

HILA AXELRAD

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EDUCATION

Post-Doc	December 2017- December 2019	The School of Social and Policy Studies, Tel Aviv University, Tel Aviv, Israel
Post-Doc	August 2015-December 2017	Sloan Center on Aging & Work, School of social work, Boston college, Boston, MA, USA
Ph.D.	2011-201 5	Ben-Gurion University of the Negev Department of Public Policy and Administration Dissertation title: "Difficulties of Integrating Older Workers into the Labor Market" Advisers: Prof. I. Luski, Prof. M. Malul
M.B.A. <i>Summa Cum laude</i>	2000-200 2	Ben-Gurion University of the Negev Guilford Glazer Faculty of Business and Management
B.A.	1997-200 0	Ben-Gurion University of the Negev Department of Economics

EMPLOYMENT HISTORY

2019 – Present Senior Researcher at the Aaron Institute for Economic Policy,
Tiomkin School of Economics. Reichman University.

2019– 2022 Researcher at The School of Social and Policy Studies, Tel Aviv
University.

2017 - 2019 Postdoctoral Fellow in The School of Social and Policy Studies, Tel Aviv
University.

2015 - 2017 Postdoctoral Fellow in Sloan Center on Aging & Work, Boston College.

2014-2015 Adjunct lecturer, Department of Public Policy and Administration
Ben-Gurion University of the Negev, Israel

2011-2015 Instructor, Instructing groups of Management students in their final project
"Business Management Project in Israel". Department of Management, Guilford
Glazer Faculty of Business & Management, Ben-Gurion University of the Negev,
Israel.

2010-2011 Manager, Economic department, Re'ut A.P. Ltd (a private real
estate and construction company).

2005-2010 Manager, Policies Management Division, Ashra The Israel Export Insurance Corp. Ltd.

2003-2005 Economist, Economic Department, Migdal Group

2000-2002 Economist and Treasurer, National Coal Supply Corporation.

PROFESSIONAL ACTIVITIES

(a) Ad-hoc reviewer for journals: *Ageing & Society*

Applied Economics

International Journal of Social Economics

International Journal of Sociology and Social Policy

The International Journal of Aging and Human Development

(b) Significant professional consulting:

2017–present: Member of the Independent Older Adults committee JDC-Eshel, Israel.

TEACHING EXPERIENCE

The Labor Market	Ben-Gurion University of the Negev	M.A.	2014-2015
Business Management Project in Israel	Ben-Gurion University of the Negev	B.A.	2011-2015 2017- 2021
Economic Policy Seminar	Reichman University	B.A.	2021 - Present

GRANTS & AWARDS

2024 STSM grant award, COST Action number CA22120, Organisational factors and HRM practises influencing intergenerational learning, job satisfaction and knowledge sharing in work teams (3,880 EUR)

2020-2022 National Insurance Institute of Israel, "Increasing the Retirement Age – The Employers' Perspectives" (140,000 ILS)

2019 TAUB Center, "Employment and Subjective Well-being in Older Age" (8,000 ILS)

2017-2019 The Ministry of Science, Technology and Space: "Increasing the Retirement Age – The Employers' Perspectives" (240,000 ILS)

2017 Alfred P. Sloan Foundation: "Perception and reality: A pilot study of employers & older workers" (5,000 \$)

2015 Ben-Gurion University of the Negev, Post-Doctoral grant (5,000 \$).

2015 Ben-Gurion University of the Negev, Excellence Award for the Best Doctoral Student in the Faculty of Business and Management.

2011-2015 Ben-Gurion University of the Negev, Kreitman School Fellowship.

2002 Ben Gurion University of the Negev, M.B.A. *Summa cum Laude*

1999 Ben Gurion University of the Negev, B.A. Excellence Fellowship for third year.

Travel grants

2025 a presentation and participation in a Dissemination Conference to attend EAWOP 2025, Praha, Czech Republic, May 2025.

2025 COST Action CA22120 – LeverAge to attend LeverAge WG1-5 2nd Annual Meeting, Olomouc, Czech Republic, May 2025

2024 COST Action CA22120 – LeverAge to attend LeverAge WG1 1st Annual Meeting, Tirana, Albania, May 2024

2019 Sloan Center on Aging & Work Travel award to attend The 2019 Sloan Research Network on Aging & Work Fall, Boston, MA USA, September 2019.

2017 The Gerontological Society of America (GSA) and Alfred P. Sloan Foundation Travel award to attend Pre-Conference Workshop: Translating Research on Aging & Work into Practice, San Francisco, California

2017 IAGG World Congress Travel Stipend to attend IAGG 2017 World Congress, San Francisco, California

2016 University Institute on Aging Travel Grant to attend GSA meeting, New Orleans, Louisiana

2014 Institute for Employment Research (IAB) Grant to attend The international conference Labor market prospects of older workers, Nuremberg, Germany

SCIENTIFIC PUBLICATIONS

Refereed Articles

(a) Articles and Chapters in Books

Axelrad, H., and James, B. J., (2016). Employers' attitudes toward older-worker job seekers: A comprehensive review with recommendations for action. In: Antoniou, A. S., Burke, R. J., and Cooper, C.L. (eds.). *The Aging Workforce Handbook* (pp.489–512). Emeralds Publishing. doi: 10.1108/978-1-78635-448-820161020

(Google Citation: 12)

Axelrad, H., and Sumkin, S., (2023). Promoting and Developing Digital Transformation Toward 2030. In: Pivoting Government through Digital Transformation (pp. 81-93). Auerbach Publications.

Axelrad, H., Tur-Sinai, A. (2024). 18. Who Chooses to Switch Patterns of Employment after Retirement Age? Research Handbook on Inequalities in Later Life, 280. doi: <https://doi.org/10.4337/9781789907247.00026>

(b) Refereed articles in scientific journals

Axelrad, H., Luski, I., Malul, M. (2013). Difficulties of integrating older workers into the labor market: exploring the Israeli labor market. *International Journal of Social Economics*, 40(12), 1058-1076. doi: <http://dx.doi.org/10.1108/IJSE-12-2011-0098>

(Google Citation: 28, Economics and Econometrics Q3, Social Science Q2,)

Axelrad, H., Luski, I., Malul, M. (2016). Behavioral Biases in the Labor Market Differences between Older and Younger Individuals. *Journal of Behavioral and Experimental Economics*. 60(1), Feb. 2016, 23-28. doi: <http://dx.doi.org/10.1016/j.socec.2015.11.003>

(Google Citation: 22, IF 1.382, Social Science Q1, Economics and Econometrics Q2, Applied psychology Q2)

Axelrad, H., Sabbath, E., Hawkins, S.S. (2017). The impact of the 2008 recession on the health of older workers: data from 13 European countries. *European Journal of Public Health*, 27(4), 647-652. doi: 10.1093/eurpub/ckx011.

(Google Citation: 7, IF 3.367, 47/170 in Public, Environmental and Occupational Health Q1)

Axelrad, H., Luski, I. Malul, M., (2017). Reservation Wages and Unemployment among Older Workers. *Journal of Labor Research*. 38(2), 206-227. doi: 10.1007/s12122-017-9247-6

(Google Citation: 12, IF 0.800, Organizational Behavior and Human Recourse Management Q3, Strategy and Management Q3, Management of Technology and innovation Q3)

Axelrad, H., Sabbath, E.L., Hawkins, S.S. (2017). The 2008-2009 Great Recession and Employment Outcomes among Older Workers. *European Journal of Ageing*, 15(1), 35-45.1-11. doi: 10.1007/s10433-017-0429-0

(Google Citation: 11, IF 2.711, Geriatrics and Gerontology Q2, Health (Social Science Q1)

Axelrad, H., Mahoney, J.K. (2017). Increasing the Pensionable Age: What Changes are OECD Countries Making? What Considerations Are Driving Policy?. *Open Journal of Social Sciences*, 5, 56-70. doi: 10.4236/jss.2017.57005

(Google Citation: 21)

Axelrad, H., McNamara T.K. (2017). Gates to Retirement and Gender Differences: Macroeconomic Conditions, Job Satisfaction, and Age. *Journal of women and aging*. doi: 10.1080/08952841.2017.1358978

(Google Citation: 17, IF 1.969, Gendered studies Q2, Geriatric and Gerontology Q3)

Axelrad, H., Luski, I. Malul, M., (2018) Unemployment among younger and older individuals: does conventional data about unemployment tell us the whole story? *Journal for Labour Market Research*, 52(1), 3. doi: 10.1186/s12651-018-0237-9.

(Google Citation: 37, Economics and Econometrics Q3, Industrial Relations Q2, Organizational Behavior and Human Resource Management Q2)

Axelrad, H. (2018). Early retirement and late retirement: Comparative analysis of 20 European countries. *International Journal of Sociology*, 48(3), 231-250, doi: 10.1080/00207659.2018.1483004.

(Google Citation: 8, Social Science Q2)

Axelrad, H., Tur-Sinai, A. (2019) Switching to Self-Employed When Heading for Retirement. *Journal of Applied Gerontology*, 40(1), 95-104. <https://doi.org/10.1177/0733464819894542>

- (Google Citation: 3, IF 3.2, Geriatrics and Gerontology Q2, Gerontology Q1)
Axelrad, H. (2020). Perception versus official data: Employers' knowledge about the aging workforce. *Journal of Aging & Social Policy*, 33(2), 177-199. doi: [10.1080/08959420.2020.1769535](https://doi.org/10.1080/08959420.2020.1769535)
- (Google Citation: 1, IF 2.283, Demography Q2, Gerontology Q2, Life- Span and Life- course Studies Q3)
Axelrad, H., Drizin, R., Malul, M., Rosenboim, M. (2020) Does future time perspective Predict Motivation to Learn? *International Journal of School & Educational Psychology*.
doi: [10.1080/21683603.2020.1813667](https://doi.org/10.1080/21683603.2020.1813667)
- (Developmental and Educational psychology Q3, Education Q2)
Sherman, A., **Axelrad, H.** (2020) A qualitative study on money, wellbeing and serial crowdfunding. *Baltic Journal of Management*.
<https://doi.org/10.1108/BJM-06-2020-0190>
- (IF 1.719, Business and International Management Q2, Organizational behavior and Human Resource Management Q2)
Axelrad, H., Sherman, A., Luski, I., (2020) The effect of employment on the subjective well-being of 60–80 years old people. *International Journal of Social Economics*. <https://doi.org/10.1108/IJSE-04-2020-0212>
- (Google Citation: 2, Economics and Econometrics Q3, Social Science Q2,)
Axelrad, H., Luski, I., (2021) Actual Retirement age: A European cross-country analysis. *Aging International*.
<https://doi.org/10.1007/s12126-021-09435-9>
- (Health (Social Science) Q3)
Axelrad, H., Kalev, A., Lewin-Epstein, N., (2021) How Do Employers Think about Older Workers? *Qualitative Research in Organizations and Management*. Vol. 17 No. 2, pp. 201-220. <https://doi.org/10.1108/QROM-10-2019-1830>
- (Business, Management and accounting Q2, Organizational behavior and Human Resource Management Q3)
Sherman, A., **Axelrad, H.**, (2021) A quantitative study on crowdfunders' motivations, their sense of meaning and social welfare. *International*

Journal of Entrepreneurial Behavior & Research,
<https://doi.org/10.1108/IJEBR-03-2021-0195>

(IF 4.996, Business, Management and accounting (miscellaneous) Q1)

Axelrad, H., Yirmiyahu, A. (2022) Who wants to work longer and why? Workplace practices, job conditions and longer working life. National Accounting Review, 2022, 4(3): 287-309. doi: 10.3934/NAR.2022017

Axelrad, H., Kalev, A., & Lewin-Epstein, N. (2023). Ambivalent Bias at Work: Managers' Perceptions of Older Workers across Organizational Contexts. Work, Employment and Society,
<https://doi.org/10.1177/09500170231175790>

(IF 4.5, Accounting Q1, Economics and Econometrics Q1, Organizational behavior and Human Resource Management Q1, Sociology and political Science Q1)

Sherman, A., **Axelrad, H.**, Barokas, G. (2024) On subjective well-being and excess strategy to cope with financial-scarcity problem, Managerial and Decision Economics, <https://doi.org/10.1002/mde.4160>

(IF 1.379, Business and international management Q2, Management of Technology and Innovation Q2, Management science and Operations Research Q3, Strategy and Management Q3)

Finsel J., **Axelrad, H.**, Jung Choi, S. Derous, E., Gu, X., Guandalini, P., Ha, J., Kim, E.S, Marzec, I., Mykletun, R.J., Oliveira, E., Pajic, S., Schellaert, M., Van der Heijden, B.I. J. M., Vignoli, M., Wöhrmann, A.M., and Deller, J. (2025) Development and Validation of the Short Form of the Later Life Workplace Index (LLWI-SF): A Study Across Ten Countries (WORKAR-2024-081) Work, Aging and Retirement,
<https://doi.org/10.1093/workar/waaf006>

(IF 1.248, Economics, Econometrics and Finance (miscellaneous) Q1, Organizational Behavior and Human Resource Management Q1))

Oliveira, E., Van der Heijden, B., Finsel, J., **Axelrad, H.**, Derous, E., Gu, X., Marzec, I., Mykletun, R., Vignoli, M., Pajic, S., Wöhrmann, A., Deller, J. (2025) Necessary HRM Practices for Extended Working Lives in Tight and Loose Societies: A Comparative Perspective, Human Resource Management, <https://doi.org/10.1002/hrm.70040>

(IF 3.663, Applied Psychology Q1, Management of Technology and Innovation Q1, Organizational Behavior and Human Resource Management Q1, Strategy and Management Q1)

(c) Revise and Resubmit

(d) Submitted for Publication

Finsel J., **Axelrad, H.**, et al. Development and Validation of the Long Form of the Later Life Workplace Index: A Study Across Ten Countries

(e) In Preparation

Axelrad, H., Kalev, A., Lewin-Epstein N. Work life balance and unions

Non-refereed publications: Policy papers

Axelrad, H., Sadeh, T., Trachtengot, I. (2025) Haredi-Hasidic Households in the United States Policy Paper 2025.02, Aaron Institute for Economic Policy, May 2025

Axelrad, H., Kalisher, I., Trachtengot, I., Sandler, A., Sadeh, T. (2024) High-Quality Employment and Its Effect on Haredi Households, Policy Paper 2024.04, Aaron Institute for Economic Policy, November 2024

Axelrad, H., Sadeh, T. (2024) Is It Worthwhile for Haredi Kollel Students to Join the Labor Market? Policy Paper 2024.03, Aaron Institute for Economic Policy, June 2024

Axelrad, H., Trachtengot, I. (2023) History and Haredi Sociology Meet the Israeli Economy, Policy Paper 2023.07, Aaron Institute for Economic Policy, December 2023

Axelrad, H., Kalisher I., (2023) High-Quality Employment for Haredi Women, abstract of Policy Paper, Aaron Institute for Economic Policy, September 2023

- Axelrad, H.** (2023) Regulatory Barriers to older Employment: Analysis and Proposals for a Solution, Policy Paper No. 2023.01, Aaron Institute for Economic Policy, January 2023
- Axelrad, H.,** Sumkin S., & Haver S. (2022) Promoting and Developing Digital Transformation in Israel toward 2030, Policy Paper No. 2022.03, Aaron Institute for Economic Policy, April 2022
- Axelrad, H.,** Eckstein, Z., & Larom, T. (2021) Economic Benefits of Employing Older Workers, Policy Paper 12.2021, Aaron Institute for Economic Policy, December 2021
- Axelrad, H.,** Matar, H., & Tehawkho M. (2021) The Digital Challenge Facing Israeli Arab Society, Policy Paper No. 05.2021, Aaron Institute for Economic Policy, June 2021
- Axelrad, H.,** Kromby, I., Lifshitz, H. & Sumkin S. (2021) Integration of Haredi Men in the High-Tech Sector, Policy Paper 12.2021, Aaron Institute for Economic Policy, December 2021
- Axelrad, H.,** Eckstein, Z., & Sumkin S. (2021) Optimal Planning Strategy for the Israeli Energy Sector, Policy Paper No. 03.2021, Aaron Institute for Economic Policy, May 2021
- Hashai, N., Sumkin, S., & **Axelrad, H.** (2021) High-Tech Sector as an Engine of Recovery from COVID-19 Crisis, Policy Paper No. 04.2021, Aaron Institute for Economic Policy, May 2021
- Axelrad, H.,** Luski, I., & Sherman, A. (2021) Employment and the Level of Happiness: The Effect of Employment on the Level of Happiness Among Israelis Ages 60–80, Policy Paper No. 01.2021, Taub Center for Social Policy Studies in Israel, Jerusalem, February 2021
- Axelrad, H.,** Danczige, I. (2021) Digital Development Challenges in Israel, Policy Paper No. 02.2021, Aaron Institute for Economic Policy, February 2021
- Axelrad, H.,** (2021) Integrating Digital Tools into the Education system, Policy Paper No. 01.2021, Aaron Institute for Economic Policy, January 2021

Axelrad, H., Eckstein, Z., & Sumkin S. (2020) Energy Sector Challenges for 2030, Policy Paper No. 04.2020, Aaron Institute for Economic Policy, June 2020

CONFERENCE PRESENTATIONS

Axelrad, H., Luski, I. (2025) Actual Retirement age: A European cross-country analysis. EAWOP 2025, Praha, Czech Republic, May 2025.

Axelrad, H., Kalisher, I., Trachtengot, I., Sandler, A., Sadeh, T. (2024) High-Quality Employment and Its Effect on Haredi Households. The Israel Economic Association, Herzliya, Israel, June 2024.

Axelrad, H., Eckstein, Z., & Larom, T. Economic Benefits of Employing Older Workers. Poster presentation. The 7th Age in the Workplace Meeting (AWM), Vilnius, Lithuania, November 2023.

Deller, J., Finsel, J., Wöhrmann, A., Oliveira, E., **Axelrad, H.**, Vignola, M., Gu, X., & Van der Heijden, B. Development and validation of the US and German short version of the Later Life Workplace Index (LLWI-S). Poster presentation. GSA conference Building Bridges, Catalyzing Research, Empowering All Ages. Tampa, Florida, USA, November 2023.

Axelrad, H., Malchi, A. Quality employment for ultra-Orthodox women. Oral presentation. The Israel Economic Association, Tel Aviv, Israel, June 2023.

Axelrad, H., Sumkin, S., Kromby, I., Lifshitz, H. Integration of Haredi Men in the High-Tech Sector. Oral presentation. The annual conference of the Israeli Sociological Society, Tel Aviv, Israel, February 2023.

Axelrad, H., Yirmiyahu, A., Who wants to work longer and why? Workplace practices, job conditions and longer working life. Oral presentation. Age in the Workplace, Groningen, Netherland, October 2021.

Axelrad, H., Sherman, A., Luski, I., Bridge Employment and Subjective Well-being in older age. Poster presentation. Age in the Workplace, St. Gallen, Switzerland, November 2019.

Axelrad H. Workplace practices, job conditions and the sense of inclusion of Israeli older workers. Oral presentation. The 2019 Sloan Research

Network on Aging & Work Fall Institute, the Harvard Center for Population and Development Studies at the Harvard University School of Public Health, Boston, MA USA, September 2019.

Axelrad H, Kalev, A., Lewin-Epstein, N, Do employers want to and are they willing to employ older workers? Justifications and reasons. Oral presentation. 19th EAWOP Congress, Turin, Italy, May, 2019

Axelrad H, Employers' Knowledge about the Aging Workforce. Oral presentation. Research that Matters to Employers: Overcoming the Constraints of Later Life, Preconference workshop at GSA, Boston, MA USA, November, 2018

Axelrad H, Kalev, A., Lewin-Epstein, N, Increasing the Retirement Age – The Employers' Perspectives. Oral presentation. Research that Matters to Employers: Overcoming the Constraints of Later Life, Preconference workshop at GSA, Boston, MA USA, November, 2018

Axelrad H, Perception versus Reality: Employers' Knowledge about Aging Workforce. Oral presentation. The Nordic Work Life Conference 2018, Oslo, Norway, June, 2018

Axelrad H, Sabbath E, Hawkins S.S, The Influence of the Great Recession on Employment Outcomes in European Older Workers. Poster presentation. The International Association of Gerontology and Geriatrics World Congress 2017, San Francisco, CA USA, July, 2017

Axelrad H, Sabbath E, Hawkins S.S, The Influence of the Great Recession on Employment Outcomes in European Older Workers. Poster presentation. Pre-conference workshop "Translating Research on Aging & Work into Practice: Effective Strategies for Communicating with Employers", San Francisco, CA USA, July, 2017

Axelrad H, McNamara T.K, The Way to Retirement: Labor Market Exit and the Retirement Decision of Older Workers. Oral Presentation. The Gerontological Society of America's 69th Annual Scientific Meeting, New Orleans, LA USA, November, 2016.

Axelrad H, Sabbath E, Hawkins S.S, The Influence of the Great Recession on Health Outcomes in European Older Workers. Oral Presentation. The

Gerontological Society of America's 69th Annual Scientific Meeting,
New Orleans, LA USA, November, 2016.

Axelrad H, Perception and reality: A pilot study of employers & older workers.
Oral Presentation. The 2016 Sloan Research Network on Aging &
Work Fall Institute, the Harvard Center for Population and
Development Studies at the Harvard University School of Public
Health, Boston, MA USA, October 2016.

Axelrad H, Luski I, Malul M. Unemployment among Younger and Older
Individuals. Oral Presentation. Workshop on Ageing and the
Economy, Jönköping International Business School, Jönköping,
Sweden, May 2015.

Axelrad H, Luski I, Malul M. Unemployment among Younger and Older
Individuals. Oral Presentation. The 1th workshop (Youth)
Unemployment in Europe, EUROPA UNIVERSITÄT VIADRINA,
Frankfurt (Oder) Germany, April 2015.

Axelrad H, Luski I, Malul M. Unemployment among Younger and Older
Individuals: Does Conventional Data about Unemployment Tell us the
Whole Story? Oral Presentation. The annual conference of ESPAnet,
Ben Gurion University of the Negev, February 2015.

Axelrad H, Luski I, Malul M. The Choice between Welfare and Employment. Oral
Presentation. The international conference "Labor market prospects of
older workers", Institute for Employment Research (IAB) and
University of Erlangen-Nuremberg, Germany, October 2014.

Axelrad H, Luski I, Malul M. The Choice between Welfare and Employment:
Differences between Those Older and Younger Than 45. Oral
Presentation, The fifth annual conference of ESPAnet, Tel-Aviv
University, February 2014.

Axelrad H, Luski I, Malul M. The Choice between Welfare and Employment:
Differences between Those Older and Younger Than 45. Oral
Presentation, the workshop "Too Young to Retire – Too Old to Work",
Pension Planning and Socio-Economic Security Program, Tel-Aviv
University and the Friedrich-Ebert-Stiftung, October 2013.

INVITED TALKS

April 2023- Ultra orthodox and the labor market in Israel, MACHPIL Conference, The Demographic Challenges in Israel, The Hebrew University, Van Leer Institute, Israel

June 2018- Difficulties of integrating older workers into the labor market: The employer's point of view, JDC- Eshel, Jerusalem, Israel

March 2016- Older workers in the labor market: Existing situation and policy implications. Lecture in the course: "Policy for an Aging Society: Issues and Options", Boston College, USA

March 2015- Difficulties of Integrating Older Workers into the Labor Market. Seminar for doctoral students in the Department of Labor Studies, Tel Aviv University, Israel

February 2015- Older Workers in the labor market. Lecture in the Career and Entrepreneurship Conference, Israel.

January 2015- The Choice between Welfare and Employment. Seminar in the Department of Economics and Management, Ariel University, Israel.

October 2013- Older workers in the labor market. Lecture in the Adults Employment Lobby- The Israeli Parliament "**Knesset**".