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Avgang fra arbeidslivet

Dokumentasjon av
tilleggsundersøkelse til
Arbeidskraftundersøkelsen (AKU)
2006

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1. Bakgrunn og formål

Undersøkelsen om avgang fra arbeidslivet i 2006 ble gjennomført som et tillegg til den løpende Arbeidskraftundersøkelsen. Formålet med tilleggsundersøkelsen var å få informasjon om når personer fra 50-69 år planlegger å gå over i pensjonisttilværelsen og hva som eventuelt kunne få dem til å jobbe lenger. Undersøkelsen var initiert av Eurostat, EUs statistikkbyrå, med sikte på å skaffe til veie mest mulig sammenlignbare data fra alle EU- og EØS-land. EU's beslutning om innhold og gjennomføring av undersøkelsen er gjengitt i vedlegg 2.1.

Arbeids- og sosialdepartementet (ASD) bidro til å finansiere undersøkelsen.

2. Utvalg

Bruttoutvalget i den ordinære Arbeidskraftundersøkelsen er på 24 000 personer i kvartalet. Hvert familiemedlem i alderen 16-74 år deltar i undersøkelsen. I tilleggundersøkelsen ble utvalget avgrenset til familiemedlemmer i alderen 50-69 år, i tråd med Eurostats retningslinjer.

AKU trekkes som familieutvalg slik at vi har opplysninger om begge ektefellene. Dette gjelder imidlertid ikke for samboere, hvor kun den ene parten er med i undersøkelsen. Dette gjelder også for denne tilleggsundersøkelsen.

Tilleggsspørsmålene ble kun stilt ved direkte intervju, dvs. når intervjuobjektet (IO) selv ble intervjuet, og ikke når andre familiemedlemmer svarte på vegne av IO. I utvalget inngikk personer som var med for første og siste gang i AKU, og utvalget var spredt over alle kvartalene i 2006.

I den ordinære AKU, som kom forut for tilleggsspørsmålene, varierte svarprosenten fra 86 prosent i 1. kvartal til 89 prosent i 4. kvartal 2006 for hele utvalget.. Tilleggsspørsmålene, som i motsetning til AKU for øvrig ikke var underlagt svarplikt, ble besvart av 83 prosent av AKUs nettoutvalg for hele året (eksklusive dem som ble intervjuet indirekte, det vil si 12,4 prosent).

Bruttoutvalget i tilleggsundersøkelsen, det vil si avgrenset til personer i alderen 50-69 år, utgjorde 6 588 personer. Eksklusive indirekte intervjuer ble utvalget redusert til 5 773 personer. Nettoutvalget etter frafall, ble på 4 805 personer. Tabell 1 viser hvordan respondentene i brutto- og nettoutvalget er fordelt i forhold til alder. Prosentfordelingene viser at frafallet var noe høyere for den eldste aldergruppen.

Tabell 1. Utvalgsfordeling etter alder

	Brutto- utvalget	Prosent	Bruttoutvalget Minus indirekte intervju	Prosent	Netto- utvalget	Prosent
I alt	6 588	100	5 773	88	4 805	83
50-59 år	3 854	100	3 398	88	2 931	86
60-69 år	2 734	100	2 375	87	1 874	79

3. Vekter

Vektene i den ordinære AKU beregnes ved en etterstratifisering med hensyn til kjønn, alder (5-årige aldersgrupper) og personens registersyssestetingsstatus. I tillegg gjennomføres en kalibrering der en justerer vektene fylkesvis slik at utvalget gir befolkningstall for fylkene i samsvar med offisielle befolkningstall.

Tilleggsundersøkelsen (TU) om avgang fra arbeidslivet gikk til et delutvalg avgrenset til personer i alderen 50-69 år. Spørsmålene ble kun stilt ved direkte intervju, og det var frivillig å delta. Utvalgsstørrelsen ble dermed mindre enn i den ordinære AKU. For å få mest mulig konsistente tall, ble det laget nye oppblåsningsfaktorer. Dette justerer samtidig for skjevheter i delutvalget.

Metoden gir en korreksjon av de opprinnelige vektene slik at en oppnår samsvar med de publiserte AKU-tallene for sysselsatte, arbeidsledige og utenfor arbeidsstyrken fordelt på kjønn og alder. Justeringsfaktorene for TU-vektene beregnes ved å dividere antall personer som er med i bruttoutvalget for TU-en, med de som faktisk deltar (nettoutvalget) for hver av aldersgruppene, etter kjønn og arbeidsstyrkestatus. Ved å multiplisere AKU-vektene med disse justeringsfaktorene får vi TU-vektene som skal brukes.

4. Spørsmål

Spørsmålene i tilleggsundersøkelsen ble stilt helt til slutt i intervjuet, av programmeringstekniske hensyn. De ble utformet på grunnlag av en variabelliste fra Eurostat, og etter innspill fra Arbeids- og sosialdepartementet. Eurostat la føringer på hvilke variable som skulle inngå i undersøkelsen og hvilke grupper som skulle få de ulike spørsmålene. EU-forordningen er gjengitt i vedlegg 2. Selve utformingen av spørsmålene og rekkefølgen av disse bestemmes nasjonalt. Vi har i oversikten i pkt.4.1 nedenfor merket de aktuelle EU-variable ved å notere variabelnummeret (f.eks. C 248/249) over første spørsmålet i den aktuelle spørresekvens. Hva variabelnumrene står for, er forklart i vedlegg 2.

Først presenteres spørsmålene og deretter drøftes en del problemer knyttet til tilpasningen av EUs variabelliste til norske forhold.

4.1 Spørreskjema med enkle frekvensfordelinger

Frekvensfordelingene som står oppført etter hvert svaralternativ, er hentet fra undersøkelsen i 1.kvartal som var basis for en rapport til ASD. Opptellingene refererer til tallet på intervjuobjektene (IO-ene) som har svart på spørsmålene. Prosentene er beregnet på grunnlag av disse opptellingene, og ikke på vektete tall.

Selve spørreskjemaet er elektronisk. En gjengivelse på papir, som her, gir en dårlig layout og filtrene (gangen gjennom skjemaet) blir vanskelig å følge.

Col. 251 (Sysselsatte som mottar noe pensjon, eller kunne fått dersom de ville) - til sammen er dette: 474

Spm 6a Hva er grunnen til at du fortsatt jobber?

(flere grunner mulig)

1	Å øke husholdningsinntekten	134 (28,3 prosent)
2	Å øke pensjonsgrunnlaget (ev. grunnlaget for pensjonen)	70 (14,8 prosent)
3	Interesse for arbeidet og arbeidsoppgavene	261 (55,1 prosent)
4	Gode kolleger og godt miljø	155 (32,7 prosent)
5	Ønsket på jobb/jobben har uttrykt behov for meg	119 (25 prosent)
6	Andre grunner	61 (12,3 prosent)

Hvis 1 grunn - gå til spm.7a/8

Hvis flere grunner gå til 6b:

Spm 6b Hva er hovedgrunnen til at du fortsatt jobber? - til sammen 180

1	Å øke inntekten	50
2	Å øke pensjonsgrunnlaget (ev. grunnlaget for pensjonen)	11
3	Interesse for arbeidet og arbeidsoppgavene	70
4	Gode kolleger og godt miljø	33
5	Ønsket på jobb/jobben har uttrykt behov for meg	11
6	Andre grunner	5

Gå til spm 7a/8

Col. 240.

Deltidssysselsatte:

Spm 7a Har du redusert din arbeidstid som en nedtrapping mot pensjonisttilværelsen? -1399

1	Ja	→Spm 9	178	12,7
2	Nei (inkludert ikke enda)	→Spm 7b	1221	87,3

Spm 7b Planlegger du å trappe ned gradvis i løpet av de neste 5 årene? -1218

1	Ja	89	7,3
2	Nei	951	78,1
3	Har ikke planer for de neste 5 årene	178	14,6

Gå til spm.9

Heltidssysselsatte:

Spm 8 Planlegger du å trappe ned gradvis i løpet av de neste 5 årene? -2414

1	Ja	309	12,8
2	Nei	1841	76,3
3	Har ikke planer for de neste 5 årene	264	10,9

Gå til spm.9

Filter: Sysselsatte

Col.245/C46/C47

Spm 9 Vil noen av de følgende forholdene bidra til at du jobber lenger:

a) mer fleksible arbeidstidsordninger?	-3795, av disse ja:	1014 (26,7)
b) kortere arbeidstid?	-3802	1272 (33,5)
c) kurs og videreutdanning?	-3804	520 (16,8)
d) andre arbeidsoppgaver?	-3801	730 (19,2)
e) arbeidsgiver ønsker at du fortsetter?	-3781	1289 (34,1)
f) tilrettelegging av det fysiske arbeidsmiljøet?	-3805	862 (22,6)
g) roligere arbeidstempo?	-3798	1059 (27,9)

Gå til spm.16a

Filter: Ikke-sysselsatte minus ledige (som pr. definisjon ønsker arbeid, og skal derfor ikke spørres her)

Spm 10 Tror du at du vil begynne i arbeid igjen? - 909

1	Ja	→Spm 11	46 (5,1)
2	Nei	→Spm 12	863 (94,9)

Spm 11 Når vil du da gå av med pensjon? 20

50-93 2siffer 0=1, 62=4, 67=14, 68=1

94	Ikke nøyaktig planlagt, men før du fyller 60 år	1
95	Ikke nøyaktig planlagt, men mellom 60 og 64 år	2
96	Ikke nøyaktig planlagt, men etter fylte 65 år eller senere,	6
97	Ikke nøyaktig planlagt, og vet overhodet ikke når det vil bli	11
		→Spm 12

Col. 243.

Filter: ikke-sysselsatte

Spm 12 Nå følger noen spørsmål om din siste jobb. Hva var din situasjonen rett etter at du hadde sluttet? Var du ... (les opp alternativene) -955

1	Arbeidsledig	→ spm.14	61 (6,4)
2	Pensjonert eller førtidspensjonert	→ spm.13a	35 (35,1)
3	Syk eller ufør	→ spm.14	496 (51,9)
4	Annet	→ spm.14	63 (6,6)

Col. 244

Spm 13a Hva var de viktigste grunnene til at du gikk av med pensjon?

(flere grunner er mulig)

-335 på hvert av spørsmålene , av disse ja:

1	Mistet jobben pga omstilling	8 (2,4)
2	Bedriften ble nedlagt	13 (3,9)
3	Nedbemanning i bedriften	31 (9,3)
4	Hadde nådd (obligatorisk?) pensjonsalder	86 (25,7)
5	Egen sykdom eller uførhet	49 (14,3)
6	Omsorgforpliktelser/oppgaver	1 (0,5)
7	Jobbrelaterte problemer/problemer knyttet til jobben	30 (9,0)
8	Gunstige økonomiske ordninger knyttet til å slutte i jobben	51 (15,2)
9	Ønske om mer fritid	69 (20,6)
10	Ektefelle og/eller venner pensjonert	12 (3,6)
11	Annet	53 (15,8)

Hvis 1 grunn - gå til spm. 14

Hvis flere grunner gå til spm. 13b:

Spm 13b Hvilken av grunnene var den viktigste?

Bare ett kryss mulig - 56

1	Mistet jobben pga omstilling	0
2	Bedriften ble nedlagt	2
3	Nedbemanning i bedriften	3
4	Hadde nådd (obligatorisk?) pensjonsalder	8
5	Egen sykdom eller uførhet	1
6	Omsorgforpliktelser/oppgaver	7
7	Jobbrelaterte problemer/problemer knyttet til jobben	9
8	Gunstige økonomiske ordninger knyttet til å slutte i jobben	11
9	Ønske om mer fritid	12
10	Ektefelle og/eller venner pensjonert	6
11	Annet	4

→spm 14

Spm14 Reduserte du arbeidstiden som et ledd i nedtrapping mot pensjonering?

1	Ja	→Spm 14	795 til sammen, av disse 158 ja (16,6 prosent)
2	Nei	→Spm 14	

Filter: Ikke-sysselsatte

Col.245/C46/C47

Spm15 Kunne noen av de følgende forholdene ha bidratt til at du hadde jobbet lenger:

a)	mer fleksible arbeidstidsordninger?	-949 av disse ja:	131 (13,8)
b)	kortere arbeidstid?	-949	129 (13,6)
c)	kurs og videreutdanning?	-949	55 (5,8)
d)	andre arbeidsoppgaver?	-949	123 (13,0)

e) at arbeidsgiver ønsket at du skulle fortsette?	-947	117 (12,4)
f) tilrettelegging av det fysiske arbeidsmiljøet?	-947	97 (10,2)
g) roligere arbeidstempo?	-946	121 (12,3)

→spm 16a

Filter : alle

Hittil har det handlet om aldersrelaterte pensjoner. Nå vil vi stille spørsmål om andre typer pensjon eller trygd.

Col. 250

16a. Mottar du noen pensjon eller trygd som ikke er knyttet til alder?

1	Ja	→Spm 16b	4793, av disse 828 ja (17,3 prosent)
2	Nei	→Slutt	

16b. Hva slags pensjon eller trygd er dette?

flere avkrysninger mulig

-828 til sammen på alle, av disse ja:

1	Ja, uførepensjon	549	(66,3)
2	Ja, sykepenger	12	(1,5)
3	Ja, rehabiliterings- eller atføøringsstønad	55	(6,6)
3	Ja en annen individuell pensjon fra offentlig sektor	105	(12,7)
4	Ja en annen individuell pensjon fra privat sektor	86	(10,4)
5	"Gavepensjon"	13	(1,6)
6	Andre	129	(15,6)
7	Nei		

4.2. Problemer ved gjennomføringen

Fra 1. kvartal 2006 ble det gjort en større omlegging av AKU. En del av spørsmålene ble endret, nye føyd til og noen gamle fjernet. Teknisk sett ble et helt nytt elektronisk skjema tatt i bruk for intervjuing.

Tilleggsundersøkelsen skulle i utvalgspunktet bare stilles til personer som var med for første og siste gang (1. og 8. pulje) i alderen 50-69 år. Men på grunn av en teknisk feil ble alle i denne aldersgruppa spurt i 1. kvartal, uavhengig av hvilken gang de var med. I de resterende kvartalene ble utvalget derfor begrenset til dem som var med for første gang, foruten personer som hadde fylt 50 år siden forrige kvartal.

I ettertid konstruerte vi et 8.gangsintervju for 2.-4.kvartal ved å sammenlikne svarene gitt i ordinær AKU i de andre kvartalene. For intervjupersonene (IO) som ikke hadde endret sin arbeidsmarkedsstatus, dvs. tilfredsstilte kriteriene til tilleggsspørsmålene, ble svarene fra tilleggsundersøkelsen overført til det kvartalet de opprinnelig skulle deltatt. Det er trolig svært lite sesongvariasjoner tilknyttet denne tilleggsundersøkelsen, og det skulle derfor ikke medføre større feil å organisere dataene på samme måte som undersøkelsen etter planen skulle vært gjennomført. IO som hadde endret sin arbeidsmarkedsstatus, ble fjernet fra filene. Det gjaldt ca. 30-40 personer hvert kvartal.

Eurostat er også orientert om denne måten å konstruere filene på, og har akseptert denne.

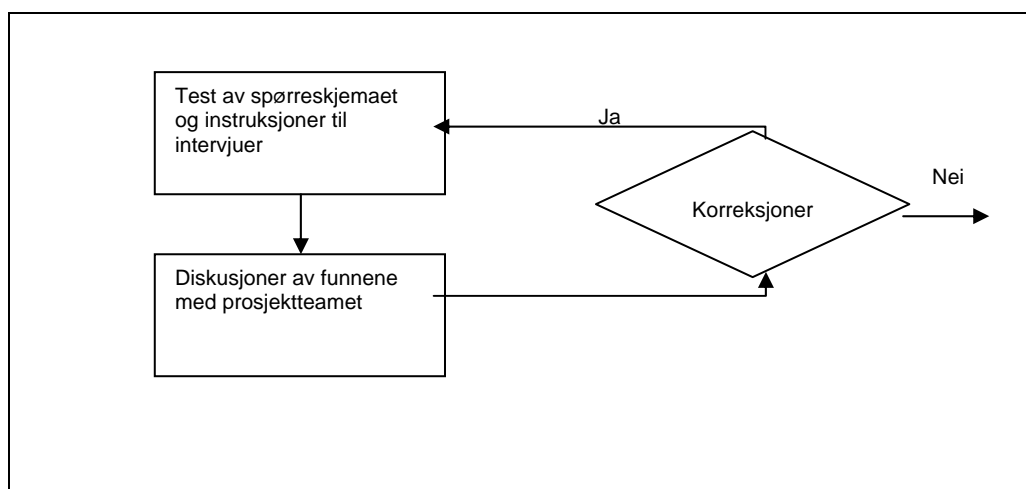
4.3 Justeringer av spørreskjemaet

Etter diskusjoner med bl.a. ASD, ble det føyd til flere svaralternativ i noen av spørsmålene. Dette ble gjort for å tilpasse svaralternativene til norske lover og regler på området. Som eksempel kan nevnes spørsmål 13 (col.244) "Hva var de viktigste grunnene til at du gikk av med pensjon?" For Eurostats alternativ – mistet jobben – delte vi dette inn i tre alternativ for å finne ut hvorfor IO

mistet jobben. ASD ønsket et svaralternativ om det faktum at ektefellen eller venner er pensjonert, har betydning for personers ønske om selv å pensjonere seg.

4.4 Testing av spørreskjemaet

Intervjuene i AKU foretas ved bruk av elektroniske spørreskjema, dvs. at svarene registreres på PC under intervjuet, og man ledes maskinelt til neste spørsmål avhengig av svarene på de foregående. Det medfører at programmeringen av tilleggsspørsmålene må testes før datainnsamlingen begynner. Seniorintervjuere brukes til å teste og gi tilbakemelding på nye spørsmålssekvenser, og det gjennomføres ad hoc piloter på ulike stadier i utviklingen av nye sekvenser. For denne undersøkelsen ble det brukte 4 intervjuere til å teste profiler konstruert for å dekke målgruppen. Prosessen er kontinuerlig, som beskrevet under:



Informasjon fra det ordinære AKU-skjemaet ble brukt og tilleggsspørsmålene ble tilpasset dette. Tilpasning og supplering av spørreskjemaet ble gjort i september/oktober 2005, intervjuguide og instruks utformet i november/desember 2005. Programmering og testing av spørreskjemaet ble gjort i det samme tidsrommet.

5. Innsamling av data

Datainnsamlingen pågikk i perioden fra 9.januar 2006 til 17.januar 2007, og ble gjennomført ved dataassistert telefonintervjuer. Intervjuene ble foretatt av SSBs intervjustab. Som for de ordinære AKU ble intervjuene gjennomført over telefon ved hjelp av en elektronisk versjon av spørreskjemaet (CATI).

Det ble ikke rapportert noen spesielle problemer knyttet til denne undersøkelsen fra intervjuerne.

6. Resultater

Datafilen ble sendt til Eurostat etter deres spesifikasjoner i 2007.

Erfaringene fra arbeidet med utformingen av spørreskjemaet er videreformidlet til Eurostat.

Det ble publisert en artikkel på SSBs hjemmeside om pensjonering og i tillegg er det levert en rapport til ASD.

6.1 Publiserte resultater

Artikkelen – Mange ønsker tidlig pensjonering, se
http://www.ssb.no/vis/magasinet/slik_lever_vi/art-2006-06-30-01.html

6.2 Oppbevaring av data og programmer

Sas-program for denne undersøkelsen ligger på \$AKU2006/prog/tu_avgang.

Spørreskjemaet er lagret på: X:\260\Felles\AKU\Tilleggsundersøkelser\Pensjon.

Vedlegg

Vedlegg 1 Intervjuinstruks

Undersøkelse om avgang fra arbeidslivet

Tilleggsundersøkelse i AKU 2006
Produktnummer 2090

Instruks

INNHold

	Orientering og veiledning for intervjuere	
1. Orientering om undersøkelsen	11	
1.1.....	Oppdragsgivere	11
1.2.....	Bakgrunn og formål	11
1.3.....	Tidligere undersøkelser?	11
1.4.....	Motivering av IO	11
2. Gjennomføring av undersøkelsen	11	
2.1.....	Utvalg	11
2.2.....	Innsamlingsmetode	11
2.3.....	Intervjutid	11
2.4.....	Innsamlingsperiode	11
2.5.....	IO-brev	11
2.6.....	Incitament	11
2.7.....	Forberedelsestid	11
2.8.....	Hva skjer med dataene - registerkobling, anonymisering, sletting	12
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Intervjuerkontakt:	Hajar B. Livary/Unni Jovik Hansen	21 09 46 67/46 90
Programmering:	Jan Haslund/Gunnar Fodnesbergene	21 09 46 82/07 89
Utvalgstreking:	Gunnar Fodnesbergene/Jytte Duemark	21 09 07 89/42 08
Planlegger:	Bengt Oscar Lagerstrøm	21 09 44 64

Orientering om undersøkelsen

Oppdragsgivere

Statistisk sentralbyrå med finansiering fra Eurostat.

Bakgrunn og formål

Formålet med undersøkelsen er å beskrive veien fra arbeid til pensjonstilværelse. Spesielt skal vi her fange opp:

- planer for overgangen fra arbeid til full pensjonstilværelse
- Å kartlegge hvilke faktorer som har betydning for valg knyttet til arbeid og pensjonstilværelse. Dette kan være faktorer knyttet til arbeid og arbeidsplass, personlige faktorer som egen helse og omsorgsforpliktelser, men også finansielle faktorer som incentiver til å stå lengre i arbeid eller å trekke seg fra arbeidslivet.

Bakgrunnen for kartleggingen er EUs fokus på å møte ulike utfordringer knyttet til aldring av befolkningen. I 2002 satte EU seg som mål å øke sysselsettingsraten blant eldre kvinner og menn (55-64 år) til 50 prosent i løpet av 2010. Årets tillegg skal bidra til å gi en pekepinne på status i EØS-området¹.

Tidligere undersøkelser?

Nei

Motivering av IO

Tilleggsundersøkelsen er en del av ordinære AKU og er underlagt svarplikt.

Bakgrunnen for kartleggingen er å gi myndighetene informasjon om utfordringer knyttet til aldring av befolkningen og hvordan transaksjonen fra arbeid til pensjonstilværelse finner sted. Spørsmål knyttet til hvordan arbeidstilbudet kan sikres blant eldre og hvordan en aktiv aldring kan sikres er sentrale spørsmål som denne undersøkelsen kan bidra til større forståelse for.

Gjennomføring av undersøkelsen

Utvalg

Spørsmålene skal stilles ved direkte intervju til personer i alderen 50-69 år som enten er sysselsatte eller ikke-sysselsatte som har jobbet etter fylte femti år.

Innsamlingsmetode

Samme som for AKU

Intervjutid

Stipulert gjennomsnittlig intervjutid for tillegget er 3 minutter for aldersgruppen 50-69 år. Det kan vil likevelvære en del variasjon.

Innsamlingsperiode

Datainnsamlingen foregår i tråd med AKUs driftsplaner for 1. kvartal - 4. kvartal 2006.

IO-brev

Det er ikke egne IO-brev for tilleggsundersøkelsen. IO-brev sendes kun til 1. gangs IO i tråd med driftsplanen for AKU 1. kvartal 2006.

Forberedelsestid

Det er avsatt 30 minutter til lesing av instruks og prøveintervjuing. Godtgjørelsen påføres av kontoret.

¹ Alle EU-landene pluss kandidat landene samt Island, Liechtenstein og Norge.

Hva skjer med dataene - registerkobling, anonymisering, sletting

Det vil ikke bli foretatt koblinger utover ordinære for AKU.

Frafall, avgang og flyttinger

Frafall og avgang behandles i samsvar med AKU-instruks.

Spørreskjemaet: Avgang fra arbeidslivet (se pkt. 4.1)

Spørsmålene AFA_1 til AFA_4 stilles til alle i utvalget (50-69 år) for å kartlegge hvem som mottar en form for pensjon.

Spørsmålene AFA_5 til AFA_9 stilles til sysselsatte og skal fange opp planer om pensjonering og i så fall ved hvilken alder. Videre kartlegges faktorer som kan forklare hvorfor IO ønsker å forlate arbeidslivet til fordel for pensjonstilværelse og hvilke faktorer som kan forklare årsaker til at OI ønsker og velger å jobbe lengre enn nødvendig.

Spørsmålene AFA_10 til AFA_15 kartlegger faktorer knyttet til pensjoneringsatferd for personer som ikke er sysselsatt.

Til slutt stilles spørsmål AFA_16a og b til alle (50-69 år) for å kartlegge eventuelle andre pensjoner enn de aldersrelaterte.

Enkeltspørsmål

Vær forsiktig med å bruke kategoriene "vet ikke" og "nekter" hvis de ikke spesielt står i spørsmålsteksten. Det er viktig å prøve å få IO til å gi et annet svar, men uten å presse i noen retning. Noen ganger kan IO trenge litt tid for å komme frem til svaret, og da er det viktig å være litt tålmodig. Når IO likevel svarer "vet ikke" eller nekter å svare, pass da på at du bruker riktig tast - "F8" for "vet ikke" og "F9" for "nekting", eller spørsmålstegnknapp og utropstegnknapp i verktøylinja.

Vedlegg 2 Forordning fra Eurostat



EUROPEAN COMMISSION
EUROSTAT

Directorate D: Single market, Employment and Social statistics
Unit D-1: Labour market



Doc. D1/EMPL/06/2005

LFS 2006 ad hoc module on transition from work into retirement

**Commission Regulation, explanatory notes,
Draft proposal for a questionnaire and codifications**

March 2005

Introduction

The purpose is to present in a single document for the LFS module 2006:

- the Commission Regulation No 388/2005 of 8 March 2005,
- the explanatory notes,
- a draft proposal for a questionnaire and codifications.

This document could help the countries to implement this LFS module.

The draft proposal for a questionnaire and codifications could be improved by the comments of the countries. The countries are therefore invited to share their experience of developing the questions for the LFS module 2006 and to send their comments to Eurostat either to Christel ALIAGA (Christel.ALIAGA@cec.eu.int) or Ana FRANCO (Ana.Franco@cec.eu.int).

Note that there is no obligation to implement precisely the proposed questionnaire but when the structure of the specific national LFS survey permits it, it could be followed.

Vedlegg 2.1

Commission Regulation (EC) No 388/2005 of 8 March 2005

adopting the specifications of the 2006 ad hoc module on transition from work into retirement provided for by Council Regulation (EC) No 577/98 and amending Regulation (EC) No 246/2003

THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community,
Having regard to Council Regulation (EC) No 577/98 of 9 March 1998 on the organisation of a labour force sample survey in the Community², and in particular Article 4(2) thereof,
Whereas:

- (1) Commission Regulation (EC) No 246/2003 of 10 February 2003 adopting the programme of ad hoc modules, covering the years 2004 to 2006, to the labour force sample survey provided by Council Regulation (EC) No 577/98³ includes an ad hoc module on transition from work into retirement.
- (2) There is a need for a comprehensive and comparable set of data on transition from work into retirement in order to monitor progress towards the common objectives of the Community's Employment Strategy and of the open method of coordination in the area of pensions that was launched by the Laeken European Council in December 2001. Both processes identify the promotion of active ageing and prolongation of working life as priorities for action, in particular through guideline 5 of the Employment Guidelines 2003 "Increase labour supply and promote active ageing" as adopted by the Council on 22 July 2003⁴ and through objective 5 of the pensions process as developed in the Joint report on objectives and working methods in the area of pensions approved by the Council of Laeken of 14 and 15 December of 2001 and in the Joint report by the Commission and the Council on adequate and sustainable pensions adopted by the Council of Brussels, 20 and 21 March 2003.
- (3) In accordance with Decision No 1145/2002/EC⁵ of the European Parliament and of the Council of 10 June 2002 on Community incentive measures in the field of employment, Community activities concerning analysis, research and cooperation among the Member States in the field of employment and the labour market shall be carried out in the period from 1 January 2002 to 31 December 2006 and one of the objectives of these activities is to develop, follow up and evaluate the European Employment Strategy with a strong forward-looking emphasis.
- (4) It is also necessary to update the specification of the sample set out in section 3 of the Annex to Regulation (EC) No 246/2003, in order to maximise the potentiality of the sample for the ad hoc module in terms of analysis.

² OJ L 77, 14.3.1998, p.3. Regulation as last amended by Regulation (EC) No 2257/2003 of the European Parliament and of the Council (OJ L 336, 23.12.2003, p. 6).

³ OJ L 34, 11.2.2003, p. 3.

⁴ OJ L 197, 5.8.2003, p. 13.

⁵ OJ L170, 29.6.2002, p. 1. Decision as amended by Decision No 786/2004/EC (OJ L 138, 30.4.2004, p7).

- (5) The measures provided for in this Regulation are in accordance with the opinion of the Statistical Programme Committee,

HAS ADOPTED THIS REGULATION:

Article 1

The detailed list of information to be collected in 2006 by the ad hoc module on transition from work into retirement shall be as set out in the Annex.

Article 2

In Section 3 of the Annex to Regulation (EC) No 246/2003, the point ‘*Sample*’ is replaced by the following: ‘*Sample*: The target age group for the sample for this module consists of persons aged 50 to 69. The complete set of variables of the labour force survey shall be collected for the sub sample used for the ad hoc module. When the sample unit is the individual, no data on the other members of the household are required.’

Article 3

This Regulation shall enter into force on the seventh day following that of its publication in the *Official Journal of the European Union*.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 8 March 2005.

For the Commission
Joaquín ALMUNIA
Member of the Commission

ANNEX Labour Force Survey Specifications of the 2006 ad hoc module on transition from work into retirement

1. Member States and regions concerned: all
2. The variables will be coded as follows:

The numbering of the variables of the labour force survey in the column “Filter” (C11/14, C24 and C67/70) refers to Commission Regulation (EC) No 1575/2000.

Column	Code	Description	Filter
240		<i>Person reduced his/her working hours in a move to full retirement</i>	Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))
	1	Yes, in a progressive retirement scheme/part-time pension	
	2	Yes, but not in a progressive retirement scheme/part-time pension	
	3	No, but plans to do so within the next 5 years	
	4	No, and plans not to do so within the next 5 years/did not do so	
	5	No, and does not know about plans for the next 5 years or plans are not relevant	
	9	Not applicable (not included in the filter)	
241/242	Blank	No answer	Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))
		<i>Planned age for stopping all work for pay or profit</i>	
	50-93	2 digits	
	94	No exact planned age, but it will be before 60 years old	
	95	No exact planned age, but it will be between 60 and 64 years old	
	96	No exact planned age, but it will be at 65 years old or after or plans to work as long as possible	
	97	No exact planned age and does not know at all when it will be	
	98	Has already stopped all work for pay or profit	
243	99	Not applicable (not included in the filter)	Everybody aged 50-69 and C24=3, 5 and (C67/70-C11/14)>49
	Blank	No answer	
		<i>Main labour status just after leaving last job or business</i>	
	1	Unemployed	
	2	In retirement or early retirement	
	3	Long term sick or disabled	
244	4	Other	C243=2
	9	Not applicable (not included in the filter)	
	Blank	No answer	
		<i>Main reason for retirement or early retirement</i>	
	1	Job lost	
	2	Had reached compulsory retirement age	
	3	Own health or disability	
	4	Care responsibilities	
	5	Problems related to job	
	6	Favourable financial arrangements to leave	
7	Preference to stop working other than previous codes		
8	Other		
9	Not applicable (not included in the filter)		
Blank	No answer		

Column	Code	Description	Filter
245		<i>More flexible working time arrangements would have contributed to person staying longer at work/would contribute to person staying longer at work</i>	Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))
	1	Yes	
	2	No	
	9	Not applicable (not included in the filter)	
	Blank	No answer	
246		<i>More opportunities to update skills would have contributed to person staying longer at work/would contribute to person staying longer at work</i>	Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))
	1	Yes	
	2	No	
	9	Not applicable (not included in the filter)	
	Blank	No answer	
247		<i>Better health and/or safety at workplace would have contributed to person staying longer at work/would contribute to person staying longer at work</i>	Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))
	1	Yes	
	2	No	
	9	Not applicable (not included in the filter)	
	Blank	No answer	
248/249		<i>Age at which person started to receive an individual retirement pension</i> 2 digits	Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))
	97	Does not receive an individual retirement pension even though is entitled to	
	98	to	
	99	Is not/not yet entitled to an individual retirement pension	
	Blank	Not applicable (not included in the filter) No answer	
250		<i>Person receives an individual pension or individual benefits, other than a retirement pension and unemployment benefits, such as a disability pension, a sick pension or an early retirement scheme allowance</i>	Everybody aged 50-69 and C24=3, 5 and (C67/70-C11/14)>49
	1	Yes, a disability pension or a sick pension	
	2	Yes, an early retirement scheme allowance	
	3	Yes, another individual benefit not elsewhere classified	
	4	Yes, combination of codes 1, 2 or 3	
	5	No	
	9	Not applicable (not included in the filter)	
	Blank	No answer	
251		<i>Main financial incentive to stay at work</i>	Everybody aged 50-69 and C24=1, 2 and C248/249<98
	1	To increase retirement pension entitlements	
	2	To provide sufficient household income	
	3	No financial incentive	
	9	Not applicable (not included in the filter)	
	Blank	No answer	
252/253		<i>Number of years spent working for pay or profit (during working life)</i> 2 digits	Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))
	99	Not applicable (not included in the filter)	
	Blank	No answer	
254/259		<i>Weighting factor for the LFS module 2006 (optional)</i>	Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))
	0000-9999	Columns 254-257 contain whole numbers	
	00-99	Columns 258-259 contain decimal places	

Vedlegg 2.2

Explanatory notes for LFS 2006 ad hoc module

1. Political orientations

The Stockholm and Barcelona targets on employment and participation

The Stockholm European Council conclusions (March 2001) stressed the need to meet the challenges of an ageing society and agreed "...to set an EU target for increasing the average EU employment rate among older women and men (55-64) to 50 % by 2010".

The Barcelona European Council (March 2002) endorsed a policy approach on how to progress in achieving the Stockholm target on older workers and concluded that "a progressive increase of about 5 years in the effective average age at which people stop working in the European Union should be sought by 2010".

Joint Report by the Commission and the Council on adequate and sustainable pensions, adopted by the Council on 6-7 March 2003

Objective 5 of the 11 common objectives in the area of adequate and sustainable pensions that were fixed at the Laeken European Council of December 2001 indicates that "MS should ... ensure that, alongside labour market and economic policies, all relevant branches of social protection, in particular pension systems, offer effective incentives for the participation of older workers; that workers are not encouraged to take up early retirement and are not penalised for staying in the labour market beyond the standard retirement age; and that pension systems facilitate the option of gradual retirement".

Based on the examination of the national strategy reports submitted by Member States in September 2002, the Report concludes that working longer represents an important way of increasing employment rates in general and, thus, a major contribution to improving the financial sustainability in a context of demographic ageing. The Report focuses on the financial incentives to retire early and on the need to review incentive effects of tax/benefit systems with a view to making them more employment-friendly.

The Report from the Commission and the Council on "Increasing labour-force participation and promoting active ageing", adopted by the Council on 7 March 2002

Submitted to the Barcelona summit, it puts forward a life cycle approach to ensure that present and future working generations remain in employment as they grow older and highlights ways to increase and prolong the participation of today's older workers. The report calls for the development and implementation by Member States of comprehensive strategies in five areas:

More jobs and better quality in work: Providing a safe, attractive and adaptable work environment will have a particularly important influence on the decision of older workers to stay in a job and in the labour market. Facilitating a more gradual move into retirement can be encouraged by, for example, the promotion of part-time work. Moreover, an improved work environment, safer working conditions, more flexible working time arrangements and in particular access to training will have a positive impact on labour productivity.

Making work pay: A targeted review of tax/benefit systems to enhance work incentives for older workers is needed. Emphasis should be placed on removing incentives encouraging early retirement and instead encourage experienced workers to stay longer at work by financially rewarding them for longer service.

Higher and adaptable skills at work: Continuing to update skills throughout working life is critical for raising participation and keeping older workers in work longer. The widening gap in the take-up of education and training between older and younger age groups gives cause for serious concern. Providing genuine lifelong

learning for older workers requires a general increase in adult education and training, including a catching-up of those aged 55-64 in terms of access to training (currently, those aged 25-34 are nearly five times more likely to take part in education and training than those aged 55-64).

Making work a real option for all: A change of attitudes of employers is essential to recognise better the potential of older workers and to fight discrimination. The Public Employment Services have an important role to play in supporting older workers to find work, and in directly tackling employers' negative attitudes. Increasing the availability and affordability of quality healthcare and eldercare facilities will help to break down labour market barriers for older workers with care responsibilities.

A partnership approach: Public authorities cannot succeed in implementing this approach without support from a wide range of partners. Social partners and employers need to develop working conditions appropriate to keeping older workers in work. The report recommends joint Government/Social partners' initiatives to retain workers longer in employment: this should focus in particular on access to company training and improving working conditions and work organisation.

The Employment Guidelines 2003

Guideline 5 commits Member States to: “... *promote active ageing, notably by fostering working conditions conducive to job retention - such as access to continuing training, recognising the special importance of health and safety at work, innovative and flexible forms of work organisation - and eliminating incentives for early exit from the labour market, notably by reforming early retirement schemes and ensuring that it pays to remain active in the labour market; and encouraging employers to employ older workers.*”

In addition, it highlights that “... *policies will aim to achieve by 2010 an increase by 5 years, at EU level, of the effective average exit age from the labour market (estimated at 59,9 in 2001)*” and that “*In this respect, the social partners have an important role to play.*”

Furthermore, **Guideline 8** commits Member States to: “... *review and, where appropriate, reform tax and benefit systems and their interaction with a view to eliminating unemployment, poverty and inactivity traps, and encouraging the participation of women, low skilled workers, older workers, people with disabilities and those furthest from the labour market in employment.*”

2. Focus of the LFS module 2006

The **first aim** is to know how the transition at the end of the career towards full retirement is expected to take place/takes place/took place

- plans for transitions/past transitions towards full retirement
- plans for exit from work

The **second aim** is to know which factors would be/were at play in determining the exit from work, and which factors could make/could have made persons postpone the exit from work:

- working conditions factors (health and safety at the workplace, flexible working time arrangements ...)
- other factors linked to work (training/obsolescence of skills ...)
- financial factors (financial incentives to remain at work or to exit)
- personal factors (health, family reasons ...)

Note: Main LFS gives information on structural working factors (economic activity, occupation ...) for exits up to 8 years ago.

3. Elaboration of the variables for the LFS module 2006

Three task force meetings were organised in order to build a finalised draft of variables for the LFS module 2006. The task force was composed of nine countries: DK, DE, FR, IT, HU, NL, FI, SE, UK.

4. Description of the variables for the LFS module 2006

Reminder: The numbering of the variables of the labour force survey in *Filters* (C11/14, C24 and C67/70) refers to Commission Regulation (EC) No 1575/2000.

Target population:

Everybody aged 50-69

- not at work (C24=3, 5) and who worked after 49 years old⁶
- at work (C24=1, 2)

C240: Person reduced his/her working hours in a move to full retirement

- 1- Yes, in a progressive retirement scheme/part-time pension
 - 2- Yes, but not in a progressive retirement scheme/part-time pension
 - 3- No, but plans to do so within the next 5 years
 - 4- No, and plans not to do so within the next 5 years/did not do so
 - 5- No, and does not know about plans for the next 5 years or plans are not relevant
 - 9- Not applicable (not included in the filter)
- Blank- No answer

Filters

Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))

Objective

The aim is to know if persons did or plan to do a gradual move into retirement; if they did, if it was in a “progressive retirement scheme/part-time pension” or not.

Instructions for the survey or for the coding

- This variable does not refer only to the current/past job (e.g. a person can plan to reduce the working hours by taking another job in the future and this should be coded).
- “Progressive retirement scheme/part-time pension”: this measure concerns older employees in some countries. To avoid the exit from work, in case the employee wishes to decrease his/her working time before retiring, he/she could take a part-time job for example. It could be a “classic” part-time or what is called a “progressive retirement scheme/part-time pension”. The latter ensures a better remuneration than the “classic” part-time (e.g. 50% work paid 80%). This is part of measures to keep older employees in employment (incentives to stay at work). In other words, it corresponds to a reduction of the number of hours worked with a less than proportional reduction in salary (e.g. 50% work paid 80%).
- Reduction of hours worked in a move to full retirement: e.g. if the person worked 50% part-time during the whole working life (or very early in the career), it should be coded “No” (the part-time was not taken in a move to full retirement, not to prepare the retirement).
- Particular case: If a person took a classic part-time AND after that, a progressive retirement in a move to full retirement, it should be coded 1.
- Code 4 includes also persons who plan not to do so within the next 5 years because they can not (e.g. no possibility in the work supply). It also includes persons who did not reduce the working hours in a move to full retirement and who have already stopped all work for pay or profit (with the intention not to return to the labour force).

⁶ (C67/70-C11/14)>49

- Code 5 can also apply for unemployed persons, for persons whose job will stop in the following months or for persons with an uncertain job (“plans are not relevant”).

C241/242: Planned age for stopping all work for pay or profit

50-93 2 digits

94- No exact planned age, but it will be before 60 years old

95- No exact planned age, but it will be between 60 and 64 years old

96- No exact planned age, but it will be at 65 years old or after or plans to work as long as possible

97- No exact planned age and does not know at all when it will be

98- Has already stopped all work for pay or profit

99- Not applicable (not included in the filter)

Blank- No answer

Filters

Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))

Objective

It is a prospective variable on the age planned for stopping all work for pay or profit.

Instructions for the survey or for the coding

- Planned age for stopping all work for pay or profit: with the intention not to return to the labour force.
- Code 98: person has stopped working for pay or profit with the intention not to return to the labour force.

C243: Main labour status just after leaving last job or business

1- Unemployed

2- In retirement or early retirement

3- Long term sick or disabled

4- Other

9- Not applicable (not included in the filter)

Blank- No answer

Filters

Everybody aged 50-69 and C24=3, 5 and (C67/70-C11/14)>49

Objective

This variable aims to get information on pathways between work and retirement by assessing the status just after the exit from last job, and on the differences of pathways between countries.

Instructions for the survey or for the coding

- “Just after leaving last job or business” means “just after the person last worked”.
- The variable is based on self-assessment.
- All the codes can apply for ex employees and ex self-employed.
- “Unemployed”: may include government training, persons waiting to start job ...

C244: Main reason for retirement or early retirement

- 1- Job lost
- 2- Had reached compulsory retirement age
- 3- Own health or disability
- 4- Care responsibilities
- 5- Problems related to job
- 6- Favourable financial arrangements to leave
- 7- Preference to stop working other than previous codes
- 8- Other
- 9- Not applicable (not included in the filter)
- Blank- No answer

Filters

C243=2

Objective

This variable aims to get the main factor that made person exit from work (financial factor, personal or “legal” factor ...) using categories of responses more adapted/oriented to older workers.

Instructions for the survey or for the coding

- At the moment of the exit from last job (after the person last worked).
- Code 1: voluntary redundancy not included.
- Code 2: compulsory legal maximum retirement age; person was forced to exit because of his/her age (different from the standard retirement age or the minimum retirement age).
- Code 4: person had to care for children or dependant persons (e.g. lack of care facilities ...).
- Code 5: working time patterns, tasks, health and safety, job stress, too demanding, skills not adequate or not valued, employer’s attitude ...
- Code 6: financial terms to retire early, took voluntary redundancy, prime/compensation from employers, golden handshakes, other early retirement schemes ...
- Code 7: includes preference to stop working for personal or family reasons, persons who did not need to work or preferred not to work... This also includes persons who reached the minimum or standard retirement age (but not the maximum/compulsory), so who could have stayed longer at work but who preferred to stop working.
- If it is really impossible for the interviewed person to choose a “main reason”, the first code that applies in the order of the list should be coded (the first codes refer rather to “obligations” and the last codes rather to “preferences”).

C245: More flexible working time arrangements would have contributed to person staying longer at work/would contribute to person staying longer at work

- 1- Yes
- 2- No
- 9- Not applicable (not included in the filter)
- Blank- No answer

Filters

Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))

Objective

This variable deals with a working factor that could have contributed to person staying longer at work/could contribute to person staying longer at work. It aims to know if improvement of this working factor could have made/could make person postpone the exit from work.

Instructions for the survey or for the coding

- “Yes” and “to some extent” are in the same category of response: this means that this aspect would have contributed to person staying at work or would contribute to person staying longer at work. In other words, it may not be the only factor but if it was/is one of them, code 1 should be used.

- “More flexible working time arrangements” includes the possibility of reducing working time, teleworking, changing working hours ...

C246: More opportunities to update skills would have contributed to person staying longer at work/would contribute to person staying longer at work

- 1- Yes
- 2- No
- 9- Not applicable (not included in the filter)
- Blank- No answer

Filters

Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))

Objective

This variable deals with a working factor that could have contributed to person staying longer at work/could contribute to person staying longer at work. It aims to know if improvement of this working factor could have made/could make person postpone the exit from work.

Instructions for the survey or for the coding

- “Yes” and “to some extent” are in the same category of response: this means that this aspect would have contributed to person staying at work or would contribute to person staying longer at work. In other words, it may not be the only factor but if it was/is one of them, code 1 should be used.

C247: Better health and/or safety at workplace would have contributed to person staying longer at work/would contribute to person staying longer at work

- 1- Yes
- 2- No
- 9- Not applicable (not included in the filter)
- Blank- No answer

Filters

Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))

Objective

This variable deals with a working factor that could have contributed to person staying longer at work/could contribute to person staying longer at work. It aims to know if improvement of this working factor could have made/could make person postpone the exit from work.

Instructions for the survey or for the coding

- “Yes” and “to some extent” are in the same category of response: this means that this aspect would have contributed to person staying at work or would contribute to person staying longer at work. In other words, it may not be the only factor but if it was/is one of them, code 1 should be used.

C248/249: Age at which person started to receive an individual retirement pension

- 2 digits
- 97- Does not receive an individual retirement pension even though is entitled to
- 98- Is not/not yet entitled to an individual retirement pension
- 99- Not applicable (not included in the filter)
- Blank- No answer

Filters

Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))

Objective

This variable aims to know if person receives a retirement pension; if no, if she/he is entitled to or not; if yes, when she/he started to receive it (age). This age could be compared to the age of exit from work and could give information on financial aspects.

Instructions for the survey or for the coding

- **“Individual” retirement pension**: only individual/“direct” pensions are included. Pensions from derived rights are excluded; survivor’s pensions/widow’s pensions are therefore excluded.
- **“Retirement pensions”**: Are included own full-time retirement pensions, own part-time pensions/progressive retirement schemes and more generally all “old age pensions” according to the ESSPROS definition. Therefore are included as “retirement pensions” (ESSPROS, in the classification of benefits in the Old Age Function):
 - **Old age pension**: periodic payments intended to i) maintain the income of the beneficiary after retirement from gainful employment at the standard age or ii) support the income of old persons.
 - **Anticipated old age pension**: periodic payments intended to maintain the income of beneficiaries who retire before the standard age as defined in the relevant scheme or in the scheme of reference. This may occur with or without a reduction of the normal pension.
 - **Partial retirement pension**: periodic payment of a portion of the full retirement pension to older workers who continue to work but reduce their working hours or whose income from a professional activity is below a defined ceiling. This may occur before or after standard retirement age. The partial pension is converted into a full pension when the beneficiary retires completely or when he or she ceases to earn professional income above the defined level.
- Are excluded from the definition of “retirement pensions” (ESSPROS, in the classification of benefits in the Disability Function, in the classification of benefits in the Unemployment Function):
 - **Disability pension**: periodic payment intended to maintain or support the income of someone below standard retirement age as established in the reference scheme who suffers from a disability which impairs his or her ability to work or earn beyond a minimum level laid down by legislation.
 - **Early retirement in case of reduced ability to work**: periodic payments to older workers who retire before reaching standard retirement age as established in the reference scheme as a result of reduced ability to work. These payments normally cease when the beneficiary becomes entitled to an old age pension.
 - **Early retirement for labour market reasons**: periodic payments to older workers who retire before reaching standard retirement age due to unemployment or to job reduction caused by economic measures such as the restructuring of an industrial sector or of a business enterprise. These payments normally cease when the beneficiary becomes entitled to an old age pension.

From ESSPROS- Guidelines: ** It is not always possible to establish a single standard retirement age for each country. The age at which old age benefits become payable is fixed by legislation or by contract, and may vary both among countries and within Member States, according to sector of activity, occupation, gender, and so on. For example, in many countries the standard retirement age for women is lower than that for men, even if it is progressively being brought into line with the latter. The standard retirement age for the self-employed is sometimes higher than that for employees, or, vice versa, civil servants can, in some countries, retire earlier.

Anticipated old age pensions must be identified with reference to the standard retirement age as defined in the relevant scheme, or in the scheme of reference. The following cases fall under the item *Anticipated old age pension*:

- pensions paid to people who work in conditions which are regarded as particularly arduous or unhealthy;
- seniority pensions, paid on condition that a prescribed number of contribution units has been paid or that a defined period of insurance has been completed. Long service rather than old age gives entitlement to the benefit;
- reduced pensions, paid before standard retirement age on condition that a reduction in the value of the pension is accepted.

It is also possible to postpone retirement beyond legal retirement age, normally with an increase in the value of the benefit. The additional amounts paid in case of late retirement must be included under the item *old age pension*.

The old age function does not record all benefits granted in the transition from work to retirement. Some of these may result from social protection provisions other than those linked to old age. Early retirement benefits, in particular, may be paid to older unemployed or disabled workers. These benefits are reported in the Unemployment or Disability functions. These rules underline again that the allocation of benefits to functions needs very careful examination of the exact situations which give rise to payments. **

- Age at which person started to receive it for the first time; this means that if person receives several retirement pensions, among those she/he receives, the age at the first reception should be taken into account.
- Code 97: e.g. includes persons who would be allowed to receive a retirement pension at the moment of the survey but do not receive one because they want to wait in order to increase the remuneration of the future retirement pension.
- Code 98 includes e.g.
 - persons who are not yet entitled to receive a retirement pension because of the age or of another factor, but who have developed/are developing a retirement pension they will receive in the future.
 - persons who haven't developed in the past and are not developing any retirement pension entitlements.

C250: Person receives an individual pension or individual benefits, other than a retirement pension and unemployment benefits, such as a disability pension, a sick pension or an early retirement scheme allowance

- 1- Yes, a disability pension or a sick pension
- 2- Yes, an early retirement scheme allowance
- 3- Yes, another individual benefit not elsewhere classified
- 4- Yes, combination of codes 1, 2 or 3
- 5- No
- 9- Not applicable (not included in the filter)
- Blank- No answer

Filters

Everybody aged 50-69 and C24=3, 5 and (C67/70-C11/14)>49

Objective

This variable aims to know if the person receives some kinds of pensions/benefits allowing her/him not to work. This will give information on financial aspects.

Instructions for the survey or for the coding

- All enumerated individual pensions/benefits are included (in general, these pensions are periodic and paid in cash). Retirement pensions are excluded (see definition for C248/249).
- Sick pensions can be financed by the social security.
- Code 3: another individual benefit not coded 1 and not coded 2, other than a retirement pension or unemployment benefits. E.g. benefits from social assistance (ESSPROS, social benefits in the function social exclusion not elsewhere classified). Are excluded benefits in the survivor's function (e.g. survivor's pensions) and of course benefits in the family/children function and in the housing function.
- It is important that the countries give to EUROSTAT the list of the kinds of pensions/benefits they include according to their national specificities.

C251: Main financial incentive to stay at work

- 1- To increase retirement pension entitlements
- 2- To provide sufficient household income
- 3- No financial incentive
- 9- Not applicable (not included in the filter)
- Blank- No answer

Filters

Everybody aged 50-69 and C24=1, 2 and C248/249<98

Objective

The aim is to know the main financial incentive to stay at work.

Instructions for the survey or for the coding

- Code 1 includes “to increase future retirement pension”.
- Code 2 includes “to meet the current financial needs of the household”.
- If it is really impossible for the interviewed person to choose between code 1 and code 2, then code 1 should be coded (order of the list).

C252/253: Number of years spent working for pay or profit (during working life)

- 2 digits
- 99- Not applicable (not included in the filter)
- Blank- No answer

Filters

Everybody aged 50-69 and ((C24=3, 5 and (C67/70-C11/14)>49) or (C24=1, 2))

Objective

The aim is to get an approximate measure of the duration of the working career.

Instructions for the survey or for the coding

- This variable is identical to a variable in the EU-SILC.
- It is implicit that an approximate measure is accepted.
- Career breaks are excluded; parental leave is also excluded. Maternity/paternity leave and temporary disability are not considered as career breaks (see below).
- When a person had a job, but was temporarily absent because of maternity leave, injury or temporary disability, slack work for technical or economical reasons ... the related period is to be included.
- Should be recorded the number of years, since starting the first significant job, the person has spent working for pay or profit, whether as an employee or self-employed.
- First significant job: vacation jobs taken by students, from which they return to studies or to other non-work situations are disregarded, as are also other casual jobs undertaken from time to time. Part-time jobs the person may have engaged in while still in school or university are not included. This is partly a subjective definition (self-assessment); on the other hand, the aim is to get an *approximate* measure of the duration of the working career.

Draft proposal for a questionnaire for the LFS 2006 ad hoc module on transition from work into retirement

Given the fact that in the LFS face to face as well as telephone interviewing is applied, questions should be applicable in both situations so that, as far as possible, the two modes of interviewing will deliver comparable data. The proposal is therefore to break down the variables into questions gradually. The proposal should be adapted in case of proxy.

This draft proposal for a questionnaire and codifications includes comments from the task force LFS module 2006. Nevertheless, this draft could still be improved by the comments of the countries. The countries are therefore invited to share their experience of developing the questions for the LFS module 2006 and to send their comments to Eurostat.

Notes:

- The questions do not follow the order of the variables.
- There is no obligation to implement precisely the proposed questionnaire but when the structure of the specific national LFS survey permits it, it could be followed.
- For paper questionnaires, in order to improve the readability, the following proposal could be split in 2 sub-questionnaires depending on the labour situation of the persons: one for the persons at work (24=1, 2) and one for persons not at work but who have worked after 49 years old (C24=3, 5 and (C67/70-C11/14) >49)).
- Note that C67/70 will be changed into C82/85 in the new regulation. Nevertheless, C67/70 is used here since this reference had to be used in the regulation.

F1	FILTER 1					
		If person aged 50-69 and 24=1, 2 → Q1 If person aged 50-69 and (C24=3, 5 and (C67/70-C11/14) >49 ⁷) → Q1 Else → END				
		<p>C248/249</p> <p>Q1 Do you receive an individual retirement pension? <i>(Are defined as individual retirement pensions own full-time pensions but also own part-time pensions/progressive retirement schemes. Are excluded partner's pensions, survivor's pensions, unemployment benefits and other early retirement scheme allowances -excluding also disability and sick pensions before the standard age of retirement).</i></p> <p>1. Yes 2. No Blank- No answer</p> <table border="1" style="display: inline-table; vertical-align: middle;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px; text-align: center;">1</td></tr> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px; text-align: center;">2</td></tr> </table> → Q3 → Q4		1		2
	1					
	2					
		<p>Q2 At which age did you receive your first individual retirement pension?</p> <table border="1" style="display: inline-table; vertical-align: middle;"> <tr><td style="width: 40px; height: 20px;"></td><td style="width: 40px; height: 20px;"></td></tr> </table> → Q4				
		<p>Q3 You do not receive an individual retirement pension. But are you entitled to receive an individual retirement pension (even partial)?</p> <p>1. Yes, you would be allowed to receive an individual retirement pension if you wanted to 2. No, you would not or not yet be allowed to receive an individual retirement pension Blank- No answer</p> <table border="1" style="display: inline-table; vertical-align: middle;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px; text-align: center;">1</td></tr> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px; text-align: center;">2</td></tr> </table>		1		2
	1					
	2					

⁷ =has worked after 49 years old (reference CR N°1575/2000). This condition is not repeated in the other filters but is of course implicit (F1 = first filter; if C24=3, 5 and if this condition is not fulfilled, it is the end of the interview).

C252/253

Q4 In total, how many years have you spent working for pay or profit in your working life?
(approximate expected)

--	--

F2 **FILTER 2**

If C24=1, 2 → **Q5**
If C24=3, 5 → **FQ1**

C241/242

Q5 At which age do you plan to stop all work for pay or profit?

50-93 2 digits
94 Does not know exactly
95 Plans to work as long as possible

--	--

F3 **FILTER 3**

If Q5=94 → **Q5a**
Else → **F4**

Q5a You do not know yet precisely at which age you will stop. But approximately, do you think you will stop all work for pay or profit ...

- 1. Before 60 years old
- 2. Between 60 and 64 years old
- 3. At 65 years old or after
- 4. Does not know at all when it will be
- Blank- No answer

1
2
3
4

→ **F4**

FQ1 Person has already stopped all work for pay or profit (with the intention not to return to the labour force)

- 1. Yes
- 2. No
- Blank- No answer

1
2

→ **Q8**

→ **Q8**

Q6 At which age do you plan to stop all work for pay or profit?

- 50-93 2 digits
- 94- No exact planned age, but it will be before 60 years old
- 95- No exact planned age, but it will be between 60 and 64 years old
- 96- No exact planned age, but it will be at 65 years old or after or plans to work as long as possible
- 97- No exact planned age and does not know at all when it will be
- Blank- No answer

--	--

→ **Q8**

F4 **FILTER 4**

If C24=1, 2 and (Q2 not equal to Blank or Q3=1) → **Q7**
Else → **Q10**

C251

Q7 Do you have a financial incentive that makes you stay at work?

- 1. Yes
- 2. No
- Blank- No answer

1
2

→ **Q10**

→ **Q10**

Q7a Is it mainly to provide sufficient household income at present or to increase your retirement pension entitlements?

- 1. To provide sufficient household income.....
- 2. To increase your retirement pension entitlements
- Blank- No answer

1
2

→ **Q10**

C243

Q8 Let's talk about your last job or business.
What was your situation just after you left your last job or business?
 1. Unemployed
 2. In retirement or early retirement
 3. Long term sick or disabled
 4. Other
 Blank- No answer

1	→ F5
2	
3	→ F5
4	→ F5
	→ F5

C244

Q9 **What was the main reason for leaving for retirement or early retirement? -list**
 1. Job lost
 2. Had reached compulsory retirement age
 3. Own health or disability
 4. Care responsibilities
 5. Problems related to job
 6. Favourable financial arrangements to leave
 7. Preference to stop working other than previous codes⁸
 8. Other
 Blank- No answer

1	
2	
3	
4	
5	
6	
7	
8	
	→ F5

C240

Q10 **Have you reduced your working hours in a move to full retirement?**
 1. Yes
 2. No (including not yet)
 Blank- No answer

1	→ Q12
2	
	→ Q13

Q10a **Do you plan to reduce your working hours in a move to full retirement within the next 5 years?**
 1. Yes, you plan to do so within the next 5 years
 2. No, you plan not to do so within the next 5 years
 3. You do not know about plans for the next 5 years or plans are not relevant⁹
 Blank- No answer

1	
2	
3	
	→ Q13

F5

FILTER 5
If FQ1=1 → Q11
If FQ1=2, Blank → Q11a

Q11 **Did you reduce your working hours in a move to full retirement?**
 1. Yes
 2. No
 Blank- No answer

1	→ Q12
2	→ Q14
	→ Q14

⁸ Includes also persons who reached the minimum or standard retirement age (but not the maximum/compulsory), so who could have stayed longer at work but who preferred to stop working.
⁹ "Plans are not relevant": can apply for persons whose job will stop in the following months, persons with an uncertain job...

- Q11a Did you reduce your working hours in a move to full retirement?**
1. Yes
2. No, but you plan to do so within the next 5 years
3. No, and you plan not to do so within the next 5 years
4. No, and you do not know about plans for the next 5 years or plans are not relevant ¹⁰
- Blank- No answer

	1	→ Q12
	2	→ Q14
	3	→ Q14
	4	→ Q14
		→ Q14

Q12 You reduced your working hours in a move to full retirement. Did you take a progressive retirement scheme/part-time pension?

(A "progressive retirement scheme/part-time pension" is a way to reduce the working hours with a less than proportional reduction in the salary, e.g. 50% work paid 80%).

1. Yes
2. No
- Blank- No answer

	1
	2

F6

FILTER 6

If C24=1, 2 → Q13

If C24=3, 5 → Q14

C245/246/247

Q13 Would the followings contribute to make you stay longer at work?

→
Q13a

Q14 Would the followings have contributed to make you stay longer at work?

→
Q13a

Q13a More flexible working time arrangements?

1. Yes (including to some extent)
2. No
- Blank- No answer

	1
	2

Q13b More opportunities to update skills?

1. Yes (including to some extent)
2. No
- Blank- No answer

	1
	2

Q13c Better health and/or safety at workplace?

1. Yes (including to some extent)
2. No
- Blank- No answer

	1
	2

F7

FILTER 7

If C24=3, 5 → Q15

Else → END

¹⁰ "Plans are not relevant": can apply for unemployed persons.

C250

Q15 Do you receive an individual pension or individual benefits, other than a retirement pension and unemployment benefits, such as a disability pension, a sick pension or an early retirement scheme allowance? –national list-

1. Yes, a disability pension or a sick pension
2. Yes, an early retirement scheme allowance
3. Yes, another individual benefit¹¹
4. Yes, combination of codes 1, 2 or 3
5. No
- Blank- No answer

1
2
3
4
5

→
END

Codification in order to obtain the variables for the LFS module 2006**C240**

Code	Codification of the questions
1	Q12=1
2	Q12=2
3	Q10a=1 or Q11a=2
4	Q10a=2 or Q11a=3 or Q11=2
5	Q10a=3 or Q11a=4
9	(Person aged less than 50 or more than 69) OR (C24=4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old ¹²)
blank	Other case (no answer / does not know)

C241/242

Code	Codification of the questions
50-93	Q5=50 to 93 or Q6=50 to 93
94	Q5a=1 or Q6=94
95	Q5a=2 or Q6=95
96	Q5a=3 or Q6=96 or Q5=95
97	Q5a=4 or Q6=97
98	FQ1=1
99	(Person aged less than 50 or more than 69) OR (C24=4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old)
blank	Other case (no answer / does not know)

C243

Code	Codification of the questions
1	Q8=1
2	Q8=2
3	Q8=3
4	Q8=4
9	(Person aged less than 50 or more than 69) OR (C24=1, 2, 4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old)
blank	Other case (no answer / does not know)

C244

Code	Codification of the questions
1	Q9=1
2	Q9=2
3	Q9=3
4	Q9=4
5	Q9=5
6	Q9=6
7	Q9=7
8	Q9=8
9	(Person aged less than 50 or more than 69) OR (C24=1, 2, 4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old) OR (person aged 50-69 and C24=3, 5 and has worked after 49 years old and C243=1, 3, 4, Blank)
blank	Other case (no answer / does not know)

¹¹ National list; see description of the variable to know what should be included or excluded.

¹² Has worked after 49 years old= (C67/70-C11/14) >49.

245

Code	Codification of the questions
1	Q13a=1
2	Q13a=2
9	(Person aged less than 50 or more than 69) OR (C24=4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old)
blank	Other case (no answer / does not know)

C246

Code	Codification of the questions
1	Q13b=1
2	Q13b=2
9	(Person aged less than 50 or more than 69) OR (C24=4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old)
blank	Other case (no answer / does not know)

C247

Code	Codification of the questions
1	Q13c=1
2	Q13c=2
9	(Person aged less than 50 or more than 69) OR (C24=4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old)
blank	Other case (no answer / does not know)

C248/249

Code	Codification of the questions
2 digits	Q2
97	Q3=1
98	Q3=2
99	(Person aged less than 50 or more than 69) OR (C24=4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old)
blank	Other case (no answer / does not know)

C250

Code	Codification of the questions
1	Q15=1
2	Q15=2
3	Q15=3
4	Q15=4
5	Q15=5
9	(Person aged less than 50 or more than 69) OR (C24=1, 2, 4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old)
blank	Other case (no answer / does not know)

C251

Code	Codification of the questions
1	Q7a=2
2	Q7a=1
3	Q7=2
9	(Person aged less than 50 or more than 69) OR (C24=3, 4, 5, Blank) OR (person aged 50-69 and C24=1, 2 and C248/249=98, Blank)
blank	Other case (no answer / does not know)

C252/253

Code	Codification of the questions
2 digits	Q4
99	(Person aged less than 50 or more than 69) OR (C24=4, Blank) OR (person aged 50-69 and C24=3, 5 and has not worked after 49 years old)
blank	Other case (no answer / does not know)

NOTE: The weighting factors for the module (C254/259) should be filled whether the coefficients are specific to the module or equivalent to the core coefficients.