

# WORKING IN LATER LIFE: A CRITICAL REVIEW AND MODEL FOR ETHNIC MINORITY OLDER PEOPLE

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## WHAT WE KNOW

New Zealand's ageing population and diverse society present opportunities and challenges. The shift towards encouraging older people to continue working for economic sustainability, alongside an increase in migrant workers, has diversified the workforce<sup>(1)</sup>. Factors such as health, social support, and financial needs influence the decision to work in later life, with variations among ethnic groups<sup>(2-5)</sup>. However, ethnic inequalities and discrimination hinder older individuals from minority backgrounds in the workforce<sup>(5)</sup>.

## WHAT WE DON'T KNOW

There is a significant lack of research on older workers from minority ethnic groups, both in New Zealand and globally, leaving many unanswered questions regarding their participation, motivations, barriers, cultural influences, and the necessity versus choice of working in later life.



## MODEL OF LATER LIFE WORK

The model of later life work suggests that engaging in work during the later stages of life is influenced by complex interactions among individual, familial, community, and societal factors that unfold over time.

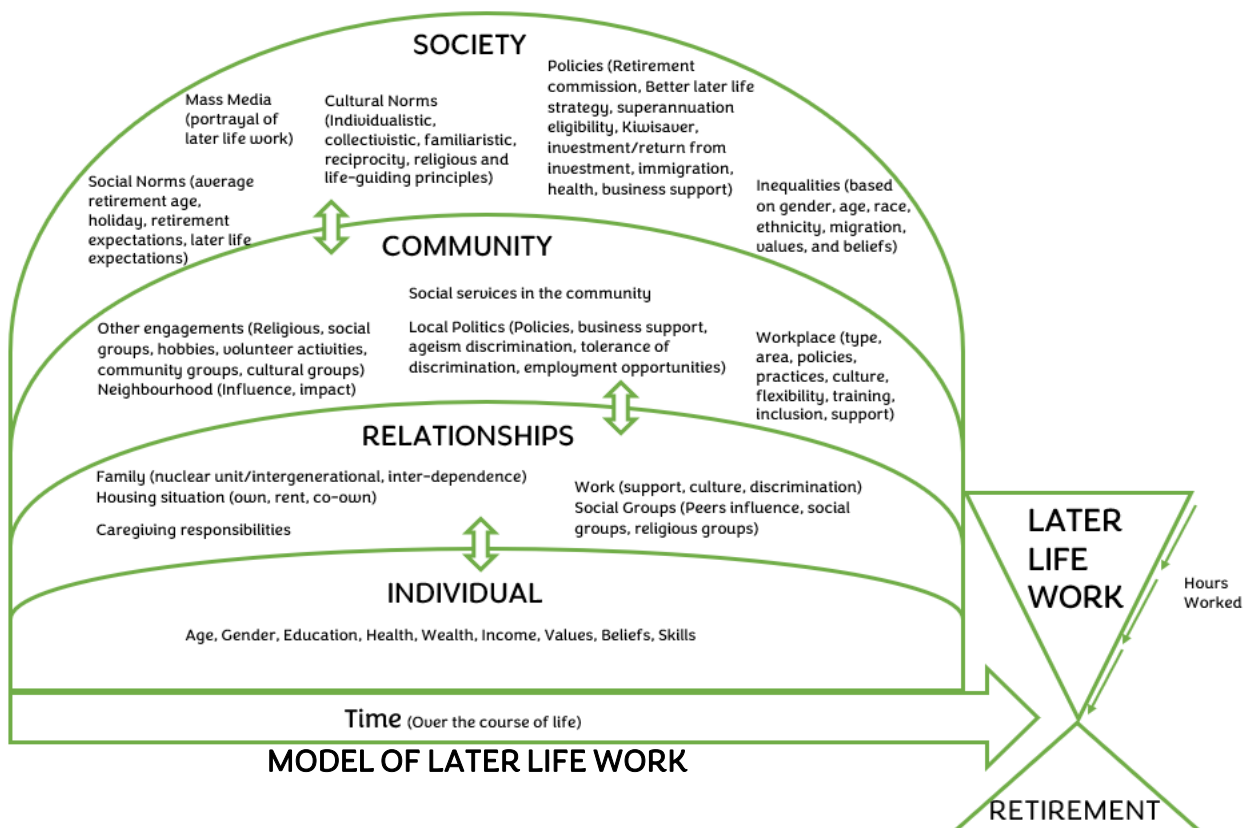
## WHY IT MATTERS

As the number of older people from minority ethnic groups in New Zealand increases, their participation in the workforce is expected to rise, yet little is known about the factors influencing their work and retirement decisions. This knowledge gap represents a missed opportunity for individuals, employers, and the government. Understanding their work decisions is crucial for developing effective support systems and policies, addressing ethnic inequalities, and maximizing the potential of an ageing workforce<sup>(7)</sup>. Thus, timely research on ethnic minority older peoples' later-life work decisions is vital, with the model of later-life work serving as a valuable starting point for further exploration.



## CRITICAL REVIEW

The critical review integrated and interpreted existing literature<sup>(6)</sup> on later life work among minority ethnic groups, suggesting a gap in the understanding of this area, thus indicating the need to develop a model of later life work as a starting point for further research and theoretical formulation.



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## References

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