



Työterveyslaitos

Frauen ab 50 im Spannungsverhältnis von individuellen Bedürfnissen und gesellschaftlichen Rahmenbedingungen

"Gender, age, work and myths of reality"

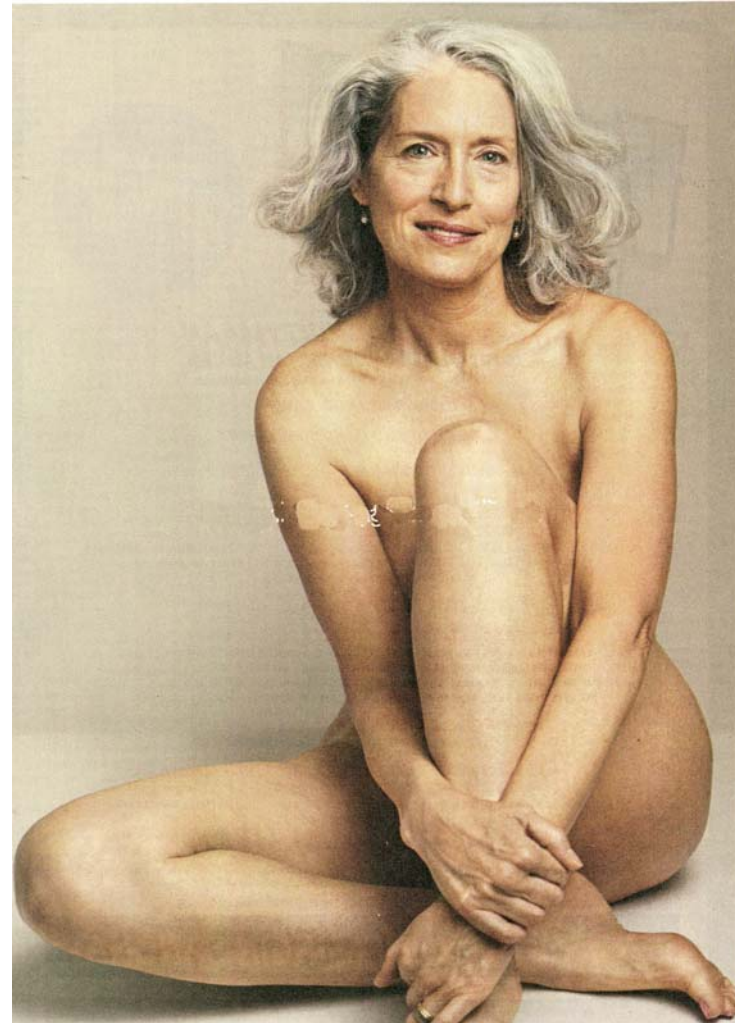
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10.-11.7.2008

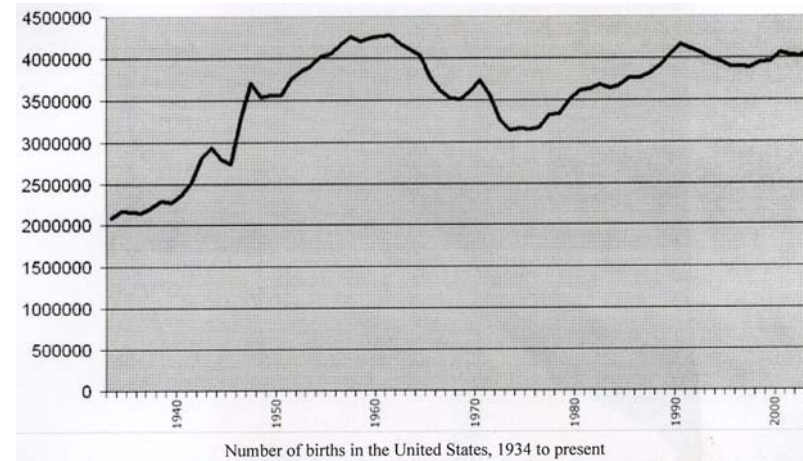
What do we see in this picture? Ageing is a multidimensional process

- **Biological or chronological age**
- **Social or public age**
- **Personal age**
- **Subjective age, feel age**
- **Look age, do age, ideal age**
- **With increasing age the discrepancy between chronological and subjective (feel) age becomes more pronounced.**



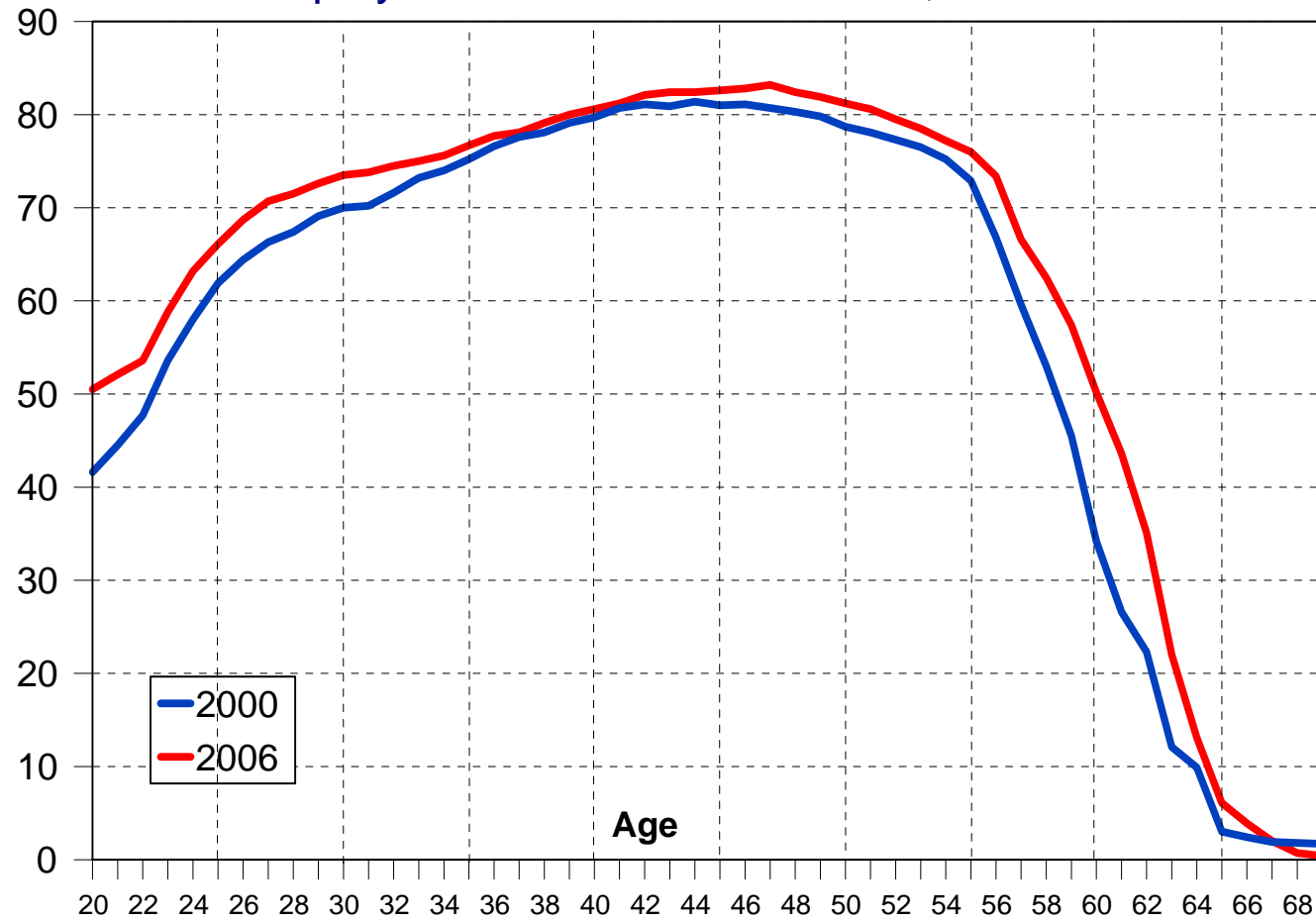
The baby boomer generation

- A unique cohort in the U.S. (also in Finland) defined as those individuals born from 1946 to 1962 (in Finland those born between 1945-1950)
 - represent 1/3 of the total U.S. population (in Finland about 1/5 of the population)
- They have powerful role in the media, politics, science, movies, fiction, and popular music
- They redefine the concepts of midlife and old age, and have an impact on new work life patterns
- In Finland, the employment rate of "older" women aged 55+ has increased from 2000 to 2006.



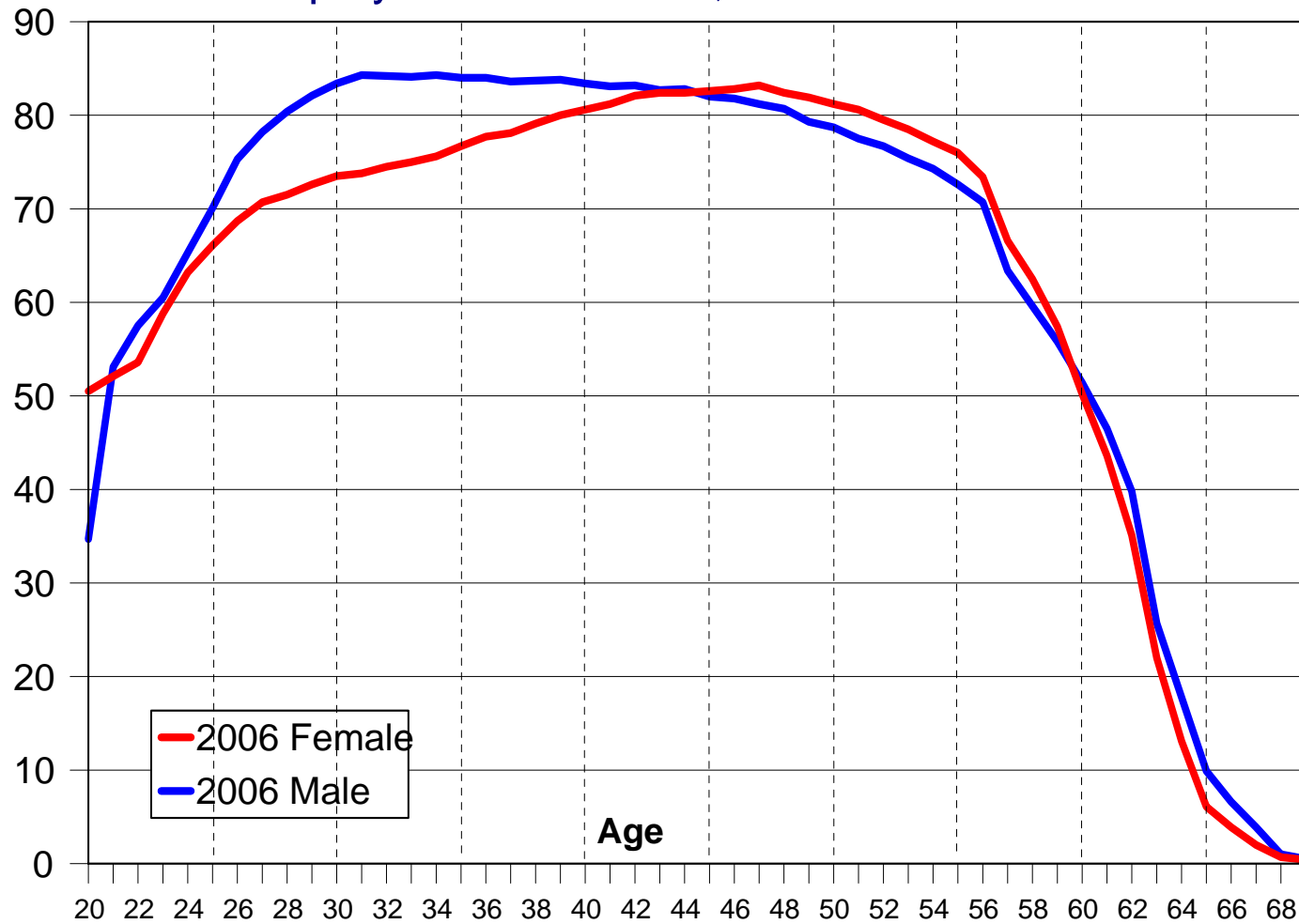
Statistics Finland, 2008

Employment rate 2000 and 2006, female



Statistics Finland, 2008

Employment rate 2006, female and male



Myths about gender and ageing – conflicting trends

- **Third age or power years**
 - a period of new freedoms for women 50+
- **Second Adulthood**
 - a new stage of life for women 50+
 - longer life expectancy and better health
 - grandparenting; sandwiching
- **Age norms are double-gendered favouring men**
- **Age based 'glass ceiling' hits women younger and is more victimizing**
 - lookism and age discrimination
 - conflicting results



New results on ageing

- **The National U.S. 'Women 50+' -survey**
 - over 50 % say the experience of ageing is better than they expected it would be
 - working women are healthier and they have a more optimistic reaction to ageing than their non-working counterparts

Source: The 2002 National Poll Women 50+, National Center on Women and Ageing



Age categories according to the EU Green Paper, 2005.

- Young people 15-24
- Young adults 25-39
- Adults of working age 40-54
- Older workers 55-64
- Elderly people 65-79
- Very elderly people 80+

Older women's (55-64) employment rates by country 1997 and 2007. Source: Eurostat, 2008.

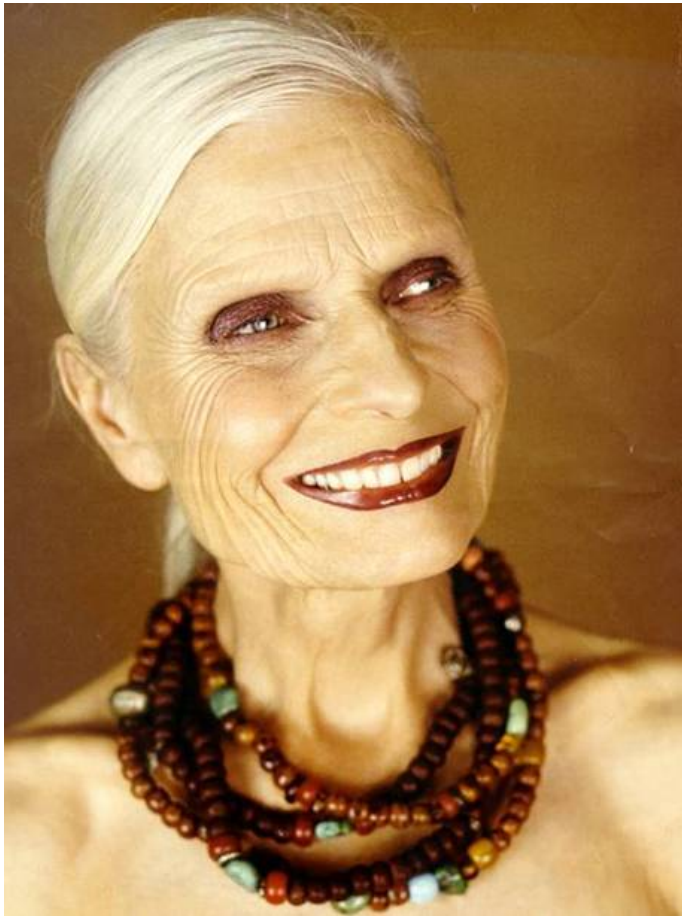
• EU 27	26,1	<u>36,0</u>
• Germany	28,3	<u>43,6</u>
• Austria	17,0	28,0
• Denmark	40,3	52,4
• Estonia (-98)	41,6	<u>60,5</u>
• Finland	33,3	<u>55,0</u>
• Spain	18,0	30,0
• France	25,0	36,2
• Netherlands	19,9	40,1
• Italy	14,8	23,0
• United Kingdom	38,5	49,9
• Sweden	60,4	<u>67,0</u>
• U.S.	49,5	<u>56,4</u> (-06)

New ways to keep older workers at work: Pro-age arrangements in Finland

- **Flexible pension system**
 - continuing at work after the age of 63 until 68 increases the pension rate (4½% per year)
- **Part-time pension for people 58+**
 - reduction of working hours
 - 30 000 persons, mostly well-educated, e.g., teachers, engineers, and other specialists
 - 40 % take care of their family members, e.g., an older spouse, own parents, or grandchildren
- **Company specific age benefits**
 - e.g., 10 extra holidays for workers 58+
 - age-modified occupational health services
 - age coaching, age mentoring, age-friendly management culture



Do women stay longer at work due to new age-friendly innovations?



- **About 10 % of medical doctors, practical nurses, registered nurses, and school teachers are working while retired**
 - average age 66 for medical doctors, 64 for practical nurses and 62,5 for registered nurses
- **Age norms have become more flexible**
- **High degree of gender segregation in work life**
 - can be "beneficial" for older women when they can negotiate better working conditions and flexible working hours.

Thank you for your attention!
Danke schön!

