

## TRANSITION FROM WORK TO RETIREMENT

### Interviewer Notes

#### 1. BACKGROUND

##### 1.1 POLICY CONTEXT

In March 2001, the Stockholm European Council conclusions stressed the need to meet the challenges of an ageing society. Objective 5 of the 11 common objectives in the area of adequate and sustainable pensions that were fixed at the Laeken European Council of December 2001 indicates that “*MS should ... ensure that, alongside labour market and economic policies, all relevant branches of social protection, in particular pension systems, offer effective incentives for the participation of older workers; that workers are not encouraged to take up early retirement and are not penalised for staying in the labour market beyond the standard retirement age; and that pension systems facilitate the option of gradual retirement*”.

The Report from the Commission and the Council on "Increasing labour-force participation and promoting active ageing", adopted by the Council on 7 March 2002 and submitted to the Barcelona summit, calls for the development and implementation by Member States of comprehensive strategies in five areas: *More jobs and better quality in work, Making work pay, Higher and adaptable skills at work, Making work a real option for all, A partnership approach.*

Guideline 5 of the Employment Guidelines 2003 commits Member States to “... *promote active ageing, notably by fostering working conditions conducive to job retention - such as access to continuing training, recognising the special importance of health and safety at work, innovative and flexible forms of work organisation - and eliminating incentives for early exit from the labour market, notably by reforming early retirement schemes and ensuring that it pays to remain active in the labour market; and encouraging employers to employ older workers.*”

##### 1.2 FOCUS OF THE MODULE

The **first aim** is to know how the transition at the end of the career towards full retirement is expected to take place/takes place/took place

- plans for transitions/past transitions towards full retirement
- plans for exit from work

The **second aim** is to know which factors would be/were at play in determining the exit from work, and which factors could make/could have made persons postpone the exit from work:

- working conditions factors (health and safety at the workplace, flexible working time arrangements ...)
- other factors linked to work (training/obsolescence of skills ...)
- financial factors (financial incentives to remain at work or to exit)
- personal factors (health, family reasons ...)

##### 1.3 TARGET POPULATION

Everybody aged 50-69

- not at work and who worked after 49 years old
- at work

EUROSTAT MODULE Q2 2006

**Opening Filter**

If respondent is aged between 50 and 69, is in wave 1-5 ask both direct and proxy

AND

Is in employment even if absent from the job the reference week

OR

Is not in employment because of lay off or waiting for a new job and left work after age 49

OR

Who neither worked nor had a job or business during the reference week and left work after age 49

then PERM

**PERM**

I will now ask you some questions about the transition from work into retirement

1. Yes

2. No

If PERM = 1 then REDUCE

(opening Filter)

**REDUCE**

Have you reduced / did you reduce your working hours in preparation for full retirement?

1. Yes

2. No

If REDUCE = 1 then SCHEME

**SCHEME**

Did you reduce your working hours through a progressive retirement scheme or a part-time pension?

1. Yes

2. No

(opening Filter)

and REDUCE = 2

EVERYBODY except those who have said they have reduced their hours already

**PLANS**

Do you plan to reduce your working hours in preparation for retirement within the next five years?

1. Yes

2. No

3. Don't know

**FILTER**

ALL

**OBJECTIVE**

The aim of the above three questions is to find out if persons did or plan to do a gradual move into retirement; if they did, if it was in a “progressive retirement scheme/part-time pension” or not.

**NOTES / EXPLANATIONS**

**REDUCE** If respondent works part-time, through a work sharing scheme or not, during all of their career or very early on in their career they should be coded to No. (They did not reduce their working hours to prepare themselves for retirement.)

Does not refer only to the current job. If somebody changed jobs in the past so they could work less in preparation for retirement they should be coded YES

**SCHEME** “Progressive retirement scheme/part-time pension”: this measure concerns older employees in some countries. To avoid the exit from work, in case the employee wishes to decrease his/her working time before retiring, he/she could take a part-time job for example. It could be a “classic” part-time or what is called a “progressive retirement scheme/part-time pension”. The latter ensures a better remuneration than the “classic” part-time (e.g. 50% work paid 80%). This is part of measures to keep older employees in employment (incentives to stay at work). In other words, it corresponds to a reduction of the number of hours worked with a less than proportional reduction in salary (e.g. 50% work paid 80%).

**PLANS** If respondent would like to reduce their hours in the next five years prior to full retirement but can not because of work supply, type of work etc. they should be coded NO

If respondent did not reduce the working hours in a move to full retirement and have already stopped all work for pay or profit (with the intention not to return to the labour force), they should be coded NO

An unemployed respondent or respondents whose job will stop in the following months or for respondents with an uncertain job should be coded DO NOT KNOW

Does not refer only to the current job. If somebody plans to change jobs within the next five years so they can work less in preparation for retirement they should be coded YES

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## EUROSTAT MODULE Q2 2006

(opening filter)

then AGE1

### 1. AGE1

Do you have an idea what age you will be when you retire i.e. stop all work for payment or profit?

Note: If respondent is already retired code them to 4.

1. Yes
2. No exact age planned
3. Don't know
4. Has retired already
5. Not applicable

If AGE1 = 1 Then AGE2

### AGE2

And what age is that?

1. \_ \_ (2 digit)

If AGE1 = 2 or 3 (i.e. if respondent has not planned to retire at an exact age) then ask AGERANGE

### AGERANGE

Do you plan to retire.....?

1. Before aged 60
2. When aged between 60 and 64
3. At 65 years or older or plans to work for as long as possible
4. Don't know

### FILTER

ALL

### OBJECTIVE

The objective of the above three questions is to get information on what age people plan to stop all work for pay or profit.

### NOTES / EXPLANATIONS

**AGE1** If respondent is already retired and has no plans to return to the labour force they should be coded 4 HAS RETIRED ALREADY

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## EUROSTAT MODULE Q2 2006

If respondent is aged between 50 and 69, is in wave 1-5 ask both direct and proxy

AND

Is not in employment and left work after age 49

Then ask STATUS

### **STATUS**

How would you describe your situation with regard to employment just after you left your last job or business, i.e. just after you last worked?

1. Unemployed (can include waiting to start new job or on Fás course)
2. In retirement or early retirement
3. Long term sick or disabled
4. Other
5. Not applicable

### **FILTER**

Everybody aged 50-69 and unemployed but have worked since they were 49.

### **OBJECTIVE**

To get information on pathways between work and retirement by assessing the status just after the exit from last job, and on the differences of pathways between countries.

### **NOTES / EXPLANATIONS**

Self-assessment.

All the codes can apply for ex employees and ex self-employed.

“Unemployed”: may include government training, persons waiting to start job ...

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If STATUS = 2 then ask REASON

### **REASON**

Only allow one option to be chosen

What is the main reason that you retired?

1. Was made redundant/ lost my job (voluntary redundancy is not included in this question)
2. Had to retire because I reached compulsory legal retirement age
3. Own health or disability reasons
4. Care responsibilities
5. Problems related to the job (e.g. work patterns, stress etc.)
6. Favourable financial arrangements to retire (e.g. early retirement scheme, voluntary redundancy)
7. Preferred to stop working
8. Other
9. Not applicable

**FILTER**

The respondents who described themselves as in Retirement or Early Retirement when they left their last job / business.

**OBJECTIVE**

This aims to get the main factor that made person exit from work (financial factor, personal or “legal” factor ...)

**NOTES / EXPLANATIONS**

A respondent who received voluntary redundancy should be coded to 6 not 1.

Respondent was forced to leave work / business because of his/her age (different from the standard retirement age or the minimum retirement age). Eg. Some professions have a mandatory retirement age. Should be coded to 2.

Respondents who preferred to stop working for personal or family reasons should be coded 7

Respondents who did not need to work or preferred not to work should be coded 7.

Respondents who reached the minimum or standard retirement age (but not the maximum/compulsory), so who could have stayed longer at work but who preferred to stop working. Eg. Gardai, Teachers etc who have served their time but are not 65. Should be coded to 7.

If it is really impossible for the respondent to choose a “main reason”, the first code that applies in the order of the list should be coded

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if REASON = 3 – 9

Note: Multiple responses to be recorded, when applicable  
If option 4 or 5 is chosen no other option to be allowed

Also see explanatory notes for Interviewer Manual

**FLEXIBL1**

Which, if any, of the following could have helped you to stay working in your last job for a longer period of time?

1. More Flexible working time arrangements
2. More opportunities to update your skills
3. Better health and/or safety conditions in the workplace
4. Don't know
5. None of the above

**FILTER**

Those who answered 3-9 to **REASON**

**OBJECTIVE**

This question deals with working factors that could have contributed to the respondent staying longer in their last job. It aims to know if an improvement in any or all of these working factors could have made the respondent postpone their exit from work.

**NOTES / EXPLANATIONS**

If a respondent replies “maybe” or “to some extent” etc. to the above options those options should be chosen as if they had said “Yes definitely”.

**More flexible working time arrangements** includes the possibility of reducing working time, teleworking, changing working hours, flexi time etc.

In the last job should be understood as in the same post OR with the same employer OR in the same enterprise

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If respondent is aged between 50 and 69, is in wave 1-5 ask both direct and proxy  
AND  
Is in employment

Note: Multiple responses to be recorded, when applicable  
If option 4 or 5 is chosen no other option to be allowed

**FLEXIBL2**

Which, if any, of the following could help you stay working in your present job for a longer period of time before you retire?

1. More Flexible working time arrangements
2. More opportunities to update your skills
3. Better health and or safety conditions in the workplace
4. Do not know
5. None of the above

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**FILTER**

Respondents who are presently in employment

**OBJECTIVE**

This question deals with working factors that could contribute to the respondent staying longer in their current job. It aims to know if an improvement in any or all of these working factors could make the respondent postpone their exit from work.

**NOTES / EXPLANATIONS**

If a respondent replies “maybe” or “to some extent” etc. to the above options those options should be chosen as if they had said “Yes definitely”.

**More flexible working time arrangements** includes the possibility of reducing working time, teleworking, changing working hours, flexi time etc.

In the current job: should be understood as in the same post OR with the same employer OR in the same enterprise (considered as the same job).

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EUROSTAT MODULE Q2 2006

(opening filter)

**RECEIVE1**

Are you entitled to receive your own individual retirement pension at the moment?

Note: Employment pension schemes, private pension schemes and state 'old age pension' are included here.

Note: Widow/widower's pension and disability pension are not included in this question.

1. Yes
2. No
3. Do not know

IF Receive1 = 1 then Receive2

**RECEIVE2**

Do you claim this individual retirement pension at the moment?

1. Yes
2. No

If Receive1 = 2 or 3 then receive3

**RECEIVE3**

Will you be entitled to your own individual retirement pension in the future?

1. Yes
2. No
3. Don't know

If Receive2 = 1 or Receive3 = 1 then RECEIVE4

**RECEIVE4**

At what age did you / will you start receiving your individual retirement pension?

1. \_ \_ (2 digit)

**OBJECTIVE**

The above questions aim to know if a respondent receives a retirement pension; if no, if she/he is entitled to or not; if yes, when she/he started to receive it (age).

**NOTES / EXPLANATIONS**

“Individual” retirement pension: only individual/“direct” pensions are included. Pensions from derived rights are excluded; Eg. survivor’s pensions/widow’s pensions are therefore excluded.

“Retirement pensions”: Are included own full-time retirement pensions, own part-time pensions/progressive retirement schemes and more generally all “old age pensions” eg State old age pension, private pension, employer pension

INCLUDED in “Retirement pensions”

- Old age pension: periodic payments intended to i) maintain the income of the beneficiary after retirement from gainful employment at the standard age or ii) support the income of old persons.
- Anticipated old age pension: periodic payments intended to maintain the income of beneficiaries who retire before the standard age as defined in the relevant scheme or in the scheme of reference. This may occur with or without a reduction of the normal pension.
- Partial retirement pension: periodic payment of a portion of the full retirement pension to older workers who continue to work but reduce their working hours or whose income from a professional activity is below a defined ceiling. This may occur before or after standard retirement age. The partial pension is converted into a full pension when the beneficiary retires completely or when he or she ceases to earn professional income above the defined level.

EXCLUDED from “Retirement pensions”

- Disability pension: periodic payment intended to maintain or support the income of someone below standard retirement age as established in the reference scheme who suffers from a disability which impairs his or her ability to work or earn beyond a minimum level laid down by legislation.
- Early retirement in case of reduced ability to work: periodic payments to older workers who retire before reaching standard retirement age as established in the reference scheme as a result of reduced ability to work. These payments normally cease when the beneficiary becomes entitled to an old age pension.
- Early retirement for labour market reasons: periodic payments to older workers who retire before reaching standard retirement age due to unemployment or to job reduction caused by economic measures such as the restructuring of an industrial sector or of a business enterprise. These payments normally cease when the beneficiary becomes entitled to an old age pension.

**RECEIVE4** If respondent receives several retirement pensions, the age at the which s/he received the first pension should be recorded

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## EUROSTAT MODULE Q2 2006

If respondent is aged between 50 and 69, is in wave 1-5 ask both direct and proxy

AND

Is not in employment and left work after age 49

Note: Multiple responses to be recorded, when applicable

If option 14 is chosen no other option should be allowed

### **BENEFITS**

Do you currently receive any of the following?

Note: Only individual benefits should be included here. Exclude any benefits such as widow's/widower's pensions, children's allowance, etc.

1. An early retirement scheme payment
2. Pre-Retirement Allowance
3. One Parent Family Payment
4. Carer's Allowance/Benefit
5. Disability/Injury Benefit
6. Disability Allowance
7. Invalidity Pension
8. Blind Persons' Pension
9. Family Income Supplement
10. Back to Work/Back to Education Allowance
11. Farm Assist
12. Supplementary Welfare Allowance
13. Other
14. None of the above.

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### **FILTER**

All respondents who are unemployed but have worked since they were 49.

### **OBJECTIVE**

This question aims to know if the respondent receives some kind of pension/benefit allowing her/him not to work

### **NOTES / EXPLANATIONS**

Retirement pensions are excluded.

The respondent must be the beneficiary of the benefit under **BENEFITS**

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EUROSTAT MODULE Q2 2006

Ask all people aged 50 – 69 in all waves both proxy and indirect

AND RECEIVE2 = 2

AND worked in the reference week for money or worked during reference week for no money  
or did not work during the reference week for money but were absent from a job for loads of  
reasons except reason 1. Waiting on new job or reason 3. Temporary layoff.

**INCENTIV**

What is your main financial incentive to remain at work?

1. To increase retirement pension entitlements
2. To provide sufficient household income
3. None
4. Do not know

**FILTER**

Everybody aged 50-69 and in employment and are entitled to a pension but are not claiming it.

**OBJECTIVE**

The aim is to know the main financial incentive to stay at work.

**NOTES / EXPLANATIONS**

If it is not possible for the respondent to choose between code 1 and code 2, then code 1 should be coded

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## EUROSTAT MODULE Q2 2006

(opening filter)

### **WORKYEAR**

Since you started your first regular job or business, roughly how many years have you spent at work, either as an employee or self-employed?

NOTE: If the respondent can not work out the amount of years at work even roughly mark them in as a don't know using the icon.

Note: Include times when the respondent had a job but was absent because of illness, maternity leave, a slack work period etc.

1. \_\_ (2 digits)
2. Don't know

### **FILTER**

ALL

### **OBJECTIVE**

The aim is to get an approximate measure of the duration of the working career.

### **NOTES / EXPLANATIONS**

This is similar to a variable in the EU-SILC.

An approximate number of years that the respondent has spent working for pay or profit as an employee or self-employed since their first significant job is acceptable

First Significant Job      Holiday jobs taken by students, from which they return to studies or to other non-work situations are not included as time worked, neither are other casual jobs undertaken from time to time. Part-time jobs the person may have engaged in while still in school or university are not included

The following leave / absences are to be **included** as time worked as long as the respondent had a job/business to return to

- Maternity/paternity leave
- Injury / Temporary disability
- Slack work for technical or economical reasons

The following leave / absences are **excluded** even if the respondent had a job to return to.

- Career breaks
- Parental leave.