

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.	2011-2015	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>	2000-2002	Ben-Gurion University of the Negev Guilford Glazer Faculty of Business and Management
B.A.	1997-2000	Ben-Gurion University of the Negev Department of Economics

EMPLOYMENT HISTORY

2019 – Present Senior Researcher at the Aaron Institute for Economic Policy,
Interdisciplinary Center Herzliya (IDC).

2017 - Present 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
Human Resource Research Journal
International Journal of Social Economics
International Journal of Sociology and Social Policy
The International Journal of Aging and Human Development
Journal of Happiness Studies

- (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- Present

GRANTS & AWARDS

- 2019-2021 Social Security, "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

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

(a) Articles and Chapters in Books

Axelrad, H., James, B. J., (2016), Employers' Attitudes toward Older-Worker Job Seekers: A Comprehensive Review with Recommendations for Action, in Alexander-Stamatios Antoniou , Ronald J. Burke , Sir Cary L. Cooper, CBE (ed.) The Aging Workforce Handbook, pp.489 – 512.
doi: 10.1108/978-1-78635-448-820161020

(Google Citation: 8)

(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: 21, 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: 18, IF 1.145, 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: 5, IF 2.391, 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: 8, IF 0.700, Organizational Behavior and Human Recourse Management Q2, Strategy and Management Q2, Management of Technology and innovation Q2)

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

(Google Citation: 9, IF 2.413, 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: 12)

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: 11, IF 1.141, 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: 23, Economics and Econometrics Q2, Industrial Relations Q1, 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: 3)

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

(IF 2.144, Geriatrics and Gerontology Q2, Gerontology Q1)

Axelrad, H. (2020) Perception versus Official Data: Employers' Knowledge about the Aging Workforce. *Journal of Aging & Social Policy*. doi: [10.1080/08959420.2020.1769535](https://doi.org/10.1080/08959420.2020.1769535)

(IF 1.444, Demography Q2, Gerontology Q2, Life- Span and Life- course Studies Q2)

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

(Developmental and Educational psychology Q3, Education Q3)

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>

(Economics and Econometrics Q3, Social Science Q2,)

(c) Revise and Resubmit

Axelrad, H., Kalev, A., Lewin-Epstein, N., How Do Employers Think about Older Workers? (under review at Qualitative Research in Organizations and Management).

Axelrad, H., Luski, I., Actual Retirement age: A European cross-country analysis (under review at Aging International).

(d) Submitted for Publication

Axelrad, H., Luski, I., The Retirement Decision: Similarity and Differences in the SHARE's Countries.

Axelrad, H., Tur-Sinai, A. Who Chooses to Switch Patterns of Employment after Retirement Age?

Axelrad, H., Who wants to work longer and why? Workplace practices, job conditions and longer working life

Sherman, A., **Axelrad, H.**, A quantitative study on crowdfunders' motivations, their sense of meaning and social welfare

(e) In Preparation

Axelrad, H., Kalev, A., Lewin-Epstein, N., Employers Point of view regarding Increasing retirement age.

Axelrad, H., Sherman, A., Luski, I., Subjective Well-being among Israeli older workers.

CONFERENCE PRESENTATIONS

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

Axelrad H. Workplace practices, job conditions and the sense of inclusion of Israeli older workers. 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

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

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".

COMMUNITY SERVICE ACTIVITIES

2014- Present

Women's Leadership Parliament (Israel), Executives for Excellence Lecture in meetings, conferences and events of the Association on the subject of older workers co-writing position papers and articles for the Association and a member in the steering committee of the association.

2013- Present

50 Plus-Minus Association, a member in the steering committee of the association.

2015-Present

121 Engine for Social Change. Consulting and assistance in academic research.