

Planning Meeting on Work, The Workplace, and Aging

September 5-6, 2019

**National Academy of Sciences
The Keck Center, Room K101**

**Organized by
the Division of Behavioral and Social Sciences and Education
Committee on Population
in collaboration with
the Committee on National Statistics and
the Board on Behavioral, Cognitive, and Sensory Sciences**

Overview of Planning Meeting

The purpose of this planning meeting is to articulate a research framework that can help explain workplace qualities and policies that promote health and support work into older ages, and lead to the development of interventions to extend work life and promote health, particularly among the most vulnerable members of the workforce. The focus of discussion at the meeting will be on elucidating pathways linking work and health in order to identify potential intervention targets – i.e., malleable factors at the individual, interpersonal, work unit, institutional, or broader social level – that might be modifiable and lead to improvements in well-being for older workers.

Each session will touch on what we know from current literature and identify potential interventions that can improve the health of older workers. Participants will highlight gaps in existing data and research, as well as data collection needs for addressing associated lines of research that would help to expand our knowledge base. The focus of this meeting will not be on high-status workers, but on middle- and low-wage, contract, and shift workers, as well as those with significant caregiving responsibilities.

This meeting is being co-organized by Lisa Berkman (Harvard University) and Laura Carstensen (Stanford University).

Day One: September 5, 2019

9:00am-9:30am *Welcome and Introductions*

9:00-9:20 *Discussion of meeting goals*
Co-Chairs: Lisa Berkman (Harvard) and Laura Carstensen (Stanford)
NIA Representative

9:20-9:30 *Participant Introductions*

9:30am-12:30pm

Session 1: The Psychology of Work

This session will set the context for the subsequent sessions by defining “work” in an expansive manner that encompasses unpaid work, such as volunteering and engagement in civic organizations. It will focus on psychological role of work for older workers, the ways in which their presence provides emotional stability and support within the workplace, and the effects of these factors on mental and physical health of aging workers. In addition, the session will address the ways in which socioeconomic inequality affects the relationship between work and health among older workers.

9:30-10:00 *Purpose in Life, Work, and Health in the Context of an Aging Society*
Eric Kim, Harvard University

10:00-10:30 *Healthy Aging: Psychosocial Factors at Work*
Margie Lachman, Brandeis University

10:30-10:45am Break

10:45-11:15 *The Cognitive and Emotional Contributions of Older Workers to Workplaces*
Cort Rudolph, St Louis University

11:15-11:45 *Discussant Presentation*
Laura Carstensen, Stanford University

11:45-12:30 *Discussion moderated by Laura Carstensen, Stanford University*
Eric Kim, Harvard University
Margie Lachman, Brandeis University
Cort Rudolph, St Louis University

12:30-1:30 Break for Lunch

1:30-4:45pm Session 2: Workplace Conditions and Practices

This session will focus on workplace characteristics, policies, and practices that affect worker physical and mental health and that can enable or deter employment among older workers. It will consider the ways in which existing workplace practices can be modified to better address the specific needs of older workers and recognize their contributions to the workplace.

1:30-2:00 *Working Conditions and Work Capacity among Older Workers*
Nicole Maestas, Harvard University

2:00-2:30 *Maintaining Engaged Well-being at Work: What Matters Most?*
Joachim Fischer, University of Heidelberg

2:30-3:00 *Age-related Workplace Practices from a Management Perspective*
Peter Berg, Michigan State University

3:00-3:15 Break

3:15-3:45 *Workplace Policies from a Life Course Perspective*
Erin Kelly, Massachusetts Institute of Technology

3:45-4:15 *Discussant Presentation*

Lisa Berkman, Harvard University

4:15-4:45 *Discussion moderated by Lisa Berkman, Harvard University*
Nicole Maestas, Harvard University
Joachim Fischer, University of Heidelberg
Peter Berg, Michigan State University
Erin Kelly, Massachusetts Institute of Technology
Lisa Berkman, Harvard University

4:45pm-5:00pm *Day One Wrap-Up*

5:00pm *Adjourn for the Day*

Day 2: September 6, 2019

8:30am-11:30am *Session 3: Work Pathways and Constraints to Working at Older Ages*

This session will focus on heterogeneity among older workers in their pathways between work and retirement, including factors that constrain the ability to work and the type of work activities in which older workers are engaged. It will address the voluntariness of work at older ages—that is, whether older workers participate in the workforce because they bring experience and special skills and want to keep working, or out of necessity due to financial insecurity-- and economic and social inequalities that generate and are perpetuated by these decisions. Presenters will examine factors such as health and family responsibilities that constrain work behaviors and how public policies address these constraints.

8:30-9:00 *Pathways between Work and Retirement: The Reciprocal Relationship between Health and Work*
Mo Wang, University of Florida

9:00-9:30 *Exploring the Consequences of Discrimination on Health and Retirement: Findings from the Health and Retirement Study*
Ernesto Gonzales, New York University

9:30-9:45 *Break*

9:45-10:15 *Working at Older Ages: The Role of Constraints and Job Characteristics*
Susann Rohwedder, RAND Corporation

10:15-10:45 *Public Income Support, Decisions to Work, and Health of Lower-Income Older Adults*
Emma Aguila, University of Southern California

10:45-11:30 *Discussion moderated by Laura Carstensen, Stanford University*
Mo Wang, University of Florida
Ernesto Gonzales, New York University
Susann Rohwedder, RAND Corporation
Emma Aguila, University of Southern California

11:30pm-12:30pm *Break for Lunch*

12:30pm-2:45pm *Session 4: Macroeconomic Change and Employment at Older Ages*

This session will focus on how changes in the broader economic environment may affect the relationship between older workers and the types of employment in which they engage. Key issues for discussion include: demographic changes, such as the growing portion of older workers in the workforce, reflecting both supply and demand factors; increased disability rates among older workers with a high school degree or less; and the impact of technology (e.g., the emergence of web platform mediated work arrangements) and changing employee and employer relationships on the prospects and wellbeing of older workers. The session will address the differential impact that economic growth and recessions, as well as changes in the types of jobs that are available, have on older workers' decisions to remain in or leave the labor force.

12:30-1:00 *Employment at Older Ages: Retirement Policy, Business Cycles, and Demographic Change*
Richard W. Johnson: Urban Institute

1:00-1:30 *Changes in Occupation Structure and Opportunities for Older Workers*
Gary Burtless, Brookings Institute

1:30-2:00 *Innovation Work and Ethos: "Culture Fit," "Passion," and Implications for Aging*
Lilly Irani, University of California, San Diego

2:00-2:45 *Discussion moderated by Lisa Berkman, Harvard University*
Richard Johnson, Urban Institute
Gary Burtless, Brookings Institute
Lilly Irani, University of California, San Diego

2:45pm-3:00pm Break

3:00pm-4:00pm Meeting Wrap-Up and Future Steps

This session will wrap-up the meeting, providing an overview of key findings and next steps. Participants will discuss future research and data needs. Attendees and sponsors will have the opportunity to provide feedback and discuss the steps they will take to move forward on the issues raised during the meeting.

4:00pm Adjourn