

WELL-BEING, DISCRIMINATION, AND RETIREMENT PLANS OF AGING WORKFORCE

Chair: Kari Lindström, Ph.D., Finnish Institute of Occupational Health, Finland, Reidar J. Mykletun, Ph.D., University of Stavanger, Norway **Presenters:** Gustaf Molander, MD., Kuopio University, Finland, Reidar J. Mykletun, Ph.D., Trude Furunes, MSc, University of Stavanger, Norway, Kari Lindström, Ph.D., Finnish Institute of Occupational Health, Finland; **Discussant:** Jukka Vuori, Ph.D., Finnish Institute of Occupational Health, Finland

The impacts of demographic changes within the Western countries are likely to be major in the coming decades. Probably the most important change will be the marked transition towards a much older population; an ageing society. This trend is already apparent in most Nordic and European countries.

The overall focus of the symposium is to present research results on the motivation, well-being, and health of aging employees. To keep the elderly people longer in work life is the goal of governments and partly also labor market partners in many Western European Countries. The aging workforce has specific needs concerning work organization and content. In order to get older people to continue in work life until their normal pension age, their preferences and needs should be accounted for better than they are today. The challenge is how to develop the skills and employability of older workers, while maintaining the health, motivation and capacities of workers as they age. Actions need to be taken to combat discrimination and negative stereotypes of older workers. Above all, working conditions as well as employment opportunities must be appropriate for an age-diverse workforce.

The symposium will consist of five presentations. The first presentation will concentrate on retirement thoughts and plans among aging workers. The second presentation will pay special attention to harassment among teachers. The third presentation will focus on age discrimination and its consequences to teachers' health. The fourth presentation will explore topics related to the "healthy worker effect" among senior workers. Finally, the fifth presentation will describe a specific questionnaire for monitoring the needs and preferences of employees approaching the age of 60.

The presentations will illustrate the present situation of aging employees concerning their work motivation, work stress, and well-being. Special focus is in age discrimination and harassment. The theoretical and conceptual approach covers motivation, job stress, and well-being and health concept and models.