

Contents

<i>List of Figures</i>	xiii
<i>List of Tables</i>	xiv
<i>Abbreviations</i>	xvi
PART I Exploring interests and institutions	1
Chapter 1 Introduction: The paradox of early exit from work	3
1.1 Common trends, diverse trajectories	7
1.2 Reform efforts to reverse early exit	9
1.3 Combining pull and push perspectives	11
1.4 Comparing regimes	15
1.5 An overview of the study	19
Chapter 2 Actor constellations and interest coalitions: Labor, employers, and the state	22
2.1 Actor interests at workplace level	23
2.1.1 Why would older workers retire early?	24
2.1.2 Why would employers induce early exit from work?	29
2.1.3 Why would workplace representatives support early retirement?	34
2.2 Why do unions, employers, and the state 'collude'?	36
2.2.1 Organized labor and the state: Extending social rights	39
2.2.2 Organized labor and the state: Reducing labor supply	41
2.2.3 Employers and the state: Buying social peace	43

Contents

2.2.4	Employers and the state: Negotiating wage moderation	45
2.2.5	Organized labor and employers: Controlling exit	46
2.2.6	Organized labor and employers: Externalizing social costs	48
2.3	Bringing in institutions	49
Chapter 3	Protection, production, and partnership institutions: From institutional affinities to complementarities	51
3.1	Comparative typologies as heuristic tools	52
3.1.1	Three worlds of welfare-state regimes revisited	56
3.1.2	Varieties of Capitalism juxtaposed	63
3.1.3	Labor relations compared	69
3.2	From institutional affinities to complementarities	76
3.2.1	Institutional affinities and complementarities under pressure	76
3.2.2	Institutional affinities and their consequences for employment regimes	78
3.2.3	Regime configurations and early exit from work	83
PART II	Comparing early exit regimes	85
Chapter 4	Ever earlier retirement: Comparing employment trajectories	87
4.1	The rise in inactivity among older workers	88
4.1.1	The institutionalization of a 'normal' pension age	88
4.1.2	The decline in participation levels	91
4.1.3	Unemployment as a bridging pension	93
4.1.4	The decline of employment rates in preretirement age	96
4.1.5	Partial exit and temporary employment	100
4.2	The trend toward early exit from work	103
4.2.1	Measuring early exit from work	103
4.2.2	Early exit from work before age 65	104
4.2.3	Even earlier exit before age 60	109
4.3	How many early exit trajectories are there?	112

Chapter 5	The protection-pull factors: Multiple pathways to early exit	115
5.1	Institutionalized pathways to early exit	116
5.1.1	The early pension pathway	118
5.1.2	The flexible and partial pension pathways	123
5.1.3	The special preretirement pathway	126
5.1.4	The unemployment pathway	130
5.1.5	The disability pathway	136
5.2	The institutionalization of early exit regimes	143
5.2.1	The unintended consequences of past reforms	144
5.2.2	Muddling through rising mass unemployment	146
5.2.3	Putting on the brakes without slowing down	147
5.2.4	Early exit regimes at their peak	150
5.3	Is early retirement an (un)intended consequence?	155
Chapter 6	The production-push factors: The political economy of labor shedding	157
6.1	Production-related pull factors	158
6.1.1	Private occupational pensions between pull and push	158
6.1.2	Occupational welfare as a private early exit pathway	166
6.2	Structural push factors	172
6.2.1	Deindustrialization and public sector expansion	172
6.2.2	Age-related skill profiles and sectoral exit patterns	175
6.2.3	Cyclical and mass unemployment as push factors	178
6.3	Institutional push factors	180
6.3.1	Union movements between pull and push	180
6.3.2	Employment protection as push factor	184
6.3.3	Production systems as push factors	187
6.3.4	Corporate and financial governance as push factors	194

6.4	Can the varieties of capitalism explain early exit regimes?	196
PART III	Reform obstacles and opportunities	201
Chapter 7	Exit from early retirement: Paradigm shifts, policy reversals, and reform obstacles	203
7.1	Paradigm shifts in early exit policies	204
7.1.1	Raising the statutory retirement age	208
7.1.2	Reforming disability insurance	213
7.1.3	Closing special early retirement programs	219
7.1.4	From long-term unemployment to activation policies	223
7.1.5	Gradual retirement and part-time work	230
7.2	Learning the lessons of policy reversal	234
7.2.1	Reversing exit pathways	234
7.2.2	The obstacles to policy reversal	240
7.2.3	Cross-national reform patterns	242
Chapter 8	Conclusion: From path dependence to path departure?	250
8.1	Early exit regimes compared	252
8.1.1	The actors' interests	252
8.1.2	Protection, production, and partnership institutions	253
8.1.3	Early exit trajectories	256
8.1.4	The protection-pull thesis	257
8.1.5	The production-push thesis	259
8.1.6	Reversing early exit from work	262
8.2	Going beyond path dependence	266
8.2.1	Unintended consequences and path dependence	266
8.2.2	Toward institutional change and path departure	271
8.3	Policy implications for aging societies	274
	Appendix Note	278
	References	279
	Index	315

List of Figures

1.1	Four trajectories of early exit from work since 1970	8
1.2	Pull and push in multilevel and multiple actor constellation model	12
2.1	Age distribution model of workforce and union membership	35
2.2	Triangular model of interest 'collusion' in early retirement policy area	38
4.1	Participation rates, men and women aged 65+, 1965–2003	89
4.2	Participation rates, men aged 55–64, 1965–2003	92
4.3	Participation rates, women aged 55–64, 1965–2003	93
4.4	Relative exit rates for men aged 60–64, 1970–2003	105
4.5	Relative exit rates for women aged 60–64, 1970–2003	106
4.6	Relative exit rates for men aged 55–59, 1978–2004	110
4.7	Relative exit rates for women aged 55–59, 1978–2004	111
5.1	Multiple pathways to early exit from work	117
6.1	'Push' in liberal market economy (Anglophone model)	189
6.2	'Push' in coordinated market economy (Continental model)	191
7.1	Old-age and disability pension expenditure, 1960–2001	206
7.2	Unemployment rate of men aged 55–64, 1970–2003	226
7.3	Development in old-age and disability pension expenditure since 1980	246
7.4	European Union 2010 target and employment rates for workers aged 55–64, 1994 and 2004	248
8.1	Path-dependent feedback processes in early retirement	268
8.2	Path dependence in pension reform processes	273

List of Tables

1.1	Conceptual map of protection, production, and partnership regimes	18
3.1	Three worlds of welfare regimes	57
3.2	Welfare states in Europe, Japan, and the United States	62
3.3	Two varieties of capitalism	64
3.4	Market economies in Europe, Japan, and the United States	68
3.5	Three ideal-typical modes of labor relations	69
3.6	Labor relations in Europe, Japan, and the United States	74
3.7	Institutional affinities between protection, production, and partnership	76
3.8	Mapping the socioeconomic models	79
4.1	Men and women aged 65+ by employment status, 1999	90
4.2	Unemployment rates, men and women aged 55–59 and 60–64, 1965–2003	94
4.3	Employment rates, men aged 55–59 and 60–64, 1965–2003	97
4.4	Employment rates, women aged 55–59 and 60–64, 1965–2003	99
4.5	Male and female part-time employment, age groups 15–64, 1999	102
4.6	Absolute and relative exit rates, men aged 60–64, 1970–2003	107
4.7	Absolute and relative exit rates, women aged 60–64, 1970–2003	108
4.8	Cross-national variations in early exit from work for men and women	113
5.1	The expansion of public pension pathways	120
5.2	The expansion of unemployment pathways	132
5.3	The expansion of disability pathways	137
5.4	Recipients of disability, preretirement, and unemployment benefits	138
5.5	Overview of pathways to early exit from work	151
5.6	Index of pathways ranked by exit opportunities	152
5.7	Three worlds of welfare regimes and early exit patterns	153
6.1	The public–private mix in pension schemes	165
6.2	Occupational pensions and financial markets	166
6.3	The public–private mix in exit pathways	171
6.4	Secondary sector, public employment, and early exit, 1960–2000	174
6.5	Age-related skill profile, men and women aged 55–64, 1999	176
6.6	Sectoral overrepresentation of retired men aged 55–64, 1995	178
6.7	Labor relations and early exit patterns	181

6.8	Varieties of Capitalism and early exit patterns	198
7.1	Reforms of statutory pension age and seniority/flexible pensions	209
7.2	Replacement rate and recipients of disability benefits	214
7.3	Unemployment rate and labor market policy expenditure	224
7.4	Reversing pathways to early exit	235
7.5	Typology of exit patterns and policy reversal	243
8.1	Early exit from work and regime configurations	258
8.2	Policy reversals across welfare-state regimes and labor relations	266