

## Retirement transitions in the 21st century: a scoping review of the changing nature of retirement in Europe

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### Abstract

The ways to transition from work-life to retirement are undergoing important transformations. The timing and pathways are changing, and many individuals are undergoing long periods of being in between working and retirement life. Yet, our cultural understandings of retirement tend to maintain a clear distinction between pre- and post-retirement life. Although the changes in retirement transitions are not new, the trend has accelerated in recent decades. We focus on what is known from the literature about the tendencies in alternative retirement transitions of healthy seniors in Europe since 2000.

We review some conceptual and political transitions in the societal understandings of retirement, followed by a scoping review in three sections: (1) *later life employment transitions (bridge employment and employment after retirement)*, (2) *self-employment*, and (3) *unretirement*. We conclude that

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although 21<sup>st</sup>-century retirement transitions are complex and understudied, there are clear tendencies regarding who engages in such practices and why.

Keywords: bridge employment, employment after retirement, push-pull factors, self-employment in old age, unretirement.

## Introduction

There are important transformations taking place regarding the nature of retirement and the ways to transition from working life. This scoping review addresses these transformations and shows how the retirement transition has become a process rather than a point in time. Thus, a clear distinction between pre- and post-retirement life is increasingly obsolete.

Decreasing infant mortality rates at the beginning of the 20<sup>th</sup> century and the application of new health technologies during the century prolonged life and created a surplus of labour. Thus, retirement was institutionalised, and older people were segregated from the labour market. When mandatory retirement and pension schemes became widespread in European welfare states during the 20<sup>th</sup> century – which have since been a key factor in the consolidation and maintenance of such welfare states – retirement was a point in time. It was usually decided by chronological age and sometimes by years in the labour market.

Closely related to the industrialised society, retirement was at the end of an institutionalised life course organised temporally into rather fixed periods of childhood and education, adulthood and production, and finally old age and rest (Kohli 2007). Celebrated as a universal security system, retirement and pensions were also criticised for creating dependence and more sedentary lives among the older generations (Townsend 1981; Walker 1980). In the last decades of the 20<sup>th</sup> century, this criticism was counteracted by a continued increase in life and health expectancy, which entailed long lives after retirement age. Those years were not used sedentarily. Instead, the nature of retirement was transformed by policies of active, healthy, successful and productive ageing combined with healthy generations of senior citizens, often engaged in many post-retirement activities.

In recent years, not only the increasing life and health expectancy has changed life post-retirement, but also the timing of retirement and the different pathways to it are evolving as European citizens increasingly postpone retirement and extend their working lives (European Commission 2018). Whilst some people work full-time beyond retirement age, most engage in different kinds of jobs with a transitional character (i.e. reduced time, reduced status, small-scale consulting, etc.).

Therefore, in this scoping review, we ask what is known from the existing literature about the current, different retirement transitions of healthy seniors in Europe in the 2000s. As retirement is changing, our understanding of this important transitional phase should change as well. Our aim is to summarise and disseminate research findings, which scoping reviews are ideal for (Arksey & O'Malley 2005). We believe that highlighting and disseminating the existing heterogeneity of retirement transitions plays an integral part in countering a stereotyped stance towards people approaching retirement age.

Recent review studies and conceptual contributions have focused on two main issues: how to characterise the myriad of emerging flexible retirement trajectories and how to explain this trend (Alcover 2017; Cahill et al. 2013; Earl & Taylor 2017; Hofäcker & Radl 2016; Sullivan & Al Ariss 2019). An illustrative example of the former can be found in the paper by Earl and Taylor (2017). They use the concept of “bridge employment (BE)” to signify a “broad range of late and post-career jobs including part-time work with the same employer that involves a reduction of working hours (also called phased retirement); a new or modified role with the same employer that involves a reduction of job complexity or physical demand (also called partial retirement); a job with a new employer in the same career field; a job with a new employer in a new career field; and self-employment (SE) ... ‘bridge jobs’ share an ambiguity of being located beyond career but preceding retirement” (pp. 332–333). This is echoed by Alcover (2017: 247), who states that “The most common definition of BE refers to any kind of paid work (part-time, full-time, or SE) carried on after the end of an individual’s professional career or full-time employment before complete withdrawal from the labour force or retirement. BE alternatives may therefore be considered modalities of retirement that prolong working life, allowing the term ‘full retirement’ to be used to refer to final withdrawal from the workforce”.

According to these definitions, BE<sup>1</sup> signifies any late career employment transitions before full retirement. In contrast, employment after retirement (EAR) emphasises continued employment or transition to new EAR *age*. The problem with both concepts is that inclusion in the study populations is unclear. For BE, it is difficult to say when you enter “post-career” as the job market is increasingly characterised by more flexible work forms, short-term contracts, etcetera. Furthermore, there is a gradual, sliding shift to new job functions or requirements for many employees, which means that it is difficult to say when you have entered BE. EAR may seem more well defined. However, the individualisation of pension schemes in many countries means that opportunities for retiring have become more flexible as opposed to the idea of a fixed retirement age for all. These ambiguities should be acknowledged, but they cannot be fully resolved as they reflect underlying empirical heterogeneity. A key implication for our review is that we must recognise a degree of empirical overlap between EAR and BE studies in our material. We will use the concept of “later life employment” (LLE) as the umbrella term but will refer to BE and EAR as subcategories in the results section, as these terms are used in the reviewed studies.

Building on this discussion, we take retirement to be the absence of formal work, and retirement transitions to be a process towards retirement with varying degrees of labour participation. This is in line with the dynamic perspective of retirement found in Cahill et al. (2013), who identified six periods through which older workers pass (or may pass) in their transition from full employment to permanent or definitive retirement.

A useful summary of the various explanations for the flexible retirement trend is found in the institutional rational-choice model developed by Hofäcker and Radl (2016: 8). This model suggests that retirement decisions at the micro-level (individual) are also influenced by several factors at the macro (societal) and meso (organisational) levels. A similar perspective of the interaction between micro-, macro- and meso-level factors is found in earlier contributions (e.g. Beehr et al. 2007). Hofäcker and Radl further identify four different factors or mechanisms that influence the transformation from institutional structures to individual choices.

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<sup>1</sup> We use the following abbreviations: BE, bridge employment; EAR, employment after retirement; LLE, later life employment; SE, self-employment.

“Push” and “pull” factors have traditionally been used in economic analyses, whilst the additional factors of “maintain” and “need” provide a more nuanced perspective, particularly suited for the current era and the emerging dynamics of flexible retirement patterns. Individual choices are clearly important explanatory factors for understanding retirement patterns. Yet, we agree that additional insights may be gained by supplementing this with an awareness of the meso- and macro-level factors that influence individual choice options. Such factors not only include the economic and policy contexts mentioned by Hofäcker and Radl but should also be extended to include cultural and normative pressures at societal and organisational levels (March & Olsen 2010). An illustration of such normative factors can be found in a study by Manfredi and Vickers (2009), which showed that many people feel pushed out of the labour market – by their employers, peers or themselves – when they reach a certain age.

Whilst these explanatory frameworks are very useful, it is essential to note that many of the studies in our review present associational relationships rather than causal explanations. We will summarise the study results whilst emphasising the need to remain aware of this weakness in the material.

The following scoping review should be seen as an introduction to a broad field with many approaches, explanations and complexities rather than a systematic review aiming to summarise results across a narrowly defined set of studies with similar scopes and methods. After the design and method section, we introduce the field by reviewing some conceptual and political transitions in the societal understandings of retirement. This is followed by the actual scoping review, which we have divided into three sections. (1) *LLE* includes BE and EAR, thus, consists of studies investigating people who transition into new work either full-time, part-time or in new transitional jobs in late career or after statutory retirement age. (2) *SE* consists of studies investigating people starting new enterprises around retirement age. (3) *Unretirement* covers studies investigating people who have exited the labour market only to enter again after a period of retirement. In the three review sections, we ask (1) who engages in such practices, (2) why do people engage in such practices, and (3) which structures and initiatives enable such practices. The three sections have emerged from the main themes in the empirical papers identified in our search.

## Design and Methods

We have used the research databases PubMed and Scopus and included relevant studies published after 2000 and until May 2019 in those databases. In a second search, we updated with more recent studies published until June 2020. We have only included studies in English. As we have included studies investigating a minimum of one European country, studies comparing, for example, retirement practices in Germany, Japan and the US have also been included, but only the European findings are reported in the review. Numerous studies have focused on specific medical conditions that each have a significant impact on retirement transition. Thus, we chose to focus on studies that include only healthy seniors or do not specify the included subjects' health conditions.

Regarding the content and quality of the studies included, we have not excluded studies due to poor research designs, as this is not the role of a scoping review (Arksey & O'Malley 2005). In many cases, we include the research design in our discussion of their findings. This is important, for example, if a study includes people from 50 to 69 years of age (Haynes et al. 2014) because most of them are not in retirement age. It should also be noted that we have only been interested in studies that include people in or around retirement age. Therefore, studies that have asked future retirees about their prospective and speculative retirement/work practices have not been included (e.g. Matthijs Bal et al. 2012).

Initially, we found 142 relevant articles or chapters. After a screening of abstracts by the authors, the authors and student assistants went through all included abstracts to find duplicates and studies that should be excluded due to the above criteria. This left us with 100 studies. These studies were screened in full length by the authors, which left us with 72 studies. Initially, we also included a fourth category, BE. However, after analysing the nature of the studies in this category and those in the EAR category, we decided to combine BE and EAR into the LLE category, as there were too many overlaps in terms of what was actually being studied.

In the spring of 2020, a second search was conducted to update the sample of studies. Initially, 33 new relevant studies were included, which finally led to 15 new studies included in the sample. In total, we have included 87 studies divided into 67 studies investigating EAR, 15 studies investigating SE and five studies investigating unretirement (see Appendix 1).

Before presenting the results of this review, we will explore the shifting nature of retirement in the following section. As this exploration is primarily conceptual and policy-oriented, we have included studies within and outside Europe as well as policy reports from the European Union (EU).

### *Reforms and the shifting nature of retirement*

In the past decade, the EU member states have undergone substantial pension reforms centred on “the introduction of higher pensionable ages, tighter eligibility conditions and reductions in early-retirement opportunities” (European Commission 2018). Central to these reforms is the postponement of retirement age, mirroring the increasing life expectancy (Moreira 2016) as well as policies and discourses of active ageing, which reframe old age as a life phase including societal participation (Lassen & Moreira 2014).

In the same period, the stability of retirement institutions across Europe has been questioned. In many countries, debates about the standards and designs of pension schemes and retirement rights have flourished, as models of flexible, gradual and differentiated retirement have been proposed and tested. As described recently by Phillipson (2019), retirement has become a contested institution as people in their 50s and 60s experience an increasingly fragmented nature of working life and engage in a range of precarious jobs. In the EU, part-time work is widespread among the 65+ age group, and 38% of the 65+ workforce were engaged in part-time work in 2011 (Eurofound 2014), and more than 50% of retirees would like to work at least some hours weekly.

An important measure for calculating the economic sustainability of European member states has been the old-age dependency ratio (e.g. European Commission 2012). However, this is currently being questioned, as the ratio’s clear delineation between pre- and post-retirement is out of touch with current retirement practices. In current dependency ratios, 65+ is deemed out of the workforce, but in the EU, about one out of every ten persons between 65 and 69 years of age work (Eurofound 2016).

As numerous scholars have argued, retirement is a process that can take years, and it is often complex, with various pathways not necessarily entailing a complete withdrawal from the labour market (Cahill et al.

2013; Calvo et al. 2017; Fasbender et al. 2016; Leinonen et al. 2018; Tang & Burr 2015). The complexity of retirement pathways suggests that the traditional explanatory model of push-pull factors should be modified to include additional factors such as “need” and measures to “maintain” seniors (Hess et al. 2016). In this regard, it is relevant to note that one of the most important factors for post-retirement life satisfaction is the ability to choose one’s retirement timing, instead of being forced to retire by sickness or unemployment (Fisher et al. 2016).

Whilst some identify working beyond retirement as a consequence of increasing precariousness, others embrace it as caused by increased health expectancy and a continued wish to engage and contribute. What should be clear is that there is rising uncertainty regarding the status of retirement and retirement timing (McDonald & Donahue 2011), as it becomes individualised. As Vickerstaff et al. have argued (2015), in the past retirement happened to us at a fixed age, whereas now it is something we do, and we do it in different ways. In a British qualitative study about senior workers, Phillipson et al. (2018) showed that after the end of mandatory retirement, senior workers are still implicitly expected to retire voluntarily in times of cutbacks and are implicitly expected to plan for their retirement. As such, the systems and organisations around workers appear to have retreated from the management of work-endings, thereby individualising retirement timing and creating uncertainties with limited support for taking good and timely retirement decisions.

A wealth of studies highlight the importance of retirement planning (e.g. Adams & Rau 2011; Elder & Rudolph 1999; Hershey et al. 2007; Taylor & Doverspike 2003). However, explored qualitatively, Moffatt and Heaven (2017) found that many workers were not able to plan, as they did not experience control and the ability to choose retirement timing. Unanticipated events (such as disease or unemployment) impeded them from acting according to plans. As such, retirement planning is a socially structured issue containing normative ideals about the ability to plan the many bumps of life. Retirement is uncertain to a degree. One US study found that white-collar boomers now perceive complete retirement as negative. Indeed, retirement is in flux (Kojola & Moen 2016).

Above, we have emphasised important shifts in the policies, practices and cultural understandings of retirement to frame the following review. We have also shown that whilst some attempts have been made to

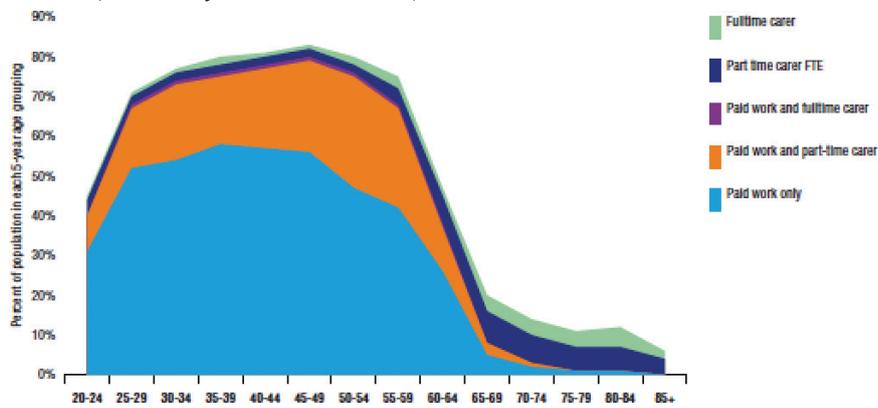
summarise aspects of the new retirement patterns across Europe (Cylus et al. 2018; Eurofound 2012, 2014, 2016; Hofäcker & Unt 2013), more systematic information about the retirement transitions across Europe is needed. We will address these issues by looking further into the shifting nature of retirement through the studies investigating the heterogeneity of European retirement transitions. Although we have identified a considerable number of studies, there are clear limitations in converting this into a systematic analysis of differences across countries, regions or institutional designs, as there are simply too few studies to populate such subcategories. Therefore, our main contribution is to highlight several trends regarding retirement transitions as they unfold in the European countries covered by the available peer-reviewed studies.

### *Scoping 1: Later life employment*

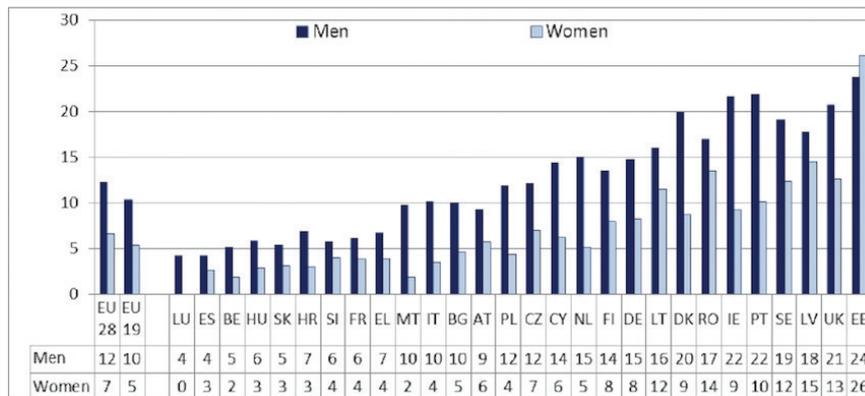
EAR can be defined as continued full- or part-time employment after the statutory retirement age. Across Europe, people tend to retire in their 60s (see Figure 1), although there are many signs that labour market participation, in general, is increasing beyond retirement age. Across Europe, people work longer than previously (European Commission 2018: 85; also Figure 2). Simultaneously, rates of sick leave are falling among the 65+ group, as documented, for example, in Sweden (Farrants et al. 2018), which could contribute further to this movement. Whilst we explore this tendency in the following, it should be noted that conventional retirement at the official retirement age remains the dominant pathway (Madero-Cabib et al. 2019).

Several studies use the concept of BE. As noted above, this concept is usually presented to signify a wide range of different types of part-time employment and dis/continuity. As such, it is challenging to define narrowly and has considerable empirical overlap with the EAR concept. Some people stay in the same job after pension age but at reduced hours. Others find new jobs with fewer hours, sometimes in entirely different fields than their previous jobs. Some people start businesses (which we will review in Section 2). Some people engage in one of the above but do not consider it part of their retirement transition. Others define BE as participation in paid work when you also receive a pension income (Dingemans et al. 2017). Thus, BE is not easily defined (Beehr & Bennett

**Figure 1.** Age structure of the workforce, including formal careers, adjusted for full-time equivalence. Data from the European Social Survey including Austria, Belgium, Czechia, Denmark, Estonia, Finland, France, Germany, Hungary, Ireland, Israel, Lithuania, Netherlands, Norway, Poland, Portugal, Slovenia, Spain, Sweden, Switzerland and United Kingdom. The group “Paid work and fulltime carer” is unfortunately not visible in black and white graphics, but it is much smaller than the other groups and primarily exists in the age groups from 30 to 60. For details, please see the original source (*Source: Cylus et al. 2018: 20*)



**Figure 2.** Employment rate of older people in different EU countries in 2016 aged 65–74 in per cent (*Source: European Commission 2018*)



2015), and in many instances, it corresponds to gradual, phased or partial retirement. The empirical perspective on BE is complicated because, in countries like the Netherlands, 75% of women and 25% of men work part-time throughout the life course. As such, BE can simply be a continuation of part-time work, perhaps with a gradual reduction in working hours. BE has been widely studied in the US, where it has, for example, been shown to have positive effects on mental health (e.g. Cahill et al. 2013), but it has been less studied in Europe. Much of the European research has been conducted in the Netherlands. We conclude that a uniform definition of BE is lacking. It often overlaps with EAR in terms of the empirical phenomena studied, although with the difference that BE is defined as a pre-retirement phenomenon in some studies.

LLE as a societal practice appears to be increasing, although the variability in definitions makes it harder to conclude across studies. One Dutch study found that 25% of retirees participate in BE after retirement (Dingemans et al. 2016). In another study using SHARE data from continental Europe, only 14.6% of the sample aged 55–70 engaged in BE when interviewed, making it less common than in the US (Brunello & Langella 2013). The growth in LLE makes it important to study the complex empirical reality of this phenomenon.

Who *engages in later* life employment and why? Whilst the majority of employees stay in the same working environment when continuing post-retirement work, a German study showed considerable heterogeneity in who engages in such activities (Burkert & Hochfellner 2017). Similarly, Swedish research points to differences in propensity to continue work due to a complex interplay between working life experiences, economy, health status and geographical location (Lundgren et al. 2018). In a cross-European study, clear differences in the likelihood of EAR were found, depending on whether the working retiree is employed in a high-strain or low-strain job (Dingemans & Henkens 2019a).

Whilst such complexity should be acknowledged, some common traits emerge from studies across Europe that generally point to four overall characteristics of people continuing to work: good health, high education, good working conditions and meaningful work. A European review that included 15 studies focusing on the importance of gender for EAR found that health is the most important factor for EAR across genders (Edge et al. 2017). Those who work at 65+ in the Netherlands are in better health

than the retirees (Van der Zwaan et al. 2019; Wahrendorf et al. 2017). Another Dutch study based on qualitative data confirmed this observation of good health as the main predictor of EAR (Sewdas et al. 2017), whilst a longitudinal study from Scotland also pointed to the importance of mental health for EAR (Demou et al. 2017).

Across Europe, education is an important factor for the uptake of EAR. A study comparing Germany, the US and Korea found that in Germany, it is those with high education who engage in EAR (Cho et al. 2016). Also, in countries with low employment rates among the old, such as Poland, higher education increases the probability of EAR (Oleksiyenko & Życzyńska-Ciołek 2018). A qualitative study about EAR among academics in the UK, New Zealand and Australia found that this particular group experienced greater satisfaction levels when working after retirement age, which was caused by a decrease in administrative responsibilities (Hutchings et al. 2020). In Finland, a country with a flexible retirement age between 63 and 68, people with higher education retire later. However, people with lower education engage in more EAR, thereby decreasing the difference in actual working hours between the two groups (Leinonen et al. 2018).

Overall, we find the same tendencies in studies about BE and EAR regarding health and education. Another emerging insight from a growing number of studies is that barriers and options in the pension system are important, as greater flexibility promotes LLE.

One scoping review, including countries across the world, supported the conclusion that BE is primarily for those in good health (Carlstedt et al. 2018). This is also confirmed by a study across 16 European countries, which concluded that BE is most likely among those in good health, and high education increases the likelihood of BE. The same study also mentioned the importance of pension income and marital status. When people have a high pension income, their likelihood of BE decreases, and when they have experienced divorce or widowhood, their likelihood of BE increases (Dingemans et al. 2017). A British study showed not only that more men than women are engaged in BE but also that the strongest predictors are physical and cognitive abilities (Stafford et al. 2017), which confirms that health is strongly correlated with BE.

Working conditions throughout the life course are also important factors in EAR. A study including 14 European countries found that people with disadvantageous and discontinuous working lives were less likely

to engage in EAR (Hoven et al. 2018). Furthermore, people in more privileged positions engaged in EAR, and their psychosocial working conditions when doing so were better than those reported by retirees reflecting on their last occupation (Wahrendorf et al. 2017).

Another cluster of studies points to meaningfulness in the job as an essential factor for EAR. Personal attitudes to work (Van der Zwaan et al. 2019), work engagement (De Wind et al. 2016), and high levels of personal and social meaning in work (Fasbender et al. 2016) are all associated with EAR. The importance of perceiving employment as meaningful is also confirmed in a Dutch study about BE (Veth et al. 2018). Other key factors include task autonomy (Alcover & Topa 2018; Müller et al. 2015) and flexible working conditions (Oude Mulders et al. 2013). Whilst such positive “pull” factors are important, it should also be kept in mind that some people engage in LLE due to economic necessity and/or a desire to gain financial security. This complexity of background factors is displayed in a German study about EAR (Burkert & Hochfellner 2017).

When scrutinising companies’ HR policies, a Dutch study found that in many cases, there are no formal agreements on BE. However, the most valued workers are often offered BE through informal agreements (Oude Mulders et al. 2013). This finding suggests that BE is more easily available for the most privileged or specialised workers, who often do not need formal agreements.

Two of the key reasons for EAR that emerge across many studies are social relations and fulfilment in the workplace. Those who engage in EAR tend to have more friends than those who do not work (Haynes et al. 2014). Furthermore, people with jobs contributing to their identity and a sense of accomplishment are more likely to be employed after traditional retirement age (Hovbrandt et al. 2019). Another factor, although this has only been scarcely investigated, could be people’s attitudes towards ageing. A German longitudinal study investigating psychological aspects of EAR showed that employees who perceive retirement as a social loss or working as personal growth are more likely to engage in EAR. In contrast, people who experience ageing as a gain of self-knowledge are not likely to continue working beyond the normal retirement age (Fasbender et al. 2016).

What are the consequences of engaging in later life employment? The reasons for engaging in LLE appear to be correlated with the effects in terms of self-reported wellbeing. In the UK, those who state

that they engage in EAR for financial reasons score lower in quality of life than those who retired at the usual age. Conversely, those who continue employment for non-financial reasons score much higher (Di Gessa et al. 2018). Nevertheless, it is also essential to keep the broader societal and economic context in mind. A study of 16 European countries found that retirees with low incomes or who live in countries with low retirement income increase their life satisfaction through EAR; however, this is not evident for retirees with high income (Dingemans & Henkens 2019b).

Some Dutch studies point to BE as good for the quality of life, life satisfaction and mental wellbeing, particularly if the transition from career job to retirement was involuntary (Dingemans & Henkens 2014, 2015). However, a European study concluded that there is no difference in overall wellbeing between people who retire early or late, partially or fully (Sohier et al. 2020).

*Which structures and initiatives enable employment after retirement?* In recent years, there have been many initiatives across Europe to extend working lives. Whilst some of these have targeted retirement age in general, others have endeavoured to create more flexible working conditions around retirement, which has been shown as a precondition for increased EAR (Sewdas et al. 2017). Flexible working conditions can be organised through formal legislation and contracts, but informal arrangements also appear to play an important role (Cebulla et al. 2007). Key to creating such flexible working conditions is the removal of barriers for financially vulnerable groups who find it difficult to obtain employment (Dingemans & Henkens 2019b) as well as the maintenance of employment rights after retirement age (Lain 2012). Initiatives such as increasing the minimum retirement age and reducing employment protection rights have raised BE levels in Northern and Central Europe and increased permanence in full-time employment in Southern Europe (Brunello & Langella 2013). Also, policies encouraging BE by allowing for additional pension income seem to work well in the Netherlands (Dingemans & Henkens 2014) and Norway (Furunes et al. 2015). A European macro-level study found that the higher the tendency to engage in part-time employment in general across the population, the lower the propensity to retire early, as many continue in what could be considered BE (Been & Van Vliet 2017).

Besides flexible conditions and structures, age management is highlighted by some studies as being essential in promoting EAR (Principi

et al. 2020). A Swedish qualitative study highlighted the introduction of age management in the workplace as important for retaining older workers (Blomé et al. 2018). This has also been studied in another Swedish qualitative study. Through interviews with managers, it is suggested that workplace norms and cultural understandings are crucial, and the issue of transitioning to a less demanding role is often seen as a problem for the individual worker rather than a typical part of the “socio-temporal order of companies” (Krekula 2018). Another study of Swedish managers showed that managers’ attitudes towards EAR determine whether they try to retain older workers (Nilsson 2018). One aspect of such age management strategies could be to provide older workers with an increased sense of control, as a British longitudinal study points to this as key for EAR (Carr et al. 2016). Furthermore, it has been suggested that guiding senior workers and reducing ageism in the workplace can also promote BE (Carlstedt et al. 2018).

Another cluster of studies focuses on the importance of working conditions throughout the life course for EAR. A study across 14 European countries revealed that work trajectories throughout the life course are important for EAR, and disadvantage accumulates during the life course, leading to early retirement (Hoven et al. 2018). Likewise, a study of eleven European countries found that acquiring skills and good working conditions through the life course can facilitate the ability to engage in EAR (Komp et al. 2010). In this regard, gender plays an important role, particularly in countries with caregiving policies requiring the mother to take care of the children, often leading to less stable work trajectories (Wildman 2020; Worts et al. 2016).

To sum up, good health, a high level of education, good working conditions and meaningful work contribute to an increased likelihood of engaging in LLE. Other factors such as a widespread culture of part-time work throughout the life course also play a role. People tend to engage in EAR when they experience a sense of meaning through work. EAR is reported to be good for wellbeing if it is not caused by financial need. These results should be tempered with the observation that most studies only observe associations, and there may be issues of bias and reverse causality. In any case, it appears that LLE can be promoted through various pathways. At the same time, a flexible infrastructure around retirement and good working conditions, in general, are likely to promote LLE.

### *Scoping 2: Self-employment*

SE in old age appears rather easy to define. However, a recent systematic review has pointed to several issues for empirical studies (Ratten 2019). First, when describing SE, should people who are entering old age as self-employed also be included, or only people who begin SE at older ages? Most of the studies included focus exclusively on newly started companies by older people, but some studies do not differ clearly between the two. Second, SE can vary substantially in terms of how the older entrepreneur envisions the company and whether it is a small hobby enterprise, an endeavour to make a living or to build a larger company. Third, the boundary between adults and older adults seems lower within this area than other areas of senior employment. As such, most studies included in this section involve people in their 50s. We have included these studies, as few studies on SE only including people 60+ have been conducted.

Whilst the EU encourages entrepreneurship in older ages (Eurofound 2014), and so-called grey entrepreneurship (Stirzaker & Galloway 2017) has been embraced in some European nations through support programs (e.g. the Prince's Initiative for Mature Enterprise [PRIME] in the UK), there are also some issues regarding precariousness and ageism forcing people out of the labour market, which we will highlight in the following sections. Whilst evidence shows that more SE people are working after 65 compared to wage earners (Wahrendorf et al. 2017), it is unclear whether this is due to poorer pension schemes or other factors (e.g. a different concept of work or stronger identification with own company compared to wage earners). A German study on SE people (not in retirement age) showed that they do not save for pensions sufficiently (Fachinger & Frankus 2017). Whilst this suggests that people might remain in SE for financial reasons, other studies point to more positive aspects of SE or suggest that some seniors simply continue what they are doing because they can (physically) and because no one is telling them not to. This may have positive mental and physical health implications, as shown in an Italian longitudinal study, where SE people were shown to live significantly longer than the rest of the population (Lallo & Raitano 2018).

Who engages in self-employment and why? The studies in our sample present a mixed picture regarding the issue of who engages in SE. Overall, it is difficult to claim that older entrepreneurs are generally well-off

or in advantaged positions. Whilst a Dutch longitudinal study showed that it is primarily older people with high levels of finance and education starting SE and that they do so due to opportunity rather than necessity (Van Solinge 2014), another Dutch study revealed that SE is prominent and growing among older workers in the creative industries, but only the most successful strive at this. The rest get supplementary income from unskilled labour jobs (Hennekam 2015). A UK study showed that for individuals who have been made redundant at 50+, SE is a valuable option. However, although triggered by redundancy, the qualitative findings show that the study participants view their SE as a positive experience, enabling increased satisfaction and personal growth (Stirzaker & Galloway 2017).

In terms of how widespread SE is, a UK study showed that it is a commonplace, and it seems a valid option for many to extend their working lives (Small 2012). However, the total numbers are based on estimates and response biases. A cross-European study found that SE's relative importance is higher for the 50–69 cohort than for younger groups (Morris & Mallier 2003). Moreover, a study comparing SE patterns in Greece and the UK found that older people are more likely to be engaged in SE than younger generations. However, who these older people are in terms of educational and professional backgrounds differs from country to country and region to region. In terms of gender, more males than females are engaged in SE in general, but with age, SE increases for both genders (Morris & Mallier 2003).

The reasons for SE among older people are often studied as either push or pull; however, this does not appear to fully cover the complex pathways of SE (Stirzaker & Galloway 2017). For some people, redundancy is the event triggering SE (Small 2012; Stirzaker & Galloway 2017; Van Solinge 2014), but in other instances, redundancy can be a triggering event for positive experiences. Moreover, whilst redundancy may be a triggering event, the decision to become SE is not only caused by this event. For example, a study across the Rhine Valley found that whilst half of older people who engage in SE are pulled and the other half pushed; factors such as family traditions for SE matter in terms of the probability of SE (Harms et al. 2014). Another study pointed to higher age as increasing the likelihood of engaging in SE out of self-will (Kautonen et al. 2014). Finnish research using register data showed that people pushed into SE have lower

education than those who were pulled, and that males and married people, in general, tend to be opportunity-driven. In contrast, women tend to be necessity-driven into SE (Tervo & Haapanen 2017).

In many cases, SE offers older people the opportunity to retire gradually (Morris & Mallier 2003). A UK-based study showed that older people, for the most part, engage in SE in the same field as their former employment (Small 2012), which adds to the findings from studies concluding that older people do not engage in SE to increase wealth but to use their skills and be their own boss (Stirzaker et al. 2019). SE can also be a response to ageism in the workplace (Stirzaker & Galloway 2017). Moreover, SE brings joy, meaning and purpose to some older people (Stirzaker et al. 2019). A qualitative study from the UK found that women aged 50+ draw on narratives of a new life stage with more freedom, self-knowledge and greater financial and personal security when they engage in SE. At the same time, they actively use this narrative to distance themselves from the category of older woman (Tomlinson & Colgan 2014). As such, the reasons for SE are many, and limiting the decision to either push versus pull or necessity-driven versus opportunity-driven does not account for the complex pathways towards SE.

Which structures and initiatives enable self-employment? Only a few studies have investigated the structures and policy initiatives that enable SE in older age. Overall, government support and favourable policies seem to work as pull factors for SE, whilst an ageist labour market and precariousness sometimes push older people into SE. Also, general patterns of SE within the population affect the SE levels of the older population.

Specific evidence on a policy initiative may be found in a UK study on the PRIME scheme, which supports people aged 50–70 considering SE. This initiative shows positive effects in terms of how many participants end up starting a business; however, this finding is biased because people contacting PRIME are already inclined to start up a business (Kautonen et al. 2008). This study also found that only 15% of the people contacting PRIME are 60+, but when contacting PRIME, this group is more likely than younger age groups to actually start a business.

In the Netherlands, policies favouring SE among the older population have increased the trend (Van Es & Van Vuuren 2011). Other factors such as an ageist labour market also drive older people to SE (Van Solinge

2014). Some countries operate benefit schemes that create disadvantages for people engaged in SE. This can be seen in a study from Finland, where older SE persons who have to close a business must become regular job seekers for a period before they can obtain incapacity benefits (Kautonen et al. 2008).

Whilst policies supporting or penalising SE in old age might influence the likelihood of SE, an EU study showed that if a country, in general, has a high level of SE, the 50–69 cohort are also more likely to be SE (Morris & Mallier 2003). Hence, whilst policies and support structures might prove beneficial to increase SE in old age, the general SE patterns and cultural norms within the population could prove just as important.

In summary, SE is widespread among older workers, and the likelihood of self-initiated SE increases with age. More males than females engage in SE in high age. However, it must be considered that most studies do not differentiate between SE throughout the life course and engagement in SE when approaching retirement. There are many pathways to SE, and redundancy is merely one among others. However, SE can become a positive way forward for people experiencing redundancy.

### *Scoping 3: Unretirement*

Unretirement has mostly been studied in the US. For example, it has been shown that 26% of US retirees unretire (Maestas 2010). Whilst one explanation for this could be a financial shock or unexpected boredom after retirement, the study shows that unretirement is often expected prior to retirement, reflecting a complex process with many pathways to retirement. Although this phenomenon has not been widely studied in Europe, the few studies that exist suggest that the practice is widespread.

As with the other scoping categories, unretirement is not easily defined. Unretirement could both entail people ceasing paid work entirely and then, after some time, starting to work a few hours weekly, and people who gradually retire and start working full-time again (Platts & Glaser 2017). Also, the numbers suggesting it is a widespread practice could be caused by fluid boundaries between formal and informal work in practice. If a person retires from formal work but works informally for some hours a week at a small local business, and then formalises this work

through a contract at some point, this would be considered unretirement in some research designs. Unretirement is distinguished from EAR and SE by a temporary break in labour participation, where the individual retires completely, followed by some kind of re-uptake of labour participation. Based on our empirical review, we find this phenomenon sufficiently unique to justify separate attention.

*Who unretires and why?* Similar to EAR, unretirement is mostly practised by the wealthy, the healthy and the well-educated. A study from Germany, Russia and the UK found that financial need was generally not the reason people unretired (Platts & Glaser 2017). The study found that 42% in Russia, 25% in the UK and 17% of retirees in Germany unretired. This may be compared to another study showing that only 6% in the UK and 2% in Italy unretire (Smeaton et al. 2018). The large difference for the UK is due to differences in the study designs and varying definitions of unretirement. In Sweden, the number seems to be low and varies between 6 and 14% depending on the definition (Pettersson 2014). In the Swedish study, the same association between unretirement and education was found, but it was also found that higher pensions decrease the probability of unretiring (Pettersson 2014). Another study not only confirmed the UK pattern but also showed that males tend to unretire more than females, and people with a mortgage when reaching retirement are more likely to unretire (Platts et al. 2019). Also, in the UK, if a person's partner is still engaged in paid work, that person is more likely to unretire (Kanabar 2015; Platts et al. 2019). Moreover, people who have recently retired have the highest probability of unretiring (Platts et al. 2019).

As suggested in the section above, unretirement is usually not caused by financial need (Pettersson 2014; Platts & Glaser 2017). Unretirement is not a way for people with few resources to obtain an improved financial situation during retirement. Rather, unretirement reinforces social differences, as it is usually the resourceful who unretire (Platts et al. 2019). In a comparative study of the UK, the US and Italy (Smeaton et al. 2018), the predictors in countries where unretirement is common (the UK and the US) are financial needs, high level of education, good health, no care responsibilities and being male. In Italy, where unretirement is less

common, it is solely being male that is associated with a higher frequency of unretirement.

Across the studies, unretirement seems to be more a choice of lifestyle rather than driven by financial necessity (Kanabar 2015; Pettersson 2014), although financial necessity plays a larger role in some countries than others, with the US and the UK as the main examples (Kanabar 2015; Smeaton et al. 2018). However, the complex pathways towards unretirement have only been scarcely studied qualitatively. In a mixed-methods study that included qualitative interviews (Smeaton et al. 2018), the dichotomy between lifestyle choice and financial necessity is challenged. For example, whilst income level did not predict unretirement in the UK, the qualitative data showed that people often had mixed financial and social considerations when unretiring. Debt and children under the age of 30 (in need of expensive education) were part of the motivation to unretire. Hence, structural, social, cultural, inter-generational and financial considerations can be difficult to distinguish in unretirement practices.

*Which structures and initiatives enable unretirement?* As the research on unretirement in Europe has been sparse, it is difficult to determine which structures hinder or promote this phenomenon. Although the studies suggest that unretirement is often a lifestyle choice, in countries with high levels of pension adequacy, there is a decreased probability of unretirement (Pettersson 2014). Also, it has been suggested that the early retirement culture in Italy – in part due to a perceived moral duty to step aside for younger adults in countries with high unemployment – explains low unretirement probability. This is combined with a cultural perception of retirement as a well-deserved period of resting that includes new and important social roles in terms of grandparenting (Smeaton et al. 2018).

Although such research findings seem somewhat speculative, they reveal a crucial gap in knowledge regarding unretirement as a social and cultural phenomenon. To sum up, more research is needed that analyses the retirement patterns leading to unretirement. With this scoping review of unretirement, we have shown that simple causal explanations (such as financial need or boredom with retirement) are insufficient.

## Discussion and Conclusions

This scoping review has presented a number of trends and observations across European countries based on the available studies. This is useful for generating hypotheses to be explored in subsequent studies with a systematic inclusion of more countries, regions or institutional designs for comparisons.

The present study focuses on retirement from formal employment. Yet, it should be acknowledged that formal retirement is not the same as retiring from activities that are productive or useful for society, such as volunteering, paid work and caregiving (Mergenthaler et al. 2019). In many European countries, retirees are actively engaged in volunteering (Erlinghagen & Hank 2006). Likewise, grandparenting is widespread and has proven good for subjective wellbeing (Arpino et al. 2018), health (Di Gessa et al. 2016) and verbal fluency (Arpino & Bordone 2014), as well as contributing to the coherence of families and the productivity of the grandchildren's parents. Today, we see new gender roles also in this life phase, as grandfathers are increasingly involved in grandparenting (Mann & Leeson 2010). Also, many older persons engage in informal care for their spouses (Bertogg & Strauss 2018), and the people reaching retirement age are now increasingly seen to provide informal care for their parents, as the life course is stretched out (Dudová 2015). However, in this review, we only include studies dedicated to examining paid work. Nevertheless, as we have noted here, there are other retirement transitions that could also be classified as participatory, engaged and contributing. Indeed, such unpaid activities and associated identities may play a critical role in decision-making regarding paid work (Sullivan & Al Ariss 2019: 278).

This review has largely confirmed the relevance of macro-, meso- and micro-level factors influencing retirement decisions. It appears that national policies, general economic context, labour market conditions and a range of individual-level factors serve to push, pull, maintain and create needs that influence retirement transitions and engagement in LLE, SE and unretirement. Yet, this review has also indicated that retirement choice is embedded in a broader cultural and institutional context of values, norms and perceptions. Nevertheless, the interaction between such factors and traditional push, pull, maintain and need factors should be studied more extensively.

This review has also illustrated that the choice of LLE, SE and unretirement is more real for some senior citizens than for others. Pull and

maintain appear to be particularly relevant for a highly skilled, healthy and well-connected labour force. In contrast, push and need seem to be the reality for many other groups. Whilst the first group may thrive under the turn to more flexible retirement schemes, the latter may experience this as a continuation of an increasingly precarious labour market situation. Some may not be able to find late career employment despite need (Earl & Taylor 2017: 332). Thus, the differences in choice architecture and opportunities for various employee groups should be studied in more detail across different institutional settings.

In any case, it is clear from our analysis that the tendency to create fixed, spatial, political and cognitive boundaries between life pre- and post-retirement does not fit well with the complexity in actual retirement practices that has emerged over the past decades. Indeed, drawing the line between retirement and post-retirement is complicated.

This mixture of push-pull factors and necessity- and opportunity-driven reasons is general for the three themes of LLE, SE and unretirement. However, it is important to note that many studies in our review present associational relationships rather than causal explanations. More studies and different study designs are needed to clearly establish causalities in the frameworks that have been put forward to understand LLE, SE and unretirement trends in different contexts.

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The authors have contributed equally to the review and the preparation of the manuscript.

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**Appendix 1. Overview of the 87 included studies**

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Edge C.E., Coffey M., Cook P.A., Weinberg A.	Barriers and facilitators to extended working life: A focus on a predominately female ageing workforce	2020	United Kingdom	60+	Own	Not stated	To explore the factors that enable or inhibit people to extend working life	Employment after retirement
Hutchings K., Wilkinson A., Brewster C.	Ageing academics do not retire - they just give up their administration and fly away: a study of continuing employment of older academic international business travellers	2020	Australia, New Zealand, United Kingdom	60-79	Own	Not stated	To examine older academics who retire or reduce their responsibilities but continue to work-and to work internationally	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Jensen P.H.	On how different combinations of conditions produce different early exit/ retirement outcomes: A qualitative (case-oriented) comparison of Denmark and Sweden	2020	Denmark, Sweden	60–64	Statistics Denmark and Statistics Sweden (SCB)	2006–2007	To analyse how the nature of retirement is related to post-retirement life conditions among early retirees	Employment after retirement
Leinonen T., Chandola T., Laaksonen M., Martikainen P.	Socio-economic differences in retirement timing and participation in post-retirement employment in a context of a flexible pension age	2020	Finland	63–68	Finnish register data	1987–2015	To explore the diverse effects of various socio-economic sub-domains on pre- and post-retirement employment	Employment after retirement

(Continued)

Reverse retirement – a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Lippke S, Cihlar V.	Social Participation during the Transition to Retirement: Findings on Work, Health and Physical Activity beyond Retirement from an Interview Study over the Course of 3 Years	2020	Germany	55-70	Transitions and Old Age Potential (TOP)	2013-2016	(1) comparing pensioners and non-pensioners, and (2) testing mediators between physical activity (PA) and worked hours	Employment after retirement
Principi A, Bauknecht J, Di Rosa M, Socci M.	Employees' Longer Working Lives in Europe: Drivers and Barriers in Companies	2020	Denmark, Germany, Italy, the Netherlands, Poland, and Sweden	Not applicable	Activating Senior Potential in Aging Europe (ASPE)	2009	Identifying, within companies' sectors of activity, predictors of Human Resource (HR) policies to extend working life (EWL) in light of increasing policy efforts at the European level to extend working life	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Sewdas R., De Wind A., Stenholm S., Coenen P., Louwse L., Boot C., Van Der Beek A.	Association between retirement and mortality: Working longer, living longer? A systematic review and meta-analysis	2020	Global	Not stated	Review	Not stated	Summarised available evidence on the association between early and on-time retirement, compared with continued working, and mortality	Employment after retirement
Sohier L., Van Ootegem L., Verhofstadt E.	Well-Being During the Transition from Work to Retirement	2020	Europe	50-75	SHARE	2006-2013	The consequences of retirement from work for the overall well-being	Employment after retirement
Trentini M.	Retirement timing in Italy: Rising age and the advantages of a stable working career	2020	Italy	50+	SHARE	2004-2009	How retirement timing is changing in Italy	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Wildman J.M.	Life-Course Influences on Extended Working: Experiences of Women in a UK Baby-Boom Birth Cohort	2020	United Kingdom	62+	Newcastle Thousand Families Study	1947-2011	Explores the extent to which extended working life policies take account of women's experiences of paid and unpaid work	Employment after retirement
Dingemans E., Henkens K.	Job strain in working retirees in Europe: A latent class analysis	2019	Europe	60-75	SHARE	2004-2011	Exploring working conditions in post-retirement jobs	Employment after retirement
Ellen Dingemans & Kène Henkens	Working After Retirement and Life Satisfaction: Cross-National Comparative Research in Europe	2019	Europe	60-75	SHARE	2006-2013	This study examines differences in life satisfaction between full retirees and working retirees in Europe	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
G. Lemmert van der Zwaan, Karen M. Oude Hengel, Ranu Sewdas, Astrid de Wind, Romy Steenbeek, Allard J. van der Beek, Cécile R. L. Boot	The role of personal characteristics, work environment and context in working beyond retirement: a mixed-methods study	2019	Netherlands	65+	Own, Study on Transitions in Employment, Ability and Motivation (STREAM)	2010-2015	To investigate the role of personal characteristics, work environment and context in working beyond retirement	Employment after retirement
Ignacio Madro-Cabib, Laurie Corna & Isabel Bauman	Aging in different welfare contexts: A comparative perspective on later-life employment and health	2019	Austria, Belgium, Chile, Denmark, England, France, Germany, Italy, Spain, Sweden, Switzerland, and the US	5 years younger than their gender- and country-specific FPA	Chilean Social Protection Survey (EPS), ELSA, HRS, SHARE	2004-2015	Assessing the labor market experiences of older adults in the years leading up to and beyond the full pension age (FPA) and their association with health in diverse welfare state contexts.	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Pia Hovbrandta, Carita Håkansson, Maria Albina, Gunilla Carlssonb & Kerstin Nilsson	Prerequisites and driving forces behind an extended working life among older workers	2019	Europe	66-71	Own	2014	To describe incentives behind an extended working life among people over age 65	Employment after retirement
Wals J.	Assessing the Association between Late Career Working Time Reduction and Retirement Plans. A Cross-National Comparison Using the 2012 Labour Force Survey ad hoc Module	2019	Europe	55-69	2012 Labour Force Survey	2012	To provide estimates about the number of workers aged fifty-five to sixty-nine reducing working time in a move towards retirement	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Rebecca Stirzaker, Laura Galloway & Lauren Potter	Business, Aging, and Socioemotional Selectivity: A Qualitative Study of Gray Entrepreneurship	2019	United Kingdom	50+	Own	Not stated	The motivations and experiences of gray entrepreneurship through age-related lenses outlined in behavioral psychology literature	Self-employment
Anita Björklund Carlstedt, Gunilla Brushammar, Cecilia Bjursell, Paul Nystedte & Gunilla Nilsson	A scoping review of the incentives for a prolonged work life after pensionable age and the importance of "bridge employment"	2018	Global	In or around pension age	58 articles (review)	2004–2016	To find out and describe the incentives at three system levels for older people 1) wanting, 2) being able, and 3) being allowed to work	Employment after retirement
Anna Sofia Lundgren, Evelina Lilliequist & Angelika Sjöstedt Landén	Between activity and solidarity: Comprehensive retirement and extended working lives in Swedish rural areas	2018	Sweden	60–72	Own	Not stated	To describe the ways that the possibility of an extended working life is complemented by persons over the age of 60 living outside large cities	Employment after retirement

(Continued)

Reverse retirement – a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Astrid de Wind, Micky Scharn, Goedele A. Geuskens, Al-lard J. van der Beek, & Cécile R. L. Boot	Predictors of working beyond retirement in older workers with and without a chronic disease - results from data linkage of Dutch questionnaire and registry data	2018	Netherlands	56-64	the Dutch Study on Transitions in Employment, Ability and Motivation	2010-2016	To investigate whether demographic, socioeconomic and work characteristics, health and social factors predict working beyond retirement, in workers with and without a chronic disease	Employment after retirement
Carlos-Maria Alcover & Gabriela Topa	Work characteristics, motivational orientations, psychological work ability and job mobility intentions of older workers	2018	Spain	45+	Own	Not stated	To explore how work-related and individual factors are separately and jointly related to psychological work ability and bridge employment intentions via late job mobility.	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data gen- erated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retire- ment, Self-em- ployment, Unretirement)
Clary Krekula	Time, precari- sation and age normality: on internal job mobility among men in manual work	2018	Sweden	56-74	Own	2009	Explores the conditions for extended working life from an organ- ising perspective	Employment after retirement
Dominique Anxo	Impact of late and prolonged working life on subjec- tive health: the Swedish experience	2018	Sweden	65+	Postal survey and national register (LISA)	2014-2015	To investigate the health conse- quences of extending work- ing life beyond the normal retirement age of 65	Employment after retirement
Giorgio Di Gessa, Laurie Corna, Debora Price & Karel Glaser	The decision to work after state pension age and how it affects quality of life: evidence from a 6-year English panel study	2018	England	60-74	ELSA	2008-2015	whether, and to what extent, work- ing beyond SPA affects quality of life (QoL)	Employment after retirement

(Continued)

Reverse retirement – a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Hanno Hoven, Nico Dragano, David Blane & Morten Wahrendorf	Early Adversity and Late Life Employment History – A Sequence Analysis Based on SHARE	2018	Europe	50–70	SHARE	2008–2011	Summarizes types of late life employment histories and tests their associations with adversity both during childhood and early adulthood	Employment after retirement
Jeannette Weber, Annet de Lange & Andreas Müller	Gender differences in paid employment after retirement: Psychosocial working conditions and wellbeing	2018	Netherlands	65+	Own	2011–2012	To examine gender differences in working conditions and occupational well-being of workers in PEAR	Employment after retirement
K. Farrants, S. Marklund, L. Kjeldgård, J. Head & K. Alexanderson	Sick leave among people in paid work after age 65: A Swedish population-based study covering 1995, 2000, 2005 and 2010	2018	Sweden	65+	Swedish nationwide register data	1995–2010	To investigate rates of sick leave among people in paid work after retirement age and if such rates have changed over time	Employment after retirement

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Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Kerstin Nilsson	Managers' attitudes to their older employees: A cross-sectional study	2018	Sweden	27-68	Own	Not stated	To examine managers' attitudes to their older workers.	Employment after retirement
Klaske N. Veth, Beatrice I. J. M. Van der Heijden, Hubert P. L. M. Korzilius, Annet H. De Lange & Ben J. M. Emans	Bridge Over an Aging Population: Examining Longitudinal Relations Among Human Resource Management, Social Support, and Employee Outcomes Among Bridge Workers	2018	Netherlands	65+	Own	2011-2012	To examine human resource management bundles of practices in relation to social support and employee outcomes, within a context of workers aged 65+	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Mikael Widell Blomé, Jonas Borell, Carita Håkansson & Kerstin Nilsson	Attitudes toward elderly workers and perceptions of integrated age management practices	2018	Sweden (?)	Working age + ,older workers'	Own	Not stated	Exploring existing attitudes toward elderly workers and perceptions of organizational measures that could realize an integrated age management strategy in practice	Employment after retirement
Morten Wahrendorf, Paola Zaminotto, Hanno Hoven, Jenny Head & Ewan Carr	Late Life Employment Histories and Their Association With Work and Family Formation During Adulthood: A Sequence Analysis Based on ELSA	2018	England	50–70	ELSA	2006–2007	Describing entire employment histories in later life and testing their links to prior life course conditions	Employment after retirement

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Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Olena Oleksienko & Danuta Życzyńska-Ciolek	Structural Determinants of Workforce Participation after Retirement in Poland	2018	Poland	49-91	the Polish Panel Survey POLPAN	2013-2014	To analyse selected structural determinants of workforce participation after retirement in Poland	Employment after retirement
Sherry E. Sullivan & Akram Al Ariss	Employment After Retirement: A Review and Framework for Future Research	2018	Global	Not applicable	Review	1965-2017	Identifying trends and gaps in the literature and recommending major directions for future research on postretirement employment.	Employment after retirement
Taina Leinonen, Tarani Chandola, Mikko Laaksonen & Pekka Martikainen	Socio-economic differences in retirement timing and participation in post-retirement employment in a context of a flexible pension age	2018	Finland	63-68	Statistics Finland	1987-2015	We aimed to explore the diverse effects of various socio-economic sub-domains on pre- and post-retirement employment	Employment after retirement

(Continued)

Reverse retirement – a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Deborah Smeaton, Mirko Di Rosa, Andrea Principi & Zoe Butler	Reverse retirement – a mixed methods study of returning to work in England, Italy and the United States: propensities, predictors and preferences	2018	England, Italy, US	50+	Own, HRS, ELSA, SHARE	2004-2012	To explore the salience of cultural and structural factors and to consider the extent to which returning to work is a constrained choice.	Unretirement
Carlo Lallo & Michele Raitano	Life expectancy inequalities in the elderly by socioeconomic status: evidence from Italy	2018	Italy	60+	EU-SILC	2005-2009	Measuring differences in longevity at older ages by individuals belonging to different socioeconomic groups, also in order to assess the effective fairness of the Italian public pension system	Self-employment

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Andreas Merzthaler & Volker Cihlar	Bridge Employment and Marital Quality in Germany – Different Implications for Men and Women?	2017	Germany	60–70	Transitions and Old Age Potential	2013	To analyse how paid work after receiving an old age pension is associated with partnership quality in Germany and whether this is moderated by gender	Employment after retirement
Carola Burkert & Daniela Hochfellner	Employment Trajectories Beyond Retirement	2017	Germany	65	BASID (data of the German Pension Insurance linked to data of the German Federal Employment Agency)	2007	Exploring post-retirement outcomes from a longitudinal perspective	Employment after retirement

(Continued)

Reverse retirement – a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Clare Ellen Edge, Anna Mary Cooper & Margaret Coffey	Barriers and facilitators to extended working lives in Europe: a gender focus	2017	EU-28 and EEA	40+	Review	2005-2016	Explores the barriers and facilitators to extended working lives in Europe, particularly those that impact on women.	Employment after retirement
Ellen Dingemans, Kène Henkens & Hanna Van Solinge	Working retirees in Europe: individual and societal determinants	2017	Europe	60-75	SHARE	2011	The determinants of participation in bridge employment are investigated among male and female retirees in 16 European countries	Employment after retirement

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Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Evangelia Demou, Abita Bhaskar, Taoye Xu, Daniel F. Mackay & Kate Hunt	Health, lifestyle and employment beyond state-pension age	2017	Scotland	16+	the Scottish Health Survey	2003-2012	To investigate the differences in current health and health-related behaviours, such as smoking, drinking and exercising between people who kept on working beyond state-pension age and those who retired before or at state-pension age	Employment after retirement
Jim Been & Olaf van Vliet	Early Retirement across Europe. Does Non-Standard Employment Increase Participation of Older Workers?	2017	Europe	44-64	Labour Force Survey	1995-2008	Variation in labor participation and withdrawal among older workers in 13 EU countries	Employment after retirement

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Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Morten Wahrendorf, Bola Akinwale, Rebecca Landy, Katey Matthews & David Blane	Who in Europe Works beyond the State Pension Age and under which Conditions? Results from SHARE	2017	Europe	65-80	SHARE	2009-2011	To describe the employment and working conditions of men and women working between 65 and 80 years, and compare them with previous conditions of those retired in the same age group	Employment after retirement

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Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Ranu Sewdas, Astrid de Wind, Lennart G.L. van der Zwaan, Wieke E. van der Borg, Romy Steenbeek, Al-lard J. van der Beek & Cécile R.L. Boot	Why older workers work beyond the retirement age: a qualitative study	2017	Netherlands	65+	Own, STREAM	2016	1) Gain insight into reasons for working beyond the statutory retirement age from older workers' perspectives, and 2) explore how the domains of the research framework Study on Transitions in Employment, Ability and Motivation (STREAM) can be applied to working beyond retirement age	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Stafford M, Cooper R, Cadar D, Carr E, Murray E, Richards M, Zainsfeld S, Zainotto P, Head J & Kuh D	Physical and cognitive capability in mid-adulthood as determinants of retirement and extended working life in a British cohort study	2017	United Kingdom	53-68	National Survey of Health and Development	1999-2010	Associations between physical and cognitive capability in mid-adulthood and work in late adulthood.	Employment after retirement

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Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
L.G. Platts & K. Glaser	PREDICTORS OF RETURNS TO WORK FOLLOWING RETIREMENT IN GERMANY, RUSSIA AND THE UNITED KINGDOM	2017	Germany, Russia, United Kingdom	Not stated	German Socio-Economic Panel Study (1991-2013), Russian Longitudinal Monitoring Survey (1994-2013), UK British Household Panel Survey (1991-2008) and Understanding Society (2010-2014)	1991-2014	Whether unretirement is more common for people facing financial hardship	Unretirement

(Continued)

Reverse retirement - a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Loretta G. Platts, Laurie M. Corna, Diana Worts, Peggy McDonough, Debra Price & Karen Glaser	Returns to work after retirement: a prospective study of unemployment in the United Kingdom	2017	United Kingdom	50-69	the British Household Panel Survey	1991-2008	Examining retirement reversals (unretirement) and their predictors	Unretirement
Rebecca Jane Stirzaker & Laura Galloway	Ageing and redundancy and the silencing of entrepreneurship	2017	United Kingdom	50+	Own	Not stated	The drivers and experiences of the redundant older entrepreneurs are explored	Self-employment
Hannu Tervo & Mika Haapanen	Opportunity- and Necessity-Driven Self-Employment Among Older People in Finland	2017	Finland	55-70	Longitudinal Population Census File, Longitudinal Employment Statistics File, and Register of Completed Degrees	2002-2006	To obtain an understanding of what motivates older individuals to switch into self-employment in Finland	Self-employment

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Astrid de Wind, Suzan van der Pas, Birgitte M. Blatter & Allard J. van der Beek	A life course perspective on working beyond retirement – results from a longitudinal study in the Netherlands	2016	Netherlands	57-67	the Dutch Study on Transitions in Employment, Ability and Motivation	2010-2013	To investigate the influence of work motives and motivation, health, job characteristics, skills, and financial and social situation on working beyond retirement.	Employment after retirement
Daiva Skučėtėnė & Julija Moskvina	Policy and Decision to Retire in Central and Eastern European Countries	2016	Europe	55+	European Social Survey (ESS5) and Eurobarometer 76.2	2010-2011	Explore factors behind the decisions to stay or withdraw from the labor market in old age with regard to the employment policies in the Central and Eastern EU member states	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Diana Worts, Laurie Corna, Amanda Sacker, Anne McMunn & Peggy McDonough	Understanding older adults' labour market trajectories: a comparative gendered life course perspective	2016	Germany, Italy, Sweden, US	50-69	SHARE	2004-2012	To broaden understandings of later-life labour market involvement by applying a comparative gendered life course perspective	Employment after retirement
Joonmo Cho, Ayoung Lee & Kwangho Woo	A Comparative Study on Retirement Process in Korea, Germany and the United States: Identifying Determinants of Retirement Process	2016	South Korea, Germany and the United States	50+	Cross-National Equivalent File data	1999-2007	Identifying the individual and institutional characteristics determining the retirement process	Employment after retirement
Ulrike Fasbender, Mo Wang, Jan-Benjamin Voltmer & Jürgen Deller	The Meaning of Work for Post-retirement Employment Decisions	2016	Germany	60-70	the German Transitions and Old Age Potential study	2013	Investigates the meaning of work and its relationship to post-retirement employment	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Andreas Müller, Annet De Lange, Matthias Weigl, Beatrice Van der Heijden, Jorn Ackermans & Julia Wilkenloh	Task Performance Among Employees Above Age 65: The Role of Cognitive Functioning and Job Demand-Control	2015	Netherlands	65-80	Own	2011-2012	Investigating the interplay of cognitive functioning, job demands, and job control, and their impact on task performance, in a sample of workers in bridge employment	Employment after retirement
Ellen Dingemans & Kène Henkens	How do retirement dynamics influence mental well-being in later life? A 10-year panel study	2015	Netherlands	50+	the Work and Retirement Panel collected in the Netherlands	2001-2007	To improve our understanding of the impact of retirement on the self-efficacy and life satisfaction among older adults	Employment after retirement

(Continued)

Reverse retirement – a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Ewan Carr, Gareth Hagger-Johnson, Jenny Head, Nicola Shelton, Mai Stafford, Stephen Stansfeld & Paola Zaninotto	Working conditions as predictors of retirement intentions and exit from paid employment: a 10-year follow-up of the English Longitudinal Study of Ageing	2015	England	50-69	ELSA	2002-2013	Assessing the association of working conditions with preferred timing of retirement and actual work exit	Employment after retirement
Gabriela Topa & Carlos-María Alcover	Psychosocial factors in retirement intentions and adjustment: a multi-sample study	2015	Spain	60+	Own	Not stated	To explore the psychosocial factors that significantly explain retirement intentions and retirement adjustment	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Thomas Lux & Simone Scherger	By the sweat of their brow? The effects of starting work again after pension age on life satisfaction in Germany and the United Kingdom	2015	Germany, the United Kingdom	65+	the German Socio-Economic Panel and the British Household Panel Survey	1996-2011	To investigate the effects of taking up work again between the ages of and on life satisfaction in different occupational classes in Germany and the United Kingdom	Employment after retirement
Trude Furunes, Reidar J. Mykletun, Per Erik Solem, Annet H. de Lange, Astri Syse, Wilmar B. Schaufeli, & Juhani Ilmarinen	Late Career Decision-Making: A Qualitative Panel Study	2015	Norway	58-70	Own	2010-2014	To examine the nature of older workers' late career decision-making processes, including the main drivers and obstacles for prolonging working life or retiring	Employment after retirement
Ricky Kanabar	Post-retirement labour supply in England	2015	England	50-75	ELSA	2002-2013	To investigate the determinants of post retirement labour supply behaviour amongst retired men	Unretirement

(Continued)

Reverse retirement – a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Ellen Dingenmans & Kène Henkens	Involuntary retirement, bridge employment, and satisfaction with life: A longitudinal investigation	2014	Netherlands	50+	the Work and Retirement Panel collected in the Netherlands	2001-2011	Exploring the consequences of bridge employment for the level of life satisfaction of older adults during the retirement transition period	Employment after retirement
Ellen Dingenmans, Kène Henkens & Hanna van Solinge	Access to Bridge Employment: Who Finds and Who Does Not Find Work After Retirement?	2014	Netherlands	50+	the Work and Retirement Panel collected in the Netherlands	2001-2011	To present an integrative framework that emphasizes socioeconomic factors, health status, social context, and psychological factors to explain why some people fully retired after career exit, some participated in bridge jobs, while others unsuccessfully searched for one	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Gabriela Topa, Carlos-María Alcover, Juan A Moriano & Marco Depolo	Bridge employment quality and its impact on retirement adjustment: A structural equation model with SHARE panel data	2014	Austria, Belgium, Denmark, France, Germany, Greece, Italy, the Netherlands, Spain, Sweden, and Switzerland	50+	SHARE	2004-2006	Exploring consequences of bridge employment	Employment after retirement
Naomi Finch	Why are women more likely than men to extend paid work? The impact of work-family life history	2014	United Kingdom	60+	British Household Panel Survey	1991-2004	Explores how work, marital and fertility history impact upon the likelihood of extending employment.	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Philip Haynes, Laura Banks & Michael Hill	The relationship between employment and social networks in the older population: A comparative European study	2014	Europe	50-69	the International Social Survey Programme	2001	To examine the relationship between employment and social network membership	Employment after retirement
Ulrike Fasbender, Jürgen Deller, Mo Wang & Brenton M. Wiernik	Deciding whether to work after retirement: The role of the psychological experience of aging	2014	Germany	60+	the German Aging Survey	1996-2008	To better understand older people's decisions to engage in post-retirement employment, the current study investigated the role of the psychological experience of aging	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Rainer Harms, Florian Luck, Sascha Kraus & Steven Walsh	On the motivational drivers of gray entrepreneurship: An exploratory study	2014	Liechtenstein, Switzerland and Austria	51-75	Own	2013	To understand how gray entrepreneurs affect entrepreneurial action and to highlight the motivational drivers of gray entrepreneurs with a particular emphasis on multigenerational HRM challenges of an aging workforce	Self-employment
Sophie Hennekam	Challenges of older self-employed workers in creative industries The case of the Netherlands	2014	Netherlands	51-67	Own	Not stated	To examine the challenges of older self-employed workers in the creative industries and ways of dealing with these challenges	Self-employment

(Continued)

Reverse retirement – a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Frances Tomlinson & Fiona Colgan	Negotiating the Self Between Past and Present: Narratives of Older Women Moving Towards Self-Employment	2014	England	50+	Courses run by the Centre for Microenterprise, London Metropolitan University	2007-2012	Explores the narrative identity work of women over 50 contemplating a move into self-employment	Self-employment
Andreas Müller, Annet De Lange, Matthias Weigl, Caroline Oxfart & Beatrix Van der Heijden	Compensating losses in bridge employment? Examining relations between compensation strategies, health problems, and intention to remain at work	2013	Netherlands	60-85	Own	2011	To investigate whether individual action strategies in terms of selection, optimization, and compensation (SOC; Baltes & Baltes, 1990) are able to buffer the well-known negative impact of poor health on the intention to remain in the workforce	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Giorgio Brunello & Monica Langella	Bridge jobs in Europe	2013	Europe	55-70	SHARE	2008-2009	Mapping the transitions from career to gradual and permanent retirement in EU	Employment after retirement
Jaap Oude Mulders, Kène Henkens & Joop Schippers	Organizations' Ways of Employing Early Retirees: The Role of Age-Based HR Policies	2013	Netherlands	Not applicable	Own	2009	Whether from an organizational perspective it is possible to distinguish different ways of employing early retirees and explore how the employment of early retirees is related to the application of 4 age-based human resource (HR) policies	Employment after retirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Jan Pettersson	Instead of bowling alone? Unretirement of pensioners in Sweden	2013	Sweden	55-74	Labor Force Survey (LFS) from Statistics Sweden	2001-2007	To study the re-entry to the workforce of fully retired persons (unretirement) and whether the decision to resume work depends primarily on social or economic reasons	Unretirement

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Teemu Kautonen, Simon Down & Maria Minniti	Ageing and entrepreneurial preferences	2013	Europe	18-64	European Commission's 2007 Flash Eurobarometer Survey on Entrepreneurship	2007	To question the conventional wisdom that entrepreneurial activity declines with age and suggest that effective responses to demographic changes require policy makers to pay close attention to the heterogeneity of entrepreneurial preferences.	Self-employment
Hanna van Solinge	Who opts for self-employment after retirement? A longitudinal study in the Netherlands	2013	Netherlands	50+	the Netherlands Interdisciplinary Demographic Institute Work and Retirement Panel	2001-2007	Examines the factors associated with entry into self-employment post-retirement	Self-employment

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
David Lain	Working past 65 in the UK and the USA: segregation into 'Lopaq' occupations?	2012	England	65+	UK Labour Force Survey (LFS) and US Current Population Surveys (CPS)	1992-2000	Examines whether over-65s have faced occupational segregation, i.e. being 'more likely to hold lower status, lower paid jobs with less chance of promotion'	Employment after retirement
Ricardo Pagán-Rodríguez	Transitions To and From Self-Employment Among Older People With Disabilities in Europe	2012	Europe	50+	SHARE	2004-2007	Labor-market transitions among older people with disabilities in Europe as compared to their nondisabled counterparts	Self-employment

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Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Malcolm Small	Understanding the older entrepreneur	2012	United Kingdom	55+	Policy Voice database	Not stated	To gain insight into the prevalence of entrepreneurial activity amongst older people, and whether such activity may be an option for them to extend their working lives.	Self-employment
F. van Es & D. J. van Vuuren	A decomposition of the growth in self-employment	2011	Netherlands	25-64	OECD (2000)	1992-2006	To decompose the rise of self-employment in the Netherlands	Self-employment
Kathrin Komp, Theo Van Tilburg & Marjolijn Broese Van Groenou	Paid work between age 60 and 70 years in Europe: a matter of socio-economic status?	2010	Europe	60-70	SHARE	2004-2005	Investigates the influence of socio-economic status (SES) on older persons' workforce participation	Employment after retirement

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Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Will Maimaris, Helen Hogan & Karen Lock	The Impact of Working Beyond Traditional Retirement Ages on Mental Health: Implications for Public Health and Welfare Policy	2010	Australia, Japan, USA	Not stated	Review	2009	Reviewing the evidence for the mental health impacts of working beyond retirement, and discusses the implications for future public health and welfare policy	Employment after retirement
Gabriela Topa, Juan Antonio Moriano, Marco Depolo, Carlos-Maria Alcover & J. Francisco Morales	Antecedents and consequences of retirement planning and decision-making: A meta-analysis and model	2009	Global	Retirees or aged workers	Review	up to 2007	To examine the relationships between retirement planning, retirement decision and their antecedent and consequences.	Employment after retirement
Ilias Livanos	What determines self-employment? A comparative study	2009	Greece, United Kingdom	Not stated	in the Greek and the UK Labour Force Survey	2000-2004	Comparative study of the incidence of self-employment	Self-employment

(Continued)

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
Andreas Cebulla, Sarah Butt & Nick Lyon	Working beyond the state pension age in the United Kingdom: the role of working time flexibility and the effects on the home	2007	United Kingdom	55-69	Labour Force Survey, the Workplace Employee Relations Survey, the British Household Panel Study, and the European Social Survey	1973-2005	Mapping working and living conditions of workers in paid employment after the state pension age	Employment after retirement
Teemu Kautonen, Simon Down & Laurie South	Enterprise support for older entrepreneurs: the case of PRIME in the UK	2007	United Kingdom	50+	Prince's Initiative for Mature Enterprise (PRIME)	2005	To examine the potential for and barriers to older enterprise as well as the role and contribution of specific enterprise support policy, focusing in particular on socially disadvantaged older people	Self-employment

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Reverse retirement – a mixed methods study

Author(s)	Title	Year of publication	Country/ countries	Age of participants (n+ means >=n)	Database (Own= data generated by researchers)	Data collection period	Focus	Employment/ Retirement type (Employment after retirement, Self-employment, Unretirement)
David Morris & Tony Mallier	Employment of Older People in the European Union	2003	Europe	18-69	Eurostat Labour Force Survey	1997-2000	Identifies the alternative employment modes of older workers in the European Union	Self-employment