

## **Putting work in its place? Rebalancing labour market activities, leisure, family life and voluntary work after retirement**

Barnes et al

There is increasing policy emphasis on extending working lives, but many individuals continue to retire in their 50s and early 60s, for a variety of reasons, positive and negative. It is arguable that there is a gap between these policy ambitions and the normative expectations of the current cohort of people in this age group, some of whom have already worked for 40 years with access to few of the flexible working options available in today's labour market. The paper will explore initial trajectories into retirement, looking at whether and how 'life after work' represents a changed experience of autonomy and temporality in everyday life, using data from a cross-national qualitative longitudinal study of voluntary, non-health-related retirement funded by the ESRC/MRC. It will consider whether and to what extent retired people feel the need to 'replace work', and if so, which aspects they are seeking to replicate. This will include a discussion of attitudes to and practices in relation to part-time work, volunteering, and engagement in structured leisure activities as well as more informal and unstructured caring and leisure. Mindful of the critique that much literature on retirement tends to view this as an individual decision, the paper will also consider the ways in which choices about work/life balance at this life stage are made within the context of the household and the wider extended family, and reflect on the possible contribution of flexible working policies towards rebalancing labour market activities over the life course.

## **Hours, Flexibility and Retirement Age**

Jürgen Bauknecht, Moritz Hess & Sebastian Pink

This study analyses the effects of reduced weekly working hours on retirement timing and labor supply. The main hypothesis is that a decrease in weekly working hours (intensive margin) delays retirement and therefore raises employment rates (extensive margin), primarily due to reduced work stress. Based on data from the Survey of Health, Aging and Retirement in Europe (SHARE) and English Longitudinal Study on Ageing (ELSA) effects on actual as well as preferred retirement timing are calculated. Bivariate results show that *ceteris paribus* reduced working hours prolonged working lives for more than one year. A similar effect is ascertained for retirement preferences. Further analytical steps explore causal mechanisms behind these associations. Following the argument that the shift to part-time work reduces the stress level and this in turn allows for longer working lives the assumption is the impact of working hours' reduction is stronger amongst older workers with high physical and mental strain at the workplace. Based on additional explanatory variables as well as interaction effects between these, calculations show for which groups reduced weekly working hours can contribute to higher labor supply since losses in the intensive margin are lower than gains in the extensive margin. These findings can contribute to policymakers' and human resource managers' effective micro targeting of old-age part-time programs towards special groups of older workers whose labor supply is raised due to these programs without substantial deadweight losses due to workers whose labor supply is reduced since losses in the intensive margin are higher than gains in the extensive margin.