
**Directors/** Dirk Hofäcker

**Researchers/** Moritz Hess & Stefanie König

**Funding/ DFG**

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**Project Goals**

The project aims to reconceptualise retirement decisions and their determinants under the modified institutional conditions of political early exit reversal from a multi-level perspective. Key questions of the research project are:

- How far have relevant institutional settings at the national level – including labour market, welfare and educational policies – changed throughout the paradigmatic turn from 'early exit' to 'active ageing'?
- How have these recent political changes affected firm-level policies towards older workers within European countries?
- Given these changes in institutional and workplace level conditions: How do older workers decide between (early) labour market exit and employment continuation, and how have these decisions developed over time?

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**Analytical Model**

Global trend: social and economic change

- Education (lifelong learning)
- Labour market policy

A. Macro-level (national)
- Labour market regulation
- Economic context

B. Meso-level (firm-level)
- Occupational pensions
- Economic context
- HRM policies

Labour market situation of older workers
- Labour market status
- Timing of exit
- Voluntariness of labour market exit

Employment vs. retirement decisions of older workers

Institutional mechanisms

Policy regime: Early exit policies

Policy regime: active ageing policies

Economic incentives

Pull (incentives of leaving early exit)

Need (financial pressure forcing late exit)

Employment Chances

Push (market pressures forcing early exit)

Retain (active policies enabling late exit)

**Main Results**

**Phase I (Macro-Perspective): Gradual Shifts in Policies**

Based on cross-national institutional data as well as detailed country studies, Phase I reconstructed the shifts in institutional background patterns for individual retirement decisions. Extending previous research (e.g. Ebbinghaus 2006, Blossfeld et al 2006, 2011), four types of institutions affecting individual decisions to work or retire were identified:

- Institutional mechanisms
- Policy regime: Early exit policies
- Policy regime: active ageing policies

**Selected Publications**


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**Included Countries**

- Sweden
- Germany
- Austria
- United States
- Spain
- Denmark
- United Kingdom
- Netherlands
- Czech Republic
- Japan
- Switzerland
- Italy
- Estonia

**Selected Publications**


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