

Factors of a longer working life and retention in the labor market among older adults

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Introduction. During last few decades the population across Europe has faced rapid aging, leading to structural changes in the labor market that threatens the countries' social security system and the economic situation. Countries are increasingly facing the lack of qualified workers, so there is a need to extend the working life of employees. Strategies to increase a working life do not always correspond to the real potential and abilities of older people to work longer, so many of them opt for retirement. The scientific literature highlights various factors of participation in the labor market among older adults. However, it is still not fully clear what determines workers' decision and ability to stay longer in the labor market.

Objective of the research. To reveal factors relevant to the longer working life and retention in the labor market among older adults.

Tasks

- 1) To examine features of retirement in Lithuania and to compare participation in the labor market among older adults in Lithuania and other European countries.
- 2) To analyze the factors hindering the retention in the labor market among older adults and to identify the most important factors facilitating a longer working life.
- 3) To assess the need of Lithuanian employers to employ older adults based on the type of activity, sectors and qualification.

Methods. The study will include several research strategies: a study of relevant sources, a qualitative study and a quantitative cross-sectional study. A qualitative study fragment will be conducted using a focus group method involving 4 groups from 8 to 12 participants. A quantitative fragment of the study will be carried out using data from the Survey of Health, Ageing and Retirement in Europe (SHARE). The study will involve employees aged 60 and over (the qualitative fragment of the study will also include employers and various specialists working on occupational issues).

Expected results. Research results will allow the assessment of older adults' participation in the labor market in Lithuania and reveal factors that might hinder or facilitate the retention in the labor market. The results will also provide a better understanding of employers' need, as well as possible barriers to employ older adults. The results will be used to produce recommendations for employers and human resources specialists on how to create safe and healthy working environment for older employees and prolong their participation in the labor market. The findings of the study might be also useful for increasing the social inclusion of older adults and reducing age discrimination. The results will be presented in seminars and conferences.

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