

# Rethinking Retirement

## 3: Employment and Retirement

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## Both papers

- Raise questions about motivational aspects of working life
- More fundamentally, both set within a 20<sup>th</sup> Century conceptualisation of ‘retirement’ and progression towards ‘retirement’ (traditional paradigm) as an end point.



# Dianne

- Focus upon career identity and motivation
- Suggests a requirement for motivational management by employers - and individuals?
- Focus is upon managerial careers. Is this a special case?
- Is financial sector atypical ?
- ‘Identity... who they are.’ Subjective motivational factors : Age Management?
- Underscores the importance of a WorkAbility approach with an Age Management framework



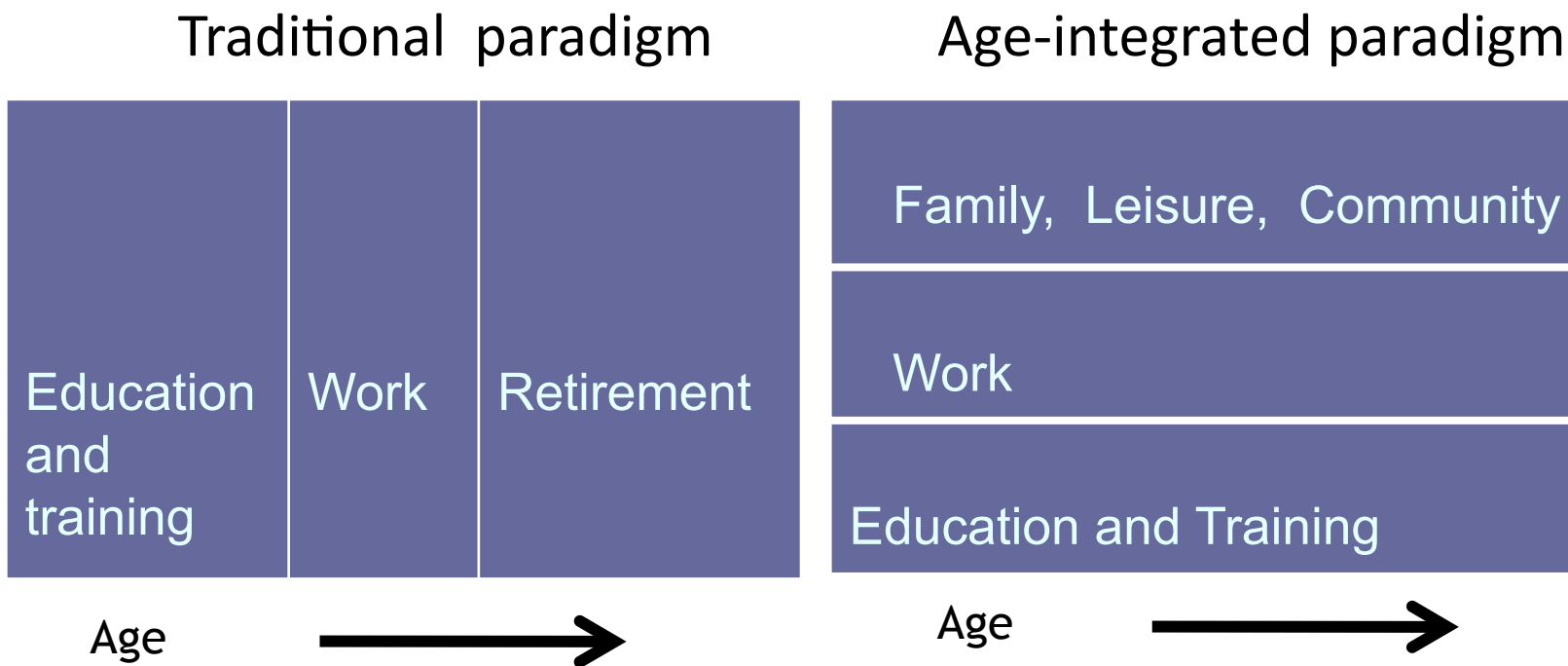
# Ben

- No paper but extensive slides
- Delighted to see focus upon working conditions
- Adds useful level of detail to argument for importance of better quality of work/employment
- Focus upon the crucial interaction between work and health (quotes)

... The source of the problem is not higher life expectancy as such, rather it is the inability of current policies to adapt to the new demographic order and the reluctance of businesses and citizens to change their expectations and attitudes... **a problem of retirement rather than a problem of ageing.**

European Commission (2006) *The demographic future of Europe: from challenge to opportunity*, October, DG Employment Social Affairs and Equal Opportunities, p.12

# Phases of Life



Source: Reday-Mulvey, G. (2005) *Working beyond 60* Palgrave, London and Riley, M.W. & Riley, J.W. (1986) 'Longevity and Social Structure' in A. Pifer & L. Bronte (eds.) *Our Ageing Society*, New York, W.W Norton, pp. 53-78.

# Active ageing

- ‘Active ageing is the process of optimizing opportunities for health, participation and security in order to enhance quality of life as people age.’

*WHO Active ageing: a policy framework , 2002*

- ‘Years have been added to life, now we need to add life to years.’

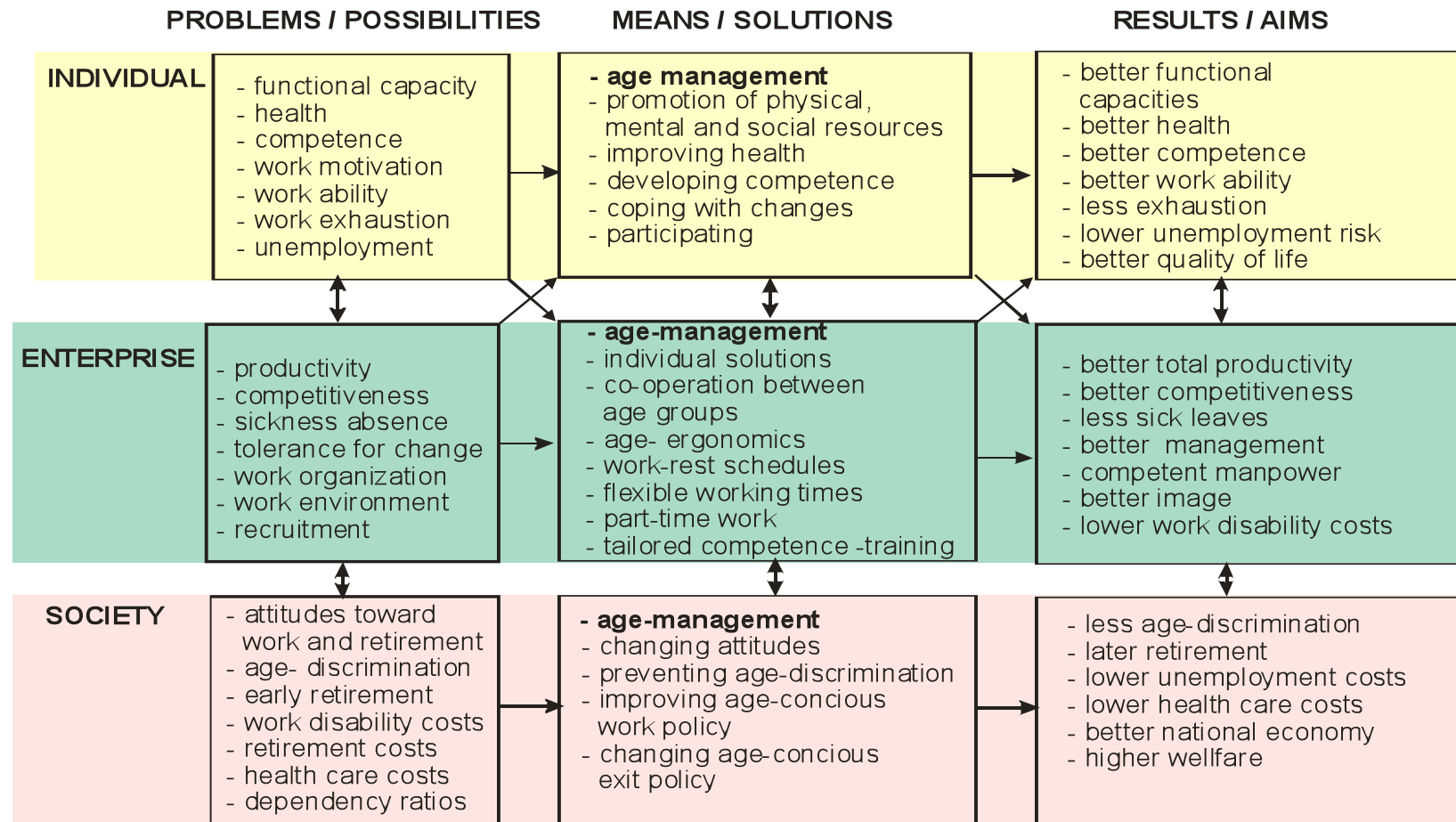
# Active ageing

- The word “active” refers to continuing participation in social, economic, cultural, spiritual and civic affairs, not just the ability to be physically active or to participate in the labour force.
- Aims to extend healthy life expectancy and quality of life for all people as they age, including those who are frail, disabled, and in need of care.



# Levels of Age Management

(Source: Ilmarinen, J. (2005) *Towards a longer worklife! Ageing and the quality of worklife in the European Union* FIOH/Ministry of Social Affairs and Health, Helsinki FIOH Fig. 1 p.18)



# Link between Age Management and Work Ability

## Definition

Age management means managing the work ability of personnel and the success of the enterprise.

Juhani Ilmarinen

Poor Work  
Ability  
(score 7-27)



Age Management

Excellent Work  
Ability  
(score 44-49)

# Work Ability and Environment

