

Call for Papers: *Journal of Aging & Social Policy*

Older Workers and Aging Policy

The *Journal of Aging & Social Policy* announces a special issue concerned with older workers and aging policy. The issue will address policy and programmatic issues surrounding employment in later life. As the baby boom cohorts near retirement, both a potential shortage of workers and escalating costs of social welfare and pension programs have fostered encouragement of work in later life either through delays of retirement or in the form of bridge jobs and post-retirement employment. This journal issue addresses both the feasibility of late life employment (e.g., in terms of appropriate job opportunities and employer incentives, workers' ability and willingness to remain in or reenter the labor force) as well as relationships between expected demographic trends and current policies and programs. The overall perspective of the issue will be that public or organizational policies addressing issues of later-life employment are both highly complex and of great importance to the public sector, employers, families, and individuals. Employers and nations are facing new challenges in terms of managing labor supply created by demographic trends, in combination with social and technological changes and the wider forces of globalization. Older workers trying to secure or maintain footholds in labor markets are confronting the prospect of joblessness as jobs they could do are now being done elsewhere in the world. Employers wishing to maintain competitive advantage may not value older labor with the consequence that they choose to retain early retirement incentives, while at the same time, nations wishing to save social welfare systems would prefer to delay the date of final exit from the labor force. Exploring such complexities in relation to workers' ability and willingness to work in later life, including competing obligations, disability, or retirement leisure expectations, is essential to inform social and organizational policies. Of particular interest within the public policy debates on older workers are issues pertaining to health, occupational trajectories and human capital, and family constraint disparities, their relationships to gender, race/ethnicity, and class and how they influence later life transitions.

The following are among the topics of interest:

- International, national, and regional trends in later-life labor force participation and their implications for public and organizational policies
- The effects of new global economic structures on the management of labor supply and how older workers negotiate change in an increasingly complex and dynamic environment
- Critical overviews and discussions of policies that encourage/discourage late-life employment
- The role of programs and policies supporting jobless workers and those designed to further later-life employment
- The interplay among work-related and other policies (e.g., family policy, health policy)
- Late-life employment in relation to family obligations and pertinent policies
- Issues surrounding relations between late-life employment and retirement migration
- Policies that can address the impact of cumulative advantage/disadvantage on late-life employment of women, racial/ethnic minorities, and low-income workers

Both research articles and commentaries are welcome. Research articles should be focused on explicit policy issues and should include well developed discussions of the implications of research findings for policy. Commentaries are shorter articles that provide authors with an opportunity to make a case for an approach to a particular policy issue. Manuscripts that provide international perspectives are particularly welcome.

A double issue with 12 to 14 articles is planned. All manuscripts will be peer reviewed. However, the review process for the special issue will be expedited. In addition, authors of some selected papers will have the opportunity to present their work at a symposium to be held in Spring 2009 at the University of Massachusetts Boston campus.

Interested authors should submit a prospectus of no more than two pages in length by September 30, 2008. Manuscripts will be due in January, 2009.

The issue will be co-edited by Maximiliane E. Szinovacz, Gerontology Institute, University of Massachusetts Boston, USA; and Philip Taylor, Business, Work and Ageing Centre for Research, Faculty of Business and Enterprise, Swinburne University of Technology, Australia. Please direct inquiries to: Robert Geary, Gerontology Institute, University of Massachusetts Boston, robert.geary@umb.edu, +1 617 287 7308.