Disparities and Dynamics: A Life Course Approach to Work and Health in Later Adulthood

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Constrained Choice: Life Course Contexts and Dynamics of Work and Health

Allocation Processes

Constraining Age/Racialized/Gendered Institutional Structures, Cultural Frames

Social Identities

Socialization Processes

HEALTH Paths Resources

WORK COURSE PATHS

Situational Exigencies, Timing Social Contexts/Changes/Policies
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Disparities and Dynamics in COVID-19 effects

Cross-Sectional CPS Data Ages 50-59
COVID Effects, Unemployment in the 50s
(Moen et al, 2020 Work, Aging, & Retirement)
COVID Effects, NILF, Other Reasons (50s) (Moen et al, 2020 Work, Aging, & Retirement)
COVID Effects, Unemployment in the 60s
(Moen et al, 2020 *Work, Aging, & Retirement*)

**Women aged 60-69 - Unemployed**
- White
- Black
- Hispanic
- Asian

**Men aged 60-69 - Unemployed**
- White
- Black
- Hispanic
- Asian
COVID Effects, NILF, Other Reasons (60s)
(Moen et al, 2020 *Work, Aging, & Retirement*)

**Women aged 60-69 - NILF other**

- White
- Black
- Hispanic
- Asian

**Men aged 60-69 - NILF other**

- White
- Black
- Hispanic
- Asian

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Implications for Future Research
Priorities

- **Intersectional Approach** -- GENDER, RACE, CLASS but also AGE *(Need Large or Targeted Samples and Person-Centered Analyses)*
- **Transitions and Trajectories** – capturing *dynamics* of health/work interface over time
  - *Cumulative Dis/advantages* – Who is NOT working earlier in the life course? Who leaves work? Who has prior health difficulties or onset of health conditions? Who retains/gains good health? *(Need Panel Data)*
- **Contexts**
  - Systems of Inequality Shaping Paths, Possibilities
  - Transformative Demographic, Technological, Public Health, Economic, and Policy Contexts *(Need Recent Data; Natural Experiments)*
  - Personal Family Exigencies *(Need couple/household Data)*
- **Constrained Choices** – voluntary/involuntary work paths, (timing, exits, (re)entries); voluntary/involuntary working conditions *(Need Subjective Measures)*
Constrained Choice and **Conjoined Dynamics** Across the Life Course

- **Allocation** Processes
- **Health** Paths/Resources
- **Work Course Paths**
- **Situational Exigencies, Timing Social Contexts/Changes/Policies**

- **Constraining Age/Racialized/Gendered Institutional Structures, Cultural Frames**
- **Social Identities**
- **Socialization Processes**
Thank you!