizational and personal adjustment are needed, to cope with this new problem. It seems that W&O psychologists are theoretically and technically equipped to investigate as well to propose interventions, to improve both organizational processes and personal situations involved in such radical and recent change.

15:30-16:00 General discussion and conclusions

Saturday 29th : 9:30 – 13:00 ENOP Business meeting