

Supporting Older Workers in the Workforce: Identifying Best Practices to Increase Participation

Authors : Dr Elliroma Gardiner

Abstract : Extending the working life of older workers is one important strategy in alleviating the social and economic challenges associated with the ageing population. The Australian government has implemented several strategies to improve the participation rates of older workers, however, the success of these initiatives has been limited. The aim of this project is to identify what workplace practices influence the workforce participation decisions of older workers. Thirty semi-structured interviews were conducted with older Australians who were either recently retired or currently working. Participants were asked about the factors that influenced their decision to retire/continue working and their current (or former) workplace practices. The results of the thematic analysis identified several factors which either supported (i.e., job autonomy and managerial support) or hindered (i.e., perceptions of age discrimination and age-based stereotypes) continued workplace participation. This research has several important applications for organisation managing intergenerational workforces, as well as policy makers interested in increasing the working life of ageing workers.

Keywords : ageing workers, older workers, age discrimination, age diversity

Conference Title : ICIOP 2023 : International Conference on Industrial and Organizational Psychology

Conference Location : Rome, Italy

Conference Dates : January 16-17, 2023