# Some Useful Sources

# Michael McGann\*, Dina Bowman\*\*, Simon Biggs\*\*\* and Helen Kimberley†

\*School of Social and Political Sciences, University of Melbourne

E-mail: mmcgann@unimelb.edu.au

\*\*Research and Policy Centre, Brotherhood of St Laurence, School of Social and Political Sciences, University of Melbourne

E-mail: dbowman@bsl.org.au

\*\*\* School of Social and Political Sciences, University of Melbourne

E-mail: biggss@unimelb.edu.au

†Research and Policy Centre, Brotherhood of St Laurence

E-mail: hkimberley@bsl.org.au

Issues related to population ageing and longer working lives span diverse research areas and are linked to a number of conceptual and policy debates. Here we provide details of texts which allow quick access to key debates in the different domains covered by the contributions. We focus first on social policy, retirement and pensions. We then provide key sources on the changing experiences and perceptions of retirement; age-discrimination, human resource management and older workers; and early exit, matureage unemployment and activating older workers.

#### Social policy, retirement and pensions

- Baars, J., Dannefer, D., Phillipson, P. and Walker, A. (eds.) (2006) *Aging, Globalisation and Inequality*, Amityville, NY: Baywood.
- Biggs, S. and McGann, M. (2015) 'Retirement and social policy', in N. A. Pachana (ed.), *Encyclopaedia of Geropsychology*, New York: Springer.
- Carmel, E., Hamblin, K. and Papadopoulos, T. (2007) 'Governing the activation of older workers in the European Union: the construction of the "activated retiree", *International Journal of Sociology and Social Policy*, 27, 9/10, 387–400.
- Estes, C. (2001) Social Policy and Ageing: A Critical Perspective, Thousand Oaks, CA: Sage Publications. Kohli, M. (1987) 'Retirement and the moral economy: an historical interpretation of the German case', Journal of Aging Studies, 1, 2, 125–44.
- Marshall, V. W. and Taylor, P. (2005) 'Restructuring the life-course: work and retirement', in M. L. Johnson (ed.), *The Cambridge Handbook of Age and Ageing*, Cambridge: Cambridge University Press, 572–82.
- Moulaert, T. and Biggs, S. (2013) 'International and European policy on work and retirement: reinventing critical perspectives on active ageing and mature subjectivity', *Human Relations*, 66, 1, 23–43.
- Organisation for Economic Cooperation and Deveopment (OECD) (2006) Ageing and Employment Policies: Live Longer, Work Longer, Paris: OECD.

Phillipson, C. (2013) Ageing, Bristol: Policy Press.

691

- Phillipson, C. (2015) 'The political economy of longevity: developing new forms of solidarity for later life', *The Sociological Quarterly*, 56, 1, 80–100.
- Taylor, P. (2010) 'Cross-national trends in work and retirement', in D. Dannerfer and C. Phillipson (eds.), The Sage Handbook of Social Gerontology, London: Sage, 540–50.
- Vickerstaff, S. and Cox, J. (2005) 'Retirement and risk: the individualisation of retirement experiences?', Sociological Review, 53, 1, 77–95.
- Walker, A. and Maltby, T. (2012) 'Active ageing: a strategic policy solution to demographic ageing in the European Union', *International Journal of Social Welfare*, 21, s1, S117–S130.

### Changing experiences and perceptions of retirement

- Ekerdt, D. (2010) 'Frontiers of research on work and retirement', *The Journals of Gerontology: Series B*, Psychological Sciences and Social Sciences, 65B, 1, 69–80.
- Field, J., Burke, R. J. and Cooper, C. L. (eds.) (2013), *The Sage Handbook of Ageing, Work and Society*, London: Sage.
- Freedman, M. (2006) 'The social-purpose encore career: baby boomers, civic engagement, and the next stage of work', *Generations*, 30, 4, 43–6.
- Hardy, M. (2011) 'Rethinking retirement', in R. A. Settersten Jr and J. L. Angel (eds.), *Handbook of Sociology of Aging*, New York: Springer, 213–27.
- Loretto, W. and Vickerstaff, S. (2013) 'The domestic and gendered context for retirement', *Human Relations*, 66. 1, 65–86.
- McNair, S. (2006) 'How different is the older labour market? Attitudes to work and retirement among older people in Britain', *Social Policy and Society*, 5, 4, 485–94.
- Parry, J. and Taylor, R. (2007) 'Orientation, opportunity and autonomy: why people work after state pension age in three areas of England', *Ageing and Society*, 27, 4, 579–98.
- Rudman, D. L. (2006) 'Shaping the active, autonomous and responsible retiree: an analysis of discursive technologies and their links with neo-liberal political rationality', *Aging and Society*, 26, 2, 181–201.
- Sargent, L. D., Bataille, C. D., Vough, H. C. and Lee, M. D. (2011) 'Metaphors for retirement: unshackled from schedules', *Journal of Vocational Behaviour*, 79, 2, 315–24.
- Sargent, L., Lee, M., Martin, B. and Zikic, J. (2013) 'Reinventing retirement: new pathways, new arrangements, new meanings', *Human Relations*, 66, 1, 3–21.
- Shultz, K. S. and Olson, D. A. (2013) 'The changing nature of work and retirement', in M. Wang (ed.), *The Oxford Handbook of Retirement*, New York: Oxford University Press, 543–58.
- Shultz, K. and Wang, M. (2011) 'Psychological perspectives on the changing nature of retirement', American Psychologist, 66, 3, 170–79.
- Vickerstaff, S. (2010) 'Older workers: the "unavoidable obligation" of extending our working lives?', Sociology Compass, 4, 10, 869–79.

## Age-discrimination, human resource management and older workers

- Armstrong-Stassen, M. and Schlosser, F. (2011) 'Perceived organizational membership and the retention of older workers', *Journal of Organizational Behaviour*, 31, 2, 319–44.
- Bowman, D., McGann, M., Kimberley, H. and Biggs, S. (2016) 'Rusty, invisible and threatening': ageing, capital and employability', *Work Employment and Society*, DOI: 10.1177/0950017016645732, 1–18.

692

- Brooke, E., Taylor, P., McLoughlin, C. and di Biase, T. (2013) 'Managing the working body: active ageing and limits to the "flexible" firm', Ageing and Society, 33, 8, 1295–314.
- Burke, R. J. (2015) 'Managing an aging and multigenerational workforce: challenges and opportunities', in R. J. Burke, C. L. Cooper and A.-S. G. Antoniou (eds.), *The Multi-Generational Aging Workforce: Challenges and Opportunities*, Cheltenham, UK: Edward Elgar, 3–36.
- Conen, W., Henkens, K. and Schippers, J. (2012) 'Employers' attitudes and actions towards the extension of working lives in Europe', *International Journal of Manpower*, 33, 6, 648–65.
- Duncan, C. (2003) 'Assessing anti-ageism routes to older worker re-engagement', Work, Employment and Society, 17, 1, 101–20.
- Duncan, C. and Loretto, W. (2004) 'Never the right age? Gender and age-based discrimination in employment', *Gender, Work and Organization*, 11, 1, 95–115.
- Earl, C. and Taylor, P. (2015) 'Is workplace flexibility good policy? Evaluating the efficacy of age management strategies for older women workers', Work, Aging and Retirement, 1, 2, 214–26.
- Fuertes, V., Egdell, V. and McQuaid, R. (2013) 'Extending working lives: age management in SMEs', Employee Relations, 35, 3, 272–93.
- Hedge, J. W., Borman, W. C. and Lammlein, S. E. (2006) *The Aging Workforce: Realities, Myths, and Implications for Organizations*, Washington, DC: American Psychological Association.
- Henkens, K. (2005) 'Stereotyping older workers and retirement: the managers' point of view', *Canadian Journal on Aging*, 24, 4, 353–66.
- Herrbach, O., Mignonac, K., Vandenberghe, C. and Negrini, A. (2009) 'Perceived HRM practices, organizational commitment and voluntary early retirement among late-career managers', *Human Resource Management*, 48, 6, 895–915.
- Kooij, D., Jansen, P., Dikkers, J. and de Lange, A. (2014) 'Managing aging workers: a mixed methods study on bundles of HRM practices for ageing workers', *International Journal of Human Resource Management*, 25, 15, 2192–212.
- McGann, M., Bowman, D., Kimberley, H. and Biggs, S. (2015) 'Too old to work, too young to retire', Summary of ARC Project, Understanding and preventing workforce vulnerabilities in midlife and beyond, Brotherhood of St Laurence, Melbourne. http://library.bsl.org.au/jspui/bitstream/1/7905/4/Workforce\_vulnerabilities\_in\_midlife\_and\_beyond\_research\_summary\_2015.pdf
- Loretto, W. and Vickerstaff, S. (2015) 'Gender, age and flexible working in later life', Work, Employment and Society, 29, 2, 233–49.
- Loretto, W., Vickerstaff, S. and White, P. (eds.) (2007) *The Future for Older Workers*, Bristol: The Policy Press.
- Riach, K. (2007) "Othering" older worker identity in recruitment, Human Relations, 60, 11, 1701-26.
- Riach, K. and Kelly, S. (2015) 'The need for fresh blood: understanding organizational age inequality through a vampiric lens', Organization, 22, 3, 287–305.
- Schröder, H., Hofäcker, D. and Muller-Camen, M. (2009) 'HRM and the employment of older workers', International Journal of Human Resource Development and Management, 9, 2–3, 162–79.
- Taylor, P. and Walker, A. (1994) 'The ageing workforce: employers' attitudes towards older workers', *Work, Employment and Society*, 8, 4, 569–91.
- Walker, A. (2005) 'The emergence of age management in Europe', *International Journal of Organisational Behaviour*, 10, 1, 685–97.

#### Early exit, mature-age unemployment and activating older workers

Anaf, J., Newman, L., Baum, F., Ziersch, A. and Jolley, G. (2014) 'Policy environments and job loss: lived experience of retrenched Australian automotive workers', *Critical Social Policy*, 33, 2, 325–47.

- Casey, B. and Laczko, F. (1989) 'Early retired or long-term unemployed? The situation of non-working men aged 55–64 from 1976 to 1986', Work, Employment and Society, 1, 4, 509–26.
- Dobbins, T., Plows, A. and Lloyd-Williams, H. (2014) 'Make do and mend' after redundancy at Anglesey aluminium: critiquing human capital approaches to unemployment', *Work, Employment and Society*, 28, 4, 515–32.
- Gabriel, Y., Gray, D. and Goregaokar, H. (2013) 'Job loss and its aftermath among managers and professionals: wounded, fragmented and flexible', *Work, Employment and Society*, 27, 1, 56–72.
- Laczko, F. (1987) 'Older workers, unemployment, and the discouraged worker effect', in S. Di Gregoria (ed.), *Social Gerontology: New Directions*, London: Croom Helm, 239–51.
- Lindh, T. (2011) 'Social investment in the ageing populations of Europe', in N. Morel, B. Palier and J. Palme (eds.), *Towards a Social Investment Welfare State? Ideas, Policies and Challenges*, Bristol: Policy Press, 261–84.
- Loretto, W., Vickerstaff, S. and White, P. (eds.) (2007) *The Future for Older Workers*, Bristol: Policy Press. Mann, K. (2007) 'Activation, retirement planning and restraining the "Third Age", *Social Policy and Society*, 6, 3, 279–92.
- Riach, K. and Loretto, W. (2009) 'Identity work and the 'unemployed' older worker: age, disability and the lived experience of the older unemployed', *Work, Employment and Society*, 23, 1, 102–19.
- Taylor, P. (ed.) (2013) Older Workers in an Ageing Society: Critical Topics in Research and Policy, Cheltenham, UK: Edward Elgar.
- Walker, A. (1985) 'Early retirement: release or refuge from the labour market?', *The Quarterly Journal of Social Affairs*, 1, 3, 211–29.