

Index

- active ageing 48, 58–9
- activating labour market policy 47
- Age & Generations Study 202–3, 206–13
- age
 - discrimination 28, 30, 45–6, 64–5
 - discrimination laws 30, 166
 - free employment 64–5
 - management 43, 53, 55–9, 68, 134–5, 142, 145, 228
 - neutrality 73, 79–89, 265
 - performance relationship 94–6
 - productivity relationship 111, 118, 120–22, 173
 - strata 184–5
 - wage relation 120
- Age Discrimination in Employment Act 30, 33
- ageism 14–15, 172
- Australia 225, 230, 246, 247–8, 256
- Austria 120

- Baby Boomer 30, 43, 93, 183–5, 188, 192, 205, 259
- Barcelona target 25–6, 117, 226
- Beijing 256
- Belgium 20
- bio-psychosocial models 163
- BMW 175
- Brazilianization 254
- Bretton Woods agreement 252
- bridge employment 14, 100, 103–4
- business case for employing older people 14

- care responsibilities 138, 254
- career 50, 55, 58, 89–93, 97–9, 101–2, 104
- cheap labour 64
- China 245, 249
- Chinese 256

- choosers 164
- cohort 181–2
- computer-mediated communication 259
- connectors 258
- continuous employment 62–5
- corporate memory 241
- creative class 258
- credit crunch 254
- Croatia 252
- culture seekers 251

- deficit model of ageing 171
- defined benefit pension scheme 28, 32, 110
- defined contribution pension scheme 28, 32, 98, 110
- demographic
 - change 53, 57, 171
 - profile 115
- development resource 250

- economic downturn 5, 228, 247, 254–5
- employability 12–13, 41, 46, 51, 53–6, 58
- employment rates 2, 133, 225, 227, 240–41
- Esping-Anderson, Gøsta 41
- European Foundation for the Improvement of Living and Working Conditions 227

- final salary pension schemes 254
- Finland 6, 46, 117, 133, 138, 144, 169, 173, 228
- flexible
 - firm 14, 229, 240
 - work 13, 24, 54–5, 58, 103, 208–9, 228
 - retirement 13, 28, 56

- flexicurity 71, 117, 127
 Florida, Richard 258
 Fordist 254
 France 20, 24, 27, 89, 120
- generation 7, 93, 158, 179–94, 202, 205,
 250–51, 268–9
 conflict 66, 190
 nexters 93
 X 7, 93, 184, 186, 188, 192
 Y 7, 183, 188
- generational contract 41–2
 Germany 13, 24, 39–59, 72, 75–8, 81–2,
 119, 138, 171, 245, 264–5
 global recession 147, 254
 globalization 54, 65, 115–16, 118,
 137–8, 147, 261
 globalizing economy 1, 251, 266
 glocalization 258
 Great Depression 183–4
- Hall, Douglas 98
 HRM 123, 147–57, 160–62, 268
 human capital 44, 46, 53–4, 115,
 118–19, 121–2, 124, 126–9
 human resources management 55, 56,
 147–50, 153, 161, 179, 181, 190,
 194
- ICTs 257, 259
 Ilmarinen, Juhani 169
 International Social Survey Programme
 72–3
 immigration 116, 245
 India 249, 256
 individuation 167–8
 intergenerational transfers 193
 Ireland 5–7, 133
 IT 39, 109, 111–12, 147–50, 156–7,
 159–62
 firms 147, 149, 156, 268
 workers 111, 157, 159, 161, 193
- Japan 2, 6, 13, 22–4, 246–8, 264–5
 job security 109, 208
 JOBaktiv50+ 174
 Job Training Partnership Act 92
 jobs for life 253
 jugglers 164
 Jung, Carl Gustav 167
- knowledge-based economy 115
 knowledge transfer 250
- labour force participation 7, 15, 19,
 22–5, 28, 31, 33–4, 40, 68–9, 117,
 124–5, 128, 202, 207, 266
- learning 58, 90, 93–4, 96–7, 99, 102,
 212
 lifelong 49, 55, 58, 66, 71, 89, 137
- life cycle
 migration 250–51, 256
 migrants 255, 258, 260
 oriented personnel policy 53, 56–7,
 265
 process 257
 product 257
 transfer 255
- life span approach 91–3
 lifetime employment 65, 270
 Lisbon target 115, 117–18
 lump of labour fallacy 227
- Mannheim, Karl 183–4
 matures 183
 mavens 258
 mentoring 97, 193, 257, 260
 Mexico 245
 migrant 40, 45, 58, 253–4
 existential 251
 labour 66, 193
 worker 56, 66, 265
- migration 148, 250–51, 253, 256, 260
 inward 251
 outward 251
- Millennium Development Goal 8
 255
- Millennium Development Group Gap
 Task Force 255
- mobility 54–5, 122, 184, 246–7, 250–51,
 253–6, 267
- Morocco 252
- Net Generation 183
 The Netherlands 13, 28, 117, 120,
 122–3, 126, 133, 246–8, 254
 New Zealand 133
 Norway 6, 69, 133, 166
- old age dependency ratios 22
 old economy 148–9, 156, 159, 161–2

- Older Americans Act 92
- Open University Business School 259
- pension 1, 2, 20–23, 27–30, 32, 39, 42, 44, 46–7, 49, 51, 53, 58, 62, 64, 68–9, 98, 101–2, 110, 118, 133, 137, 140, 165–6, 172, 225–6, 246, 248, 250, 253–4
- pensionable age 27
- Perspektive 50 plus 174
- Poland 27, 133
- Portugal 6, 27, 70–72, 74–8, 81–2, 119
- poverty gap 166
- principal–agent model 172–3
- profit sharing 126–7
- protean
 - career 98–9
 - environment 148–9
- psychological contract 127, 208
- Quality of Employment Framework 206
- quality of work 55, 59, 69, 100, 269
- retirement
 - age 13, 22–3, 27–33, 39–41, 44, 47–8, 51, 62, 69, 110, 117, 119, 133, 166, 246–7, 256
 - attitude 102
 - early 2, 13, 20–21, 25, 27, 40–47, 51, 68–9, 101, 116–8, 124, 127, 164, 225–7, 241, 266
 - gradual 13, 42
 - phased 33
 - planning 91, 102–3, 254, 256
- retraining 93, 71, 113, 247
- Romania 246–8
- salesmen 258
- self-employment 42, 50, 52, 166, 247
- Sen, Amartya 172
- Sennett, Richard 14, 229, 266
- skills revolution 267
- Sloan Center on Aging & Work 202–3, 206, 210
- social
 - capital 168
 - contract 208
 - entrepreneurship 257
 - social networking 259–60
- Spain 5, 7, 119, 252
- specter of uselessness 229
- statistical discrimination theory 173
- Stockholm target 25, 117, 226
- support economy 257, 260
- survivors 164
- Sweden 27–8, 69–72, 74–82, 119, 133, 265
- Switzerland 133, 181
- training 41, 58, 65, 90–92, 94–7, 99, 104, 109, 111, 116, 119, 124–8, 153, 156–7, 161, 175, 266–8
 - age management 145
 - age-specific 52
 - grants 23
 - intensity 126
 - long-term 52
 - management 142
 - on-the-job 78, 126
 - short-term 50, 52, 89
 - skill 71
 - subsidies 22
 - vocational 49–50, 54, 72
- The Aging Worker Initiative 90
- ‘Third age’ altruism 255
- Total Age Difference (TAD) score 79–83
- unemployment
 - rates 5–7, 31, 208, 245
 - long-term 7
 - older workers 110
- United Kingdom 13, 45, 89, 165, 169, 186, 189, 251–2, 254–5, 267
- United States 19–21, 23–4, 27, 29–34, 82, 93, 110, 245–8, 253
- veterans 93, 183, 186, 188–9
- Varieties of Capitalism framework 70–71, 82
- wage
 - flexibility 123, 126–8
 - productivity relationship 122–23
 - subsidy programmes 49–50, 52
- Winnebago tribe 251
- Woodstock generation 251

- work
 - ethic 23, 91, 112
 - incentives 28, 68–9
- work ability 43, 54, 133, 135–45, 174, 267
- Work Ability Barometer 143
- Work Ability Index 139–141
- Work Ability Survey 143
- Workforce Ageing in the New Economy project 109, 111, 147
- World Trade Organization 252
- younger workers 14, 20, 117, 120, 124, 126–7, 157–8, 160, 171, 204, 246, 266

