

WORKING LONGER FOR ACADEMICS IN THE U.S. AND IRELAND: A GENDERED LIFECOURSE ANALYSIS

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Many governments including the US and Ireland have been advocating longer working lives for all workers to ensure pension sustainability in the light of population ageing. Policy changes encouraging increased social security/state pensions age reflect this. However, there has been limited investigation of how the gender implications of these policy changes. While longer working lives may be attractive for some workers, there is evidence that women and men have profoundly different work-life trajectories and women may be more financially disadvantaged approaching retirement age. There is a need to explore how this affects their ability and/or desire to continue working past traditional retirement age and their financial security. This presentation is based on analysis of evidence from an EU-funded cross-national research project involving work-life history interviews conducted with forty older workers in academia in the US and Ireland in 2016 and 2017. A lifecourse approach is used to analyse interview data from ten male and ten female academics in Ireland and ten male and ten female academics in the US, aged 50 or over. Participants discussed early influences, work-life history and health concerns. The paper uses a cumulative disadvantage perspective to analyse how gender, family and health trajectories across the life course affect and can limit options around late work and retirement. It concludes that gender differences regarding norms of caregiving are important and that extending working life is more likely to be caused by financial necessity for women. The implications for future research and policy are discussed.

THE IMPACT OF RETIREMENT ON VOLUNTEERING FREQUENCY: EVIDENCE FROM A NEW PANEL STUDY

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OBJECTIVE: Retirement is a major life transition. People gain a considerable amount of free time, but also lose the benefits from work. Volunteering has been identified as a gratifying way to fill that time and to compensate some retirement-related losses, but is stratified by educational level. Research on how retirement changes volunteering behavior, particularly among different educational groups, is scarce. This study aims to fill this gap. Based on role theory, we hypothesize that the transition into retirement expands levels of volunteering, and that this effect will be relatively strong for the higher educated. **METHODS:** We use two-wave panel data that were collected in 2015 and 2018 among 5,312 Dutch individuals who were aged 60-65 and employed at baseline. Around half has retired at follow-up (N=2,618). **RESULTS:** Descriptive findings show that the share of frequent volunteers (i.e., at least once a week) was around 18% at baseline. At follow-up, the share of frequent volunteers rose to 36% among those who retired, but did not change among those who remained employed. Conditional change models show that transitioning into retirement significantly increases volunteering frequency, when controlling for demographic factors and individual resources. As hypothesized,

the effect of retirement is relatively strong for the higher educated. **DISCUSSION:** To deal with the life changes upon retirement, volunteering appears to be an often-used strategy, in particular among the higher educated. Whether this is motivated by work role loss (compensation), or reflects having more time to 'do good' (opportunity) is an important question for future research.

RETIREMENT ADJUSTMENT: COMPARISON AMONG CHINESE, JAPANESE, AND KOREAN RETIREES

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Moving into retirement is a stressful life event. However, recent research findings suggest that not every retiree experiences maladjustment. This paper investigated longitudinal changes in depressive symptoms during the retirement transition utilizing harmonized data of CHARLS, JSTAR, and KLoSA. Participants were selected for examination if meeting the following criteria: They were working in Wave 1 and had retired in Wave 2 (China=1053; Japan=184; Korea=706). These participants were categorized into two subgroups based on their status in Wave 3, either remained retired or reemployed. The proportion of retirees who were reemployed in Wave 3 is significantly higher in Korea (49.3%) and China (41.1%) than in Japan (17.4%). In each wave, the level of depressive symptoms was measured by the 10-item CES-D scale. Results of the repeated measures analyses show that, even after controlling for gender, mean level of depression increased over time among Korean retirees [F(2,702)=3.65, p=.026, $\eta^2=.010$], whereas Japanese retirees' depressive symptoms only increased in Wave 2 (Mean Difference =.83, SE=.39, p=.034) but not in Wave 3. Among Chinese, depressive symptoms did not significantly worsen after retirement, but the changes varied between retired persons and those who were reemployed in Wave 3 [F(1,1030)=4.25, p=.040, $\eta^2=.004$]. Specifically, individuals who were reemployed after retirement experienced a reduction in depressive symptoms between Wave 1 and 3, whereas a reverse pattern is shown among retirees. This suggests that reemployment is beneficial to the well-being of Chinese retirees. The effects of socioeconomic factors (e.g., private and public health insurance and pension support) on depressive symptoms will be discussed.

EMPLOYMENT AFTER NORMAL RETIREMENT AGE: EMPLOYERS' MOTIVES AND EXPERIENCES

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Due to population aging, older workers in developed countries are working much longer than previous cohorts. Some older workers even extend their careers beyond normal retirement age – or the age that is traditionally associated with retirement. While earlier work has studied employees' motives and experiences while working after normal retirement age, motives and experiences of employers remain unexplored. Understanding employers' perspectives is imperative for a better grasp of employees' opportunity structures and labor market dynamics. This is especially relevant