



Federal Institute for
Population Research

Symposium "The Ageing of the Baby Boomers: Current Issues of Work and Retirement Research in a European Perspective"

Thursday, November 25th 2021

Federal Institute for Population Research (BiB)

Wiesbaden, Germany

Topic of the Symposium

The baby boomers, born in the decades after World War II, are currently reaching retirement age. This poses challenges for social security systems in many countries. Most European countries have responded to these challenges with several reforms in old-age provision. Those reforms have resulted in increasing labour force participation rates among older adults and an extension of working lives until retirement age and sometimes even beyond. The changing macrosocial conditions of employment in later adulthood, together with greater individual resources compared to previous cohorts (e. g., better health and higher educational attainment) have a direct impact on retirement transitions.

In addition, older people continue to be engaged in volunteering and family caring after the retirement transition. These informal activities, together with prolonged labour market participation, represent a key dimension of older people's potential. This can be of both societal and individual benefit in populations that will be characterized by progressive ageing in the coming years. The question here is to what extent informal activities can act as functional equivalents of the employment role in the retirement phase and how these transitions and continued activity in the second half of life affect health, well-being and life satisfaction. Particularly under the conditions of the COVID-19 pandemic, new challenges arise, especially for vulnerable groups. Thus, recognizing an accumulation of social and individual risks (e. g., health restrictions, material deprivation or social isolation), identifying protective factors and preventing adverse outcomes through suitable interventions become important issues for civil society, employers and policy makers alike.

In this context, the following research questions are highly relevant:

- How have transitions to retirement changed against the backdrop of an ageing population in Germany and other European countries? Which institutional, cultural, socio-economic, familial and individual characteristics influence the changing patterns and timing of retirement transitions?
- How do older people adapt to the post-employment life phase? What role do extended working life, formal and informal activities (e. g., paid work beyond retirement age or volunteering) as well as the family and the partner play for retirement transitioning and adjustment in terms of life satisfaction and well-being? How do social inequalities affect the transition and adjustment to retirement?
- What is the meaning of contemporary retirement for older adults? How might the perception and the shaping of the baby boomers' retirement phase develop in the near future? What are the challenges for society, the economy and policy makers?

The interdisciplinary online-symposium “The Ageing of the Baby Boomers: Current Issues of Work and Retirement Research in a European Perspective”, which is organized and hosted by the Federal Institute for Population Research (BiB) in Wiesbaden, Germany, takes up these considerations and aims to develop them further theoretically and empirically.

Due to its international orientation, the symposium will be held completely in English. Please register for the symposium until **Friday, 19 November 2021** via e-mail to andreas.mergenthaler@bib.bund.de.

Schedule¹⁾

Thursday, November 25 (Central European Time, CET)

- 09:00-09:30 am *Opening and Greetings*
C. Katharina Spieß (director of the Federal Institute for Population Research)
Andreas Mergenthaler (on behalf of the organizing committee)
Federal Institute for Population Research (BiB)
- 09:30-10:15 am *Keynote Speech I*
Kène Henkens
Netherlands Interdisciplinary Demographic Institute (NIDI)
Employee and Employer Responses to the Prospect of an Extended Working Life

I: Pre-Retirement Situation
- 10:15-10:45 am Aske Juul Lassen & Marie Gorm Larsen
University of Copenhagen
The Worn-Out Syndrome: Balancing Between the Wish to Continue Working and the Unspoken Fear of Being Considered Worn Out
- 10:45-11:15 am Hans Martin Hasselhorn
University of Wuppertal
What Does the "Early Exit Culture" in Germany Really Mean on a Micro-, Meso- and Macro-Level?
- 11:15-11:30 am *Questions From Politics and Practitioners I²⁾*
- 11:30-11:45 am *Short Break*

II: Retirement Transition and Adjustment
- 11:45 am-12:15 pm Georg Henning, Dikla Segel-Karpas, Andreas Stenling & Oliver Huxhold
German Centre of Gerontology (DZA), Department of Gerontology, University of Haifa, Haifa, Israel, Department of Psychology, University of Umeå, Umeå, Sweden, Department of Sport Science and Physical Education, University of Agder, Kristiansand, Norway
Has Retirement Adjustment Changed Over Time? The Role of the Historical Context for Subjective Well-Being Across the Retirement Transition
- 12:15-12:45 pm Julia Reiner, Veronika Hämmerle & Sabina Misoch
Institute for Ageing Research (IAF) – Eastern Switzerland University of Applied Sciences, St. Gallen
Retirement Adjustment in Switzerland. Insights From an Ongoing Mixed Methods Study
- 12:45-01:00 pm *Questions From Politics and Practitioners II²⁾*
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01:00-01:45 pm	<i>Lunch Break</i>
01:45-02:30 pm	<i>Keynote Speech II</i> Monika von Bonsdorff University of Jyväskylä Entrepreneur Retirement – Planning, Decision Making and Adjustment <i>III: Post-Retirement Work and Volunteering</i>
02:30-03:00 pm	Loretta G. Platts, Agnieszka Ignatowicz, Hugo Westerlund & Dara Rasool Stockholm University Having a Post-Retirement Job: Improvisation and Constraining Commitments
03:00-03:15 pm	<i>Short Break</i>
03:15-03:45 pm	Birgit Aigner-Walder & Christina Lobnig Carinthia University of Applied Sciences (CUAS), Institute for Applied Research on Ageing (IARA) Pension Systems, Volunteering and Health Status – A Comparative Analysis Between Austria, Romania and Switzerland
03:45-04:15 pm	Peter Eibich, Angelo Lorenti & Irene Mosca Max Planck Institute for Demographic Research (MPIDR), Maynooth University, Ireland Does Retirement Affect Voluntary Work Provision? Evidence From England, Ireland and the U.S.
04:15-04:30 pm	<i>Questions From Politics and Practitioners III²⁾</i>
04:30-05:00 pm	<i>Concluding Remarks and Discussion</i> Andreas Mergenthaler Federal Institute for Population Research (BiB)
05:00 pm	<i>End of the Symposium</i>

¹⁾ Keynotes are scheduled for 30 minutes each, followed by 15 minutes for questions and discussion. The other presentations should not exceed 20 minutes, so that 10 minutes can be used for questions and discussion directly after the presentation.

²⁾ Representatives from politics and practitioners pose questions to the presenters via audio or video message.

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Deadline for registration (by e-mail to the above address)

Friday, November 19th 2021