



From practice to theory. Work-embedded education for the transition from working life to retirement. A bibliography review.

Cristina Banchi – PhD Student – cristina.banchi@unifi.it

INTRODUCTION AND BACKGROUND

The progressive aging of the population in the world of work represents a demographic and economic situation never seen before.

The transition from work to retirement is often problematic due to the lack of adequate skills, or the lack of awareness of the skills possessed. A new educational devices appear necessary to enable people to self-manage multiple forms of transition for personal benefit and for society, to assume a proactive approach in different life scenarios.

This bibliographical review is part of the research project of Task 1.7 «Continuing work-related transitions and lifelong learning», which, consistently with Mission 4 «Education and research» of the PNRR, has the the objective of exploring the scientific literature in order to define a theoretical and methodological framework in a multidisciplinary perspective to set up the subsequent empirical investigation.

The area of investigation is therefore Active Ageing in the pension transition with particular reference to the Third Sector area.

“Active ageing is the process of optimizing opportunities for health, participation and security in order to enhance quality of life as people age”
World Health Organization

AIM

The research hypothesis considers exposure to various educational/training actions during working life as a protective and facilitating factor for the management of transition phases and active permanence in the social and productive system, even at the end of working life. The development of life skills in particular becomes predictive in terms of acquiring the self-care skills necessary in the ageing phase. The aim is to identify theoretical models to interpret the phenomenon and recurring characteristics detected in previous empirical research.

QUESTIONS

1. What are the recurring characters contained in the bibliography relating to the transition from working life to retirement?
2. Which theories support intentional age management devices in practices and policies?
3. What is the identikit of the retired worker and what can be the predictors?

METHOD

Bibliographic review in three steps:

1st filter: intentional age management devices in practices and policies;

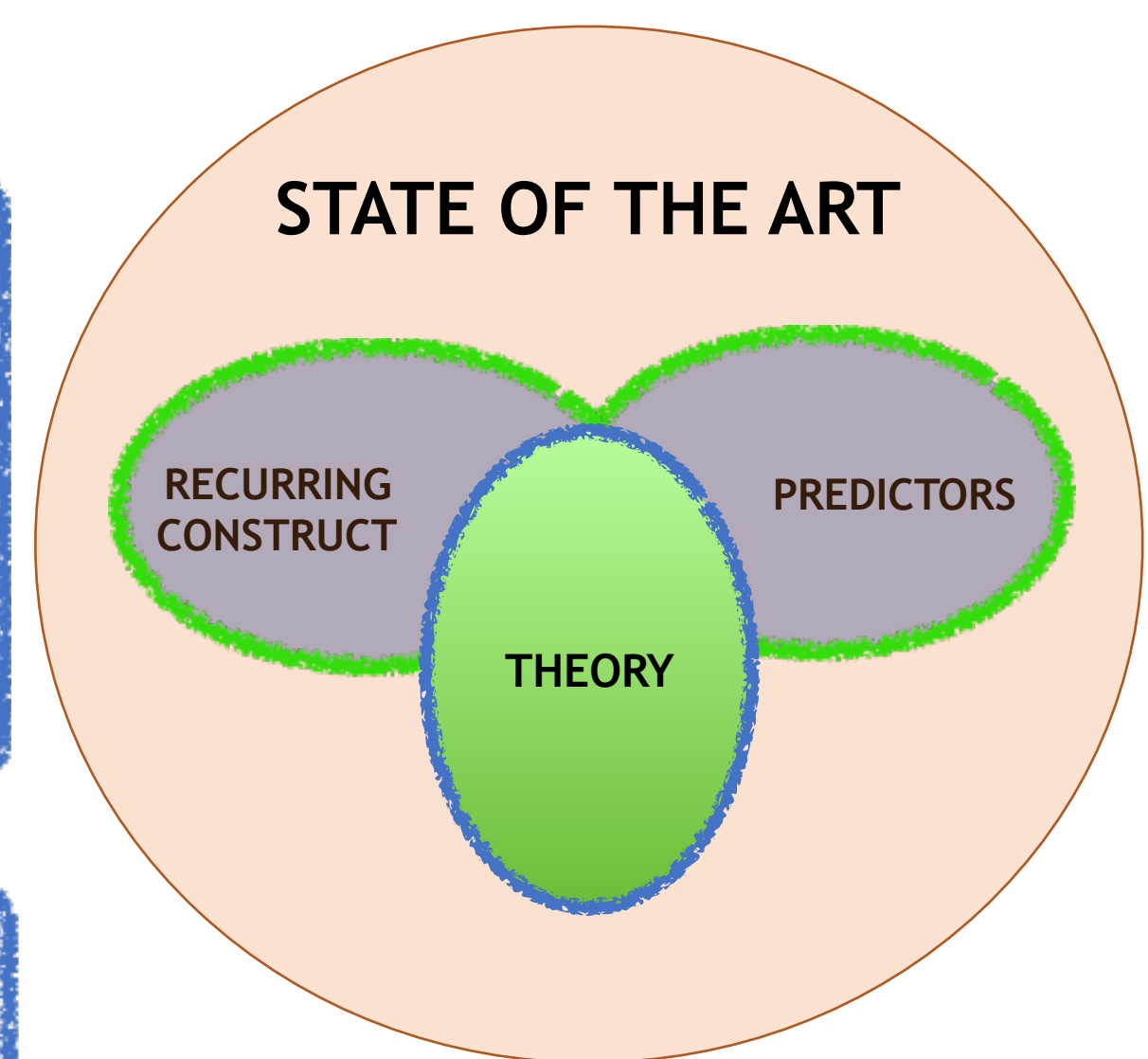
2nd filter: recurring characters;

3rd filter: theories and predictors.

Sources: search engines and gray literature

Keywords: career management; theory; age management; work; retirement;

STATE OF THE ART



PRELIMINARY RESULTS

From the bibliographical review, the main theories emerged that support the transition from working life to retirement with a view to prolonging active life, according to the paradigm of the Active Ageing Occupation domain.

The demographic and social framework is constantly evolving, to manage this instability a systemic-holistic approach is needed, capable of being resilient. The evolution of the theories themselves indicates that the experience of the transition from working life to retirement is not unique, so that none of the theories (like none of the predictors) can be exhaustive. Some theories are in conflict, others seem complementary, some may seem all-encompassing, but none can adapt to the multiplicity of experiences and contexts. Career guidance and Entrepreneurship Competences emerge as a leitmotif.

The last step still in progress is the synthesis of the skills relating to age management collected in the reference skills framework.

FUTURE DIRECTIONS

The synthesis of theories and predictors, built through the recurring characters emerging from the bibliography, can constitute the methodological reference for empirical research, identifying criteria and indicators.

The research thus focuses on the architecture and cognitive potential of the structural elements of working life in the current world of work, in which to identify virtuosity in the processes of transmission and production of functional knowledge for each transition.

The objective of future empirical research is to identify intentional age management educational devices in the transition from working life to retirement in the Active Ageing paradigm.

Therefore we will take a micro-dive by identifying cases that can allow the application of the theories in an interpretative key, to test the interpretative functionality of the theories.

RECURRING CHARACTERS

- Lifelong learning
- Ageism and intergenerational crisis
- Gender gap
- Work-life balance
- Decent work-safety
- Organizational citizenship
- Work ability

THEORIES

- Continuity Theory
 - Rational Choice Theory
 - Activity Theory
 - Disengagement Theory
 - Dynamic Resources Theory
 - Identity Theory
 - Role Theory
 - Organizational Citizenship Theory
 - Theory of Sustainable and Decent Work
 - Diversity Management Theory
- Teorie psico-sociali
• Teorie psicologiche
• Teorie socio-economiche
• Teorie economico-management

PREDICTORS

- INDIVIDUAL
- Age
 - Gender
 - Health
 - Economic status
 - Attachment to career
 - Identity attachment
 - Voluntary planning-choice
 - Skills
 - Length of service
 - Personality
 - Other interests

- WORK
- Hours
 - Work-life balance
 - Benefits
 - Wage
 - Type of work and duties
 - Work towards objectives
 - Career development
 - Satisfaction
 - Well being

- CONTEST
- Family
 - People to look after
 - Culture and values
 - Unemployment rate
 - Advantageous bridge work

REFERENCES

1. Gobeski K. T., Beehr T. A. 2009; How retirees work: predictors of different types of bridge employment; Department of Psychology, Central Michigan University, Mount;
2. Principi A. Smeaton D. Cahill K. Santini S. Barnes H. Socci M. 2018; What Happens to Retirement Plans, and Does This Affect Retirement Satisfaction?, «SAGE The International Journal of Aging and Human Development 90» Vol. 20 pag. 152-175;
3. Federighi P. 2012; L'educazione incorporata nel lavoro; Studi Sulla Formazione/Open Journal of Education, 12(1/2), 133-151;
4. Tomassini C. Vignoli D. 2022; Rapporto sulla popolazione. Le famiglie in Italia. Forme, ostacoli, sfide; Ed Il Mulino;

