

Individual determinants of extended working lives (EWL): a systematic literature review

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1. Motivation and review goals

A generalized **macro-trend towards longer and more flexible working lives** driven demographic changes and institutional reforms in labour markets and pensions systems.

Parallel **changes in the micro-social sphere** have not accompanied these macro-changes:

- Increase in average retirement ages has been less than that expected
- Financial incentives, by themselves, have had a limited effect on EWL

Research on the effects of micro determinants of EWL **has increased significantly** in recent years, but a systematic review of its contributions is still lacking.

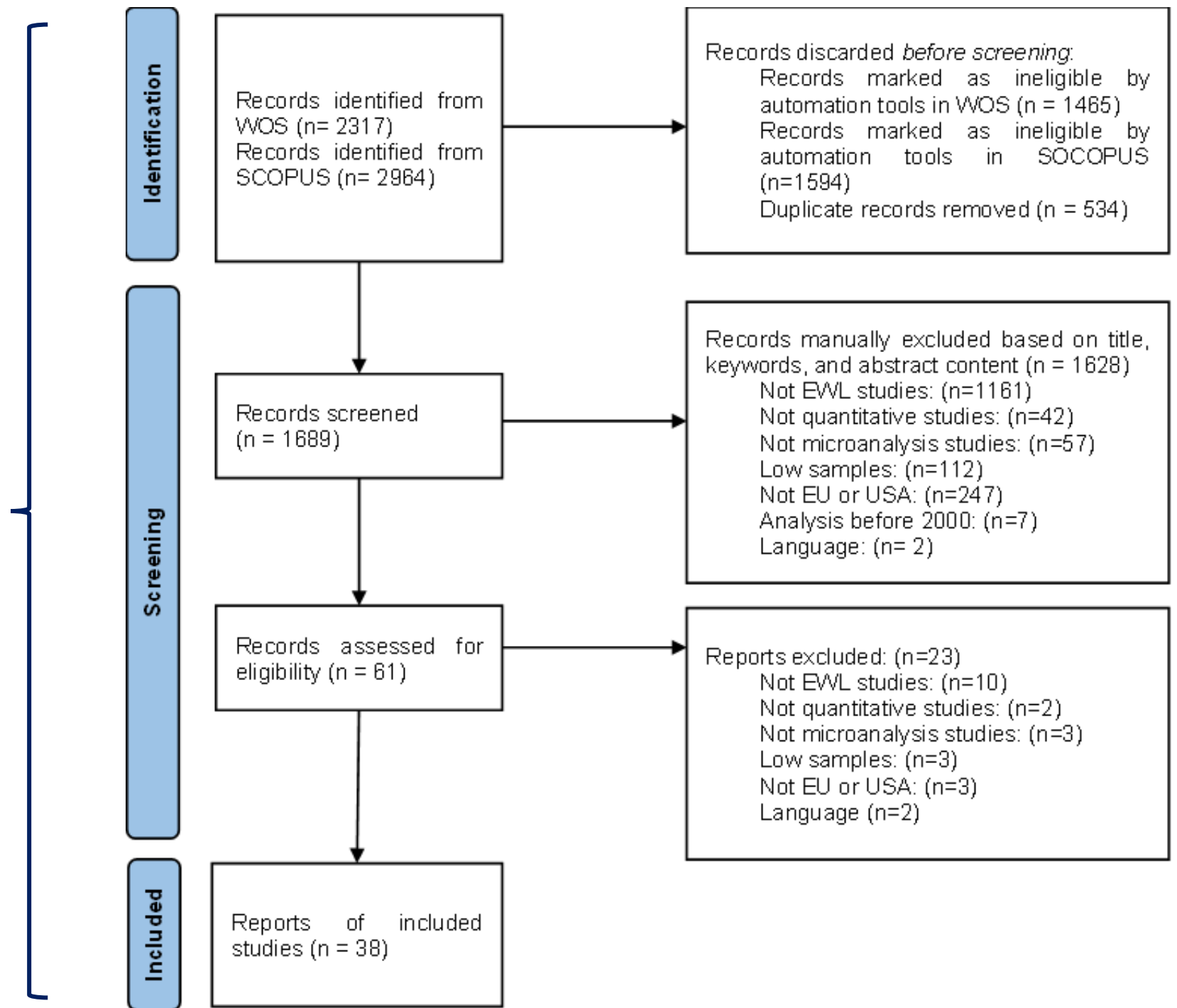
Three main **goals**:

- A literature review based on a systematic methodology; only one available ()
- Focusing both on variants of EWL and blocks of individual determinants.
- The most recent period (2000-2023)

2. Methodology

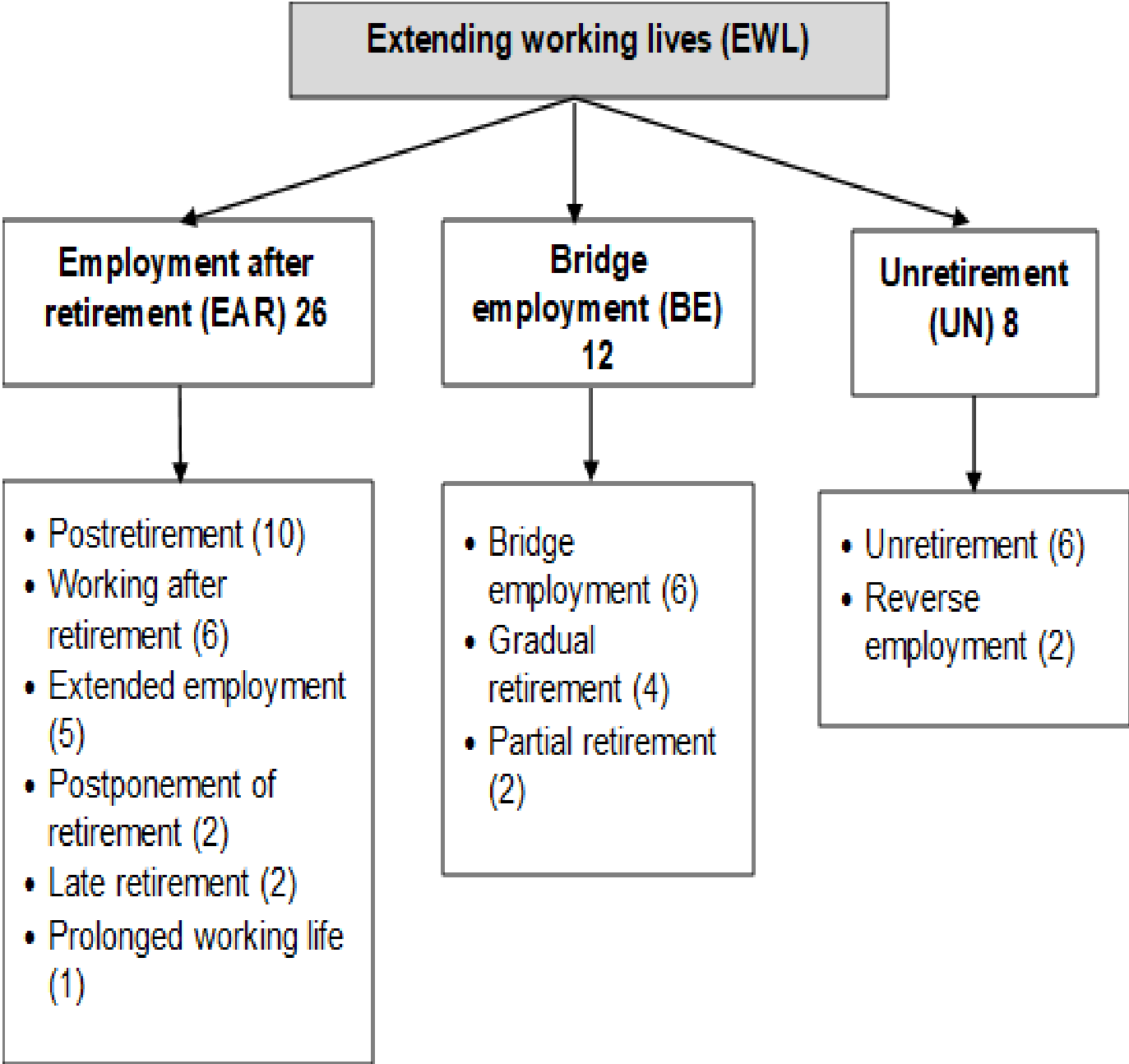
PRISMA

An identification and screening process in three steps



3.1. Empirical results

Three main conceptual variants of EWL



3.2. Empirical results

Four groups of individual determinants

Factor	N
Individual sociodemographic characteristics	
Gender	29
Level of education	27
Marital status	25
Age	21
Race/ethnicity/country of birth	7
Cohort	5
Life/job satisfaction	3
Household characteristics	
Household Income/wealth	14
Care/domestic responsibilities	9
Working status of spouse	9
Children in household/number of (grand)children	8
Housing tenure	4
Household size	2
Household type	2
Labor market trajectories and occupation	
Occupation	11
Individual income	7
Working status	4
Age at retirement/year of retirement	4
Type of retirement/type of pension	4
Labor market trajectories (years in employment and number of jobs)	3
Public/private sector /Activity sector	2
Working hours	2
Social class	2
Health	
Health (1 mental health)	13
Self-reported health	13

3.3. Main empirical results

Variables whose influence has proven to be more consistent:

- + Educational level
- + Occupational level
- + Health
- Care and domestic responsibilities at home

Some interesting interactions:

Gender: Although women are less likely to have EWL, this influence is modified by the sector of activity, the institutional environment or country, and household characteristics.

Income level: It should be refined, and any biases associated with other variables such as wealth should be avoided.

4. Conclusions and discussion

Significant and consistent influences of several individual variables on EWL confirms the relevance of systematically **consolidating such patterns of association**.

Factors associated with **work and life quality** show more consistent influence.

Some interesting **gaps and lines for future research**:

- Analysing EWL in these three different conceptual variants (EAE, BE and UR)
- Multilevel comparative analyses that include macro variables from the institutional and cultural environment

Implications for institutional reforms:

- Increase flexibility of transitions to retirement
- Reduce inequality risks in transitions

Thank you!

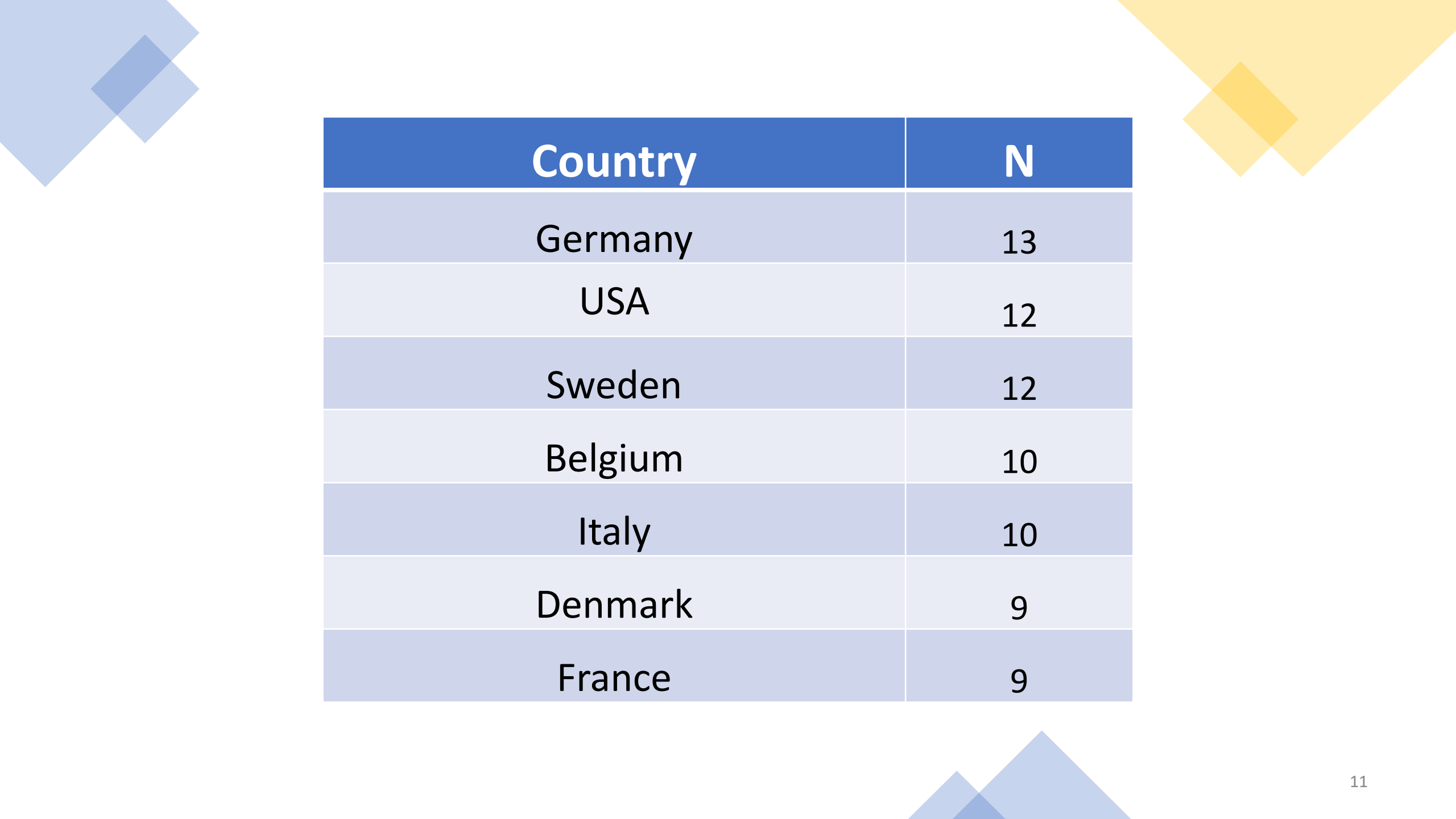
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This presentation will be **available** at PROMEBI research group webpage:

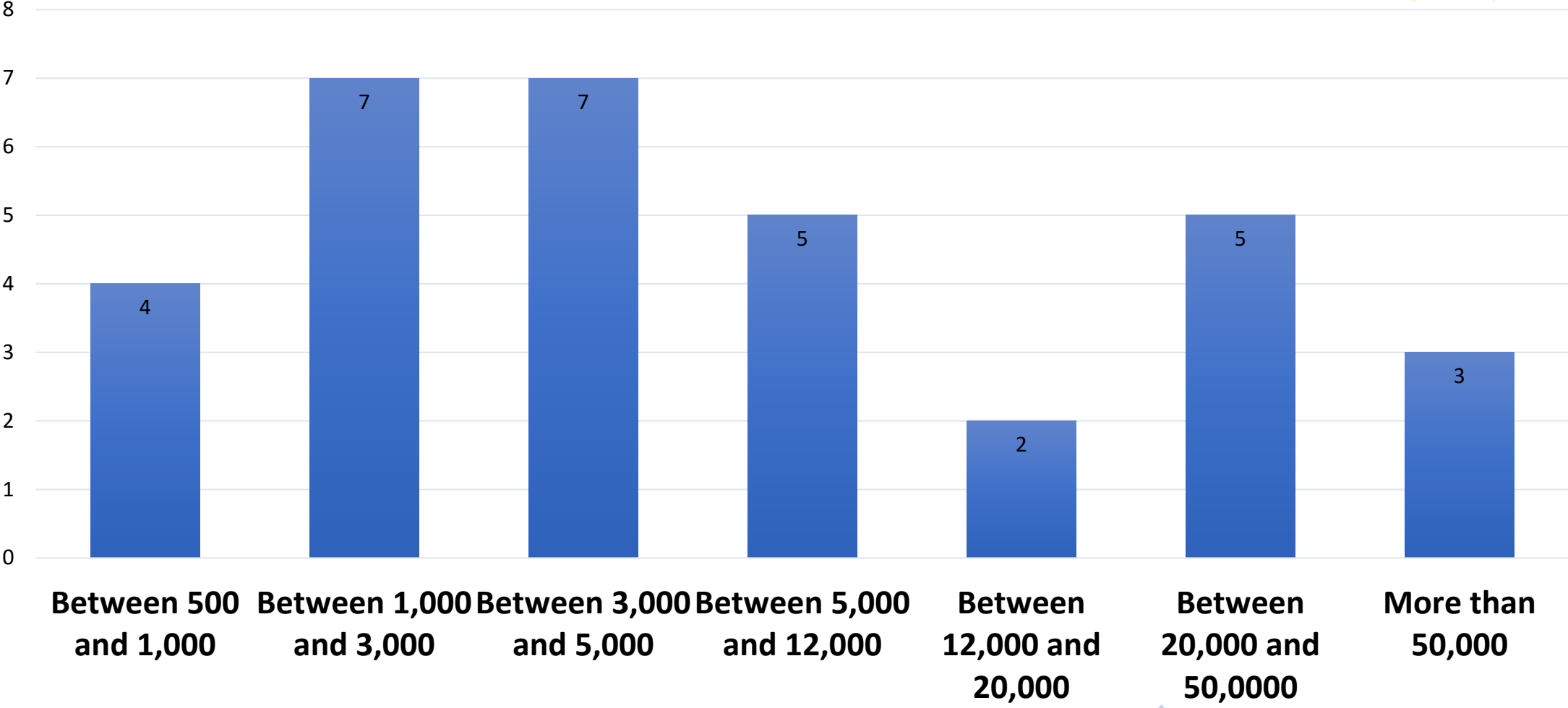
<https://www.unioviedo.es/promebi/>

Database name	N
American HRS (U. Michigan)	10
SHARE	9
English Longitudinal Study of Ageing (ELSA)	3
Finnish Retirement and Aging Study (FIREA)	3
American PSID	2
British Panel Household Survey (BPHS)	2
Swedish Health Aging and Retirement Transitions Study (HARTS)	2



Country	N
Germany	13
USA	12
Sweden	12
Belgium	10
Italy	10
Denmark	9
France	9

Sample size of the studies considered in the literature review



Years of analysed considered according to appearance in the studies selected

