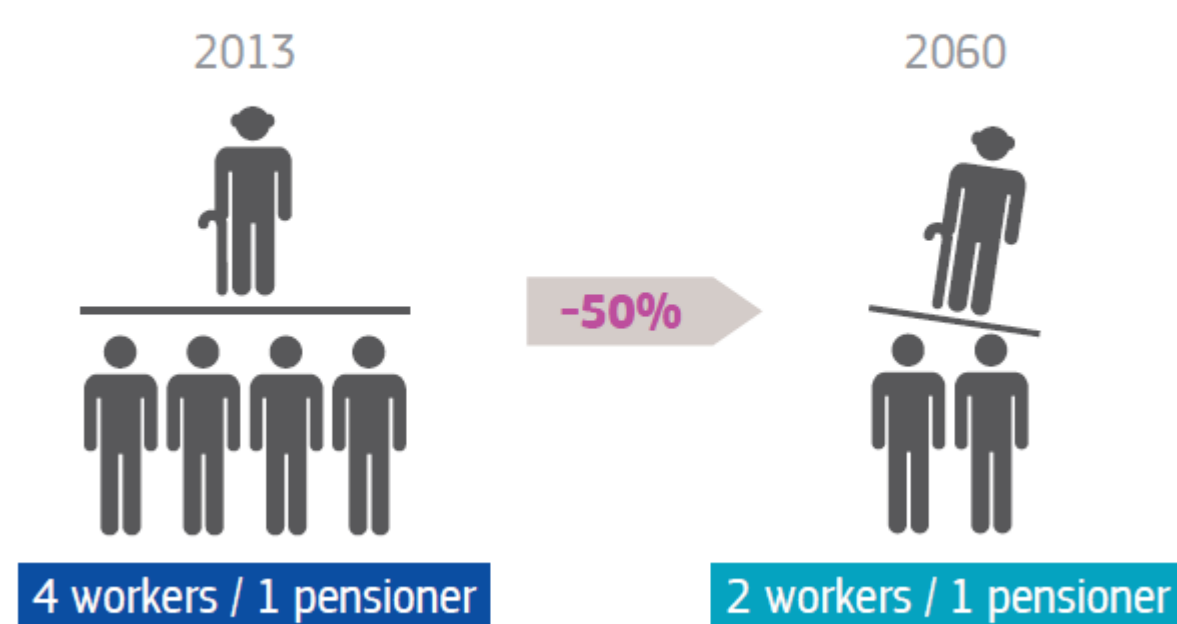


The Interaction Between Structure and Agency: A Quantitative Exploration of Early Retirement Decisions in England

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Supervised by Professor Irmak Karademir-Hazir

Introduction

The ratio of workers to pensioners will decrease

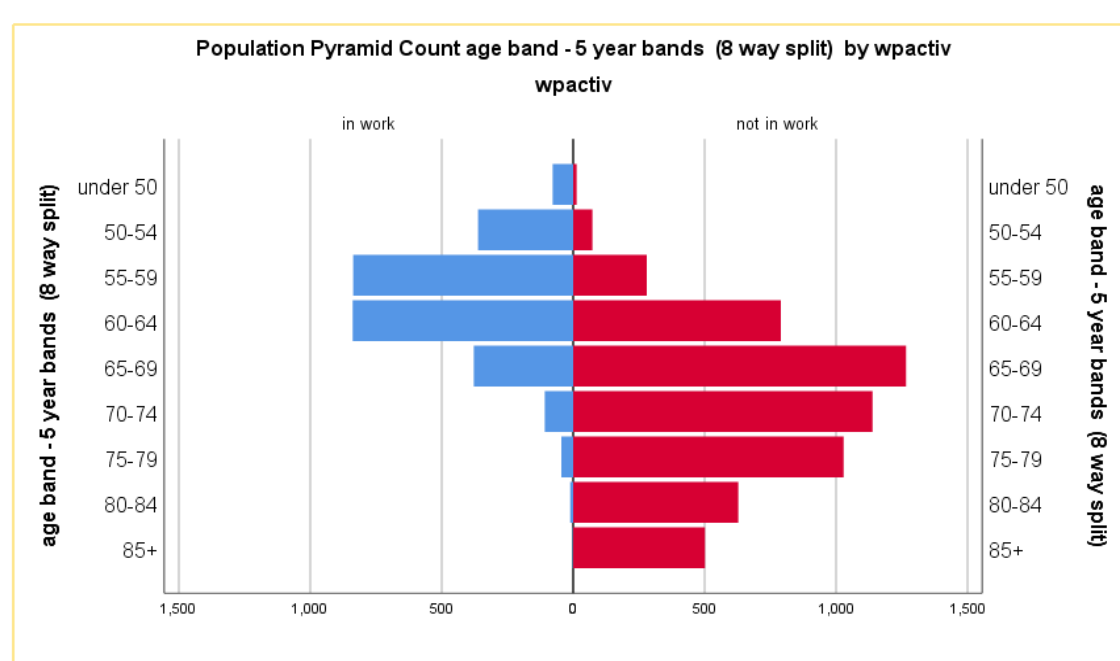


Source: European Commission, Ageing Report 2015

- Changes in the population age structure (growing dependency ratio)
- Average age of the population increasing

BUT

- Average retirement age decreasing



If attempts to lengthen working lives are to be more successful, the reasons for early retirement need to be better understood

Method

ELSA dataset



Model 1: Binomial Logistic Regression

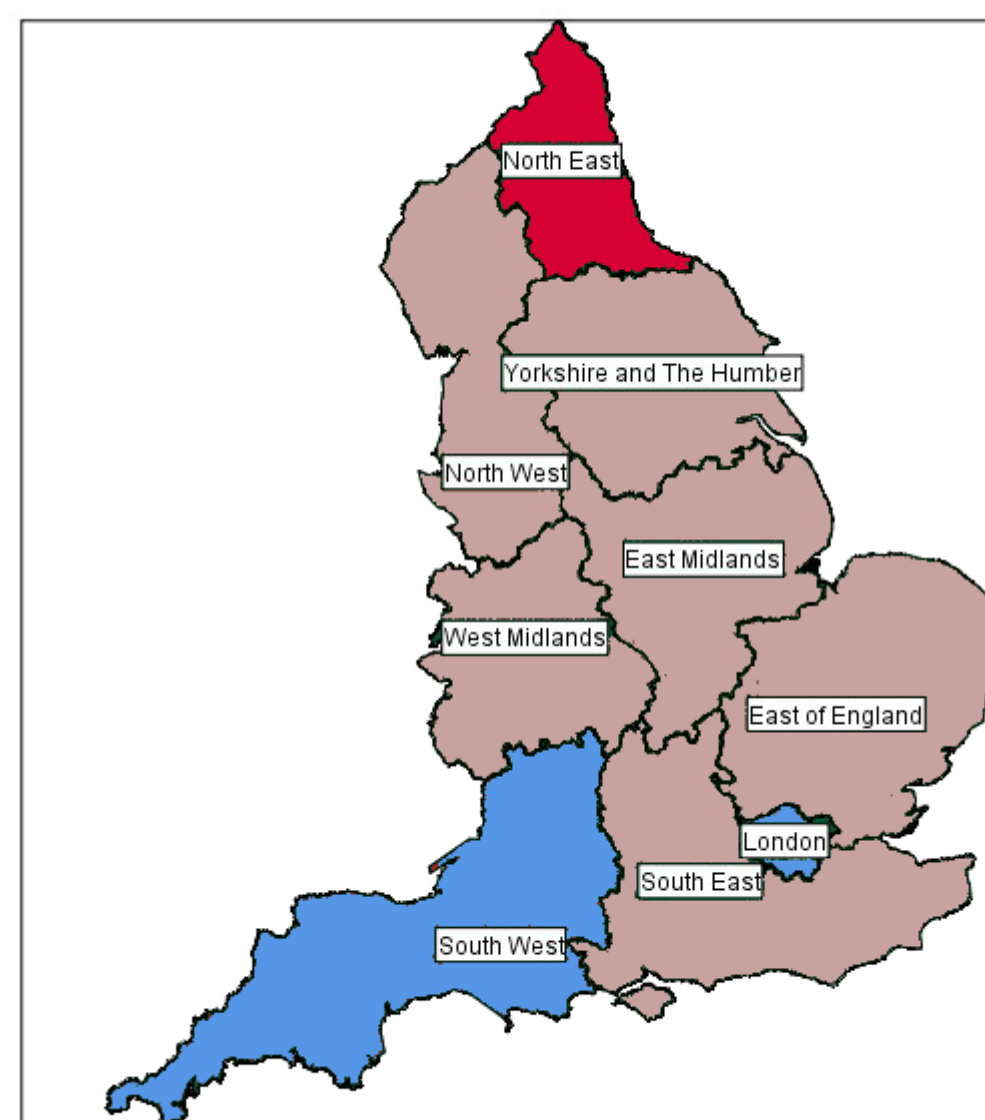
Research question 1: Do demographic characteristics (independent variables) such as sex, relationship status, socio-economic classification, age education finished and area have a significant impact on the likelihood of early retirement?

Model 2: Discriminant Analysis

Research question 2: Is there more evidence for push or pull factors as motivators for early retirement decisions, and what are the best predictors of group membership for each of these groups?

Results

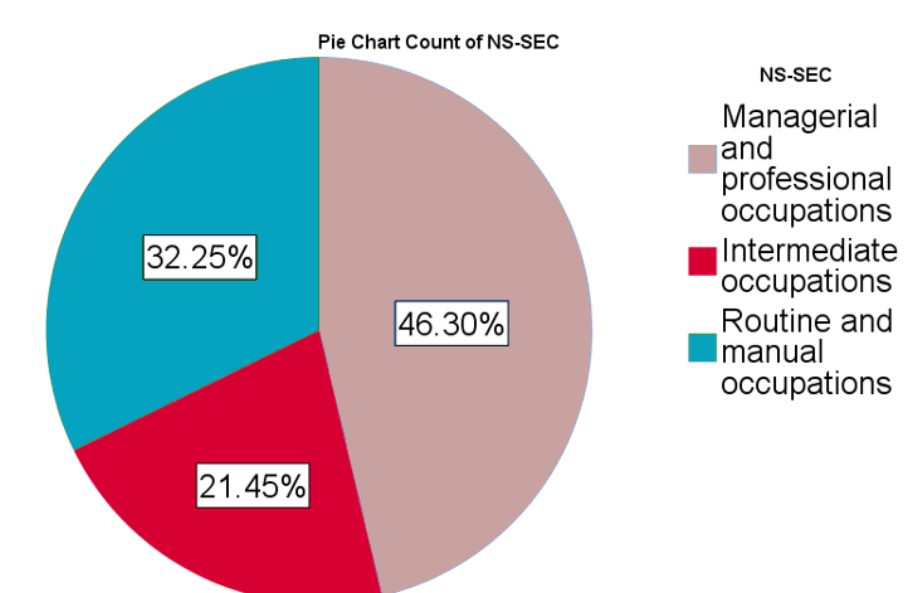
Model 1: Binomial Logistic Regression



- Decreased likelihood
- Increased likelihood
- Statistically insignificant

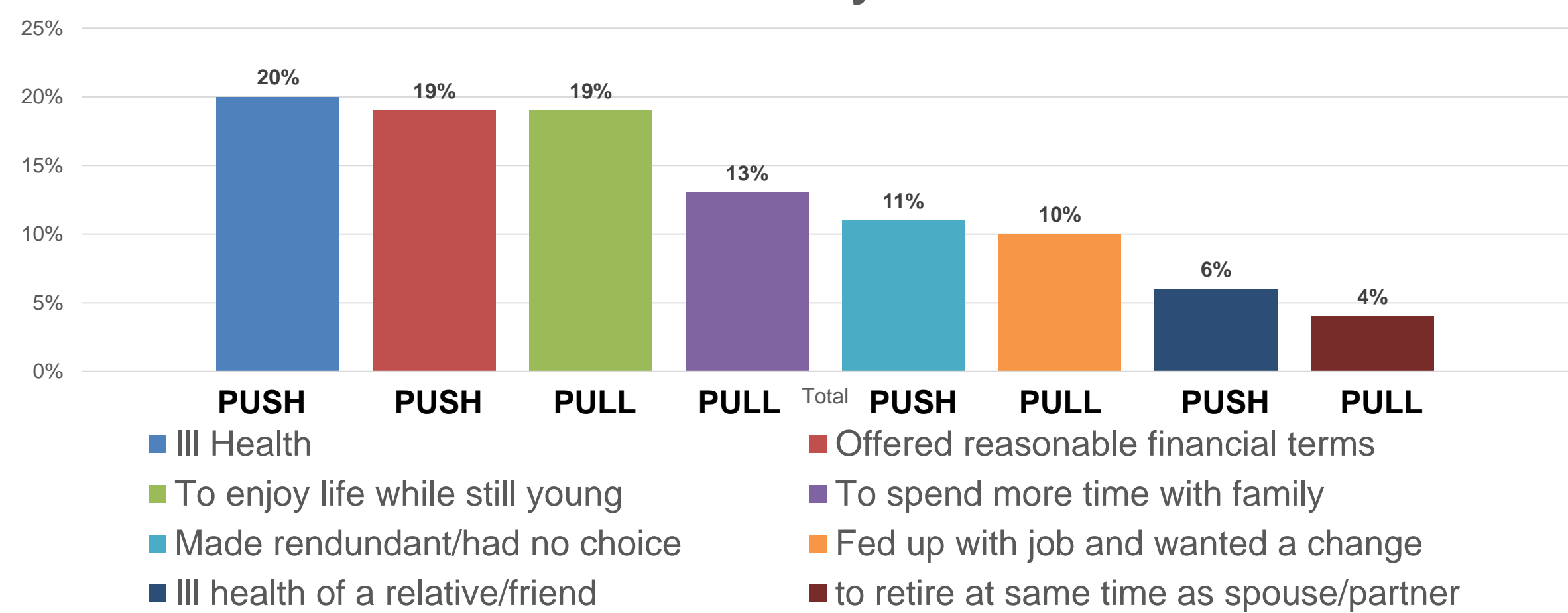
Statistically significant predictors:

- Male for sex
- Age education finished
- Region
- Socio-economic classification



Model 2: Discriminant Analysis

Reasons for early retirement



Conclusion



Icon made by Freepik from www.flaticon.com

- Spectrum of different reasons for early retirement confirm the thesis that ageing is not a homogeneous process.
- The reasons stated in the pull category showed that people have the power of agency, thanks to which, they can recreate their own reality.

Determinism vs Free will

