

Inclusive Growth and Adult Ageing

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A long Life in Context

- The Changing Adult Lifecourse
- Current Policy Narratives
- Lifecourse Priorities
- Re-thinking the re-thinking
- Inclusion, Sustainability and Generational relations

The Changing Adult Lifecourse

The Changing Lifecourse

- People are living longer
- There are relatively fewer younger adults
- Education and retirement take up more time
- Older, richer, fitter
- The very old are increasing the fastest
- Everyone wants to live a long life, no-one wants to grow old

Median age of selected countries and world, 1950 to 2050

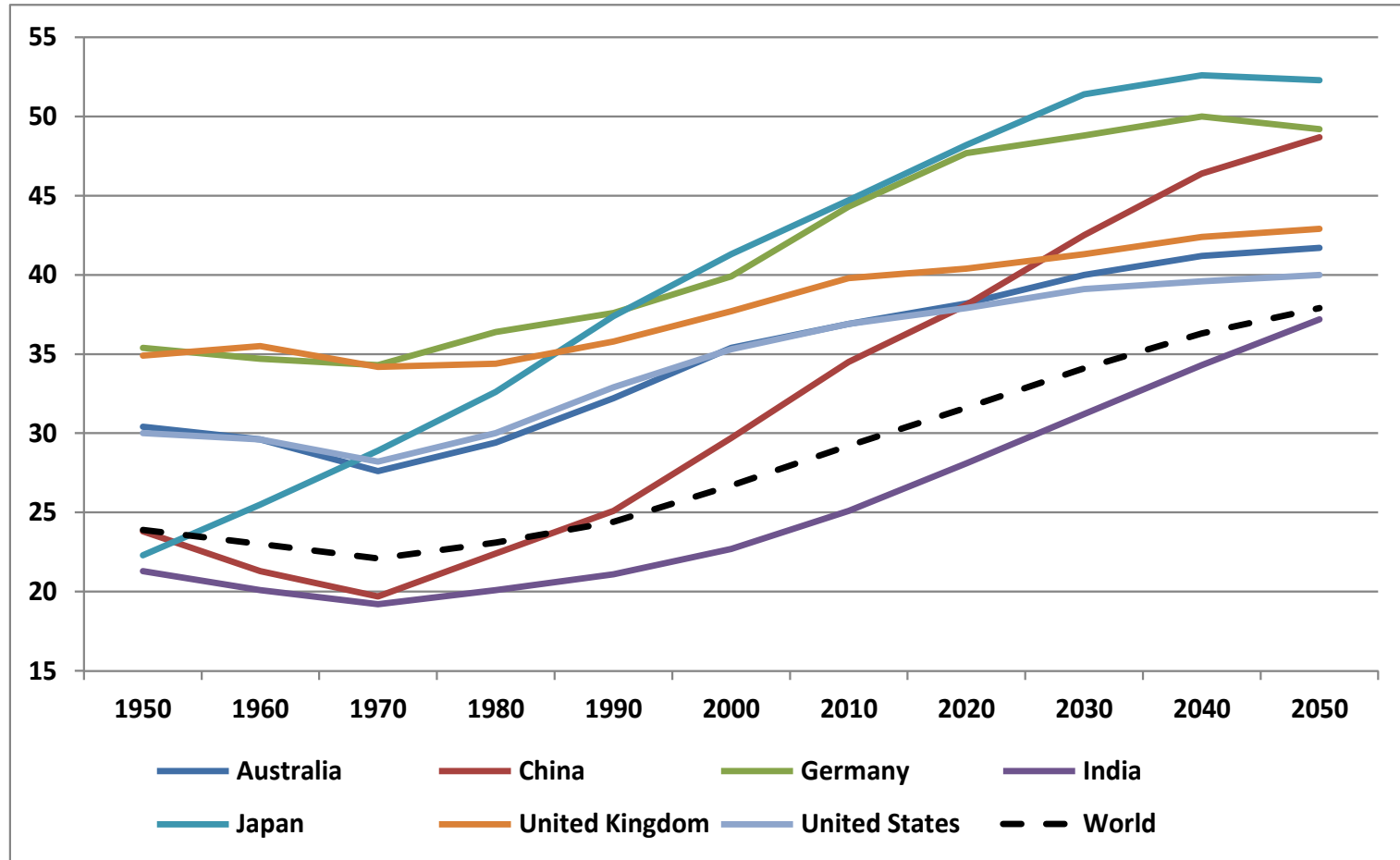
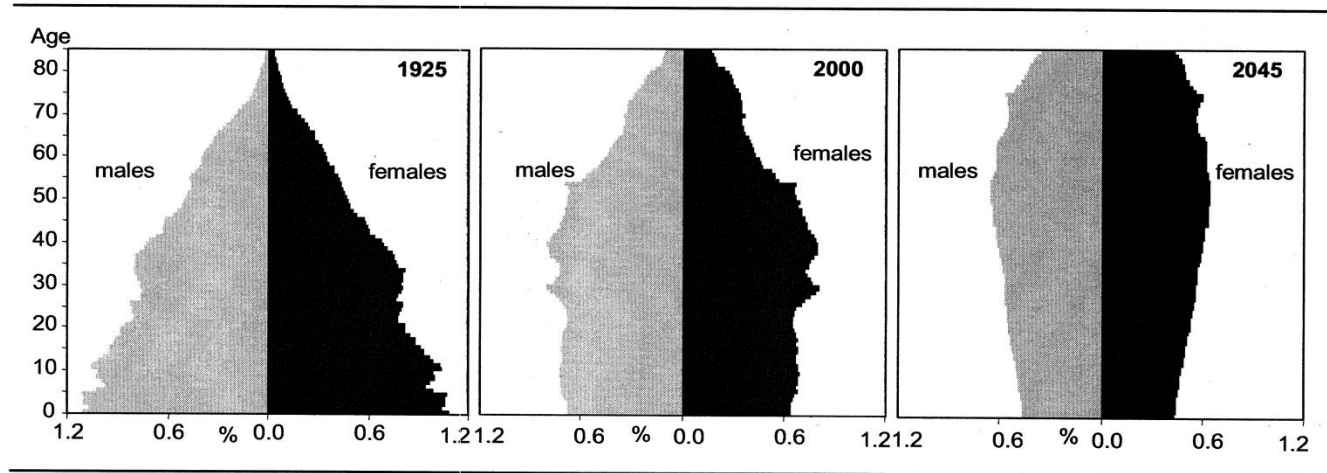


Figure 1 From pyramid to coffin
Changing age structure of the Australian population, 1925-2045



Ageing is occurring across Australia, with no jurisdiction escaping a significant

Re-thinking the Lifecourse

19th C (the working lifecourse)



1950s (the staged lifecourse)



1990s (the active lifecourse)



What to Do with Longevity?

The shrinking middle



Productivist ageing



The stretched lifecourse



Adapting to Population Ageing

- the challenge of an ageing population is a cultural as well as a demographic one
- adaptation is best seen in the context of changing patterns in the adult lifecourse
- Affects the identities afforded to older adults
- And negotiations between generational groups

The Context

- taking place against a background of retrenchment of existing services in most of the mature economies.
- the privatisation of risk onto the individual, thereby weakening the relationship between the citizen and the state.
- a life-course dimension in terms of the time it takes to change direction
- and in fairness of opportunity between generations
- a significant minority of older adults will be both poor and marginalised in later life.
- growing concern about where an aged-care workforce is going to come from

How Work came to Rescue us from Old Age

Active Ageing and the OECD

“The capacity of people to make flexible choices in the way they spend time over life – in learning, in work, in leisure and in care-giving. Active ageing reforms are those that remove undesirable constraints on lifecourse flexibility and that strengthen support to citizens” (OECD, 1998: 125).

Narrowing the Options

- 1998 Report on 'Active Ageing', OECD continued its mission of promoting pension and active ageing reforms by a thematic analysis of 21 countries.
- *Ageing and employment policies. Live longer, work longer* (OECD, 2006) does not use 'active ageing' focussing entirely on employment.

The European Union's Lisbon Strategy 2000

- 'falling populations, continuing low birth rates and continuing increases in longevity'.
- a problem of the 'demographic motor' which will have a negative effect on economic growth.
- baby boom: older cohorts becoming more numerous than the younger ones'

European Policy

- 2001 Lisbon targets consolidated at Stockholm Council- 50% in employment rate by 2010 for 'older workers'
- 2002 Barcelona Council increase age of work exit to retirement by 5 years for 2010.
- 2003 EC reorganised eleven priorities, final version retained only ten Guidelines, conflating "increase labour supply and promote active ageing"

Australian Intergenerational Report 2010

- Policies to lift productivity and reduce barriers to participation also will help address the fiscal pressures of an ageing population by supporting higher economic growth over the longer term.
- The 2008-09 and 2009-10 Budgets included greater means-testing of the private health insurance rebate, an increase in the Age Pension age and reforms to benefit payments.

World Bank: What is Inclusive Growth?

The inclusive growth approach takes a longer term perspective as the focus is on productive employment rather than on direct income redistribution, as a means of increasing incomes for excluded groups

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Is it any different?

- Inclusion through employment alone?
- Increasing the whole cake rather than cutting it differently?
- Longitudinal perspective only in so far as economic reforms take time
- Flexibility as Labour movement
- Growth that is sustainable rather than sustainable growth

AARP USA

- Evidence to the UN: ‘Because the rapidly increasing numbers of older citizens are presenting our nations with enormous new social and economic challenges, we have been compelled to better promote intergenerational contacts, solidarity, and mutual support systems’ (AARP 2009: 2).

Generation Wars?

‘In the twenty-first century, the class conflict seems to be defunct and its place taken over by the generational conflict’

- Kohli (2005)

'I pay for me, you pay for you'

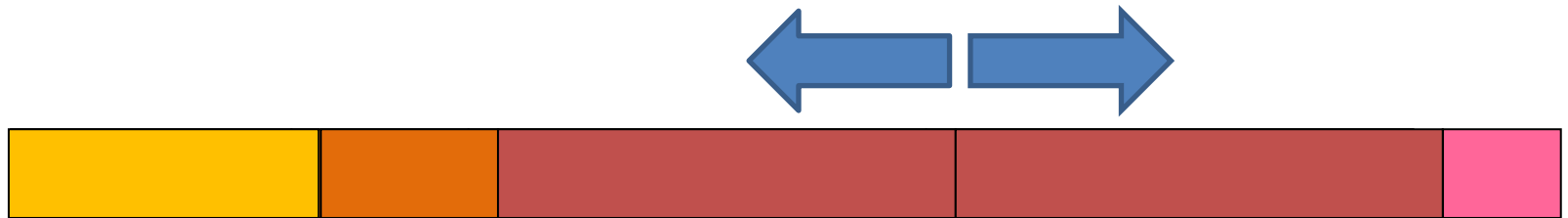
- 'The Boomer wars' (Moody 2008)
- 'The Pinch' (Willettts, 2010)
- 'Intra-generational funding' St John & Chen (2010)
- 'Generational Accounting' (Auerbach, 1991, Bessant et al 2011)

Life priorities and a Stretched lifecourse

Psycho-social discontinuities

Psychological changes in midlife and old age

- A change in existential direction
- Bodily challenges
- Discovering novel contributions
- Socio-Emotional 'intelligence'



New Ageism

‘The imposition of the goals, aims, priorities and agendas of one age group onto and into the lives of other age groups.

This may be consciously done, for reasons of political or economic expediency, or done unknowingly as if these priorities are simply commonsense’.

Daatland & Biggs 2004: 103.

Rethinking the Rethinking

Productivism or 'Making 'em Like Us'

- Ignores age differences in life priorities
- Privileges work and work-like activity
- Assumes competition regardless of age
- Ignores broader contributions of older adults

- Eliminates the need for empathic understanding and negotiated generational solutions
- In other words the social and emotional dimension of generational relations

Age-Insensitive Social Inclusion

- Investment (long term return in the future)
- Contract (both parties are equally capable and powerful)
- Productive (value depends on work or work-like activities)
- Inclusion (into priorities from other parts of the life-course)

Adaptive Social Inclusion

- Intergenerational relations in the present
- Recognise power inequalities (social ageism) at personal and institutional levels
- Contribution as producers, consumers and as familial and civic 'glue'
- Discover the particular life-priorities and potential of a long life

Rethinking Contribution

- Generational transfers
 - In Families they predominantly go down the tree (Finch & MasonIrwin, 2002)
 - Not resent paying, but want the same benefits themselves (Keck & Blome, 2008;Komp & van Tilberg, 2010)
 - In the public sphere generational altruism on large infrastructural investments (OECD, 2011)
 - Compression of morbidity means LESS of a burden when seen in life-course terms (Bloom, 2011)

Contributing from a Stretched Lifecourse

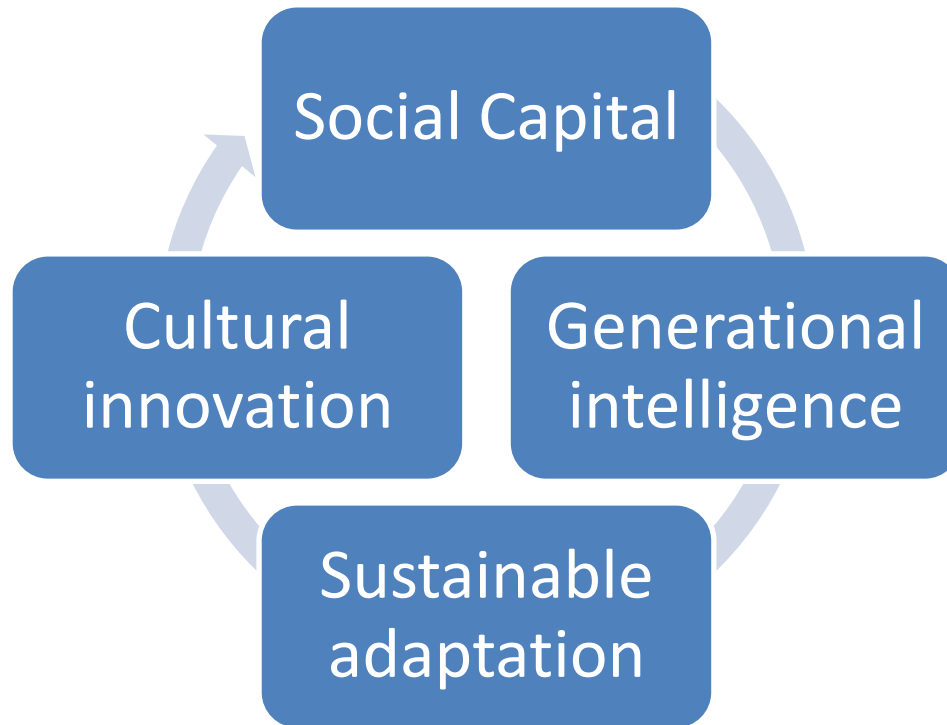


- As workers- continued economic productivity
- As consumers- business opportunities and international 'silver markets'
- As family and community 'glue'
- As autonomous 'self-carers'

Creating a New Critical Space

Releasing Generational Capital
Generational Intelligence
Intergenerational Sustainability
Cultural Innovation

Releasing Generational Capital



Generational Capital

Shaped by a:

- Particular set of existential-lifecycle based priorities
- Cohort identities
- Lived historical experience
- Degrees of socio-emotional sophistication

Cultural Innovation

- New roles adapted to a stretched lifecourse
- Greater attention to generational interconnection
- New ways of releasing specific potentials of a long life (age-friendly environments, generational negotiation, personal engagement)

Inclusive growth and adult ageing

Inclusive growth as a form of cultural adaptation that maximises benefits to older citizens and the contribution of older adults to society including other generational groups.

Inclusive growth and adult ageing: 2

- The form that benefit and contribution takes should not simply mean direct engagement in economic activity.
- Social participation plus forms of personal development would be expected to occur in civic, familial and what might loosely be called spiritual arenas.
- The job of contribution may be to engage in dissent and innovation in the definition of the purpose of a long life and of intergenerational relations.

Questions, Questions..

- What is the purpose of a long life?
- What is the contribution of older people?
- What's Inclusion and Sustainability in this context?

Alternative Rhythms of the Lifecourse

- Differences between the 'first and second halves of life'
- Between 'youthful' and 'mature' identities
- Existential life tasks and finitude
- 'Gero-transcendence'
- 'Generational Intelligence' and intergenerational negotiation

Intergenerational ambivalence

‘Relationships are perhaps the most common, acute, deeply felt and troublesome incarnations of ambivalence’

‘Opposition, born of the horror of ambiguity, becomes the main source of ambivalence’

(Liquid Love, Bauman, 2003).

Clearing out the ambivalence

Impact on social-emotional positioning with respect to the 'other':

- The age or generational other
- The socio-economic other

Dimensions of Generational Intelligence

- The degree to which one becomes conscious of self as part of a generation
- Relative ability to put yourself in the position of other generations
- Relative ability to negotiate between generational positions

Intergenerational Sustainability

- Solutions that endure over time
- Contain the ambivalence of intergenerational relations
- Recognise age-diversity between age groups
- Recognise age-diversity within age-groups
- Require negotiated settlements

What's Going On? Competing life narratives

- Fun for all (extended leisure post retirement) or...
- Downhill all the way (extended period of infirmity/dependency/inequality)
- More of the same (lengthened period of productivism)
- The stretched lifecourse (extension of each part of the lifecourse - the rubber band)

Making 'em Like Us

Productive ageing as:

Increasing uniformity between age groups

Reduces distinctiveness of age experiences

Generates competition between generations

Enduring yet changing ageism via productivity