

Conditions de vie au travail, fin de carrière et impacts sur la retraite

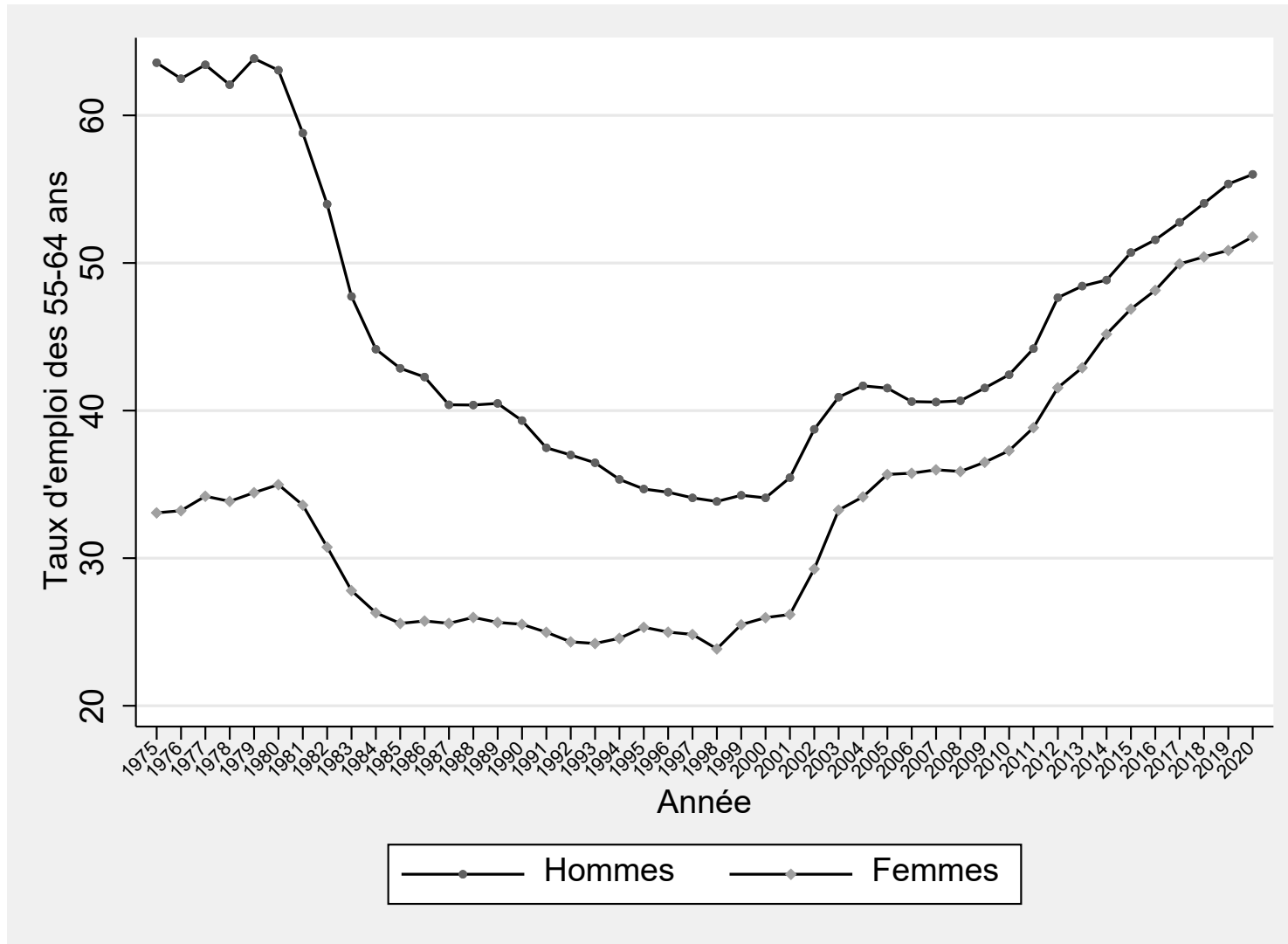
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Context

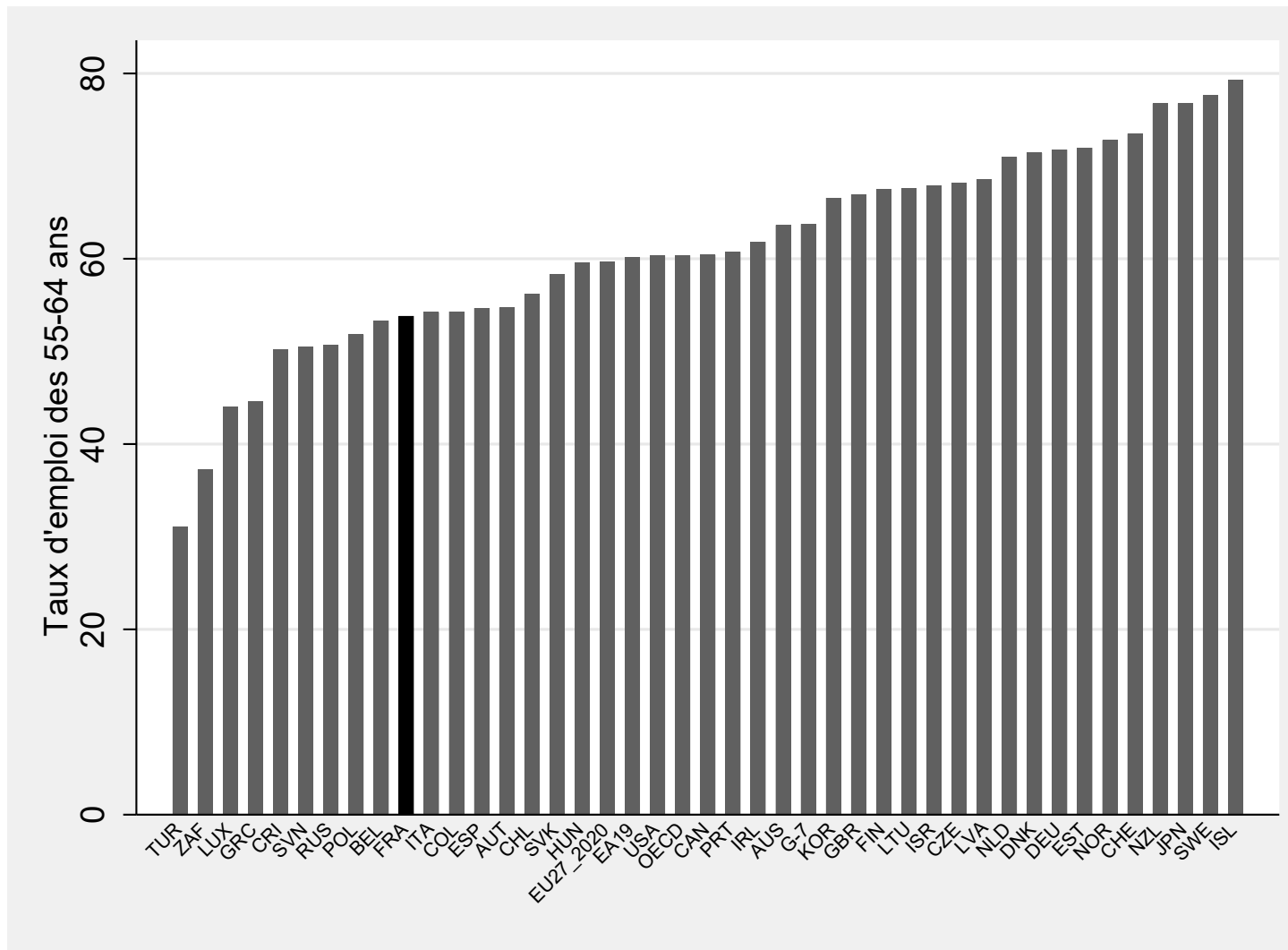
- From the 1970s through the end of the last century, early exits from work had become a major challenge to the public pension systems (Gruber and Wise 1999)
- Governments, employers and trade unions alike saw early retirement as a solution to the economic problems posed by mass unemployment and mass restructuring.
- Today, instead, governments and international organisations advocate the postponement of retirement, the increase in labour participation of the young-old.

Context: Evolution of the employment rate of the young-old (55-64 ans) in France



Source: OECD

Context: International comparison of the employment rate of the young-old in 2020 (55-64 ans)



Source: OECD

Main causes of the low employment rate of the young-old

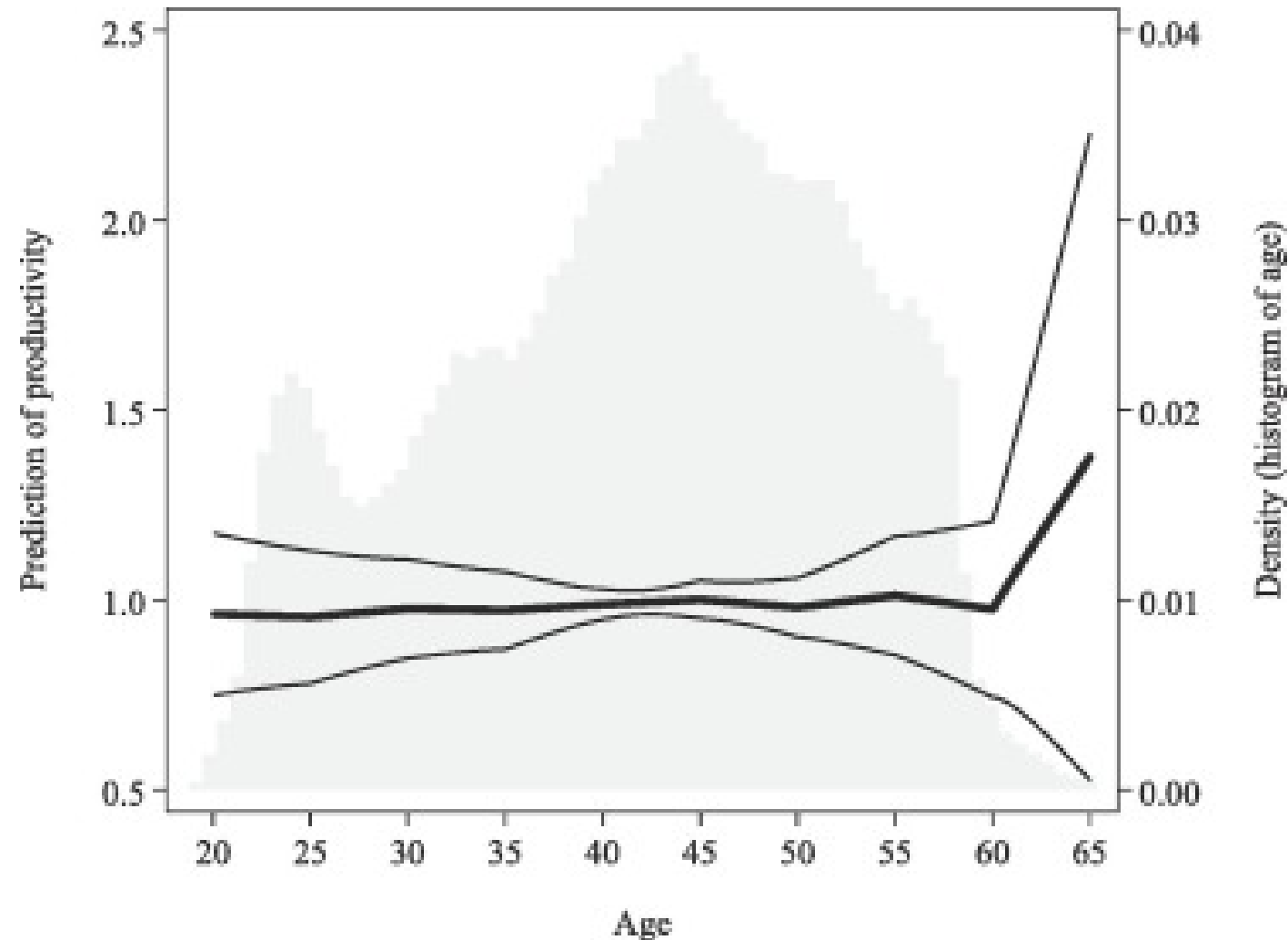
- Strong financial incentives to retire (Gruber and Wise 1999; Bozio et al. 2020).



Source: Adapted from "Social Security and Retirement Around the World," Jonathan Gruber and David A. Wise, eds., Chicago: University of Chicago Press, 1999. The tax force to retire is the log of the sum of the implicit tax rates over the period from the early retirement age (when a person is first eligible for social security benefits) to age 69.

Main causes of the low employment rate of the young-old

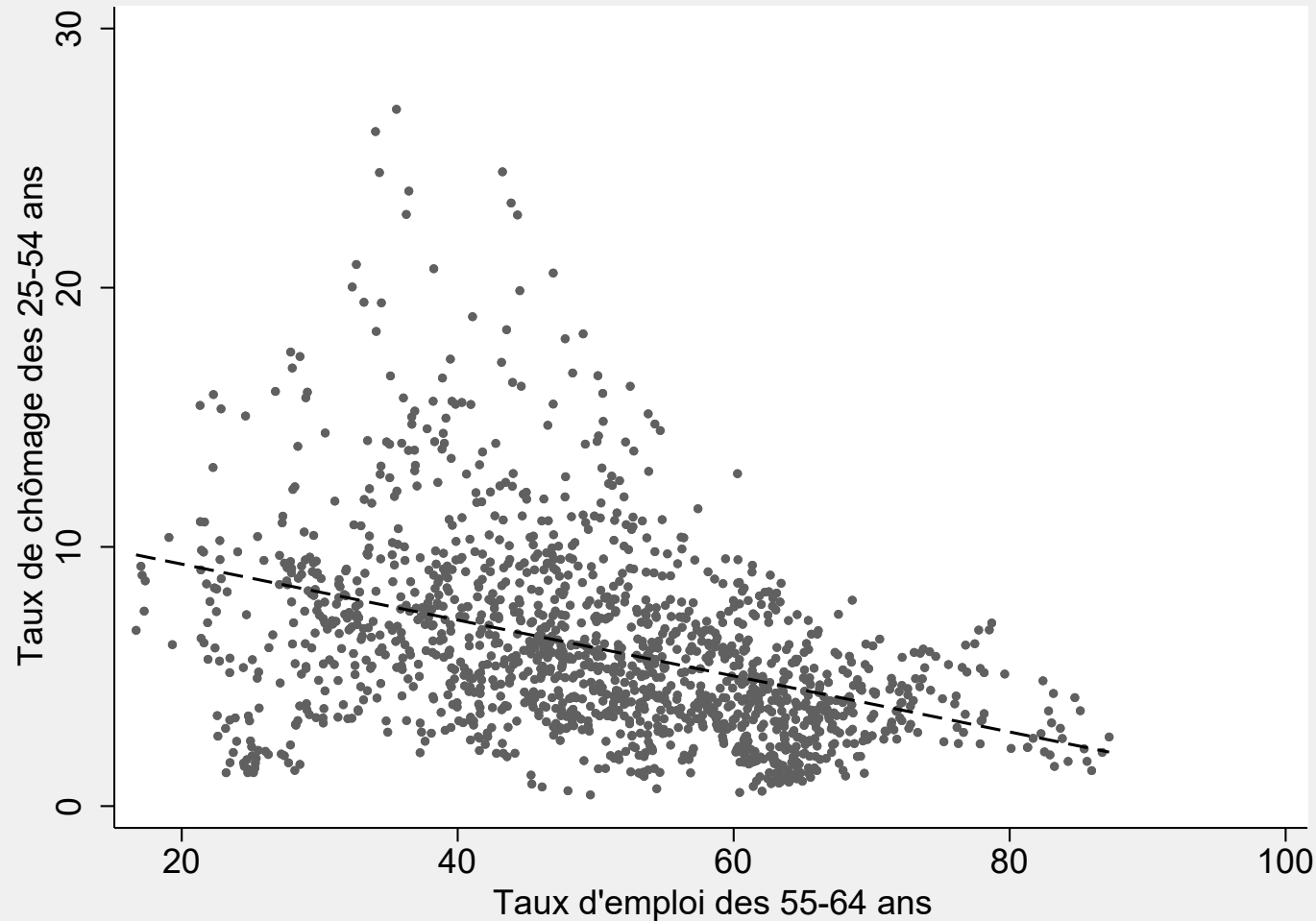
- The unjustified belief that productivity decreases according to age.



Source: Börsch-Supan A.,
Hunkler C. et Weiss M.
(2019)

Main causes of the low employment rate of the young-old

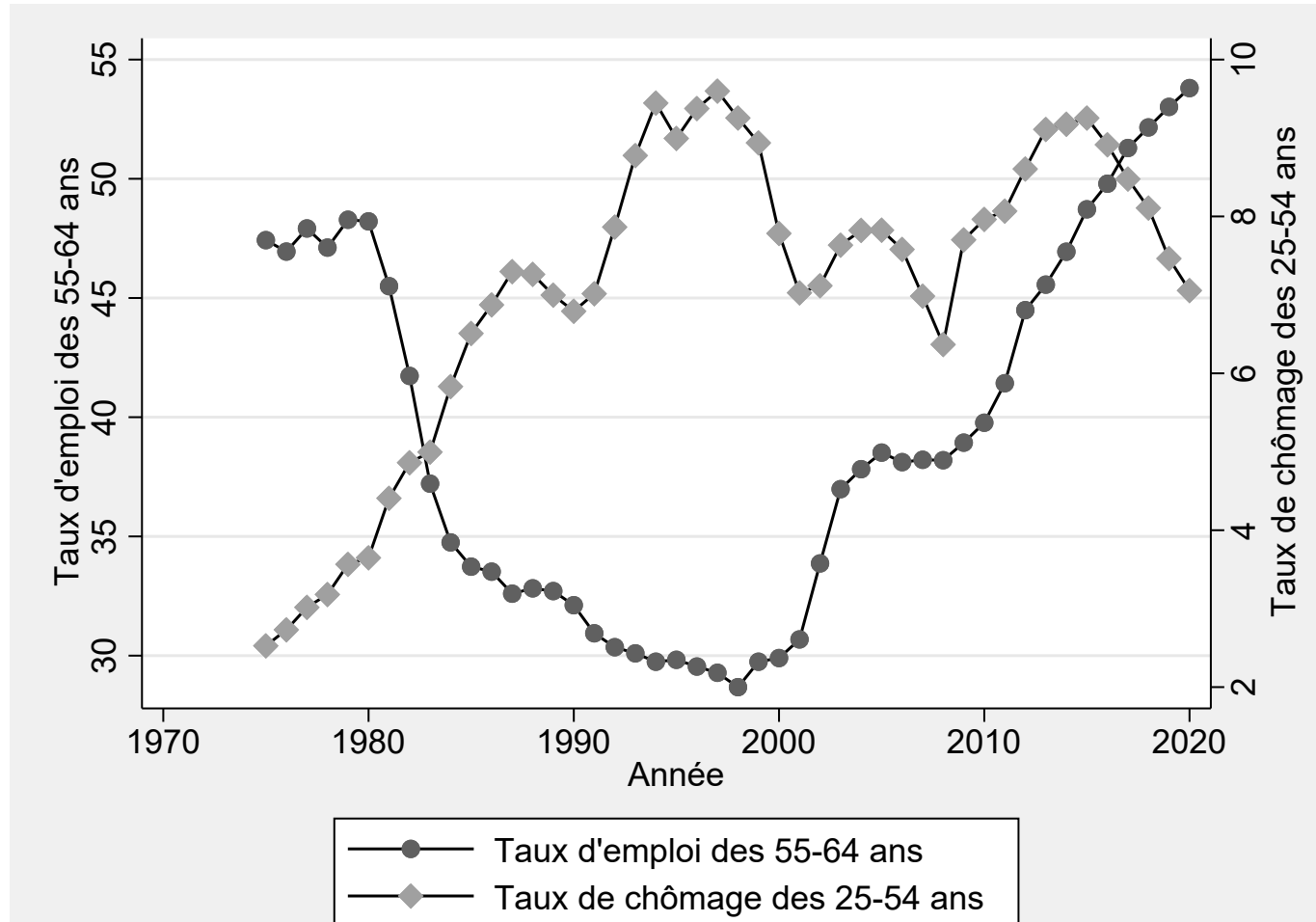
- Unjustified belief that early retirement will decrease unemployment among younger workers.



Source: OECD

Main causes of the low employment rate of the young-old

- Unjustified belief that early retirement will decrease unemployment among younger workers.

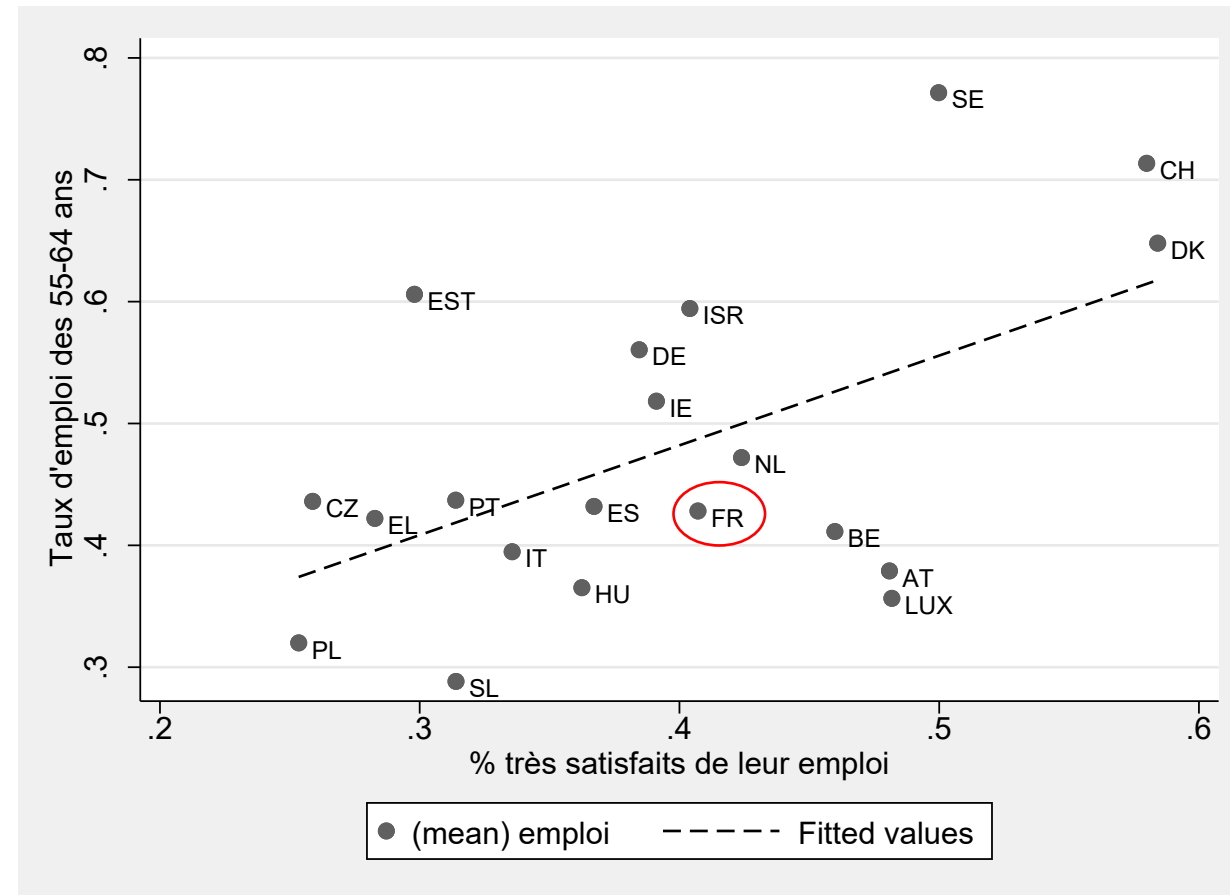


Source: OECD

Main causes of the low employment rate of the young-old

- Low job satisfaction among older workers

Employment rate of the 55-64 year-old individuals and job satisfaction

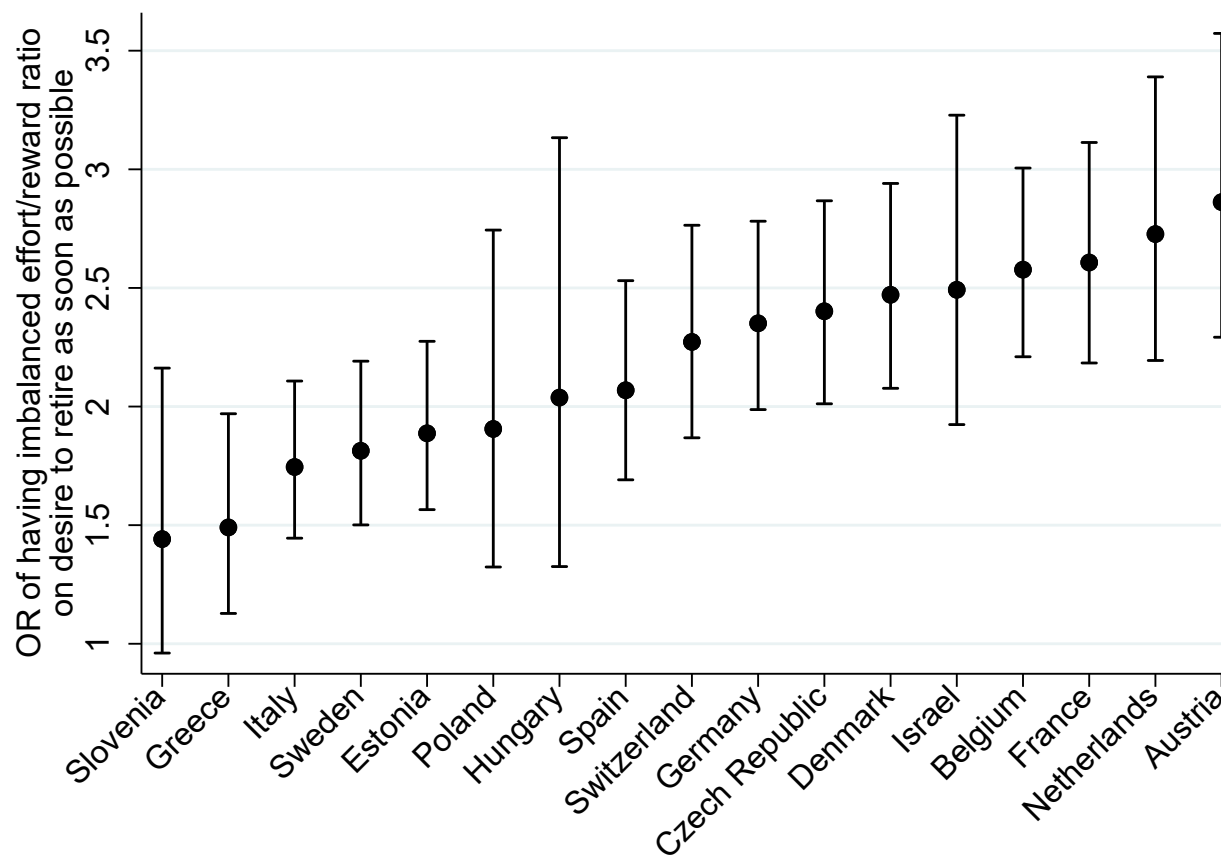


Source: SHARE

Main causes of the low employment rate of the young-old

- Work conditions as a driver to retirement

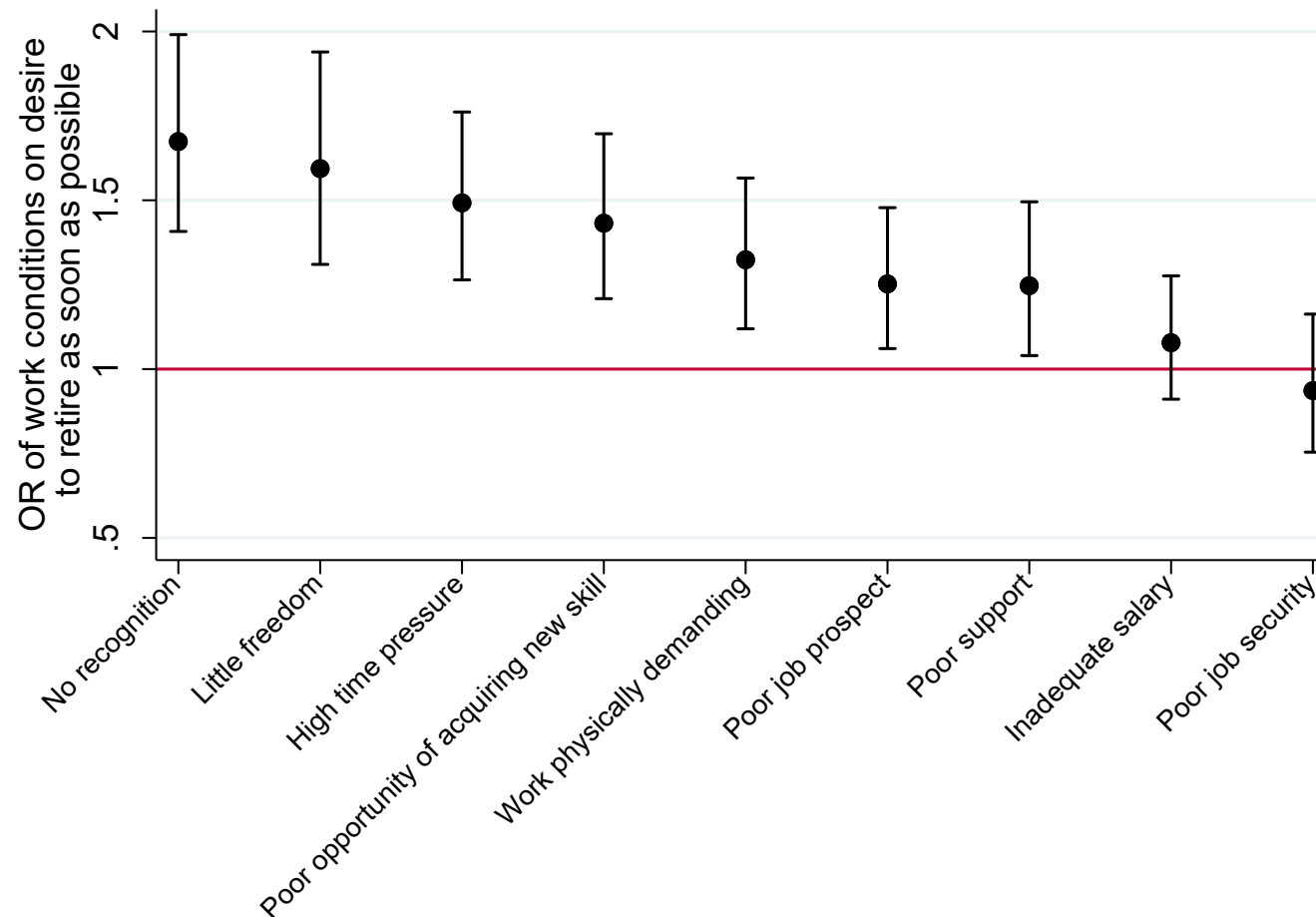
The association between having poor job conditions and the desire to retire as soon as possible



Main causes of the low employment rate of the young-old

- Work conditions as a driver to retirement

The association between job conditions and the desire to retire as soon as possible in France



Summary

- Employment rate of the young-old in France is increasing since the beginning of the century, but it remains relatively low compared to other countries.
- Financial incentives to retire seem to be an important driver of the low employment rate.
- Job satisfaction and working conditions do not seem to explain the low employment rate of the young-old in France compared to other countries.
- Nevertheless, it is a strong predictor of the desire to retire as soon as possible at the individual level, especially in France.
- Interventions aiming at improve work conditions could contribute to increase employment rate of the young-old.