

Why older workers work beyond the retirement age



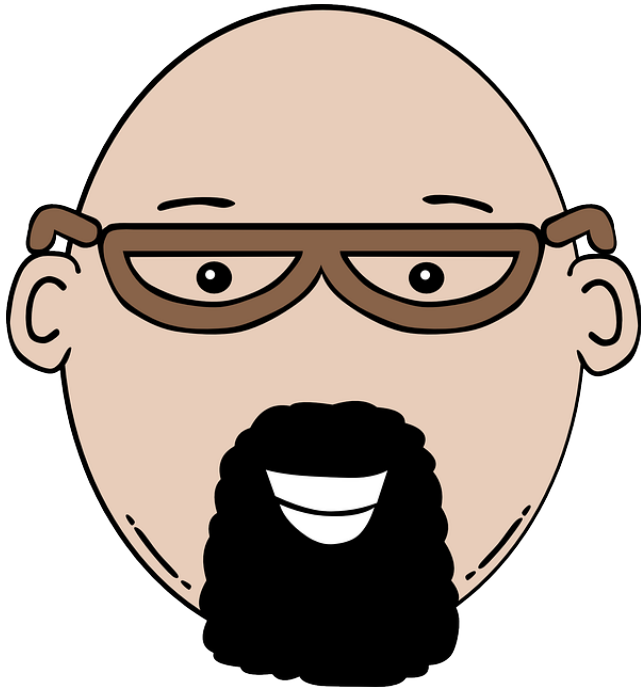
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Meet Peter

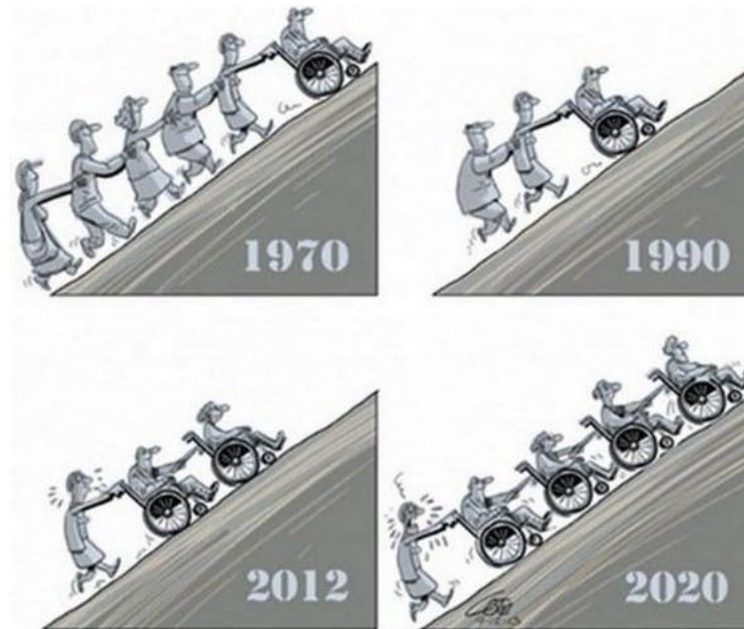


- 68 years old
- Partner, 2 children, 4 grandchildren
- Health status: good
- Educational level: high

Parttime as a supervisor during
exams

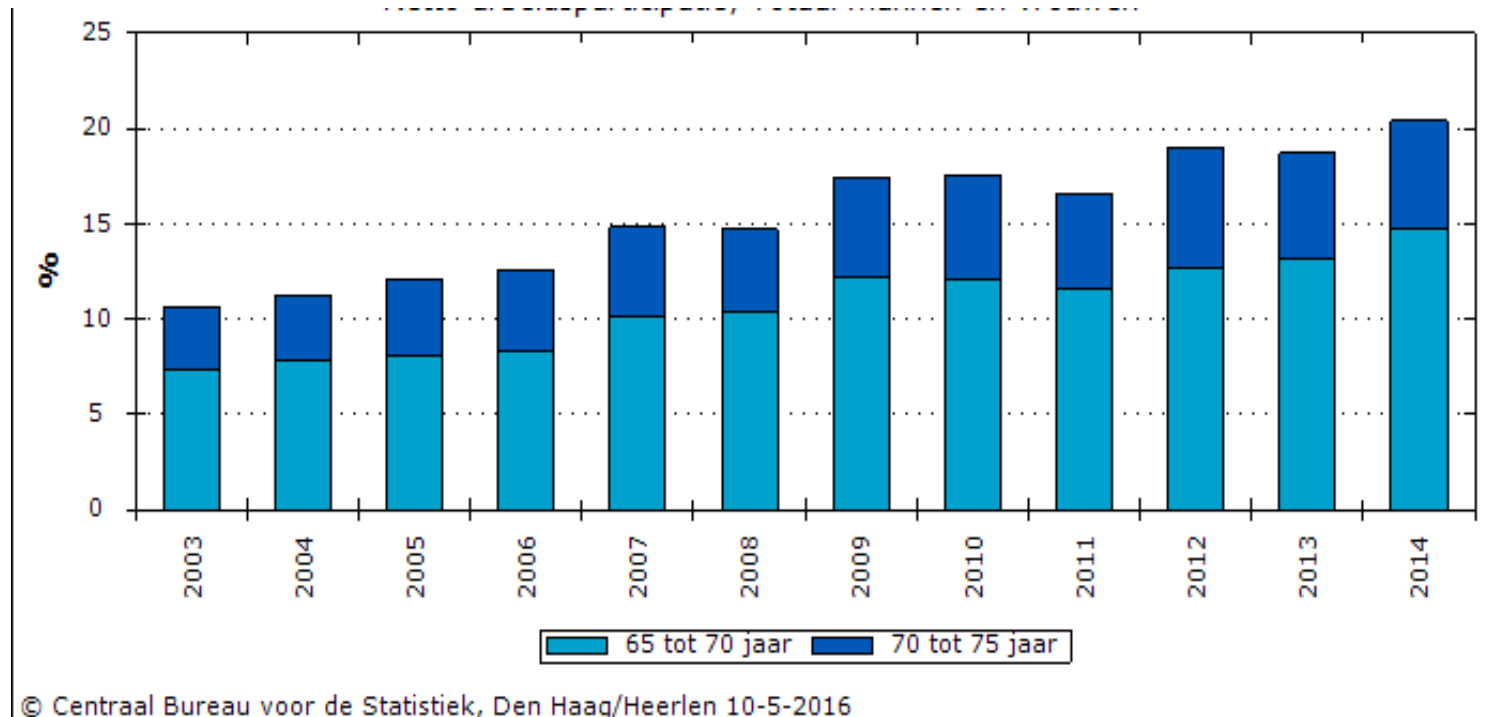
Background

- Ageing society:
fertility rates ↓, life expectancies ↑, baby boomers



- Statutory retirement age:
65 years in 2012 to 67 years in 2021

Prolonged work participation



Source: Statistics Netherlands (2016)

- Aim: to provide insight into the reasons of older workers aged 65+ to extend their working lives

Methods



Qualitative research design:

- (1) Individual semi-structured telephone interviews
→ STREAM (Study on Transitions in Employment, Ability and Motivation)

- (2) Focus groups
→ companies and temporary employment agencies

Data analyses: thematic analysis

Characteristics

- 14 interviews:

6 males   8 females

8 low/
medium  6 high

2 poor  12 good

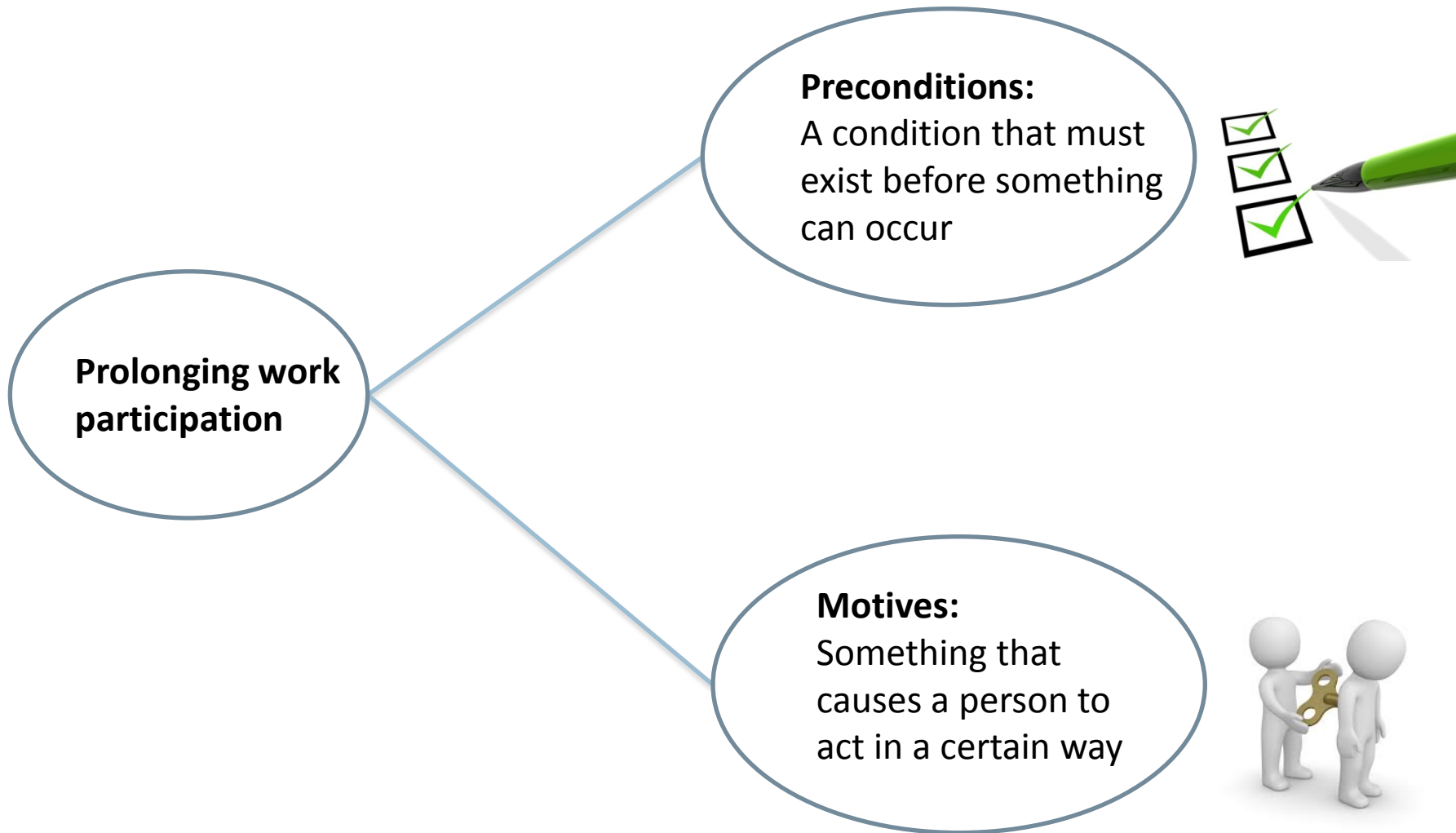
- 2 Focus groups:

10 males   3 females

5 low/
medium  8 high

0 poor  13 good

Preliminary results (1)



Preliminary results(2): Preconditions



- Being in good health
- Partner: health status and opinion
- Necessary income
- Having favorable terms of employment



“I have asked if I could work parttime and if I could work from home. Now I can spend more time with my family.”

Preliminary results (3): Motives

- Benefits of having work
 - » Additional income
 - » Maintaining daily routines
 - » Maintaining social contacts
- Worries about life as a retiree





“When you are going to retire, you will think after a few months: now what? I do not want to sit at home the whole day, every day.”

Discussion

- Purposive sampling
 - Health status
 - Educational level

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Discussion

- Purposive sampling
 - Health status
 - Educational level
- Financial situation → sensitive topic

Take home message

There are a number of **preconditions** and **motives** that influence the decision of older workers to extend their working lives

Thank you for your attention!

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