

EISS Conference 2016
Social Security and the Changing Concept of Work
Oslo, 22 – 23 September 2016

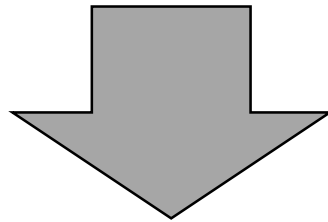
Flexible retirement

Doc. dr. sc. Ivana Vukorepa
University of Zagreb



Outline:

- **Why** is it an important issue ?
- **What** are countries doing now ?
- **How** should we proceed in the future?



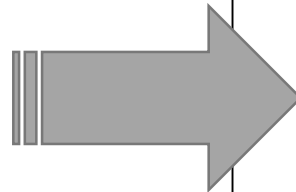
sustainable pension systems with adequate benefits

Why is flexible retirement important?

- Demographic aging
- Labour market segmentation
 - Technological progress
 - Globalization
- Pension policy mismanagement
- Retirement centered approach

??? Sustainability ???

??? Adequacy ???



Live healthier!

Work longer!

Save more!

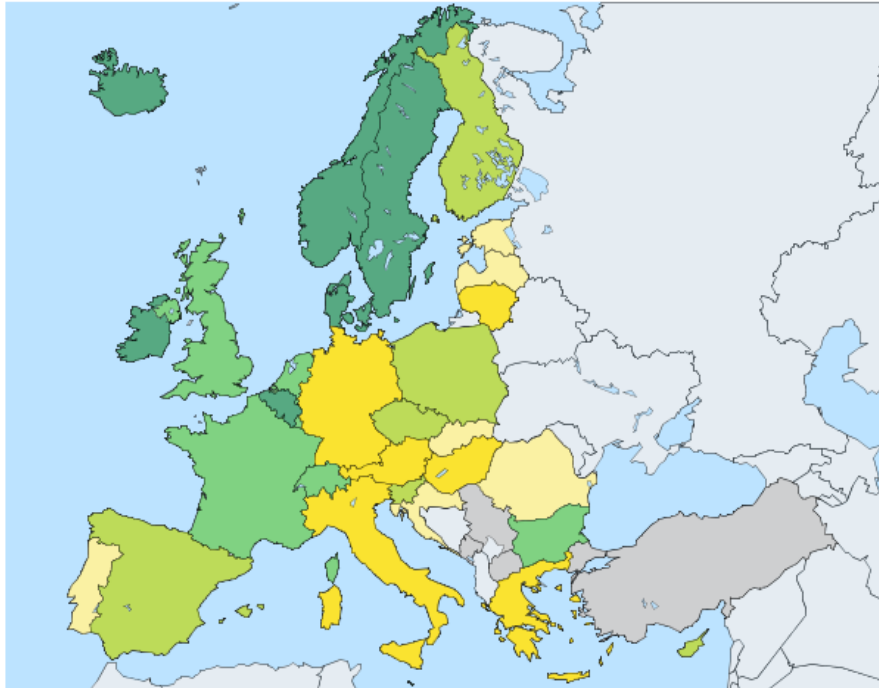
Flexible retirement - advantages

- complementary to retirement age increases
- preservation of human capital
- allows talent phasing in & out
- solution to skill shortage
- individual well-being
- improves finances

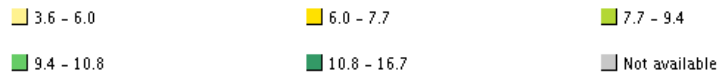
Healthy life years at age 65

Years - 2014

Healthy life years - females



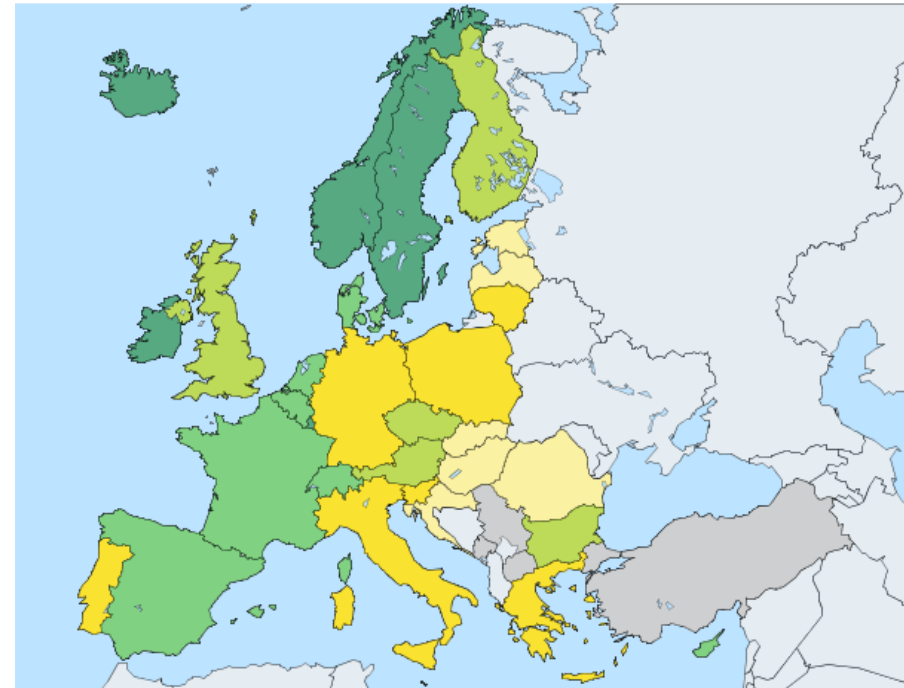
Legend



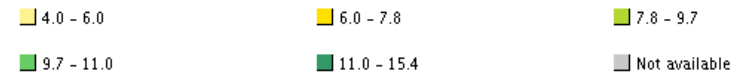
Minimum value:3.6 Maximum value:16.7

Years - 2014

Healthy life years - males

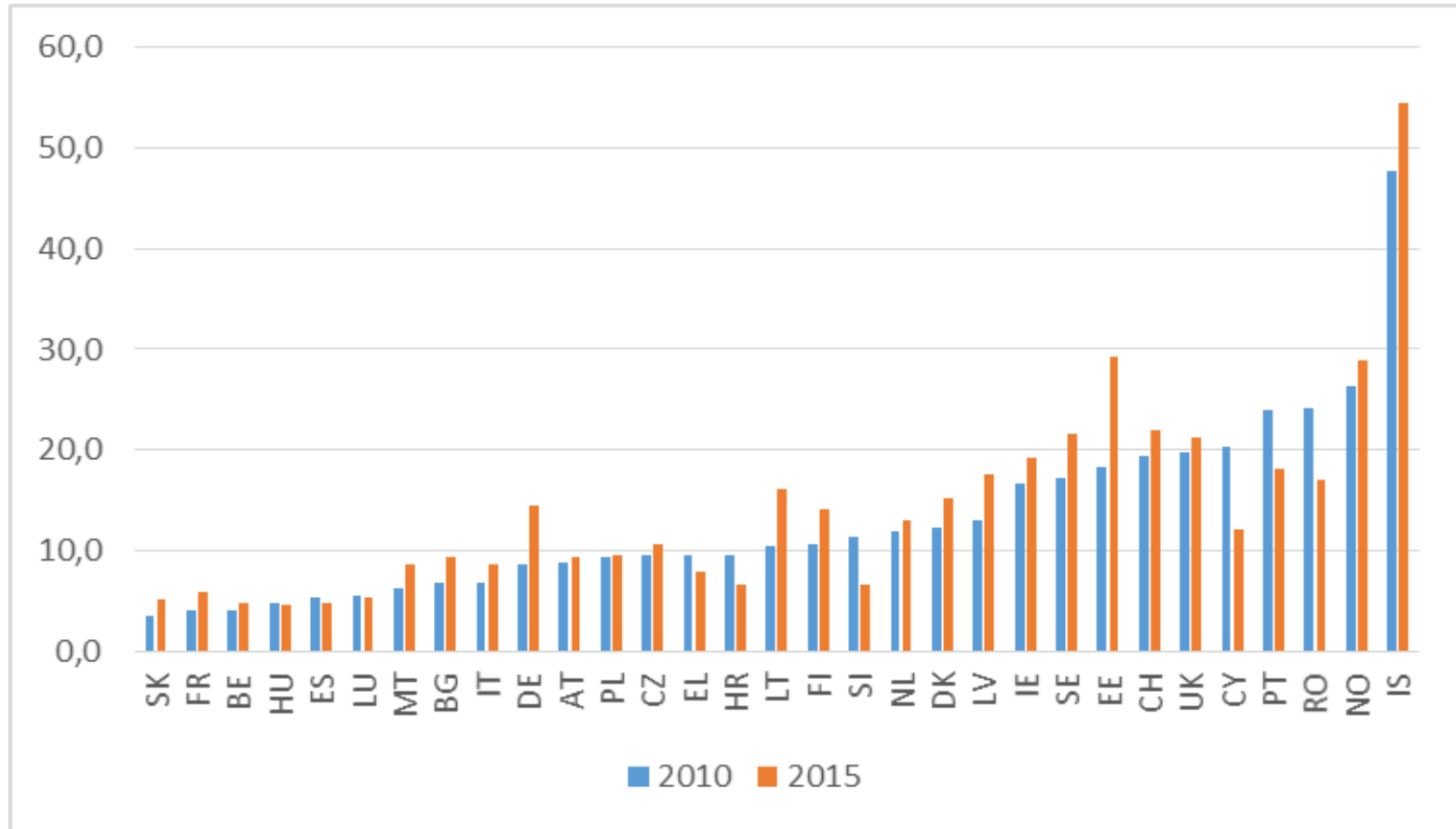


Legend



Minimum value:4.0 Maximum value:15.4

Employment rate from 65 to 69 years



Source: Eurostat

Factors influencing „productive aging”

Health

Family status

Social recognition and contribution

Skills and knowledge

Job opportunities

Financial need

Rewards for working longer

**Public policy &
age related legislation !**



Current practices to flexible / partial retirement

At what age	After NRA	During early retirement or prior	
Pension benefit	BE, HR, CZ, EE, FI, FR, LU, NL, NO, SE, USA	HR (partial invalidity), SE, LU, NO & USA (subject to earnings t.)	
	Full in payment	Reduced by half	Depending on the annual earnings
Contributions levy	HR, FR, LU, NL, NO, SE, USA (if after NRA)	CZ, USA (NRA-1)	BE, Japan,
	Yes	No	
Additional pension entitlement	HR, EE, Japan CH (earnings t.), NO	HR (only for casual work), CH (earnings t.), Japan (workers over 70)	
	Yes	No	
	HR, EE, CH, NO	HR and CH (if no contributions levied)	

Future challenges



State

- Labour market participation of elderly
- Unlinking employment termination to age
- Adjusting public sector schemes
- Early exit pressure (temporary or permanent)
- Levying contributions and taxes on alternative work arrangements (undeclared work)
- Public & private pensions

Employer

- utilisation of work potential
- less strenuous jobs
- flexible work arrangements

Individual

- healthy life habits
- keeping work capacity

One more thing...

Vigor of the young and the vigilance of the old!

