

Research project: The impact of work quality on the transition to retirement in different European welfare states.

Research question

When studying retirement, a general finding is that individual, job, or human capital-related characteristics contribute to the explanation of retirement age (Damman, Henkens & Kalmijn, 2010). Furthermore, research about job transitions provides evidence that work quality and work values influence job satisfaction and thereby the intention to change employer. However, the link between work quality and work values and retirement is hardly ever investigated (Wang & Shultz, 2009). Work quality can, for example, be measured the extent to which the employees have freedom to make their own decisions, whether the physical demand of the job is high, or whether the workplace offers security. Using these measurements, we aim at answering the research question whether work quality influences retirement age.

Instead of studying the transition to retirement, the proposed data source offers a variety of other possibilities. It is possible to study for example the transition between employers or the transition from unemployment to employment of older workers.

Data and method

This project uses existing data sources to answer the research question. SHARE (Study of Health, Ageing and Retirement) is a longitudinal dataset including multiple European countries. This provides the possibility of studying real transitions between phases in the labor market and to compare transitions between countries. The sample of SHARE relies on respondents above the age of 50.

To make use of the longitudinal character of the study, the different waves of SHARE need to be matched. Doing this provides the possibility to follow respondents over time and get insight into their labor market transitions. Furthermore, the student(s) can decide whether to compare multiple countries or focus on one country only. When doing country comparisons, hierarchical models will be estimated and aggregate data from Eurostat or the MULTILINKS-project can be implemented to assess the influence on retirement age for country characteristics (e.g. retirement scheme, unemployment rate).

Project size

1 or 2 students can participate in this project. If more students work on the same project, they can for example decide to study different (groups of) countries or focus on different work characteristics. Working language of the project can be either English or Dutch.

Literature

Damman, M., Henkens, K., & Kalmijn, M. (2010). *Retirement of dutch male old workers: the role of mid-life educational, work, health, and family experiences*. Netspar Discussion papers. (<http://www.knaw.nl/Content/NIDI/output/2010/netspar-dp-09-2010-048.pdf>)

Wang, M., & Shultz, K.S. (2009). Employee retirement. A review and recommendations for future investigation. *Journal of Management*, 36, 172-206.

Information on SHARE

http://www.share-project.org/t3/share/uploads/tx_sharepublications/BuchSHAREganz250808.pdf
<http://www.share-project.org/>

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