

Index

- age discrimination 180
 - see also* equal opportunities
- aging populations 3–4, 8–10, 19–20, 121, 321, 323
 - career trends *see* career trends
 - definition 41
 - globalization and 3, 4–8, 11, 16, 321, 323
 - institutional structures and 5, 10, 12–27, 36–8, 66–72, 93–6
 - labor market and 4, 6–14, 16–17, 20, 25, 38, 72–4, 94–106, 111, 113–15, 122–3, 128, 132–3, 149, 152, 155–64, 179, 186, 190–201, 207, 212–14, 217–20, 228–9, 231–2, 242–52, 259–62, 290, 294–305, 311–24
 - pensions systems for *see* pension systems
 - political economy of 114
 - poverty levels 4, 97, 237
 - retirement for *see* early retirement; retirement age/process
 - skills level/gap and 6, 14, 16, 20, 26–7, 39, 65–6, 67, 68–9, 73, 104, 122, 127, 186, 265
 - see also* qualifications
 - social inequality and *see* social inequality
 - technological change and 6, 40, 65–6, 312
 - uncertainty/risks for 4, 9, 10, 20–23, 25, 26–7, 157–60, 175–6, 207
 - wage levels *see* wage levels
- agricultural sector 180, 186, 216
 - decline in 26, 36, 122, 150, 212, 214, 233, 234
 - retirement age 134, 137, 140, 141, 145
- analytical strategies/methods 27–8, 41–3, 66, 74–7, 96–7, 128–9, 154–5, 187–8, 215–17, 241–2, 266, 291–2, 313, 315
 - cross-national 315
 - see also* data sources; individual countries
- Asian economies, growth of 6
- Bank of Italy: Survey on Household Income and Wealth (SHIW) 97, 112
- Beveridge pension system (UK) 262
- British Household Panel Survey 260, 266
- Bureau of Labor Statistics (US) 294
- career trends 4, 5, 14, 15, 35, 38–62, 68–88, 90–107, 111, 113–15, 121, 126–8, 134, 144, 149, 151, 153, 155–6, 157–60, 184–6, 190–201, 260, 266, 268–72
 - destabilization of 263–4
 - downward mobility 263–4
 - in transition economies 213–14, 228–9, 232, 233, 236, 238, 239, 240, 242, 247–52, 255
 - upward mobility 88, 164, 168, 234, 244, 247–8, 249, 250–51, 255, 269–70, 271–2
 - work incentives 124
- coal industry 261
- collective bargaining *see* wage bargaining
- communication technology *see* information/communication technologies
- conservative welfare regimes 17–18, 20–21, 24, 25, 26, 37–8, 58, 264, 313, 315–17
- construction industry 123, 127
- contract work 65, 67–8, 70, 73, 259, 261
 - see also* labor markets
- Coutts, Ken 265

- cross-border relationships *see* globalization
- dangerous occupations 125, 211, 212
- Danish Income and Tax Register 155, 164
- data sources 35, 41–2, 66, 74, 97, 112, 122, 128–9, 132, 154–5, 164, 187, 208, 241, 242, 260, 266, 283, 292, 293, 313, 315
- decision-making 6, 7, 8
- defined-benefit (DB) pension schemes 262, 275, 285, 286
- defined-contribution (DC) pension schemes 262, 275, 286, 287, 292
- demographic aging *see* aging populations
- Denmark 149–77, 311, 313, 317–18
- data sources 154–5, 164, 315
- early retirement schemes 150, 152, 155
- economic conditions 150, 153, 154
- educational levels 149, 159, 160, 168
- industrial structure 150
- institutional structure 149–53
- labor market 149–51, 155–64, 322
- women in 149–50, 157–60, 175
- see also* unemployment
- pension system 152–3, 161, 172–5
- retirement age/process 152–3, 155–7, 168–72
- social inequality 149–50, 160–76
- unemployment 149, 150–52, 153, 154, 157–60
- re-employment 149, 150–51, 153, 160–64, 168
- welfare regime 23, 24, 26, 149, 150, 151–3, 155, 313, 324
- disability pensions 67, 70–71, 73, 93, 124, 125, 137, 140–41, 152, 155, 183–4, 185, 189, 201, 203, 209, 263, 264, 285, 289, 295
- in transition economies 213–14, 215–16, 217, 218, 224, 225–6, 228–9, 236
- for women 226
- see also* pension system
- dismissal procedures 66–8, 103, 149, 180
- see also* employment protection
- division of labor 6, 41, 232, 233
- see also* labor markets
- early retirement 3, 5, 71–2, 95, 121, 122, 130, 137, 140, 152, 259, 262, 264, 279, 284, 290, 321
- advantages of 7–8, 9, 13, 15–16, 27, 35, 37–8, 40, 59, 92, 115–16, 121, 125, 150, 152, 155, 179, 214, 275, 284–5
- cost of 7, 8–9, 17–18, 38, 70, 265–6, 312
- decline in 4, 8, 20, 26, 35, 38, 39, 51–5, 103, 121, 127, 152, 213–14, 312, 313, 324
- incentives for 4, 7, 13, 18, 95–6, 107, 265
- in transition economies 209, 211–12, 213, 220, 222, 224, 228, 232, 235–6, 255
- unemployment and 38, 44–5, 49, 55, 67, 152, 159–60, 236
- for women 273
- Ebbinghaus, Bernhard: *Reforming Early Retirement in Europe...* 144
- economic change *see* globalization
- economic competition 6, 7, 8, 14, 17, 149, 207, 312, 321
- economic conditions 36, 40, 66–7, 92, 111–13, 121, 122, 150, 153, 154, 259, 261, 262, 284–5, 311–12
- black market 96
- market economies 12, 13–14, 66, 260, 263–4
- in transition economies 14, 207–13, 214, 228, 231, 232, 234, 239, 254–5
- wealth distribution 111, 285, 288
- economic crises 10, 65, 104, 122–3, 132, 229, 239, 305
- oil crises 150, 152, 180
- in Russia 239, 252
- educational levels 6, 10, 11, 12, 15–17, 36–7, 69, 149, 159, 160, 181, 264, 267–8, 273, 277, 289
- career trends and *see* career trends
- CASMIN scale of 267
- lifelong learning 12, 16–17, 35, 37, 39, 62, 69, 73, 99, 101, 126, 127, 129, 130–32, 137, 143–4, 145, 151, 168, 181, 234, 264, 289, 297, 324
- on-the-job training 6, 15, 16, 17, 181

- qualifications *see* qualifications
- in transition economies 208, 212, 214, 216, 224–7
- unemployment and 103–4, 161–4, 212, 220, 228, 240, 245, 265, 289, 297, 324
- vocational training 6, 10, 15–16, 37, 68–9, 151, 159, 160, 168, 260, 289
- see also* skill
- employment *see* labour markets
- employment contracts 66–8, 126, 127, 305
- employment protection 12, 13, 26, 36, 66–7, 126, 127–8, 180, 184–5, 232–3, 260–61
- dismissal procedures 66–8, 103, 149, 180
- see also* labor market regulation
- engineering industries 261
- Enron 286
- equal opportunities 17
- age discrimination 180
- Erikson, Robert 267
- Erikson–Goldthorpe–Portocarero (EGP) classification 216
- Estonia 231–58, 313, 320–21
- data sources 241, 242, 315
- early retirement schemes 232, 235–6, 255
- economic conditions 14, 231, 244–5, 255
- educational levels 249
- industrial structure 232–3, 234, 239, 240–41, 245
- institutional structure 235
- labor market 231–3, 237–9, 242–56, 322
- see also* unemployment
- labor market regulation 27, 231, 232, 234–5
- pension reform 236, 239–40
- pension system 236–8, 256
- legal framework 236
- political issues 231
- retirement age/process 232, 242–4, 252–5
- social inequality 231, 236–7, 256, 323
- unemployment 234, 235, 236, 238, 239, 240–41, 242–3, 244–6, 249, 255
- welfare regime 24, 26–7, 232, 235–7, 255, 313
- Estonian Labor Force Survey 242
- Estonian Social Survey (ESS) 241
- ethnic minorities 168, 289, 302
- unemployment among 160, 290
- see also* immigrant labor
- European Court of Justice (ECJ) 117
- European Union (EU), accession to 231, 232
- fertility rates 8, 92, 213
- financial crises *see* economic crises
- flexible working 66, 259, 260–61
- see also* labor markets
- Fornero, Elsa 95
- Fortuny, Mariangels 235–6
- fragmented welfare regimes 17, 18–19, 21–2, 24, 25, 92–3, 123, 264, 313, 317, 323, 324
- full employment 17, 228, 231, 260
- German Reunification 40–41
- German Socio-Economic Panel (GSOEP) 35, 41–2
- Germany 35–64, 311, 313, 315–17
- data sources 35, 41–2, 315
- early retirement schemes 3, 35, 37–9, 40
- economic conditions 36, 37, 40
- educational levels 15, 16, 35, 36, 37–8, 151, 289
- home ownership 58
- institutional structure 35, 36–8
- labor market 13, 35, 36–7, 38–62, 289, 322
- Hartz reforms 38
- see also* unemployment
- pension system 9, 35, 37–8, 39, 41, 42, 44–5, 51, 55, 57–9, 60–61, 62
- policy-making 35
- population groups 40–41
- social inequality 39–41, 49, 61–2
- unemployment 35, 42, 43, 44–50
- wage levels 261
- welfare regime 17–18, 20–21, 24, 37–8, 58, 62, 313

- globalization
 characteristics of 6
 definition 5
 effects of 3, 4–8, 11, 14, 16, 26, 59–60, 65–6, 67, 92, 149, 259, 305, 321, 323, 324
 in transition economies 207, 212, 214, 228, 231, 232
 labor markets and 3, 4–5, 6, 11, 17, 26, 37, 39, 59–60, 65–6, 92, 312, 321, 323
 multinational corporations 67
 of service industries 260
see also economic competition; market liberalization
- Goldthorpe, John H. 267
- Gustman, Alan L. 286
- health insurance 294, 300, 302, 305
- health issues 10, 123
see also disability pensions
- Health and Retirement Study (HRS) (US) 283, 292, 293
- home ownership 58, 68, 111, 112, 201, 237
- Hungary 207–30, 313, 320–21
 data sources 208, 315
 early retirement schemes 209, 211–12, 213–14, 220, 222, 224, 228
 economic conditions 14, 214, 228
 as a transition economy 207–13
 educational levels 208, 212, 214, 216, 224–7
 industrial structure 212–13, 214, 216, 228
 labor market 207, 208, 212–14, 217–20, 228–9, 322
 women in 217–20
see also unemployment
- pension system 209, 210–12, 213–16, 217, 224–7, 228–9
- retirement age/process 207, 212, 213–14, 220, 222–4
- social inequality 214, 228–9
- unemployment 207, 208, 213, 214, 215–16, 217, 220, 221, 228
- welfare regime 24, 26–7, 209, 213–14, 215–16, 217, 218, 224, 225–6, 313, 324
- immigrant labor 9, 40–41, 42, 44–5, 186, 195
 pension incomes 58
 retirement age 55, 169
 unemployment 49, 164
see also ethnic minorities; labor market
- income instability/inequality *see* social inequality
- income mobility 51–5, 73, 74, 79–82, 85, 87, 164–8, 187, 190, 195, 198, 260–63, 279, 289, 296
 downward 269–70, 279, 289, 297, 298, 300
 upward 164, 168, 190, 191, 193, 195, 201, 271–2, 279, 295, 297, 298, 300
see also wage levels
- Indagine Longitudinale sulle Famiglie Italiane* (ILFI) 97
- industrial structure 6, 10, 36, 67, 87, 92, 107, 122, 134, 150, 186
 coal industry 261
 construction industry 123, 127
 coordinated markets 12–13, 15, 66–7, 179–80, 260
 deindustrialization 16, 26, 36, 39, 40, 41, 45, 49, 66, 73, 74, 77, 92, 95, 121, 180–81, 212, 213, 214, 228, 232–3, 234, 239, 240–41, 245, 259, 261–2, 265, 279, 285
- engineering industries 261
 firm size 40, 107
 production regimes 12–13
 service industries *see* service industries
- uncoordinated markets 12, 13–14, 66, 260, 263–4
- information/communication technologies (ICTs) 5–6, 65, 180, 259, 260, 261
- knowledge-based service industries 66, 67
- older workers knowledge of 6, 40, 65–6, 312
- in transition economies 212
- insider/outsider labor markets 8, 13, 14, 15, 66, 92, 113–15, 122, 128, 132–3, 239
- institutional structures 11, 12, 92, 313
 aging populations and 5, 10, 12–27,

- 36–8, 66–72, 93–6, 114, 123–6, 203, 207–13, 228–9, 283, 284–9, 305, 324
- education *see* educational levels
- labor market *see* labor markets
- labor market regulation *see* labor market regulation
- pension systems *see* pension systems
- in transition economies 207–13, 228–9, 235
- welfare regimes *see* welfare regimes
- insurance-based pensions 70, 93, 107, 116, 124
- health insurance 294, 300, 302, 305
- Integrated Database for Labor Market Research (IDA) (Denmark) 154
- International Monetary Fund (IMF) 231
- Iron Curtain, fall of 5, 6, 13, 27
 - see also* transition economies
- Italy 91–120, 311, 313, 317
 - aging population 92, 113–15
 - black market 96
 - data sources 97, 112, 315
 - early retirement schemes 3, 92, 95–6, 106, 107, 108
 - economic conditions 92
 - educational levels 16, 99, 101
 - institutional structure 92, 93–6, 114
 - labor market 92, 94–5, 96–106, 111, 113–15, 117, 123, 322
 - self-employment 98, 99, 100, 104–6, 107, 114
 - women in 98, 99
 - see also* unemployment
 - north–south divide 104, 106–7
 - pension reform 93–4
 - pension system 9, 19, 91, 92–4, 99, 107
 - political issues 92, 94
 - population levels 91, 92
 - retirement age/process 97–9, 101–3, 106–11, 113–15, 126–8
 - social inequality 91–3, 97, 103, 111–13, 115
 - unemployment 97, 98, 101
 - wage levels 111, 113
 - welfare regime 19, 21–2, 24, 92–3, 107, 313, 324
- job creation/destruction 208
 - job experience 260
 - job security 14, 20, 149, 232
 - job seeking behavior 126
 - see also* labor markets
 - knowledge-based service industries 66, 67, 68
 - see also* information/communication technologies; service industries
 - Kolosi, Tamás 207
 - labor costs 95–6, 122–3
 - labor market entry 13, 23–4, 312
 - labor market flexibility 149, 213, 232, 233, 234, 259, 260–62, 263–4, 279–80
 - labor market invalidity 10
 - labor market migration 193
 - labor market mobility *see* career trends
 - labor market regulation 11, 12–15, 26, 27, 35–8, 40, 260
 - in coordinated economies 12–13, 15, 66–7, 179–80
 - deregulation 260–61
 - dismissal procedures 66–8, 103, 149, 180
 - employment contracts 66–8, 126, 127, 305
 - employment protection 12, 13, 26, 36, 66–7, 126, 127–8, 180, 184–5, 232–3, 260–61
 - low-trust relationships 260
 - trade unions 13–14, 51, 94, 123, 150, 153, 179, 180, 184–5, 189, 203, 233, 259
 - restriction of influence 261
 - in transition economies 27, 231, 232, 234–5
 - in uncoordinated economies 12, 13–14
 - labor market risks 4, 9–10, 13, 17, 26, 27, 39, 45, 255, 280, 312, 323
 - of unemployment 97, 103, 104–6, 115, 121, 123, 157–60, 185, 190–95, 207, 220, 221, 240–41, 245, 289, 291, 312
 - labor markets 12–13, 14, 35, 36, 65, 149–51, 283, 286, 288–90
 - aging populations and 4, 6–14, 16–17, 20, 25, 38, 72–4, 194–106, 111, 113–15, 122–3, 128, 132–3, 149,

- 152, 155–64, 179, 186, 190–201, 207, 212–14, 217–20, 228–9, 231–2, 242–52, 259–62, 290, 294–305, 311–24
- contract work 65, 67–8, 70, 73, 259, 261
- dangerous occupations 125, 211, 212
- demand shifts in 259, 263–4
- employment contracts 66–8, 305
- ethnic minorities in 160, 168, 289, 290, 302
- flexible working 66, 259, 260–61
- full employment 17, 228, 231, 260
- globalization and 3, 4–5, 6, 11, 17, 26, 37, 39, 59–60, 65–6, 92, 312, 321, 323
- immigrant labor 9, 40–41, 42, 44–5, 49, 55, 58, 164, 169, 186, 195
- insider/outsider 8, 13, 14, 15, 66, 92, 113–15, 122, 128, 132–3, 239
- internal (firm-specific) 40, 74
- job creation/destruction 208
- job experience 260
- job security 14, 20, 149, 232
- job seeking 126
- manual workers 10, 41, 74, 85, 87, 107, 141, 214, 216
- market-induced employment 16
- Nordic Model 150
- occupational boundaries 15–17, 24, 36–7, 39, 68–9, 151, 181, 212, 264
- in transition economies 233–4
- occupational classes 267, 294
- open 233–4
- part-time work 41, 42, 79, 98, 99, 189
- for women 98, 99, 187
- public-induced employment 16–17
- retirement *see* retirement age/process
- self-employment 19, 39, 42, 55, 98, 99, 100, 104–6, 107, 114, 122, 132, 134, 137, 140, 145, 198, 201, 216, 223–4, 259
- skills gap *see* skill level/gaps
- temporary work 67–8, 74, 77
- tertiary employment 92
- in transition economies 14, 207, 208, 212–14, 231–3, 237–9, 242–56
- types of 24, 57
- uncertainty/risk in 4, 9–10, 13, 17, 26, 27, 39, 45, 97, 103, 104–6, 115, 121, 157–60, 185, 190–95, 207, 220, 221, 240–41, 245, 280, 289, 291, 312, 313
- unemployment *see* unemployment
- unregulated 288
- women in *see* women workers
- working patterns 283, 289, 290, 291, 297–8, 304–5
- young workers 3–4, 6, 7, 9, 10, 13, 14, 15, 18, 68, 69, 92, 93, 104, 152, 185, 195, 208, 245, 255, 324
- see also* career trends
- labor shortages 3–4
- Lachowska, Marta 183
- language issues 193
- Lelkes, Orsolya 212
- liberal welfare regimes 17, 18, 22–3, 24, 25, 26, 235, 284–8, 313, 318–20
- life expectancy 8, 92
- lifelong learning 12, 16–17, 35, 37, 39, 62, 69, 73, 99, 101, 126, 127, 129, 130–32, 137, 143–4, 145, 151, 168, 181, 264, 289, 297, 324
- in transition economies 234
- Lisbon Strategy (EU) 20
- living standards 6, 7, 20, 237
- poverty levels 4, 97, 237
- Longitudinal Database for Sweden (LINDA) 187
- mandatory/statutory retirement age 8, 9, 10, 37, 38, 124, 145, 152, 155, 179, 180, 211, 235, 269, 279, 286
- manual workers 10, 41, 74, 85, 87, 107, 141, 214, 216
- market economies
- coordinated 12–13, 15, 66–7, 179–80, 260
- uncoordinated 12, 13–14, 66, 260, 263–4
- market liberalization 6, 8, 208, 214, 228, 239
- see also* globalization
- market uncertainty/shocks 6, 39
- Masso, Jaan 235
- means testing 263
- migrant workers *see* immigrant labor
- minimum wage 70, 193
- see also* wage levels

- multinational corporations 67
 - see also* globalization
- Netherlands 65–90, 311, 313, 315–17
 - data sources 66, 74, 315
 - disability pensions 67, 70–71
 - early retirement schemes 3, 71–2
 - economic conditions 66–7
 - educational levels 16, 68–9, 73
 - housing 68
 - industrial structure 67
 - institutional structure 66–72
 - labor market 13, 65–6, 67–88, 322
 - 'polder model' 66
 - see also* unemployment
 - labor market regulation 66–7
 - pension reform 93–4
 - pension system 68, 69–70, 73, 75, 77, 84–5, 86–7
 - legal framework 70–71
 - retirement age/process 69, 70, 75–9
 - social inequality 73–4, 77–85
 - unemployment 65–6, 72
 - u-benefits 72
 - welfare regime 17–21, 24, 69–72, 313
- networking 260
- Nordic countries
 - early retirement schemes 3
 - educational levels 193
 - labor markets 150, 193, 195
 - language issues 193
 - welfare regimes 18, 323–4
 - see also* Denmark; Sweden
- Nordic Labor Market Model 150
- occupational boundaries 15–17, 24, 36–7, 39, 68–9, 151, 181, 212, 264
 - in transition economies 233–4
 - see also* labor markets
- occupational classes 267, 294
- occupational pension schemes *see* private/occupational pension schemes
- on-the-job training 6, 15, 16, 17, 181
- own-account workers *see* self-employment
- Paas, Tiiu 235
- part-time work 41, 42, 79, 98, 99, 189
 - for women 98, 99, 187
- pay-as-you-go (PYG) pension systems 91–2, 93, 124, 182, 211, 236, 284
- pension incomes 37, 38, 42, 43, 57–9, 60–61, 62, 69, 70, 75, 77, 84–5, 86–7, 172–5, 179, 199, 201–4, 264, 267–8, 273, 275, 276–7
 - changes in 276, 278–9, 301–2, 313, 323
 - deferral of 280
 - of immigrant labor 58
 - as inadequate 259, 263, 276–7, 291
 - see also* social inequality
 - minimum/maximum 125, 127, 128, 152
 - price indexation of 124, 263
 - in transition economies 214–15, 216, 224–7, 228–9, 236–7, 256
 - types of 142
 - wage levels and 93, 94, 97, 111, 116, 152, 262, 263, 285
 - of women workers 58, 84–5, 172–4, 302, 304
- pension reform 4, 9, 19, 20, 38, 39, 51, 60–61, 62, 91, 93–4, 96, 112, 114, 123–4, 125, 127, 152, 153, 154, 182–3, 199, 259, 263, 265, 280, 286, 313, 323, 324
 - in transitional economies 210, 213–14, 228, 236, 239–40
- pension systems 3, 4, 7–12, 17–20, 35, 42, 51, 55, 69–70, 73, 93–4, 96–7, 99, 107, 111–16, 121, 123–5, 127, 133, 141–4, 311–12
- Beveridge system (UK) 262
- defined-benefit (DB) 262, 275, 285, 286, 287
- defined-contribution (DC) 262, 275, 286, 287, 292, 296, 300
- disability payments *see* disability pensions
- financing of 8–9, 18, 19, 20, 37, 38, 39, 58, 91, 93, 124, 210, 262
 - see also* particular types of pension
- imbalance in 8, 9, 91, 92–4, 275, 286
- Individual Retirement Accounts (IRAs) (US) 287–8
- insurance-based 70, 93, 107, 116, 124
 - health insurance 294, 300, 302, 305
- inter-generational contract system 9, 91, 93

- life expectancy and 8
- minimum age for payment 93
- mixed (hybrid) systems 211, 262, 286
- pay-as-you-go (PYG) systems 91–2, 93, 124, 182, 211, 236, 284
- private/occupational 8, 10, 11, 18, 19, 37, 38, 42, 68, 69–70, 125, 183, 211, 236, 262, 265–6, 284, 285, 286–7, 291, 302, 304, 312
- State Earnings Related (SERPS) (UK) 262, 263, 264
- state pensions 4, 9, 11, 18, 19, 37–9, 41, 42, 93, 99, 124, 128, 133, 152–3, 181–2, 199, 210–12, 236–7, 256, 262, 263, 265, 284–5
- for temporary/contract workers 68
- in transition economies 18, 209, 210–12, 213–14, 228–9, 236–8
- for women 41, 55, 93, 184, 262, 302, 304
- political issues 35, 92, 94, 123, 231
- population levels 8, 91
 - see also* aging populations
- post-socialist welfare regimes 17, 18, 24, 25, 26–7, 313, 320–21, 324
- poverty levels 4, 97, 237
 - see also* living standards
- price indexed pensions 124, 263
- private/occupational pension schemes 8, 10, 11, 18, 19, 37, 38, 42, 68, 69–70, 125, 183, 211, 236, 262, 265–6, 284, 285, 286–7, 291, 302, 304, 312
 - see also* pension systems
- private savings 9, 18, 284, 287–8
- privatization 6, 231, 240, 259, 261, 323
- productivity levels 6, 7, 19, 92, 111, 264
- profit-sharing plans 286
- public sector employment 134, 150, 154, 164, 174, 180, 212, 245
- qualifications 7, 10, 12, 15, 37, 45, 47–8, 186, 264
- skill level/gaps 6, 14, 16, 20, 26–7, 39, 65–6, 67, 68–9, 17, 104, 122, 127, 186, 261, 265
- skills upgrading 149, 151, 208, 212, 264
- unemployment and 103–4
- vocational 6, 10, 15–16, 37, 68–9, 151, 168, 260, 289
 - see also* educational levels
- regulation/deregulation *see* market liberalization
- retirement age/process 4, 8, 10–20, 25, 35–64, 69, 70, 75–9, 93, 97–9, 101–3, 106–15, 121–41, 152–7, 168–72, 184, 188–9, 199–201, 213–14, 220, 222–4, 242–4, 252–5, 265–7, 273–6, 283, 284–8, 295, 300–305
 - for agricultural workers 134, 137, 140, 141, 145
 - definition 266–7, 280
 - early *see* early retirement
 - equalization of 263
 - flexible 37
 - for immigrant workers 55, 169
 - mandatory/statutory retirement age 8, 9, 10, 37, 38, 124, 145, 152, 155, 179, 180, 211, 235, 269, 279, 286
 - for men 3, 77, 93
 - minimum age: for pension 93
 - for retirement 93, 286
 - raising of 9
 - in transition economies 207, 212, 213–14, 220, 222–4, 232, 252–5
 - unemployment and 133, 137, 140, 141, 236, 242, 244–6
 - unretirement concept 10, 18, 283, 290, 300
 - for women 41, 55, 93, 95, 106, 107, 117, 133–41, 142, 169, 199, 208, 217–18, 222–4, 235, 273–6, 269
 - see also* pension systems
- risk *see* uncertainty/risk
- Róbert, Péter 207
- Rowthorn, Robert 265
- Russian economic crisis 239, 252
- savings *see* private savings
- Scharle, Ágota 212
- self-employment 19, 39, 42, 55, 98, 99, 100, 104–6, 107, 114, 122, 132, 134, 137, 140, 145, 198, 201, 216, 223–4, 259
 - see also* labor markets
- SERPS pension system (UK) 262, 263, 264

- service industries 6, 36, 40, 45, 51, 67, 73, 77, 107, 127, 134, 137, 140, 141, 144–5, 150, 180, 186, 212–13, 216, 265
- competition in 263–4
- globalization of 260
- knowledge-based 60, 67, 68
- tourism 123, 127
- in transition economies 240–41
- wage levels 265
- see also* industrial structure
- Singelmann, Joachim 267, 294
- skills level/gaps 6, 14, 16, 20, 26–7, 39, 65–6, 67, 68–9, 73, 104, 122, 127, 186, 265
- see also* qualifications
- skills upgrading 149, 151, 208, 212, 264
- social inequality 4, 5, 9, 10, 17–18, 20–27, 61–2, 73–4, 77–85, 91–3, 111–15, 121, 122, 127, 141–5, 149–50, 160–76, 179, 184–203, 231, 236, 255, 259–65, 290–91, 322–3
- causes of 4, 9, 10, 39–41, 49, 97, 103, 290, 313
- pension income inadequacy and 259, 263, 276–7, 291
- reduction of 18
- in transition economies 214, 228–9, 231, 236–7, 255
- Social Security Administration (SSA) (US) 292, 293
- Social Statistics Database (Denmark) 155
- social-democratic welfare regimes 17, 18, 23, 24, 25, 26, 38, 44–5, 72, 126, 150, 151–3, 181–4, 313, 317–18, 323–4
- socialist regimes 58–9, 231
- Iron Curtain, fall of 5, 6, 13, 27
- see also* transition economies
- Socio-Economic Panel for the Netherlands 66, 74
- Spain 121–47, 311, 313, 317
- data sources 122, 128–9, 132, 315
- early retirement schemes 3, 121, 122, 125, 130, 140
- economic conditions 121, 122–3, 126–7, 132
- educational levels 16, 122, 126, 127, 129, 130–32, 137, 143–4, 145
- institutional structure 123–6
- labor market 121, 122–3, 124, 126–8, 132–3, 134, 322
- self-employment 122, 132, 134, 137, 140, 145
- see also* unemployment
- labor market regulation 126, 127–8
- pension incomes 121, 125, 127, 128, 141–4
- pension reform 123–4
- pension system 121, 123–5, 128, 133, 142–3
- political issues 123
- retirement age/process 121–2, 124, 128, 129–41
- social inequality 121, 122, 127, 141–5
- unemployment 126, 127–8, 133, 137, 140, 141
- welfare regime 21–2, 24, 121, 123, 137, 140–41, 313, 324
- Spanish Labor Force Survey (SLF) 122, 128–9, 132
- Spanish National Classification of Occupations 129
- Spataro, Luca 95
- state pensions 4, 9, 11, 18, 19, 37–9, 41, 42, 93, 99, 124, 128, 133, 152–3, 181–2, 199, 210–12, 236–7, 256, 262, 263, 265, 284–5
- see also* pension systems
- statutory retirement *see* mandatory/statutory retirement
- Steinmeier, Thomas 286
- stock ownership, by employees 286
- Survey of Health, Ageing and Retirement in Europe (SHARE) 122
- Sweden 179–205, 311, 313, 317–18
- data sources 187, 315
- early retirement schemes 179
- economic conditions 180
- educational levels 186, 193
- industrial structure 180–81, 186
- institutional structure 179–84, 203
- labor market 150, 187, 189, 190–95
- legal structure 180
- women in 180, 186–7, 195–8
- see also* unemployment
- labor market regulation 26, 179–80, 184–5

- pension system 179, 181–4, 185, 186, 189, 199, 201–3
 - part-time scheme 183, 198, 201
- retirement age/process 184, 188–9, 199–201
- social inequality 179, 184–203, unemployment 184–5, 190–98, 201, 203
- wage levels 193, 195, 199
- welfare regime 23, 24, 25, 179, 181–4, 185, 189, 313, 324
- TÁRKI Social Research Center (Hungary): Household Monitor Survey 208, 215
- technological innovation *see* information/communication technologies
- temporary work 67–8, 74, 77
 - see also* labor markets
- Thatcher, Margaret 260–61, 263
- tourism 123, 127
- trade unions 13–14, 51, 94, 123, 150, 153, 179, 180, 184–5, 189, 203, 233, 259
 - restriction of influence 261
- training/retraining *see* educational levels
- transition economies 8, 14, 15, 26–7
 - Estonia *see* Estonia
 - Hungary *see* Hungary
 - labor market regulation 27
 - labor markets 14–15
 - welfare regimes 19
 - see also* socialist regimes
- transition to retirement *see* retirement age/process
- Treiman prestige model 45, 47, 51
- uncertainty/risk 322
 - in aging populations 4, 9, 10, 20–23, 25, 26–7, 157–60, 175–6, 207
 - in labor markets 4, 9–10, 13, 17, 26, 27, 39, 45, 97, 103, 104–6, 115, 121, 157–60, 185, 190–95, 207, 220, 221, 240–41, 245, 269, 270, 280, 285, 289, 291, 295–7, 312, 313
- unemployment 8, 13, 14, 17, 18, 32, 42, 44–9, 65, 77, 79, 98, 101, 127–8, 149–51, 154, 157–60, 190–98, 201, 260, 262
 - early retirement and 38, 44–5, 49, 55, 67, 152, 159–60, 236
 - educational levels and 103–4, 161–4, 212, 220, 228, 240, 245, 265, 289, 297, 324
 - of ethnic minorities 160, 290
 - of immigrant labor 49, 164
 - job search programs 149
 - long-term 13, 17, 35, 39, 49, 72, 234, 245
 - re-employment/unretirement 10, 12, 13, 17, 18, 39, 49–50, 55, 149, 150–51, 153, 160–64, 168, 185, 190–95, 234, 290, 297, 305
 - retirement process and 133, 137, 140, 141, 236, 242, 244–6
 - rises in 20, 26, 40, 43, 65–6, 72, 153, 261–2, 264, 266, 312
 - in transition economies 207, 208, 213, 214, 215–16, 217, 220, 228, 234, 238, 239, 240, 242–3, 244–6, 249, 255
 - in unregulated labor markets 288
 - of women workers 104, 140, 157–60, 161, 187, 195, 220, 221, 243, 264, 265, 289, 295–7
 - re-employment 161, 290
 - of young workers 93, 104, 152, 195, 245
 - see also* labor markets
 - unemployment benefits/insurance 18, 38, 44–5, 72, 126, 150, 151–2, 160, 183–5, 190–91, 198, 203
 - minimum/maximum 126
 - in transition economies 235
 - unemployment risk 97, 103, 104–6, 115, 121, 123, 157–60, 185, 190–95, 207, 220, 221, 240–41, 245, 289, 291, 312, 313
- United Kingdom (UK) 259–82, 311, 313, 318–20
 - data sources 260, 266, 315
 - early retirement schemes 259, 262, 264, 265, 273, 275, 279
 - economic conditions 259, 261, 262, 263–4
 - educational levels 16, 260, 265, 267–8, 273
 - income mobility 260–63

- industrial structure 259, 261–2, 263–4, 265, 279
- labor market 16, 259, 261–2, 263–4, 265, 269
 - see also* unemployment
- labor market regulation 12, 14
- pension system 259–60, 262–3, 264, 265–6, 267–8, 276–9
 - Beveridge system 262
 - SERPS 262, 263, 264
- privatization policies 259, 261
- retirement age/process 263, 265–7, 273–6
- social inequality 259, 260, 265–6
- Thatcher government 260–61, 263
- unemployment 260, 261–2, 263, 264, 265, 266, 267, 269, 270
- welfare regime 18, 22–3, 24, 263, 264, 313
- United States (US) 283–307, 311, 313, 318–20
 - data sources 283, 292, 314, 315
 - early retirement schemes 284–5, 290
 - economic conditions 284–5
 - educational levels 16, 285, 289, 297
 - health insurance 294, 300, 302, 305
 - industrial structure 285
 - institutional structure 283, 284–91
 - labor market 16, 283, 286, 288–90, 204–305, 322
 - see also* unemployment
 - labor market regulation 12, 14
 - pension system 10, 284–8, 291–2, 300, 301–4
 - Individual Retirement Accounts 287–8
 - retirement age/process 283, 284–8, 289, 295, 300–302
 - unretirement concept 283, 290, 300
 - social inequality 290–91, 323
 - unemployment 285, 288, 289, 291, 295–7
 - welfare regime 18, 22–3, 24, 284–8, 289, 313
- unretirement concept 10, 18, 283, 290, 300
 - see also* retirement age/process
- vocational training 6, 10, 15–16, 37, 68–9, 151, 159, 160, 168, 260, 289
- wage bargaining 150, 153, 179–80, 233, 259
 - see also* labor market regulation
- wage levels 6–7, 14, 26, 111, 113, 123, 150, 193, 261, 289
- income mobility *see* income mobility
- lower earnings limit (LEL) 262
- minimum wage 70, 193
- pension incomes and 93, 94, 97, 111, 116, 152, 262, 263, 285
- in service industries 265
- of women workers 51, 150, 168, 186, 195, 199
- of young workers 208
- wealth distribution 111, 285, 288
- welfare regimes 4, 7, 8–12, 17–20, 24, 69–72, 121, 123, 149, 151–3, 262–3, 313
 - Bismarkian model 93
 - conservative 17–18, 20–21, 24, 25, 26, 37–8, 58, 264, 313, 315–17
 - contribution based 18
 - co-operative 235–6
 - disability pensions *see* disability pensions
 - early retirement *see* early retirement
 - fragmented 17, 18–19, 21–2, 24, 25, 92–3, 123, 264, 313, 317, 323, 324
 - health care 10, 123
 - inequalities in 18
 - liberal 17, 18, 22–3, 24, 25, 26, 235, 284–8, 313, 318–20
 - low expenditure 18
 - means testing 263
 - pension systems *see* pension systems
 - post-socialist 17, 18, 24, 25, 26–7, 313, 320–21, 324
 - redistributive 18
 - social assistance 126
 - social-democratic 17, 18, 23, 24, 25, 26, 38, 44–5, 72, 126, 150, 151–3, 181–4, 313, 317–18, 323–4
 - in transitional economies 18, 24, 26–7, 209, 213–14, 215–16, 217, 218, 224, 225–6, 232, 235–7, 255
 - types of 17, 235
 - see also* individual types

- unemployment benefits *see*
 - unemployment benefits
 - young people and 18, 234
- women workers 9, 13, 41–62, 77–88, 92, 94–106, 111, 122, 132–3, 149–50, 154, 155, 175, 180, 186–7, 195–8, 268–72, 289, 294–305
 - disability pensions for 226
 - early retirement schemes for 273
 - marital status 85, 141, 276, 300, 302
 - as mothers 78, 79, 82
 - part-time 98, 99, 187
 - pension incomes 58, 84–5, 172–4, 302, 304
 - pension systems for 41, 55, 93, 184, 262, 302, 304
 - retirement age/process 41, 55, 93, 95, 106, 107, 117, 133–41, 142, 169, 199, 208, 217–18, 222–4, 235, 269, 273–6
 - in socialist regimes 51–2
 - in temporary/contract work 68
 - in transition economies 217–20, 240, 242–4, 249
 - as unemployed 104, 140, 157–60, 161, 187, 195, 220, 221, 243, 264, 265, 289, 295–7
 - re-employment 161, 290
 - wage levels 51, 150, 168, 186, 195, 199
 - as widows 80, 82
 - working conditions 285
 - working hours 191, 193, 198
 - working patterns 283, 289, 290, 291, 297–8, 304–5
- World Bank (WB) 231, 284
- young workers 3–4, 6, 7, 9, 10, 13, 69, 92, 185, 324
 - in temporary work 68
 - in transition economies 14, 15, 255
 - unemployed 93, 104, 152, 195, 245