

Dr. David Lain

Research Curriculum Vitae

Present Post: Senior Lecturer in Employment Studies
Newcastle University Business School
5 Barrack Road
Newcastle upon Tyne
NE1 4SE

Previous Senior Research Fellow (2013-2017)
Centre for Research on Management and Employment,
University of Brighton Business School,
BN2 4AT
[Research Fellow: 2012-2013; Research Officer: 2008 – 2011].

Associate Tutor in Sociology/Politics
University of Sussex (2003-2006).

Research Officer
Institute for Employment Studies, University of Sussex (2000-02).

Employers 1997-2000: Mondial Insurance; The Stationary Office (TSO);
Cable and Wireless; and American Express.

Education D.Phil (PhD) in Sociology, University of Sussex, UK (2009).

MA in Politics, University of Warwick, UK (1999).

BA (Honours) in Politics, University of East Anglia, UK (1997).

Teaching Fellow of the Higher Education Academy

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Research websites www.ReconstructingRetirement.org
www.RethinkingRetirement.org
https://www.researchgate.net/profile/David_Lain

Pub. Metrics Google Scholar profile: <http://bit.ly/2fQiEY0>

PUBLICATIONS

Book

Lain, D. (2016) *Reconstructing Retirement: Work and Welfare in the UK and USA*. Bristol: Policy Press [University of Bristol].

- Reviewed in *Journal of Occupational Science, The Gerontologist, Ageing and Society; Journal of Population Ageing; Journal of Social Policy* and *Journal of Aging & Social Policy*; see: <https://www.reconstructingretirement.org/reviews>
- Nominated for the British Academy Peter Townsend Award, 2017
- Nominated for the Gerontological Society of America Richard Kalish Book Award, 2018

Journal Special Issues (Editor)

Lain, D. Loretto, W. and Vickerstaff, V. (2013), editors, themed section of *Social Policy and Society*, 35 (3): 'Rethinking Retirement Incomes: Inequality and Policy Change in the UK and Anglo Saxon Countries'.

Loretto, W. Vickerstaff, V. and **Lain, D.** (2013), editors, special issue of *Employee Relations*, 12 (1): 'Rethinking Retirement: Changing Realities for Older Workers and Employee Relations?'.

O'Reilly, J., **Lain, D.**, Sheehan, M., Smale, B. and Stuart, M. (2011), editors, special Issue of *Work, Employment and Society* 25(4) 'Managing Uncertainty: The crisis, its consequences and the global workforce'.

Journal articles

Lain, D. Airey, L. Loretto, W. and Vickerstaff, S. (2018) 'Understanding older worker precarity: the intersecting domains of jobs, households and the welfare state', *Ageing & Society* [Online First]

Van der Horst M, **Lain D**, Vickerstaff S, Clark C, Baumberg-Geiger B. (2017) 'Gender roles and employment pathways of older women and men in England'. *SAGE Open*, October-December: 1–17.

Fahy, A. , Smuk, M. **Lain, D.**, van der Horst, M., Baumberg Geiger, B., Vickerstaff, S., Stansfeld, S. & Clark, C. (2017) 'Longitudinal associations of experiences of adversity and socioeconomic disadvantage during childhood with labour force participation and exit in later adulthood'. *Social Science and Medicine*, 183: 80-87.

Clark, C. Smuk, M. **Lain, D.** van der Horst, M. Baumberg Geiger, B. S Vickerstaff (2017) 'The impact of childhood and adulthood psychological health on labour force participation and exit in later life". *Psychological Medicine*, 47 (9): 1597-1608.

van der Horst, M. Vickerstaff, S. **Lain, D.** Clark, C. And Baumberg, B. (2016) 'Pathways of paid work, care provision, and volunteering in older age: Activity substitution or extension?', *Work, Aging and Retirement*, 3(4): 343-365.

Phillipson, C. Vickerstaff, S. and **Lain, D.** (2016) 'Achieving Fuller Working Lives: Labour Market and Policy Issues in the United Kingdom', *Australian Journal of Social Issues*, 51 (2):187-204.

Lain, D. and Loretto, W. (2016) 'Managing Employees Beyond Age 65: From the Margins to the Mainstream?', *Employee Relations*, 38 (5): 646 - 664.

- Awarded 'Highly Commended Paper' in the Emerald Literati Awards 2017.

O'Reilly, J. Eichhorst, W. Gabos, A. Hadjivassiliou, K. Kurakova, L. **Lain, D.** Lesckhe, J. McGuinness, S. Nazio, T. Ortlieb, R. Russell, H. and Villa, P. (2015) 'Five Characteristics of Youth Unemployment in Europe: Flexibility, Education, Migration, Family Legacies, and EU Policy', *SAGE Open*, January-March: 1-19.

Lain, D. Hadjivassiliou, K. Corral Alza, A. Isusi, I. Higgins, T. O'Reilly, J. Richards, V. Will, S. (2014) 'Evaluating Internships in terms of Governance structures: contract, duration and partnership', *European Journal of Training and Development*, 38 (6): 588-603.

Loretto, W. **Lain, D.** and Vickerstaff, V. (2013) 'Rethinking Retirement: Changing Realities for Older Workers and Employee Relations?', *Employee Relations*, 35 (3): 248-256.

Lain, D. Loretto, W. and Vickerstaff, V. (2013) 'Reforming State Pension Provision in 'Liberal' Anglo Saxon Countries: Re-commodification, Cost-containment or Recalibration?', *Social Policy and Society*, 12 (1): 77-90.

Lain, D. (2012) 'Working past 65 in the UK and USA: Segregation into 'Lopaq' Occupations?', *Work, Employment and Society*, 26 (1): 83-91.

O'Reilly, J. **Lain, D.** Sheehan, M. Smale, B. and Stuart, M. (2011) 'Managing Uncertainty: The Crisis, its Consequences and the Global Workforce', *Work, Employment & Society* 25 (4): 581-595.

Lain, D. (2011) 'Helping the Poorest Help Themselves? Working Past 65 in England and the USA', *Journal of Social Policy*, 40(3): 493-512.

Book chapters

Lain, D. Airey, L. Loretto, W. and Vickerstaff, S. (forthcoming) 'Older workers and ontological precarity: Between precarious employment, welfare and households' in Grenier, A. Phillipson, C. and Settersten, R. (eds) *Precarity and Ageing: Understanding Changing Forms of Risk and Vulnerability in Later Life*, Bristol: Policy Press [accepted for publication].

Lain, D. van der Horst, M. Vickerstaff, S. (forthcoming) 'Extended working lives: feasible and desirable for all?', in Czaja, S. et al., (eds) *Current and Emerging Trends in Aging and Work*. London: Springer [accepted for publication].

Lain, D. (2017) 'Employment of workers age over 65: The importance of Policy context ', in E. Parry and J. McCarthy (eds.), *Handbook of Age Diversity and Work*. London: Palgrave.

Lain, D. (2015) 'Work beyond age 65 in the England and the United States, in S. Scherger (ed.), *Work Beyond Retirement Age in Comparative Perspective*. London: Palgrave.

Lain, D. and Vickerstaff, S. (2014) 'Working Beyond Retirement Age: Lessons for Policy', in S. Harper and K. Hamblin (eds.), *International Handbook on Ageing and Public Policy*. Cheltenham: Edward Elgar Publishing.

Lain, D. (2011) 'Health and Employment Past Age 65 in England and the United States' in S. Vickerstaff, C. Phillipson and R. Wilkie (eds), *Work, Health and Well-Being: The Challenges of Managing Health at Work*. Bristol: Policy Press.

Selected research reports for UK Government and the European Commission

Lain, D. and Vickerstaff, V. (2015) *United Kingdom National Report: Understanding Employment Participation of Older Workers*. Report for the European Commission Joint Programming Initiative 'More Years, Better Lives'.

Lain, D. (2015) *Financial Factors: Understanding Employment Participation of Older Workers*. Report for the European Commission Joint Programming Initiative 'More Years, Better Lives'.

O'Reilly, J. **Lain, D.** (2011) *Labour Market Transitions in Comparative Perspective: Policy Briefing from EU Research Findings*. Brighton: University of Brighton [Written for the European Union FP7 Framework].

Atkinson, J. Evans, C. Willison, R. **Lain, D.** van Gent, M. (2003) *New Deal 50plus: Sustainability of Employment*. London: Department for Work and Pensions.

Kodz, J. Davis, S. **Lain, D.** Strebler, M. Rick, J. Bates, P. Cummings, J. Meager, N. Anxo, D. Gineste, S. Trinczek, R. Pamer, S. (2003) *Working Long Hours: A Review of the Evidence*. London: Department for Trade and Industry.

Lain, D. Maginn, A. (2003) *Labour Market Involvement in Quality Assurance in Vocationally / Professionally Orientated Higher Education in Europe: Final Report*, England. Brighton: Institute for Employment Studies. [Commissioned by the EU Leonardo Programme].

BOOK SERIES EDITORIAL RESPONSIBILITIES

2019 - **Series Editor** of the Bristol University Press book series '**Rethinking Work, Ageing and Retirement**' with Prof Sarah Vickerstaff.

INVITED RESEARCH PRESENTATIONS

Invited Presentations to Policy Audiences

- **The Age and Employment Network:** 'Abolishing mandatory retirement ages: Implementation in four organisations'; presentation for policy makers, the third sector and academics/researchers (London, 2017).
- **German Federal Ministry of Labour and Social Affairs:** 'Financial Factors Influencing the employment of older worker'; for European policy makers/partners (Berlin, 2015);
- **Age Northern Ireland:** 'The Challenges for Extended Working Lives' (Belfast, 2014);
- **European Economic and Social Committee of the European Parliament:** 'Extending the working life: Employment beyond typical retirement age (Brussels, 2013);
- **European Foundation for the Improvement of Living and working Conditions:** 'Work beyond retirement among the poor & the impact of an anti-discrimination law: evidence from the US & UK' (Brussels, 2012).

Invited Presentations to Academic Audiences

- **London School of Economics:** 'Extended working lives and older worker precarity' (May 2019)
- **University of Miami Center on Aging:** 'Extended working lives: feasible and desirable for all?' (January 2018);
- **The Age and Employment Network:** 'Abolishing mandatory retirement ages: Implementation in four organisations'; presentation for researchers/academics, policy makers, and the third sector (London, 2017);
- **University of Edinburgh** 'Grandparents and later life working' (2015);
- **Linnaeus University** 'Working beyond retirement age' (Sweden, 2014);
- **University of Bremen** 'Work Beyond Retirement in the UK and the USA' (Germany, 2013);
- **University of Birmingham** 'Working Beyond 'Retirement' Age: International Lessons for Policy' (Institute of Advanced Studies, 2013);
- **University of Edinburgh** (2013). Invited workshop on pension reform for MSc students in Social Policy.

INTERNATIONAL CONFERENCES PRESENTED RESEARCH PAPERS AT

- **Work, Employment and Society** (2016: University of Leeds; 2010: University of Brighton)
- **British Sociological Association** (2018: Newcastle)

- **Gerontological Society of America** (2015: Orlando; 2014: Washington, DC; 2013: New Orleans);
- **British Society of Gerontology** (2018: Manchester; 2015: Newcastle University; 2009: UWE Bristol).
- **Social Policy Association** Conference (2013: University of Sheffield);
- **European Network For Social Policy Analysis (ESPAnet)** Conference (2013: Poznan University of Economics, Poland);
- **Society for the Advancement of Socio-Economics** (2012: MIT, Boston; 2009: Sans Po, Paris);
- **European Sociological Association** (2010: University of Leicester; 2005: Torun, Poland);
- **Seniorpolitikk Centre for Senior Policy** Conference 'Older workers in a sustainable society - great needs and great potentials' (Oslo, Norway: 2010);
- **British Academy of Management** (2009: University of Brighton).
- **Community, Work and Family** Conference (2016: Catholic University Milan).
- **International Association of Gerontology and Geriatrics** (2017; San Francisco)

RESEARCH FUNDING

As Principle Investigator / Lead UK Researcher

- 2016-2018 **Norwegian Research Council** funding for the project 'Challenges and possibilities for mobility for the 50+ population' (PI: Anne Inga Hilsen). I am leading the UK component of the project, including researchers from the University of Kent (Total budget £444,500 approx. £71,149 for my contribution)
- 2015 **Rising Stars Award** from the University of Brighton. Project: "Grand-parenting, Care Commitments and Employment". (£10,000). PI Leading research team including co-researchers from the Universities of Brighton and Edinburgh.
- 2012-15 **Post-Graduate Studentship**, funded by the University of Brighton, 'Employment and Retirement Decisions in Denmark and UK' for doctoral student Karen Hanley (£58,000).
- 2011-2014 **Leverhulme Early Career Research Fellowship**. Project: 'The Transformation of Retirement? The UK and US Compared' (£87,000). Resulted in monograph *Reconstructing Retirement*, and journal articles.
- 2010-2011 **Santander** funding for project 'Youth Transitions into Work: A UK / Spanish Comparison' (Principle Investigator; £10,000). PI Leading team of researchers from the University of Brighton, the Institute for Employment Studies and IKEI Research (Spain).
- 2010-2012 **ESRC** funding for 'Rethinking Retirement' Seminar series (Principle Investigator with S. Vickerstaff and W. Loretto; £18,000). Led the series of

five seminars, which attracted 150 academic/non-academic participants from the UK, USA and other EU countries.

- 2010 **ESRC** funding to hold event for the Festival of Social Science – ‘Looking at Age Differently’ - (£1,358).
- 2002 **ESRC** PhD. Postgraduate studentship (PTA-030-2002-00958).

As a Co-Researcher

- 2016 **ESRC** funding to hold event for the Festival of Social Science – ‘Age of Choice? Rethinking Life after 50’ (£550).
- 2014-2017 **ESRC** funding: ‘Uncertain Futures: Managing Late-Career Transitions and Extended Working Life’ (PI: S. Vickerstaff) (Total budget £560,000; £20,323 for my contribution).
- 2010 **British Sociological Association** *Work, Employment and Society* Conference successful tender to host the conference at Brighton Business School (turnover income £111,000).
- 2009-11 **EU FP7** Workcare Synergies <http://workcaresynergies.eu/> with (IHS) Vienna (€69,000 for the University of Brighton contribution).

CONSULTANCY

- 2018 **Australian HR Institute.** Provided advice on developing the ‘Employing Older Workers’ survey of employers for the Australian Human Rights Commission.
- 2017 **Grandparents Plus.** Awarded tender to conduct literature review for the leading UK Charity (£8,000).
- 2015 **European Commission.** EU literature reviews on the labour market participation of older workers for the European Commission Joint Programming Initiative ‘More Years, Better Lives’.

PROFESSIONAL RESEARCH ACTIVITIES - EXTERNAL

- **Visiting Scholar.** Syracuse University (US, July 2011)
- **Member (2014-2016), elected** Associate Editorial Board of the journal *Work, Employment and Society* [ABS 4].
- **Co-organiser,** the *Work, Employment and Society* conference 2010 and subsequently guest editor of the 2010 Special Issue on Managing Uncertainty.
- **Organiser,** of the *Work, Employment and Society* conference 2010 PhD workshop.
- **Lead organiser and PI,** of the ESRC Rethinking Retirement Seminar Series (see: www.rethinkingretirement.org for details).
- **Lead organiser,** ESRC Festival of Social Science public/policy events in 2010 (‘Looking at Age Differently’) and 2016 (‘Age of Choice?’).

Research bid reviewer

- Research bid reviewer for the Irish Research Council (2017-)

Professional Associations

- British Sociological Association
- Social Policy Association,
- British Society for Gerontology
- Gerontological Society for America.
- Equality and Diversity Forum Research Network.
- The Sloan Research Network on Aging and Work, Boston College, USA.

Journal Reviewer

- *Ageing and Society*
- *Asia Pacific Journal of Marketing and Logistics*
- *British Journal of Industrial Relations*
- *Employee Relations*
- *Gender, Work and Organisation*
- *Industrial Relations*
- *International Sociology*
- *Journal of Population Ageing*
- *Research on Aging*
- *AI & Society*
- *Human Resource Development Quarterly*
- *Social Policy and Society*
- *Sociology Compass*
- *International Journal of Human Resource Management*
- *Journal of Social Policy*
- *Work Aging and Retirement*
- *Work, Employment and Society*
- *Policy Press [Monographs]*

Published Book Reviews by David Lain

Grandmothers at Work: Juggling families and Jobs by Madonna Harrington Meyer. New York, NY: NYU Press. *Work, Employment and Society*, 30 (2) 383-384.

The Making of Ageing Policy: Theory and Practice in Europe, edited by Rune Ervik and Tord Skogedal Lindén. *Social Policy and Administration*, 48 (7) 923–924.

Media Commentary on older workers and retirement

- The Guardian newspaper
- Mature Times
- HRZone
- The Voice of Russia Radio
- Brighton Pensioners' Forum
- BBC Radio Scotland
- Personnel Today
- The Institute of Leadership and Management,
- The Argus Newspaper [Brighton]
- BBC Sussex Radio
- 'The Point' Magazine

PHD RESEARCH SUPERVISION

PhD Research Supervision - Completed

- **Christine Lewis:** “Knowledge, power and policy-making: Study of the Education Maintenance Allowance”. Co-supervisor. Result at Viva: minor corrections.
- **Stuart Hill:** “What is Fair Pay? Employer Motivations for Adopting the Living Wage”. Co-supervisor. Result at Viva: minor corrections.
- **David Wright:** “Extending Working Life – Comparing Germany and the UK”. Lead supervisor. Result at Viva: passed with no corrections.

PhD Research Supervision as Lead Supervisor - Current

- **Karen Hanley:** “Thinking about retirement - or being effectively engaged in the labour market? The factors that influence employment choices for older employees (60+) in Denmark”.

EXTERNAL EXAMINER RESPONSIBILITIES

PhD External examiner responsibilities

- University of Edinburgh PhD in Social Policy - Lynne Robertson Rose: ‘Behavioural responses to automatic enrolment in workplace pension schemes’ (February 2016).
- University of Newcastle PhD in Medical Sciences – ‘An exploration of retirement transitions in early ‘baby boom’ cohort: A mixed methods study’ (May 2017).

Degree programme external examining responsibilities

- External Examiner for the following degree programs at the University of Edinburgh Business School (2017-2022):
 - Business Management MA (Hons)
 - Business with Human Resource Management MA (Hons)
 - Business and Law MA (Hons)