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## OLDER WOMEN'S WORKPLACE WELLBEING: BARRIERS, FACILITATORS AND THE COST OF LIVING CRISIS

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### Background:

Recent evidence suggests life stress accumulation over the life course disproportionately negatively impacts wellbeing, cognition and health in older women (Gómez-Gallego & Gómez-García, 2019). Older women across Europe have been shown to have more diverse and less regular employment histories than men (Wahrendorf and Blane, 2014), and have been shown to face significant challenges as older women in navigating their work life balance (Schilling, 2015). Furthermore, in the UK women's pension age has recently been harmonised, older women are more likely to extend their working life and are disproportionately affected by inequalities across the life course (Finch, 2014).

### Aims:

The primary questions:

- What are the barriers and facilitators to older women's workplace wellbeing?
- What are the impacts of the cost of living crisis on older women workers' wellbeing?

### Methods:

The preliminary findings of a qualitative research project (n=20 older women) as well as a systematic review of the barriers and facilitators to older women's workplace wellbeing. The presentation will also share updates from our Wellbeing of Older Women@Work: the European Network of Researchers currently exploring older women's wellbeing.

### Results and conclusions:

Preliminary mapping as follows:

- Structural, social and health inequalities: the diverse needs of older women in the workplace
- Stereotypes, prejudice and identity across the life course: perceptions of growing older across the generations
- The workplace environment: what are the key barriers and facilitators to workplace wellbeing across Europe?

### References:

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Wahrendorf M, Blane D.(2014). Does labour market disadvantage help to explain why childhood circumstances are related to quality of life at older ages? Results from SHARE. *Aging Ment Health*. 2015 Jul;19(7):584-94. doi: 10.1080/13607863.2014.938604. Epub 2014 Jul 17. PMID: 25033373; PMCID: PMC4396436

Schilling, E. (2015). 'Success Is Satisfaction with What You Have'? Biographical Work–Life Balance of Older Female Employees in Public Administration. *Gender, Work & Organization*, 22(5), 474-494.

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