

Final Report

Project 05/2005

**Labour force outcomes for the mature age
population^{*}**

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March 2006

^{*}Acknowledgment: Report prepared for the Australian Government Department of Employment and Workplace Relations under the Social Policy Research Services Agreement. The views expressed in the report are those of the authors and not the Australian Government or the department.



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Executive Summary

1. This report provides several perspectives on labour market outcomes for the mature age population (45+ years) in Australia. It has three main specific objectives:

- To describe trends in labour force participation and employment/population rate, and the main factors associated with current labour market status for the mature age population;
- To describe retirement expectations of the mature age population, and the main factors associated with variation in expectations; and
- To describe patterns of transition between labour force states for the mature age population using longitudinal data and data on workers' perceptions of whether they are currently making a transition to retirement, and to analyse the main factors associated with different patterns of labour market transition.

2. The main data source used in the HILDA survey (Release 3.0). A large part of the report draws on the HILDA Retirement Module that was a special feature of the wave 3 data collection.

Trends and current labour market status

3. For both population aged 45+ years and 55+ years, the LFPR and employment/population rate declined from the early 1970s to mid 1980s. For the group aged 45+ years there has then been a steady increase through to the present; and for the group aged 55+ years, there has also been some subsequent reversal, although only commencing in the early 1990s. Different trends are evident for males and females, and between disaggregated age groups. One interesting phenomenon is the recent upswing in labour force participation and employment rates of older workers.

4. Whether a mature age person is currently employed (HILDA wave 3, 2003) appears to be primarily associated with health status, previous labour market experience, and income support payment history. Having a full-time job (if employed) is mainly associated with job characteristics such as whether self-employed or working in a casual job, and industry; however, age is also significantly related to hours of work.

5. Individuals' perceptions of their retirement status appear to correspond quite closely to their labour force status (using ABS definition). For example, persons who are full-time employed almost entirely describe themselves as 'not retired'; and persons who are aged over 55 years and are out of the labour force mainly describe themselves as being 'completely retired'.

Retirement expectations

6. Expected retirement ages for both males and females are concentrated in the range of 60 to 69 years, with a higher concentration at 65-69 years for males and 60-64 years for females. About one-third of males and one-half of females do not believe that they will be in paid work at age 65, and about 15 to 20 per cent attach a relatively low probability to this event. By contrast, less than 10 per cent state that they are certain they will be in paid work at that time.

7. The main factors associated with whether an individual expects to be in paid work at age 65 are current labour force status; whether self-employed; and marital status/labour force status of partner. The main influences on expected retirement age (for both males and females) are stated to be ‘personal health or physical abilities’; ‘financial security’; ‘the need to care for your spouse or another family member’; and ‘the ability to access superannuation funds’.

Labour force transitions

8. Analysis of labour force transitions using HILDA waves 1 to 3 shows that amongst the mature age population aged 45+ years more than 90 per cent of the population remain in the same labour force state in wave 2 as wave 1; and than more than 90 per cent who remain in the same state in wave 2 are then in the same state in wave 3. There is, however, greater churning amongst those who change labour force state between wave 1 and wave 2. Differences between males and females, and by age, are fairly small.

9. Aggregating across the three time periods it is found that the main outcomes are to have been employed or not employed in all three waves. For the mature age population aged 45+ years about 50 per cent are never employed, about 40 per cent are employed at all three time periods, and the remaining 10 per cent are employed at only one or two time periods. The proportion of the population who were employed at all three time periods is decreasing with age. The main factors associated with being employed across all three waves are age, health status, and type of job in wave 1.

10. The transition to retirement can be interpreted as a phase where an individual shifts from one relatively permanent or regular pattern of labour market activity to another pattern; and this change in pattern involves a decrease in hours of work or the extent of engagement in paid work to a very low level. For some individuals this transition phase may involve an immediate shift from employment to retirement (for example, shifting from full-time employment to being out of the labour force). By contrast, in recent times there has been significant interest in the phenomenon of workers whose transition to retirement involves a bridging job.

11. Using data from the HILDA Retirement Module it is found that about 20 per cent of mature age workers aged 45+ years report that their current job is ‘part of a transition to full retirement’. The proportion of workers in a transition job increases strongly with age – 10 to 15 per cent for workers aged 45-54 years compared to over 50 per cent for workers aged 65+ years; and is generally higher for females than males. The main ways in which mature age workers in transition jobs considered their jobs to constitute a transition to retirement were that they were ‘less demanding or involve less responsibility’; ‘involve a change from full-time to part-time work’; ‘involve a completely different line of work’; and ‘provide more opportunities for working from home’. Regression analysis (using a probit model) suggests that the main factors associated with working in a bridging job are being in a permanent job (negative effect); age (positive effect); and having a part-time job (positive effect).

1. Introduction

This report undertakes three main types of analysis of employment outcomes for the mature age population in Australia. First, current employment outcomes and the main variables associated with being employed are described. Second, retirement intentions, and the main variables associated with an intention to remain employed until 65 years, are described. Third, two perspectives on dynamics of labour force status are presented – patterns of transitions between labour force states are described and analysed using longitudinal data; and workers’ perceptions regarding their transition to retirement are characterised.

The analysis in the report provides a significant addition to knowledge about labour market outcomes for the mature age population in Australia. Previous analysis has mainly been focused on describing and analysing long-run trends in labour force participation and employment of the mature age population; or on cross-section analysis of the main determinants of employment and labour force participation (for surveys see Norris and Wooden, 1996; Borland, 2004; and McAlister et al., 2005). The analysis in this report therefore makes several original contributions – primarily to understanding about the main influences on retirement expectations; main patterns of labour force transitions; and the incidence and consequences of working in ‘bridging’ jobs as a transition to retirement. Each of these issues is of considerable interest for policy.

Retirement expectations appear to be informative about future labour supply behaviour - over short time horizons and in the absence of demand constraints – so that understanding how these expectations are determined has important implications for knowing the main determinants of future labour supply decisions by the mature age population. Analysis of transitions between labour force states can provide a long run perspective on the labour market experiences of the mature age population, and allow a better understand the main influences on obtaining and retaining employment. Although analyses using cross-section data can provide insights into factors associated with employment and unemployment, it is increasingly being recognized that a deeper understanding of issues critical for effective policy design, such as whether persons who spend a large amount of time unemployed

primarily experience problems in finding jobs or in keeping jobs, can only be answered using longitudinal data. The availability of bridging jobs potentially has important implications for the willingness of the mature age population to remain in the labour force and for the extent of participation. The capacity for employers to create these types of jobs, or for mature age workers to be able to take them up, may have consequences for policies relating to labour market regulation, and skill provision.

Section 2 provides a description of the data samples used in this study from the HILDA survey (Release 3.0). Sections 3 to 5 separately address each of the three main topics analysed in this report.

2. Data source

This study uses data from HILDA (Release 3.0) waves 1-3 (see Watson and Wooden, 2005). Three main samples are used (see Appendix Table A1). First, to examine the current labour force status of the mature age population, a sample of persons aged 45 years and over in wave 3 is constructed. Data for wave 3 were primarily from September to October 2003. In descriptive analysis the full available sample of 5756 persons is used; for regression analysis observations with missing values for some variables are excluded which reduces the sample to 5623 persons. Second, for analysis of transition to retirement using the HILDA Retirement Module in wave 3, the sample is restricted to persons who are employed in wave 3. For descriptive analysis this sample includes 2753 persons; excluding observations with missing values for regression analysis provides a sample of 2645 persons. Third, to examine transitions between labour force states from wave 1 to wave 2, and wave 2 to wave 3, a balanced panel of persons for whom information on labour force status in all years is available is constructed. The balanced panel sample used for descriptive analysis of transitions has 4908 observations (that is, compared to the wave 3, data 848 observations are deleted due to not having information on labour force status in wave 2).

3. The current situation

This section provides a perspective on labour force status of the mature age population in the early 2000s. It does this in two ways. First, descriptive evidence on trends in labour force participation and employment rates is presented using data from the ABS Labour Force Survey. Second, the main correlates of employment outcomes for the mature age population are studied through descriptive statistics and regression analysis using data from HILDA wave 3.

Information on trends in labour force participation (LFPR) and employment/population rates from 1966 to 2004 (August) is presented in Figures 1a-1b and 2a-2c.

The aggregate LFPR has been fairly steady throughout this 40-year period, although there has been a gradual overall trend since 1978. (And the LFPR for population aged 15-64 years has shown a stronger increase over the whole period.) By contrast, the employment/population rate has varied with business cycle fluctuations since the mid-1970s; for example, decreasing during recessions from 1974-79, 1981-83, and 1990-94. However, over the whole period there has been little overall change – in 1966 the employment/population rate was 59.0 per cent, and in 2004 was 59.3 per cent.

LFPRs and employment/population rates for the mature age population have shown greater variability over time than for the aggregate series. For both population aged 45+ years and 55+ years, the LFPR and employment/population rate declined from the early 1970s to mid 1980s. For the group aged 45+ years there has then been a steady increase through to the present; and for the group aged 55+ years, there has also been some subsequent reversal, although only commencing in the early 1990s.

For example, for the population aged 45+ years, the employment/population rate was 45.8 per cent in 1966, had declined to 35.9 per cent in 1985, and thereafter has increased to be 45.6 per cent in 2004; and for the population aged 55+ years, the employment/population rate was 32.7 per cent in 1966, 21.4 per cent in 1985, 20.5 per cent in 1993, and in 2004 was 27.7 per cent.

Quite different trends are apparent by gender. For males aged 45+ years there was a continual decrease in the LFPR and employment/population rate from 1966 through to the early 1980s. The aggregate LFPR for this group has been fairly stable since then, but the unemployment rate in this group has varied greatly with the business cycle, so that the employment population rate has been more volatile. It is now at a level similar to the early 1980s. Whereas for females aged 45+ years the LFPR and employment rates were stable from 1966 to the mid-1980s, and after that time have increased consistently. In 1966 the employment/population rate for females was 35.4 per cent, and in 2004 had increased to 52.2 per cent.

Trends within disaggregated age groups have also differed from the aggregate findings. For the group aged 45-54 years there has been a fairly slow but steady decline in the LFPR and employment/population rate of males, and a steady and very large increase for females. For the groups aged 55-59 and 60-64 years the trends in LFPR and employment/population rate for both males and females have been similar to those described for the aggregate group aged 45+ years. The main difference is that for the group aged 60-64 years the decrease in male LFPR and employment/population rate through to the mid-1980s was much larger, and the increase for females more muted.

One interesting phenomenon is the recent upturn in LFPR and employment/population rate for males aged 55+ years, and a more rapid rate of increase in these rates for females in the same age groups. For example, between 2002 and 2004 the employment/population rate for males aged 60 to 64 years has increased from 44.7 per cent to 49.2 per cent, and for females from 23.5 per cent to 29.5 per cent. The size of the recent increases, which represents an acceleration of a general trend since the early 1990s, is notable, and given the important implications of the extent labour force participation by the older population for how the ageing population in Australia will affect economic welfare, it seems a topic worthy of further investigation.

Descriptive information on labour force status, and the main correlates of employment, for the mature age population in Australia at September to October 2003 (HILDA wave 3), are presented in Tables 1 to 10.

Data on the LFPR and employment outcomes of the mature age population reveals an expected pattern. The LFPR and employment/population rate decline with age for both males and females. The proportion of the employed population in full-time jobs also declines with age. Rates of unemployment are fairly low, and negligible for those aged 60+ years. For the population aged 45+ years, 53.5 per cent of males and 38.5 per cent of females, are in employment.

A variety of factors are revealed to be related to labour force status. Having a long-term health condition that restricts a person in everyday activities is associated with a higher likelihood of being out of the labour force or in part-time employment, compared to full-time employment. Education attainment is positively related to the probability of being in employment, within each age group and in aggregate. For example, 24.1 per cent of those aged 45+ years who are employed full-time did not complete year 12 of high school, whereas for those out of the labour force the corresponding proportion is 53.1 per cent; at the opposite extreme, 13.4 per cent of those persons aged 45+ years employed full-time have a Bachelor degree or above, whereas for those out of the labour force only 5.3 per cent have this level of qualification. Current labour force status is correlated with previous labour force status. Within each disaggregated age group (and for both males and females) the average number of years in paid work since leaving full-time study is higher for those who are employed than for those out of the labour force or unemployed. For example, for females aged 45-54 years, on average being in full-time employment is associated with having had 26.7 years of previous paid work experience, whereas being out of the labour force is associated with only 15.7 years of paid work experience. Finally, for persons in the mature age population whose country of birth is Australia, or who are immigrants from an English-speaking country, there is an above-average likelihood of being in employment, and below-average likelihood of being out of the labour force; whereas the opposite applies for immigrants from non-English speaking countries.

Labour force status has important linkages to household income and receipt of income support payments. Persons who are employed live in households that on average have much higher equivalised annual disposable income than persons who are unemployed or out of the labour force. For example, a female aged 45+ years in full-time employment will on average be in a household with equivalised annual disposable income of \$38,575 compared to \$23,424 and \$20,604 respectively for females who are unemployed and out of the labour force. Individuals aged 45 to 59 years who are unemployed or out of the labour force at the time of the survey are very likely to have received income support payments in the preceding year. This is less significant for individuals aged 60 to 64 years, and only a small proportion of persons aged more than 65 years received payments in the previous year.

How does labour force status relate to individuals' perceptions of their degree of involvement in the labour market? About 40 per cent of males and 50 per cent of females aged 45+ years consider themselves to be 'completely retired', and about 7-8 per cent of both groups consider themselves to be 'partly retired'. The proportion who consider themselves 'completely retired' increases strongly with age; for example, 7.2 per cent for males aged 45-54 years to 87.8 per cent for those aged 65+ years. In general there appears to be a fairly close correspondence between these perceptions and the ABS definition of an individual's labour force status. For example, almost all persons defined as full-time employed report that they are 'not retired at all'; and persons defined as being in part-time employment primarily classify themselves as either 'partly retired' or 'not retired at all'. One exception to this pattern is for persons aged 45-54 years who are defined as being out of the labour force – about 40 per cent of this group state that they are 'not retired at all' or 'partly retired', compared for example to persons aged 65+ years who are out of the labour force, 93.2 per cent of whom state they are 'completely retired'. For the group aged 45 to 54 years being out of the labour force for males is primarily accounted for by illness or injury, travelling or being on holiday, or working in an unpaid voluntary job, and for females is primarily accounted for by home duties or childcare.

Presenting descriptive information on the relation between labour force status and variables such as education attainment and country of birth is useful as a way of demonstrating possible influences on for example the probability of employment. However, in order to

establish whether those variables have an independent relation with labour force status, it is necessary to undertake regression modelling.

Findings from two main types of regression analysis are presented in Tables 8-9 - first, a model for whether a person is employed in HILDA wave 3; and second, a model for whether a person who is employed has a full-time job. In each case a probit model is used, and marginal effects are reported. Results are presented for the mature age population aged 45+ years, but also, provided there are a sufficient number of observations, for disaggregated age groups.

In seeking to understand the determinants of employment from a theoretical perspective, it would be usual to consider factors that might influence whether the mature age population would be willing to 'supply' their labour, factors that influence the 'demand' for labour of the mature age population by employers, and any relevant institutional factors (see for example, Borland, 2004).

Labour supply by older workers will be determined primarily by the pecuniary and non-pecuniary returns to work, and preferences towards work. This suggests a range of potential determinants of labour supply: (a) An individual's return to work will depend on factors such as their productivity which in turn will be influenced by factors such as education attainment and health, on the effect of work on accumulated superannuation income, on the individual's valuation of non-pecuniary dimensions of a job, and on income if the individual chooses not to work (for example, wealth and old age pension); and (b) An individual's preferences towards work which are likely to depend on factors such as family environment – for example, whether an individual's spouse is in employment, and whether the individual is undertaking a carer role within the family. The individual's preference for work may also interact with the types of job that are available (for example, availability of bridging jobs) to determine whether an individual will choose to participate in the labour force.

Labour demand for older workers will depend mainly on employers' perceptions of the productivity of older workers relative to required wage payments. Perceptions of worker productivity would in general be expected to reflect true productivity, but may also reflect

some biases (for example, discriminatory attitudes). Returns to hiring workers of different ages may also depend on expected returns from training – where the shorter time horizon to retirement compared to younger workers might be a relevant factor. Demand for older workers may also be affected by shifts in the relative demand for workers with different skills and abilities that occur, for example, due to technological change.

Institutional influences on employment of older workers might include: (a) Wage-setting regulations; (b) Policies on access to and taxation of superannuation; (c) Age pension; (d) Policies on age discrimination; and (e) Provision of retraining and active labour market policies for older labour force participants.

Ideally therefore, in seeking to estimate the determinants of employment, it would be possible to include separate proxies for supply-side and demand-side variables, in order to identify the relative role of these influences. In practice, however, this is difficult to achieve. Many variables that would be regarded as potential determinants of employment can be argued to have effects that might derive both from supply-side and demand-side factors. For example, country of birth might be seen to represent the influence of cultural factors that affect an individual's willingness to supply their labour; but it is also possible to argue that country of birth may proxy for unobservable skill characteristics that affect demand for an individual's labour. In this circumstance, to separate between demand and supply influence would require a strategy for 'instrumenting' a variable such as country of birth in order to argue that it was then representing either demand or supply factors. Applying this strategy, however, requires finding instrumental variables that can be argued to be related to the explanatory variables for employment, but not directly related to employment themselves. Finding such variables is highly problematic. Hence, our approach in this report is to take a 'reduced form' approach. The set of explanatory variables for employment is determined as the set of variables that we regard as potentially proxying for supply and/or demand influences on employment; and we do not attempt to provide a 'structural' interpretation for whether these variables represent specifically supply or demand effects.

Considering the determinants of whether a mature age person is employed (in HILDA wave 3), there are three main factors that stand out as important for both males and females. First,

having a long-term health condition has a strong negative effect on the likelihood of employment, both for the whole group aged 45+ years, and for the disaggregated age groups. For males, having such a condition lowers the probability of employment by about 24 percentage points; and for females the effect is about 17 percentage points. Recent research by Cai and Kalb (2004, 2005) has also emphasised the very strong relation between health status and employment outcomes. Second, the years of previous paid work experience has a significant positive effect on the likelihood of employment. This strength of this effect appears to increase with age. For example, for males aged 60-64 years, one extra year of paid work experience increases the probability of employment by 3.4 percentage points; and for females the corresponding effect is 1.1 percentage points. The third main factor is having received income support in the previous financial year. This is significant for the age group 45+ years, but also within each disaggregated age group. For females this lowers the probability of employment by over 25 percentage points, and for males the effect is over 40 percentage points. There is also some (less consistent) evidence of a relation between employment with education attainment, living in a remote region, being divorced/widowed/never married (for males), and of being an immigrant from an English-speaking country (for females).

The effect of health status on employment outcomes is probably best interpreted as a supply-side influence; that is, being in poor health being a factor that would be expected to significantly increase the opportunity cost of work. To the extent that poor health lowers the productivity of older workers relative to required wage payments, this would also have a potential effect on demand for older workers. The association between employment outcomes and the variables 'years of work experience' and 'whether received income support in previous years' can be thought of as reflecting two main types of factors. First, it is likely that the variables are proxying for other personal characteristics not directly represented through other explanatory variables. For example, a longer history of employment may reveal that an individual has a stronger preference for work, or higher levels of 'unobservable skills'. Hence these characteristics could represent both supply and demand side influences. Second, the association may show that there is a causal relation between a history of work experience (or income support payment receipt) and employment outcomes. For example, a

period out of employment may cause a loss of skills that lowers the subsequent probability of employment compared to for individuals who have not had a period out of employment.

The main correlates for whether a mature age person who is employed obtains a full-time job appear to be the type of job obtained, and whether a person was in receipt of income support payments in the previous financial year. For both males and females, persons working in casual jobs, or who are self-employed, are less likely to be in full-time employment. This strength of this association increases with age. As well, working in industries such as agriculture, manufacturing, transport and storage, government administration, and finance/property/business services, is associated with a higher probability of being in full-time employment. The main personal characteristics associated with obtaining a full-time job are age which is inversely associated to the likelihood of working full-time, and having a long-term health condition which has a negative effect (although stronger evidence of this effect for males than females); and for females there is some evidence that more years of paid work experience is positively related to being in full-time employment. As well, having received income support payments in the previous year is strongly negatively related with being in full-time employment. This association is stronger for the age groups above 55 years than for 45-54 years.

4. The future – Retirement intentions

This section uses data from the HILDA Retirement Module (wave 3) to describe retirement intentions of the mature age population, and to analyse the main correlates associated with variation in expected retirement age. Descriptive information and results from regression analysis are reported in Tables 11-18. Previous analyses (Miller, 1983 and Borland, 1996) have shown that ABS data on retirement expectations appear to have a reasonably high degree of predictive power for actual labour force status – although the strength of this relation decreases as the length of time to expected retirement date increases, and in time periods where labour demand constrains the capacity to obtain or remain in employment.

Expected retirement ages for both males and females are concentrated in the range of 60 to 69 years, with a higher concentration at 65-69 years for males and 60-64 years for females.

About one-third of males and one-half of females do not believe that they will be in paid work at age 65, and about 15 to 20 per cent attach a relatively low probability to this event. By contrast, less than 10 per cent state that they are certain they will be in paid work at that time. As would be predicted, as the current age of those who have not yet retired increases, the distribution of expected retirement ages increases.

In interpreting data on retirement expectations it is important to note that a relatively large proportion of the mature age population state that they 'don't know' at what age they will retire. Interestingly, this proportion is increasing with age. As well, quite a large fraction of the population state that they will 'never retire' – for example, about one-quarter of those aged 65 years and over choose this category. One explanation for why the proportion of respondents who report 'don't know' or 'never retire' may be a 'selection effect'; that larger proportions of individuals who intend to retire or who have a precise retirement date will already have retired at earlier ages.

Regression analysis can be used to analyse the main correlates with stated percentage chance of being in paid work at age 65. This is done using an OLS model, with separate models estimated for males and females. Tables 13a and 13c present summary information on the joint significance (F-test) of different categories of variables (for example, marital status or education attainment) for males and females respectively; and Tables 13b and 13d present the full regression results.

Two main categories of variables are important for both males and females in explaining individuals' perceptions about their likely labour force status at age 65 – first, older workers who are still currently in work attach a greater likelihood to being in paid work at 65; and second, being in self-employment is associated with a greater likelihood of being in paid work. The association between self-employment and likelihood of being in work at 65 increases is higher for the older disaggregated age groups than for the younger group (45-54 years). For males, labour force status of partner (less likely to be in work if partner out of the labour force); industry; and working in the public sector (less likely to be in paid work at 65) are also significant. For females, marital status (being married is associated with a lower likelihood of being in paid work at 65); occupation; and working part-time (less likely to be in paid work at 65) are also significant.

The same types of factors appear to influence decisions about expected retirement age by males and females. For each group, the four main influences, each of which is stated to be 'very important' by more than 40 per cent of respondents, are 'your personal health or physical abilities'; 'financial security'; 'the need to care for your spouse or another family member'; and 'the ability to access superannuation funds'. Factors that appear less important as influences include: 'the stresses and pressures of your job'; 'a declining interest in work'; and 'when your partner retires' (the latter influence being unimportant for males, but somewhat more important for females).

Government payments and superannuation payments constitute the main expected sources of funding for retirement. About 30-35 per cent of the mature age population state that government payments will be used as the main source to fund retirement; and about 35-50 per cent have superannuation as their main source. The proportion mainly funding retirement from government payments is relatively higher for females and for older age groups. Individuals who expect to retire at earlier ages are relatively more likely to state that they expect their main source of retirement income will be income from savings or investments; for a large proportion of those expecting to retire between 60 and 70 years, a lump-sum superannuation payment or pension/annuity purchased using superannuation is the main expected source of retirement income; and for a large proportion of those who expect to retire at relatively later ages (60 years and over) an age or other pension is the main expected source of retirement income.

As well as considering expected age at retirement, it is also possible to take a shorter-term perspective to future labour supply of the mature age population. This is done by examining expected hours of work of the mature age population in 5 years time compared to current hours of work. A relatively small proportion of mature age workers expect to be working more hours in 5 years time; whereas about one-third expect to be working the same hours, and one-half to be working either fewer hours or not working at all. The proportion that expects to be working the same hours in 5 years time is decreasing with age (up to 64 years).

To analyse the determinants of medium-term labour supply decisions, models for whether persons in the mature age population expect to be in paid work in 5 years time are estimated. This is done using a probit model, with separate models estimated for males and females. Tables 18a and 18c present summary information on the joint significance (Wald test) of different categories of variables (for example, marital status or education attainment) for males and females respectively; and Tables 18b and 18d present the full regression results.

It appears that for both males and females, three types of variables are most strongly associated with expectations of labour supply in 5 years time – first, occupation classification; second, current hours of work; and third, whether have a partner. Persons who are currently employed part-time are more likely to remain in employment; and compared to the control group who do not have a partner, persons with a partner are more likely to remain in employment. These variables have a significant relation to labour supply expectations for the aggregate group of mature age workers aged 45+ years, but effects across the disaggregated age groups are mixed. However, the relatively small number of observations for the disaggregated age groups probably explains why less variables are found to be significant for older age groups. In addition to the set of variables described above, for male workers in the age group 45-54 years, country of birth, industry classification, whether English is first language, and having a long-term health condition are also significant.

5. Dynamics of labour force status

This section presents two perspectives on dynamics of labour force status for the mature age population. First, descriptive evidence on patterns of transitions between labour force states for the mature age population between waves 1 to 3 of the HILDA survey is presented, and findings from regression analysis of determinants of employment outcomes across these three time periods is reported. Second, the HILDA Retirement Module is used to analyse the incidence and characteristics of bridging jobs, and effect of availability of bridging jobs on labour supply of the mature age population.

Descriptive information on labour force transitions is presented in Figures 3-4. To simplify presentation, and since the focus of this report is on employment outcomes, these figures only

distinguish labour force status between employed and not employed. This information provides a general overview of the likelihood that employed and not employed persons will exit from that state and their destinations, as well as the likelihood of remaining in those destinations. Of course, in making comparisons between transitions from wave 1 to wave 2, and wave 2 to wave 3, it is important to keep in mind that since the data is from a single cohort, therefore effects of employment and non-employment duration are being confounded with year effects.

For both groups who are employed and not employed in wave 1 there is a high degree of persistence in labour force state into waves 2 and 3. For the mature age population aged 45+ years more than 90 per cent of the population remain in the same state in wave 2 as wave 1; and than more than 90 per cent who remain in the same state in wave 2 are then in the same state in wave 3. There is, however, greater churning amongst those who change labour force state between wave 1 and wave 2. About 30 per cent of the population who shift to non-employment from employment, shift back to employment in wave 3; and about 35 per cent who had moved from non-employment to employment, return to non-employment in wave 3.

Looking at disaggregated age groups it appears that as age increases, the proportion of persons who shift from employment increases, and the proportion who shift from non-employment decreases. As well, the extent of churning out of employment increases, and out of non-employment decreases, for older age groups. Between males and females, there is a slightly higher rate of mobility from employment to non-employment between waves 1 and 2 for females, and females who switched states between waves 1 and 2 are less likely to remain in or to switch back to employment from non-employment than males.

Summary information on employment across the three waves is presented in Table 19. The main outcomes are to have been employed or not employed in all three waves. For the mature age population aged 45+ years about 50 per cent are never employed, about 40 per cent are employed at all three time periods, and the remaining 10 per cent are employed at only one or two time periods. The proportion of the population who were employed at all three time periods is decreasing with age (and opposite for the proportion never employed);

and within each age group, the proportion of the population employed in all three time periods is lower for females than males (and opposite for the proportion never employed).

To explore in further detail the dynamics of labour force status, a regression model for whether a person was employed in waves 1-3 has been estimated. Separate probit models are estimated for males and females, and marginal effects are reported. Results are presented in Tables 20a-20b. The relatively small number of observations for disaggregated age groups makes it difficult to interpret these findings – hence we focus on results for the mature age population aged 45+ years. Explanatory variables are defined at wave 1 (for example, occupation classification equals occupation in wave 1).

There does not appear to be a strong relation between variables in the model and labour force status across the three time periods. For males, age, being in a casual job in wave 1, and having a long-term health condition are negatively related to the likelihood of being in employment in all three time periods. For females, age and being in a part-time job in wave 1 reduce the likelihood of being employed in all time periods ; as well, there is a higher likelihood of being employed in all three waves if divorced or never married.

The transition to retirement can be interpreted as a phase where an individual shifts from one relatively permanent or regular pattern of labour market activity to another pattern; and this change in pattern involves a decrease in hours of work or the extent of engagement in paid work to a very low level. For some individuals this transition phase may involve an immediate shift from employment to retirement (for example, shifting from full-time employment to being out of the labour force). By contrast, in recent times there has been significant interest in the phenomenon of workers whose transition to retirement involves a bridging job. For example, an individual might shift from full-time employment to a part-time job prior to moving out of the labour force. One reason for interest in bridging jobs is – in the context of concern about implications of the ageing population in Australia – that availability of bridging jobs might provide an incentive for the mature age population to extend or increase their labour force participation. In the United States there have been a variety of studies about the incidence and effects of bridging jobs (see Borland, 2004);

however, an absence of data has meant that analysis for Australia has not been possible thus far.

One approach to analysing the incidence of bridging jobs is to apply a definition in terms of type of job and age of worker for what constitutes a bridging job; and using longitudinal data to examine patterns of transition into and out of these types of jobs. Having only three years of data from the HILDA survey makes it infeasible to apply such an approach in this study. Instead, the approach used is to apply data from the HILDA Retirement Module on respondents' perceptions of whether their current job can be defined as a bridging job, and how this had affected their behaviour. Descriptive information, and results from regression analysis, are reported in Tables 21-35.

About 20 per cent of mature age workers aged 45+ years report that their current job is 'part of a transition to full retirement'. The proportion of workers in a transition job increases strongly with age – 10 to 15 per cent for workers aged 45-54 years compared to over 50 per cent for workers aged 65+ years; and is generally higher for females than males.

The main ways in which mature age workers in transition jobs considered their jobs to constitute a transition to retirement were that they were 'less demanding or involve less responsibility'; 'involve a change from full-time to part-time work'; 'involve a completely different line of work'; and 'provide more opportunities for working from home'. Older age groups are more likely than younger age groups to report differences between their current transition job and previous job.

A range of reasons are expressed for changing to a transition job – 'family and lifestyle reasons'; 'job related reasons'; 'health reasons'; and 'financial reasons'. The distribution of these reasons are fairly similar between different age groups, and by gender.

A majority of the mature age population in transition jobs believe that taking such a job has been associated with a decrease in income. This proportion increases with age, and is higher for females than males. Most persons in transition jobs believe that they would still be working if this job was not available – but for the population aged 45+ years there are still

about 30 per cent who believe that they would not currently be working in the absence of a transition job. This proportion is higher for females (35 per cent) than males (25 per cent); and higher for older age groups – for example, about 40 per cent of persons aged 55-59 years in transition jobs believe they would not be working in the absence of this job.

For about one-half of mature age workers in bridging jobs, taking such a job meant having to switch employers; slightly more females than males found it necessary to switch employers, but this does not appear to vary by age of worker. The main reasons expressed for changing employers are: ‘working hours too long’ (especially important for females); ‘employer did or would have retrenched me’ (especially important for males); ‘wanted to start own business’; and ‘financially advantageous to leave employer’.

For mature age workers not currently employed in a transition job, about 20 per cent state that they would prefer to have a transition job; and this is a similar proportion for all age groups and both males and females. From this group of workers, about 60 per cent expect that they will move to full retirement through a transition job, with the proportion decreasing with age. The average age at which mature age workers expect to commence their transition to retirement is about 60 years. Interestingly, the ways in which these workers state that they expect to make a gradual withdrawal from employment are very similar to the actual ways expressed by those in transition jobs: ‘change from full-time to part-time work’; ‘change to casual or contract work’; ‘change to a job that is less demanding’; and ‘spend more time working at home’. About 30 per cent of those not currently in a transition job believe that they face obstacles in moving to such a job. The primary obstacles appear to be that such a job ‘would not provide a sufficient income’, and that they ‘cannot find a suitable job’.

What are the main correlates of working in a bridging job for the mature age population that is employed? Descriptive evidence suggests a variety of job and personal characteristics that are associated with working in a bridging job. Persons who are married, who are carers, whose partner is not in the labour force, whose first language is English and who have a long term health condition, are more likely to work in bridging jobs; and persons working a regular day/evening shift, in a permanent job, and work in the public sector, are less likely to be in a bridging job. Regression analysis (using a probit model) suggests that the main

factors associated with working in a bridging job are being in a permanent job (negative effect); age (positive effect); and having a part-time job (positive effect). The association between having a bridging job and part-time job status appears to be strongest for the older disaggregate age groups. For females having received income support payments in the previous financial year has a negative association with the likelihood of being in a bridging job.

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RETIREMENT TRANSITIONS - SECTION 1:

Figure 1a: LFPR and Employment/Population rate - Civilian population aged 15 years and above - 1966 to 2004 (August)

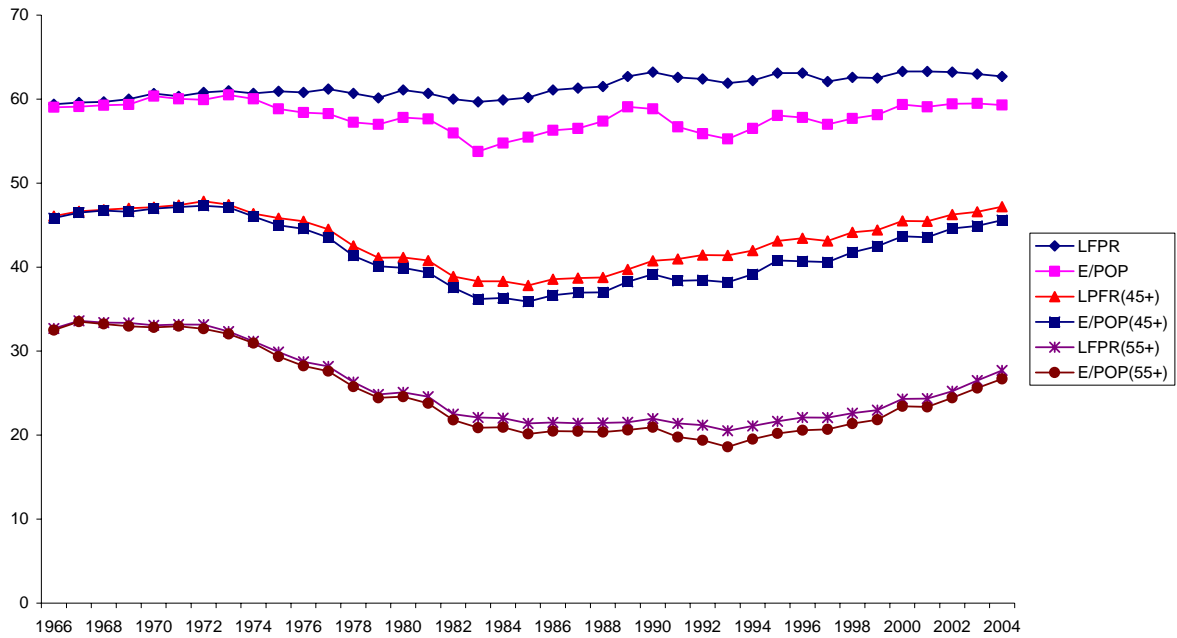


Figure 1b: LFPR and Employment/Population rate - Civilian population aged 45 years and above by gender - 1966 to 2004 (August)

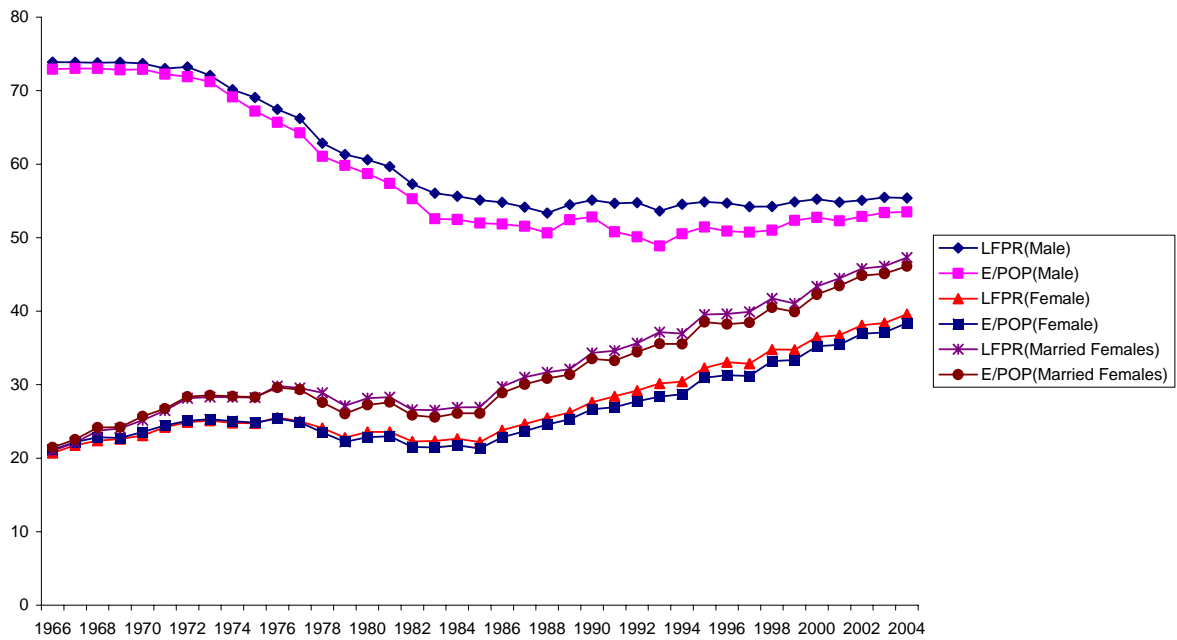


Figure 2a: LFPR and Employment/Population rate - Civilian population aged 45 to 54 years by gender - 1966 to 2004 (August)

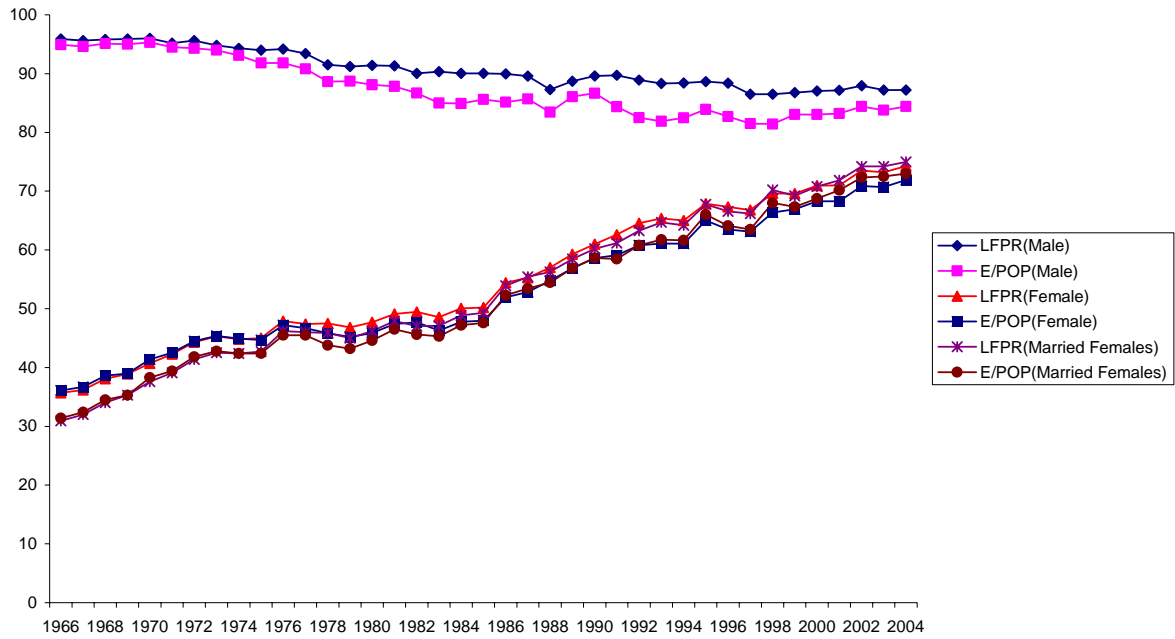


Figure 2b: LFPR and Employment/Population rate - Civilian population aged 55 to 59 years by gender - 1966 to 2004 (August)

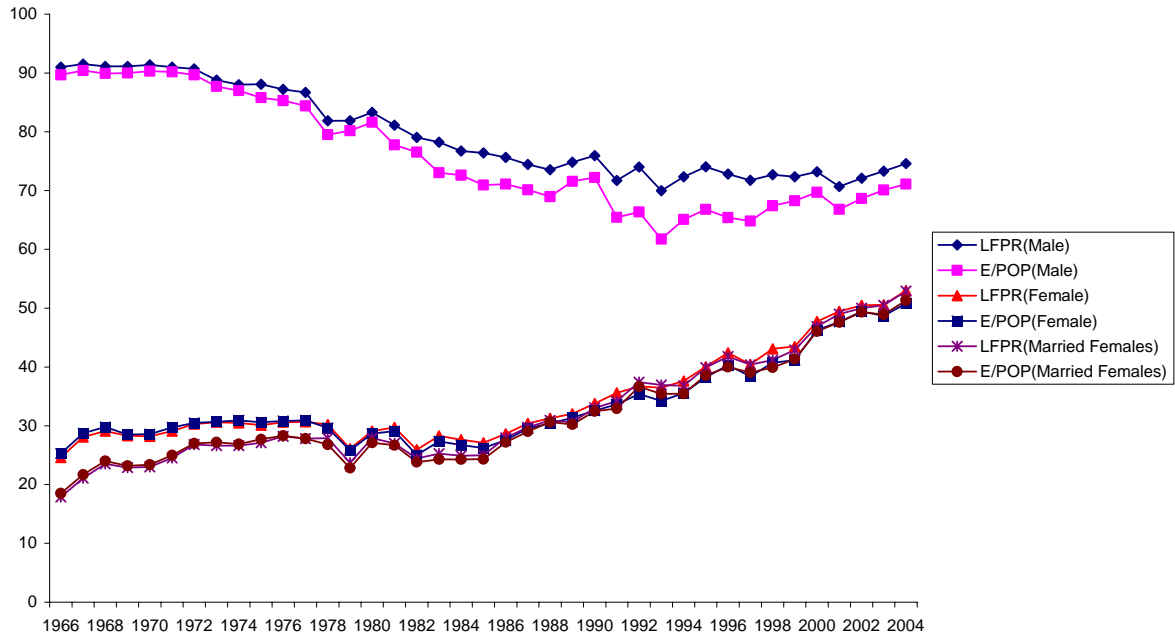


Figure 2c: LFPR and Employment/Population rate - Civilian population aged 60 to 64 years by gender - 1966 to 2004 (August)

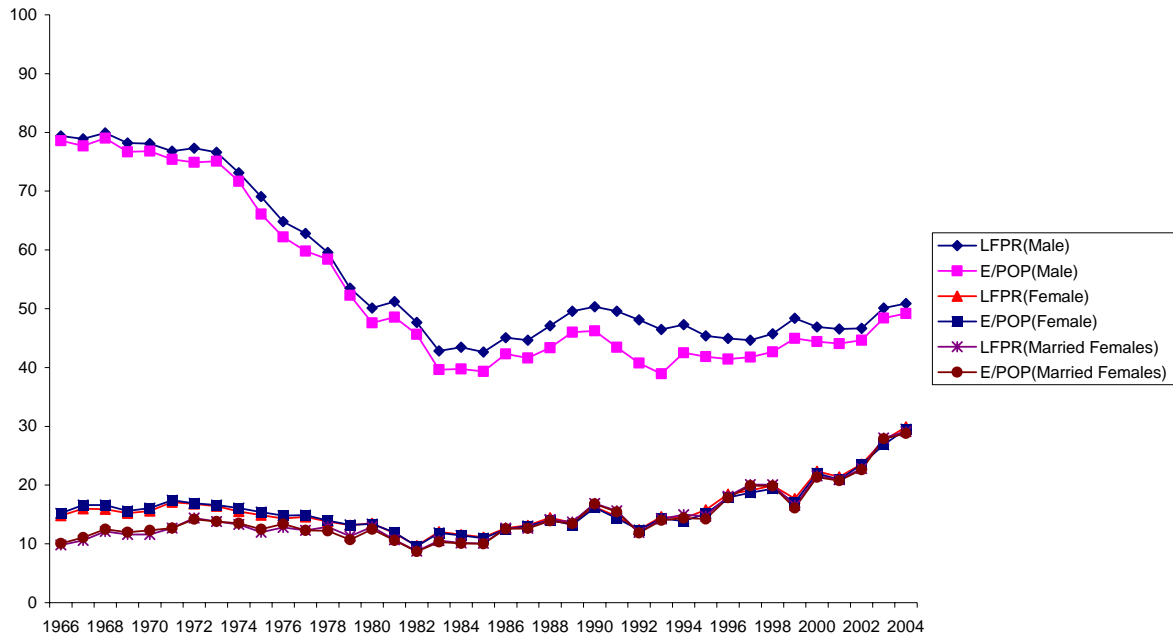
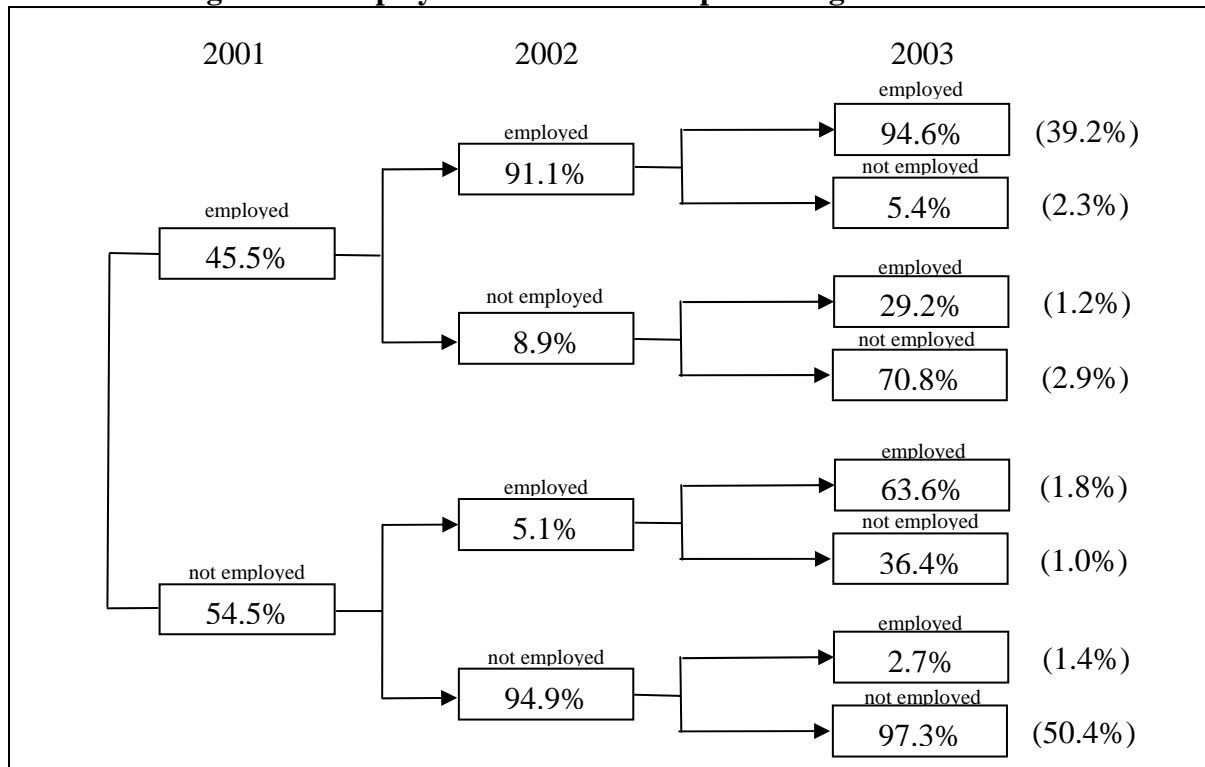
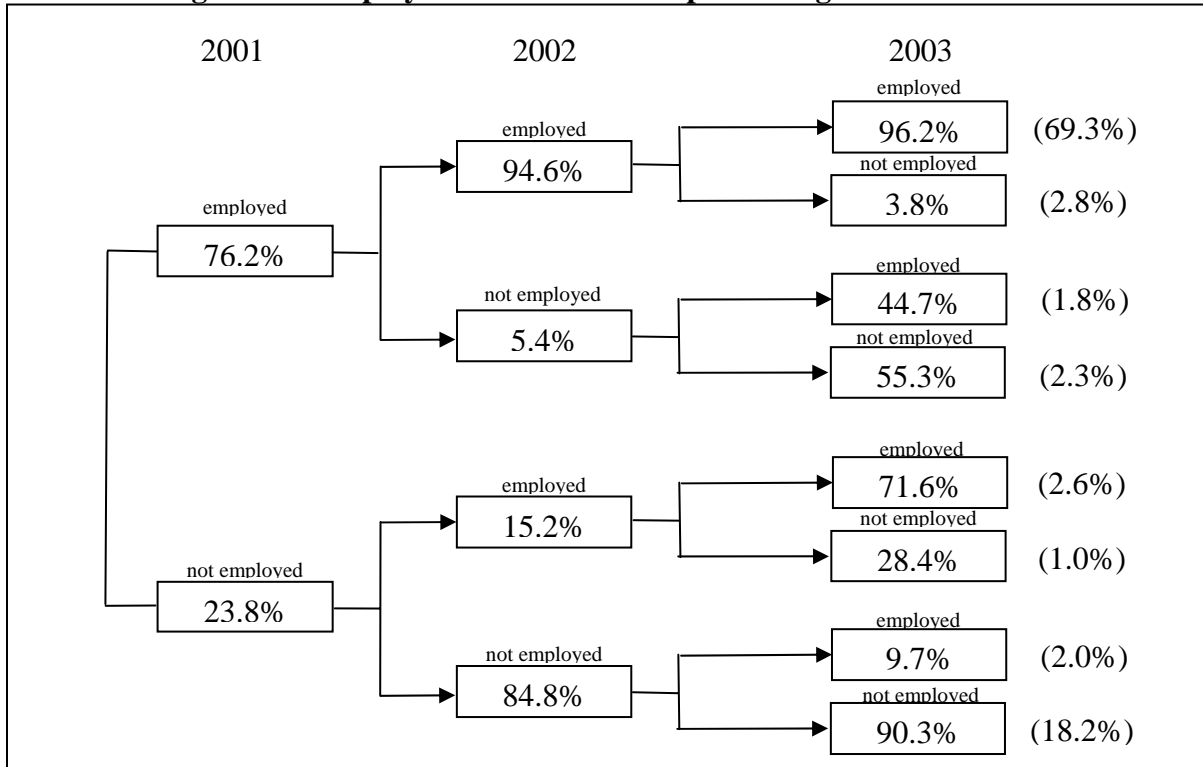


Figure 3a: Employment transitions of persons aged 45+ in 2001



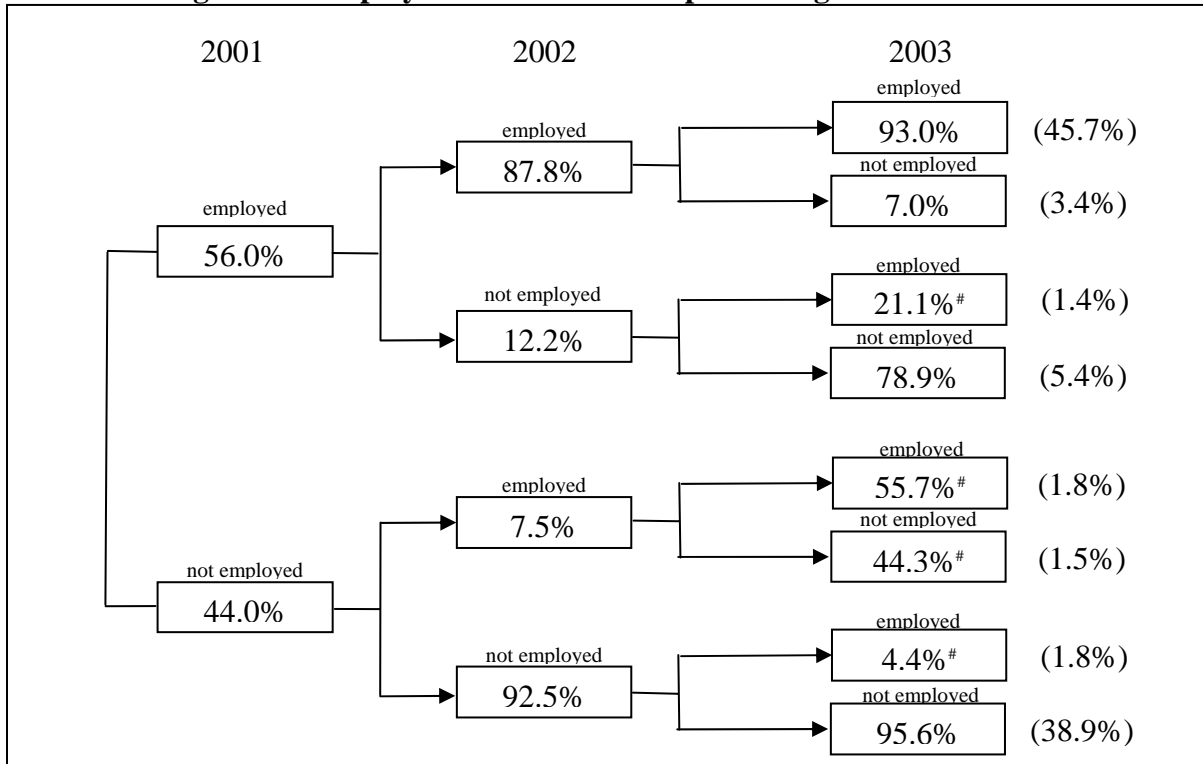
*Population weighted results, Sample N = 4908.

Figure 3b: Employment transitions of persons aged 45-54 in 2001



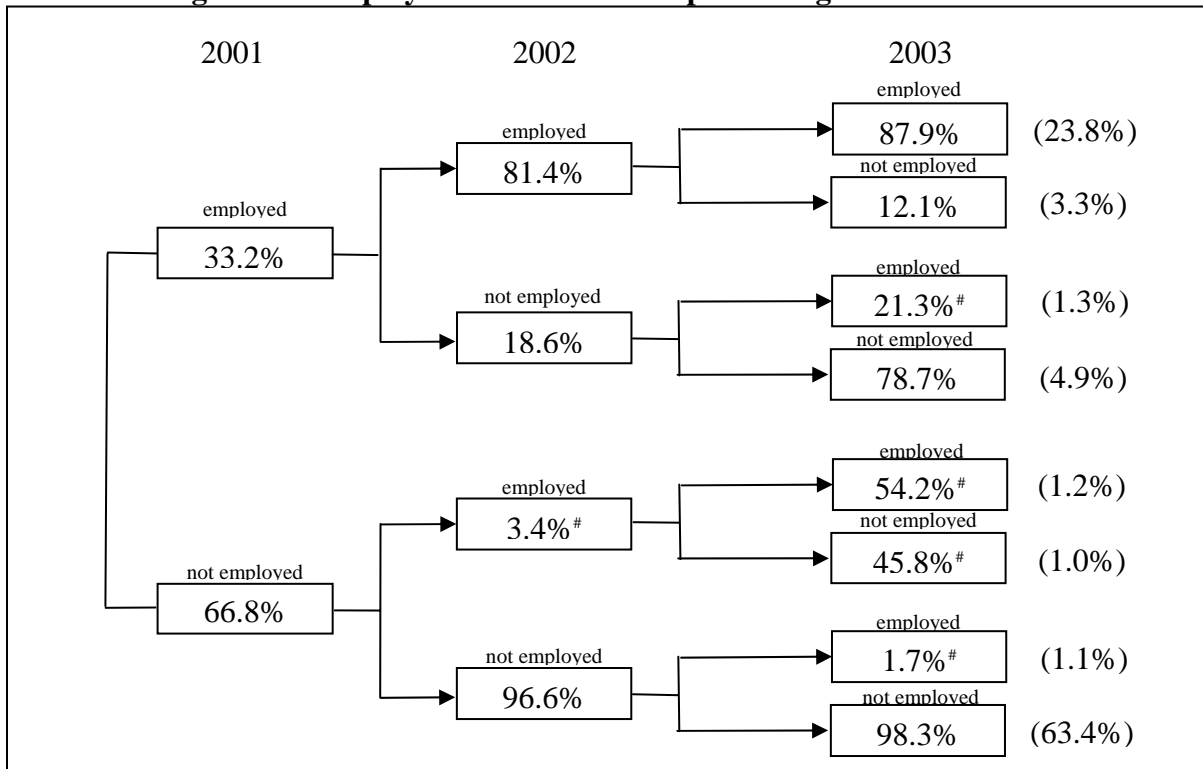
*Population weighted results, Sample N = 1947.

Figure 3c: Employment transitions of persons aged 55-59 in 2001



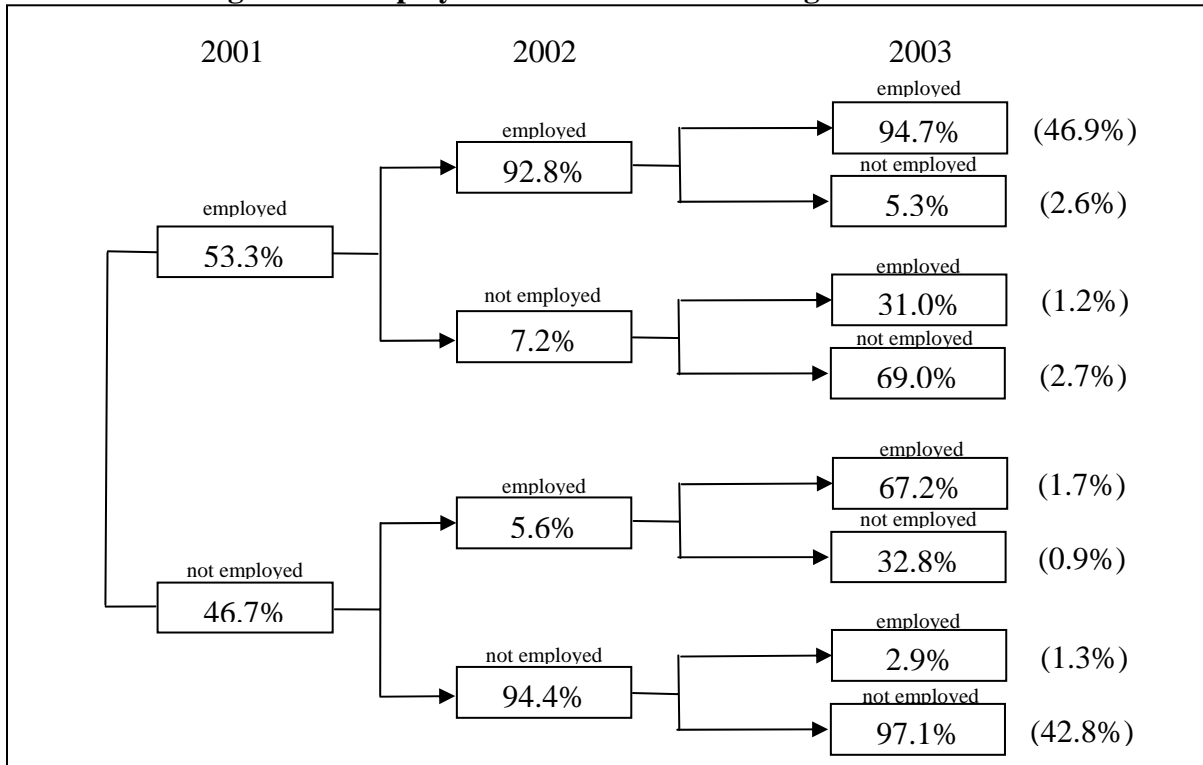
*Population weighted results, Sample N = 721. # Cell size less than 20.

Figure 3d: Employment transitions of persons aged 60-64 in 2001



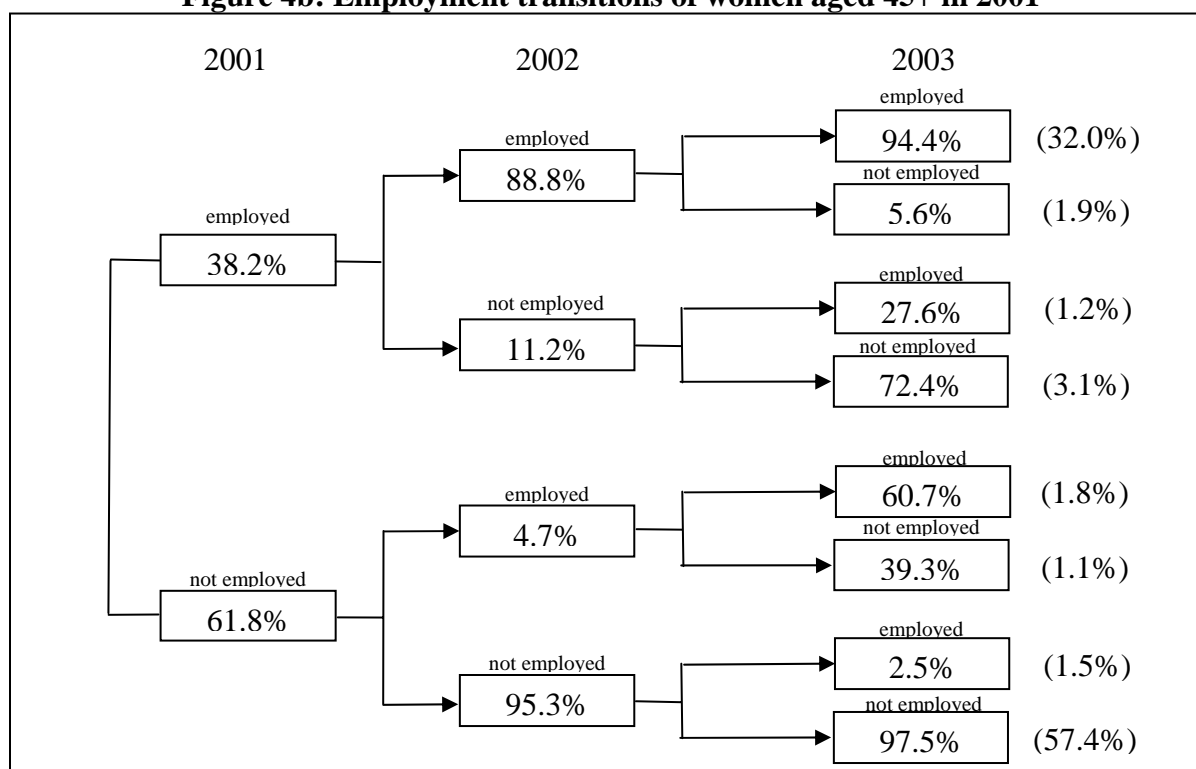
*Population weighted results, Sample N = 635. # Cell size less than 20.

Figure 4a: Employment transitions of men aged 45+ in 2001



*Population weighted results, Sample N = 2306.

Figure 4b: Employment transitions of women aged 45+ in 2001



*Population weighted results, Sample N = 2602.

Table 1: Labour force status by age group and gender – Mature age population, 2003

<i>Labour Force Status</i>						
Age in 2003	Employed full time (%)	Employed part time (%)	Unemployed, looking for work (%)	Not in the labour force (%)	Total (%)	
<i>Men</i>						
45-54	77.1	6.8	2.7	13.4	100.0	
55-59	57.9	10.7	3.3	28.1	100.0	
60-64	27.8	14.5	1.9 [#]	55.9	100.0	
65+	5.2	5.8	0.1 [#]	88.9	100.0	
Total	45.3	8.2	1.9 [#]	44.7	100.0	
<i>Women</i>						
45-54	38.9	30.7	1.9	28.4	100.0	
55-59	26.9	23.3	0.8 [#]	49.0	100.0	
60-64	7.5	15.4	0.4 [#]	76.8	100.0	
65+	0.8 [#]	3.9	0.1 [#]	95.3	100.0	
Total	20.1	18.4	0.9	60.6	100.0	

*Population weighted results, Sample N = 5756.

[#] Cell size less than 20.

Table 2a: Self Reported Retirement Status – by age group and gender, 2003*

	<i>Self reported retirement status</i>					Total
	Age in 2003	Completely retired (%)	Partly retired (%)	Not retired at all (%)	Not relevant - have never been in paid work (%)	
<i>Men</i>						
	45-54	7.2	3.7	88.8	0.4 #	100.0
	55-59	24.4	10.8	64.7	0.0 #	100.0
	60-64	50.1	17.7	32.1	0.2 #	100.0
	65+	87.8	6.7	5.2	0.3 #	100.0
	Total	40.5	7.6	51.6	0.3 #	100.0
<i>Women</i>						
	45-54	14.1	7.7	74.2	4.1	100.0
	55-59	38.6	12.9	45.1	3.5 #	100.0
	60-64	67.0	12.8	13.8	6.4	100.0
	65+	85.4	3.5	1.9	9.2	100.0
	Total	48.9	7.6	37.4	6.0	100.0

*Population weighted results, Sample N = 5754.

Cell size less than 20.

**Table 2b: Self-reported retirement status by age group and labour force status
– mature age population, 2003***

		<i>Self-reported Retirement Status</i>				
Labour Force Status	Age Group	Completely retired (%)	Partly retired (%)	Not retired at all (%)	Not relevant – have never been in paid work (%)	Total (%)
Employed full time	45-54	-	0.3 [#]	99.6	0.1 [#]	100.0
	55-59	0.2 [#]	3.4 [#]	96.0	0.3 [#]	100.0
	60-64	-	7.1 [#]	92.5	0.5 [#]	100.0
	65+	3.1 [#]	15.8 [#]	76.7	4.5 [#]	100.0
	Total	0.1 [#]	1.8	97.7	0.3 [#]	100.0
Employed part time	45-54	0.4 [#]	11.7	87.7	0.2 [#]	100.0
	55-59	2.4 [#]	35.0	62.6	-	100.0
	60-64	0.7 [#]	65.6	33.7	-	100.0
	65+	6.1 [#]	69.7	24.2	-	100.0
	Total	1.5 [#]	30.5	67.9	0.1 [#]	100.0
Unemployed	45-54	5.9 [#]	12.6 [#]	78.6	2.8 [#]	100.0
	55-59	3.2 [#]	49.9 [#]	46.9 [#]	-	100.0
	60-64	21.7 [#]	37.9 [#]	40.4 [#]	-	100.0
	65+	-	100.0 [#]	-	-	100.0
	Total	6.8 [#]	25.2	66.2	1.8 [#]	100.0
Not in the labour force	45-54	50.1	14.4	25.5	10.0	100.0
	55-59	80.2	8.9	6.7	4.1	100.0
	60-64	87.8	5.9	1.7	4.7	100.0
	65+	93.2	1.2	.2	5.4	100.0
	Total	84.2	4.9	5.0	5.9	100.0
Total	45-54	10.7	5.7	81.4	2.2	100.0
	55-59	31.5	11.9	54.9	1.7	100.0
	60-64	58.3	15.3	23.2	3.2	100.0
	65+	86.5	5.0	3.4	5.1	100.0
	Total	44.9	7.6	44.3	3.2	100.0

*Population weighted results, Sample N = 5754.

[#] Cell size less than 20.

Table 3: Long term health condition or disability by age group, gender and labour force status – mature age population, 2003

<i>Labour Force Status</i>						
	Age in 2003	Employed full time (%)	Employed part time (%)	Unemployed, looking for work (%)	Not in the labour force (%)	Total (%)
<i>Men</i>						
	45-54	17.0	41.3	46.2 [#]	75.8	27.4
	55-59	22.4	39.8	55.9 [#]	79.0	41.3
	60-64	25.0	32.9 [#]	67.9 [#]	68.6	51.3
	65+	27.1 [#]	38.2 [#]	-	61.4	58.2 [#]
	Total	19.1	38.4	51.3	66.1	42.3
<i>Women</i>						
	45-54	16.7	19.7	45.3 [#]	48.9	27.3
	55-59	24.9	25.2	-	46.1	35.1
	60-64	25.8 [#]	31.3 [#]	-	50.7	45.6 [#]
	65+	13.8 [#]	37.9 [#]	-	58.4	57.2 [#]
	Total	18.8	23.2	36.2 [#]	54.1	41.1

(% who answered 'yes' to: Do you have any long term health condition, impairment or disability that restricts you in your everyday activities, and has lasted, or is likely to last, for 6 months or more? (PQ K1a))

*Population weighted results, Sample N = 5264.

[#] Cell size less than 20.

**Table 4: Highest level of education by age group and labour force status
– mature age population, 2003***

		<i>Highest Level of Education</i>					
Age Group	Labour Force Status	Postgrad. degree/ diploma/ certificate (%)	Bachelor degree (%)	Trade certificate, diploma or advanced diploma (%)	Year 12 (%)	Year 11 or below (%)	Total (%)
45-54	Employed full time	12.4	14.7	44.7	7.0	21.1	100.0
	Employed part time	9.7	13.0	34.0	7.3	35.9	100.0
	Unemployed	9.3 [#]	8.8 [#]	40.2	18.8 [#]	22.9 [#]	100.0
	Not in the labour force	5.3 [#]	4.9	32.6	12.2	44.9	100.0
	Total	10.3	12.2	40.1	8.4	28.9	100.0
55-59	Employed full time	11.1	12.7	39.0	10.3	26.9	100.0
	Employed part time	11.6 [#]	12.2	32.6	5.2 [#]	38.5	100.0
	Unemployed	5.8 [#]	18.9 [#]	22.1 [#]	9.2 [#]	44.0 [#]	100.0
	Not in the labour force	4.1 [#]	3.2 [#]	35.7	6.2	50.8	100.0
	Total	8.4	9.1	36.3	7.8	38.4	100.0
60-64	Employed full time	9.8 [#]	6.9 [#]	40.9	3.9 [#]	38.4	100.0
	Employed part time	14.5 [#]	13.4 [#]	32.6	2.7 [#]	36.9	100.0
	Unemployed	4.7 [#]	-	75.7 [#]	5.2 [#]	14.5 [#]	100.0
	Not in the labour force	4.1 [#]	6.7	34.7	4.9 [#]	49.5	100.0
	Total	6.7	7.7	36.0	4.4	45.2	100.0
65+	Employed full time	9.7 [#]	2.6 [#]	40.6	3.5 [#]	43.6	100.0
	Employed part time	11.3 [#]	11.3 [#]	30.8	4.4 [#]	42.2	100.0
	Unemployed	50.9 [#]	-	49.1 [#]	-	-	100.0
	Not in the labour force	2.9	5.5	29.0	5.9	56.7	100.0
	Total	3.6	5.7	29.4	5.8	55.6	100.0
Total	Employed full time	11.9	13.4	43.2	7.4	24.1	100.0
	Employed part time	10.9	12.7	33.2	5.9	37.3	100.0
	Unemployed	8.6	10.1	39.7	14.9	26.6	100.0
	Not in the labour force	3.6	5.3	31.2	6.8	53.1	100.0
	Total	7.3	9.0	35.4	7.0	41.2	100.0

*Population weighted results, Sample N = 5756.

[#] Cell size less than 20.

Table 5: Average number of years in paid work since leaving full time study for the first time - by age group, gender and labour force status – mature age population, 2003*

<i>Labour Force Status</i>						
	Age in 2003	Employed full time (%)	Employed part time (%)	Unemployed, looking for work (%)	Not in the labour force (%)	Total (%)
<i>Men</i>						
	45-54	31.0	30.4	26.4	23.9	100.0
	55-59	39.2	38.5	35.6 [#]	34.6	100.0
	60-64	44.4	42.5	34.0 [#]	39.3	100.0
	65+	53.0	50.7	49.3 [#]	44.9	100.0
<i>Women</i>						
	45-54	26.7	24.1	16.0	15.7	100.0
	55-59	33.4	29.9	28.6 [#]	21.3	100.0
	60-64	40.1	32.2	34.3 [#]	23.6	100.0
	65+	34.0 [#]	35.9	44.3 [#]	22.8	100.0

*Population weighted results, Sample N = 5628.

[#] Cell size less than 20.

**Table 6: Country of birth by age group and labour force status
– persons aged 45+, 2003***

Age Group	Labour Force Status	Main English Speaking Country			Total (%)
		Australia (%)	Country (%)	Other Country (%)	
45-54	Employed full time	70.3	14.4	15.3	100.0
	Employed part time	74.2	12.4	13.4	100.0
	Unemployed	56.3	13.7	30.0	100.0
	Not in the labour force	61.9	9.6	28.5	100.0
	Total	69.0	13.0	18.1	100.0
55-59	Employed full time	64.7	18.1	17.2	100.0
	Employed part time	68.4	19.0	12.5	100.0
	Unemployed	61.2	10.2	28.6	100.0
	Not in the labour force	67.5	12.9	19.6	100.0
	Total	66.3	16.1	17.6	100.0
60-64	Employed full time	68.8	14.6	16.6	100.0
	Employed part time	75.7	9.8	14.4	100.0
	Unemployed	34.8	10.3	54.9	100.0
	Not in the labour force	64.9	14.6	20.6	100.0
	Total	66.8	13.8	19.3	100.0
65+	Employed full time	81.9	8.4	9.8	100.0
	Employed part time	74.0	9.2	16.8	100.0
	Unemployed	50.9	0.0	49.1	100.0
	Not in the labour force	68.5	16.1	15.3	100.0
	Total	69.1	15.6	15.3	100.0
Total	Employed full time	69.4	15.0	15.6	100.0
	Employed part time	73.2	13.0	13.8	100.0
	Unemployed	55.2	12.3	32.5	100.0
	Not in the labour force	66.8	14.5	18.7	100.0
	Total	68.3	14.4	17.2	100.0

*Population weighted results, Sample N = 2704.

Cell size less than 20.

Table 7: Equivalised household disposable income for 2002-03 financial year - means by age group, gender and labour force status – mature age population, 2003***

<i>Labour Force Status</i>						
Age in 2003	Employed full time (\$)	Employed part time (\$)	Unemployed, looking for work (\$)	Not in the labour force (\$)	Total (\$)	
<i>Men</i>						
45-54	37201	28668	12920	22336	100.0	
55-59	45324	37335	21692 [#]	27325	100.0	
60-64	38976	35562	29254 [#]	22869	100.0	
65+	40382	29094	73842 [#]	19847	100.0	
Total	39209	32221	18498	21359	100.0	
<i>Women</i>						
45-54	39164	36074	21977	21826	100.0	
55-59	39531	38324	32996 [#]	27158	100.0	
60-64	25444	34325	22887 [#]	23640	100.0	
65+	34224 [#]	30511	11500 [#]	17967	100.0	
Total	38575	35935	23424	20604	100.0	

*Population weighted results, Sample N = 5756.

[#] Cell size less than 20.

**Household disposable income divided by OECD equivalence score which allows 1.0 for the first adult, 0.5 for other adults and 0.3 for children under 15.

Table 8: Whether received income support (unemployment, disability or sole parent allowance) in the last financial year, by age group and labour force status – persons aged 45+, 2003*

Age Group	Labour Force Status	Received income support in 2002-03 (%)	Did not receive income support in 2002-03 (%)	Total (%)
45-54	Employed full time	2.7	97.3	100.0
	Employed part time	12.1	87.9	100.0
	Unemployed	46.2	53.8	100.0
	Not in the labour force	40.8	59.2	100.0
	Total	13.4	86.6	100.0
55-59	Employed full time	1.4 [#]	98.6	100.0
	Employed part time	13.3	86.7	100.0
	Unemployed	65.6 [#]	34.4 [#]	100.0
	Not in the labour force	37.3	62.7	100.0
	Total	18.6	81.4	100.0
60-64	Employed full time	1.3 [#]	98.7	100.0
	Employed part time	6.2 [#]	93.8	100.0
	Unemployed	30.1 [#]	69.9 [#]	100.0 [#]
	Not in the labour force	23.7	76.3	100.0
	Total	17.2	82.8	100.0
65+	Employed full time	0.8 [#]	99.2	100.0
	Employed part time	3.3 [#]	96.7	100.0
	Unemployed	0.0 [#]	100.0 [#]	100.0 [#]
	Not in the labour force	3.5	96.5	100.0
	Total	3.4	96.6	100.0
Total	Employed full time	2.3	97.7	100.0
	Employed part time	10.5	89.5	100.0
	Unemployed	48.4	51.6	100.0
	Not in the labour force	16.2	83.8	100.0
	Total	11.4	88.6	100.0

*Population weighted results, Sample N = 5756.

[#] Cell size less than 20.

**Table 9a: Probit coefficient estimates (marginal effects) for whether employed
– men aged 45+**

	Age Group							
	45+		45-54		55-59		60-64	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group</i>								
<i>(control = 45-54)</i>								
55-59	-0.412*	0.036						
60-64	-0.638*	0.019						
65+	-0.907*	0.011						
<i>Marital Status</i>								
<i>(control = married)</i>								
De facto	0.139*	0.057	0.011	0.031	0.156	0.072	-0.021	0.142
Separated	-0.075	0.072	-0.073	0.057	0.083	0.159	-0.036	0.157
Divorced	-0.083	0.050	-0.063	0.040	-0.145	0.098	-0.059	0.138
Widowed	-0.248*	0.073	-	-	-0.254	0.269	-0.283	0.143
Never married & not df.	-0.164*	0.056	-0.105*	0.053	-0.027	0.122	-0.342*	0.070
<i>Education level</i>								
<i>(control = year 12)</i>								
Postgraduate degree	0.236*	0.058	0.076*	0.018	0.099	0.099	0.192	0.174
Bachelor degree	0.121	0.067	0.057	0.023	-0.037	0.133	0.242	0.180
Diploma	0.021	0.069	0.032	0.031	-0.119	0.139	0.014	0.168
Certificate	-0.014	0.061	0.049	0.031	-0.060	0.110	-0.056	0.141
Year 11 and below	-0.067	0.062	0.009	0.035	-0.121	0.117	-0.041	0.143
<i>Country of Birth</i>								
<i>(control = Australia)</i>								
English speaking country	-0.039	0.040	0.001	0.030	0.080	0.062	0.028	0.095
Other country	-0.116	0.094	-0.114	0.075	0.117	0.194	0.184	0.223
<i>Location</i>								
<i>(control = major city)</i>								
Inner regional	-0.063*	0.032	-0.050*	0.026	-0.076	0.062	-0.060	0.070
Outer regional	0.019	0.042	-0.005	0.030	-0.049	0.088	0.074	0.102
Remote	0.205	0.090	0.049	0.052			0.409	0.209
English first language	-0.086	0.093	-0.043	0.032	0.228	0.320	0.080	0.208
ATSI	-0.064	0.135	0.029	0.070			-0.004	0.262
Long term health condition	-0.242*	0.027	-0.160*	0.029	-0.241*	0.057	-0.170*	0.065
No. of years employed	0.032*	0.003	0.011*	0.002	0.017*	0.005	0.034*	0.007
Received income support in last financial year	-0.418*	0.031	-0.296*	0.055	-0.513*	0.075	-0.315*	0.068
obs. P	0.548		0.850		0.713		0.436	
pred. P (at x-bar)	0.564		0.924		0.773		0.382	
Number of observations	2695		1054		429		344	
Pseudo R-squared	0.530		0.441		0.418		0.281	

* significant at 5% level

**Table 9b: Probit coefficient estimates (marginal effects) for whether employed
– women aged 45+**

	Age Group							
	45+		45-54		55-59		60-64	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group</i>								
<i>(control = 45-54)</i>								
55-59	-0.221*	0.020						
60-64	-0.352*	0.015						
65+	-0.650*	0.015						
<i>Marital Status</i>								
<i>(control = married)</i>								
De facto	0.150*	0.061	0.061	0.047	0.196	0.105	0.126	0.251
Separated	0.095	0.060	0.065	0.051	0.116	0.106	0.111	0.175
Divorced	0.099*	0.038	0.018	0.042	0.264*	0.070	0.043	0.084
Widowed	-0.035	0.037	0.115	0.051	0.007	0.106	0.044	0.072
Never married & not df.	-0.006	0.052	0.036	0.058	0.002	0.162	0.131	0.183
<i>Education level</i>								
<i>(control = year 12)</i>								
Postgraduate degree	0.309*	0.061	0.167*	0.031	0.217	0.122	-0.037	0.132
Bachelor degree	0.219*	0.058	0.170*	0.031	0.194	0.121	-0.094	0.098
Diploma	0.085	0.057	0.073	0.049	0.058	0.129	-0.133	0.075
Certificate	0.096*	0.047	0.114*	0.039	0.022	0.113	-0.108	0.100
Year 11 and below	0.003	0.042	0.067	0.042	-0.114	0.109	-0.208	0.140
<i>Country of Birth</i>								
<i>(control = Australia)</i>								
English speaking country	-0.095*	0.029	-0.103*	0.051	-0.038	0.083	-0.147*	0.038
Other country	-0.113	0.064	-0.175	0.101	0.118	0.180	-0.439*	0.043
<i>Location</i>								
<i>(control = major city)</i>								
Inner regional	0.007	0.026	-0.024	0.034	-0.005	0.062	-0.009	0.048
Outer regional	0.013	0.034	-0.021	0.042	0.001	0.081	-0.026	0.069
Remote	0.178*	0.080	0.087	0.065	-0.064	0.172	0.365	0.233
English first language	0.036	0.074	0.010	0.085	0.277	0.174	-0.936*	0.017
ATSI	-0.192*	0.061	-0.168	0.142	-0.510*	0.077	0.344	0.366
Long term health condition	-0.167*	0.022	-0.191*	0.035	-0.148*	0.058	-0.081	0.044
No. of years employed	0.015*	0.001	0.018*	0.002	0.018*	0.003	0.011*	0.002
Received income support in last financial year	-0.251*	0.021	-0.309*	0.052	-0.361*	0.073	-0.189*	0.033
obs. P	0.415		0.736		0.548		0.265	
pred. P (at x-bar)	0.312		0.796		0.543		0.174	
Number of observations	3046		1157		478		351	
Pseudo R-squared	0.470		0.310		0.252		0.249	

* significant at 5% level

**Table 10a: Probit coefficient estimates (marginal effects) for whether working full time
– employed men aged 45+**

	Age Group							
	45+		45-54		55-59		60-64	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group (control = 45-54)</i>								
55-59	-0.037	0.026						
60-64	-0.145*	0.056						
65+	-0.354*	0.104						
<i>Marital Status (control = married)</i>								
De facto	-0.027	0.030	-0.043	0.034	0.026	0.043	-0.075	0.215
Separated	0.011	0.037	0.009	0.020	-0.458	0.358	-	-
Divorced	0.023	0.021	-0.015	0.025	0.039	0.036	0.109	0.040
Widowed	0.016	0.050	-	-	-	-	-	-
Never married & not df.	-0.139*	0.061	-0.081*	0.055	-0.258*	0.188	-	-
<i>Education Level (control = year 12)</i>								
Postgraduate degree	-0.015	0.039	-0.015	0.034	-0.134	0.151	-0.482	0.491
Bachelor degree	0.001	0.035	0.022	0.014	-0.150	0.172	-0.905*	0.144
Diploma	0.027	0.026	0.030*	0.010	-0.199	0.183	-0.139	0.346
Certificate	0.018	0.028	0.036	0.020	-0.041	0.082	-0.467	0.355
Year 11 and below	0.026	0.026	0.032*	0.013	-0.096	0.107	-0.489	0.358
<i>Country of Birth (control = Australia)</i>								
English speaking country	-0.000	0.020	0.002	0.016	0.005	0.037	-0.040	0.153
Other country	0.036	0.036	-0.003	0.033	0.093	0.044	0.760*	0.154
<i>Location (control = major city)</i>								
Inner regional	-0.004	0.017	-0.017	0.016	0.041	0.031	0.027	0.078
Outer regional	-0.014	0.026	-0.038	0.033	0.004	0.055	0.078	0.056
Remote	0.005	0.042	-	-	-0.019	0.122	-0.151	0.268
<i>Work Schedule (control = regular day or evening shift)</i>								
Regular night shift	0.019	0.039	0.024	0.009	-0.447	0.327	-	-
Rotating shift	0.076	0.010	0.030	0.009	-	-	-	-
Split shift	0.039	0.046	-	-	-	-	-	-
On call	-0.056	0.050	-0.053	0.074	-0.078	0.115	0.022	0.160
Irregular shifts	-0.049	0.024	0.002	0.013	-0.150*	0.084	0.004	0.089
<i>Employment Contract (control = permanent)</i>								
Self employed	-0.153*	0.029	-0.081*	0.029	-0.109*	0.056	-0.529*	0.172
Casual	-0.446*	0.059	-0.315*	0.090	-0.609*	0.136	-0.498*	0.193
Fixed-term contract	-0.015	0.041	0.022	0.012	-0.141	0.228	-0.738	0.347
<i>Occupation (control = professionals)</i>								
Managers	0.115	0.137	-0.020	0.107	0.242	0.263	0.336	0.545
Associate professionals	-0.033	0.023	-0.005	0.018	-0.055	0.051	-0.154	0.109
Tradespersons	-0.017	0.024	0.005	0.018	-0.041	0.055	-0.127	0.118
Adv. Clerical/sales/service	-0.004	0.030	0.009	0.023	-	-	0.444	0.132
Int. clerical/sales/service	-0.033	0.024	-0.008	0.019	-0.044	0.056	-0.200	0.126
Int. production & transport	-0.022	0.025	0.006	0.019	-0.058	0.057	-0.190	0.127
Elem. clerical/sales/service	-0.024	0.025	0.004	0.019	-0.056	0.057	-0.155	0.124
Labourers & related workers	-0.017	0.025	0.007	0.020	-0.056	0.057	-0.164	0.129

Industry (control = health &

community services)

Agriculture	0.081*	0.013	0.033*	0.010*	0.078	0.028	0.097	0.073
Mining	0.071*	0.011	-	-	-	-	0.085	0.055
Manufacturing	0.087*	0.014	0.045*	0.013*	0.094	0.030	0.067	0.090
Electricity, gas & water	0.070*	0.011	-	-	-	-	-	-
Construction	0.073*	0.013	0.038*	0.011	0.052	0.037	0.082	0.070
Wholesale trade	0.072*	0.011	0.030*	0.009*	0.090	0.028	0.222	0.067
Retail trade	0.061*	0.014	0.030*	0.009	0.070	0.028	0.024	0.123
Accommodation/cafes	0.054	0.017	0.027	0.008	0.067	0.024	-	-
Transport & storage	0.057*	0.015	0.029*	0.009	0.053	0.037	-0.167	0.314
Communication	0.065*	0.012	0.030*	0.009	0.045	0.044	-	-
Finance & insurance	0.058	0.016	0.028	0.008	-	-	-	-
Property & business	0.046	0.019	0.028	0.011	0.042	0.043	-0.099	0.237
Govt. administration	0.053	0.018	0.027	0.010	0.080*	0.026	0.042	0.116
Education	0.040	0.021	0.026	0.011	0.055	0.039	-0.321	0.355
Culture & rec. services	0.049	0.019	0.015	0.020	-0.050	0.164	0.027	0.183
Personal & other services	0.058*	0.014	0.027	0.008	0.051	0.034	0.101	0.046
English first language	0.086	0.090	0.023	0.051	0.234	0.437	0.999*	0.001
ATSI	-0.216*	0.150	-0.103	0.147	-	-	-0.694	0.465
Long term health condition	-0.072*	0.021	-0.051*	0.023	-0.128*	0.063	-0.134	0.112
No. of years employed	0.000	0.001	-0.001	0.001	-0.005	0.005	-0.012	0.008
Public sector	0.002	0.029	0.016	0.015	0.037	0.053	-0.216	0.267
Received income support in last financial year	-0.256*	0.076	-0.138*	0.072	-0.339*	0.228	-	-
obs. P	0.832		0.902		0.815		0.659	
pred. P (at x-bar)	0.933		0.974		0.938		0.909	
Number of observations	1461		819		276		123	
Pseudo R-squared	0.419		0.422		0.405		0.457	

* significant at 5% level

**Table 10b: Probit coefficient estimates (marginal effects) for whether working full time
– employed women aged 45+**

	<i>Age Group</i>					
	45+		45-54		55-59	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group (control = 45-54)</i>						
55-59	-0.066	0.044				
60-64	-0.229*	0.061				
65+	-0.437*	0.043				
<i>Marital Status (control = married)</i>						
De facto	0.109	0.064	0.140	0.070	0.085	0.203
Separated	0.189*	0.068	0.119	0.083	0.448*	0.085
Divorced	0.304*	0.043	0.245*	0.056	0.566*	0.070
Widowed	0.138	0.074	0.193	0.100	0.000	0.204
Never married & not df.	0.257*	0.064	0.270*	0.066	0.483*	0.059
<i>Education Level (control = year 12)</i>						
Postgraduate degree	-0.097	0.083	-0.061	0.100	0.340	0.203
Bachelor degree	-0.120	0.079	-0.096	0.096	0.299	0.218
Diploma	0.018	0.086	0.098	0.102	0.231	0.227
Certificate	-0.135	0.071	-0.114	0.086	0.249	0.201
Year 11 and below	-0.204*	0.069	-0.204*	0.084	0.231	0.206
<i>Country of Birth (control = Australia)</i>						
English speaking country	-0.056	0.051	-0.067	0.063	0.144	0.148
Other country	0.123	0.109	0.113	0.130	0.282	0.224
<i>Location (control = major city)</i>						
Inner regional	0.010	0.042	0.058	0.050	-0.160	0.120
Outer regional	0.117*	0.055	0.120	0.066	0.258	0.141
Remote	0.218*	0.092	0.230	0.104	0.469	0.110
<i>Work Schedule (control = regular day or evening shift)</i>						
Regular night shift	0.128	0.103	0.122	0.122		
Rotating shift	0.113	0.074	-0.132	0.088	-0.406	0.169
Split shift	0.141	0.128	-0.199	0.168		
On call	0.140	0.104	0.039	0.168	-0.285	0.239
Irregular shifts	0.155*	0.052	-0.141*	0.071	-0.192	0.155
<i>Employment Contract (control = permanent)</i>						
Self employed	-0.068	0.052	-0.162*	0.064	-0.330*	0.125
Casual	-0.470*	0.033	-0.522*	0.040	-0.541*	0.096
Fixed-term contract	0.039	0.063	0.076	0.067	-0.048	0.362
<i>Occupation (control = professionals)</i>						
Managers	0.221	0.387	0.048	0.473	1.253	1.178
Associate professionals	-0.092	0.058	-0.074	0.070	-0.274	0.188
Tradespersons	0.035	0.078	0.034	0.094	-0.148	0.224
Adv. clerical/sales/service	-0.038	0.067	0.012	0.082	-0.177	0.200
Int. clerical/sales/service	-0.041	0.068	-0.006	0.084	-0.155	0.200
Int. production & transport	-0.064	0.074	-0.022	0.091	-0.341	0.241
Elem. clerical/sales/service	-0.054	0.072	-0.014	0.089	-0.205	0.212
Labourers & related workers	-0.049	0.073	-0.015	0.090	-0.197	0.214

Industry (control = health & community services)

Agriculture	0.214*	0.089	0.308*	0.085	-0.183	0.258
Mining	-	-	-	-	-	-
Manufacturing	0.310*	0.064	0.316*	0.066	0.315	0.147
Electricity, gas & water	-	-	-	-	-	-
Construction	-0.032	0.151	0.010	0.201	0.156	0.275
Wholesale trade	0.211*	0.084	0.306*	0.074	-0.214	0.265
Retail trade	0.010	0.076	0.066	0.088	-0.241	0.214
Accommodation/cafes	0.266*	0.081	0.314*	0.076	0.193	0.230
Transport & storage	0.348*	0.073	0.422*	0.041	0.030	0.300
Communication	0.274*	0.102	0.257*	0.105	-	-
Finance & insurance	0.214*	0.086	0.220*	0.092	-0.181	0.273
Property & business	0.160*	0.064	0.222*	0.068	0.038	0.207
Govt. administration	0.229*	0.076	0.230*	0.080	-	-
Education	0.083	0.057	0.092	0.067	0.259	0.160
Culture & rec. services	0.056	0.117	0.153	0.141	-0.024	0.290
Personal & other services	0.179*	0.081	0.166	0.094	0.370	0.148
English first language	0.009	0.119	0.033	0.146	0.018	0.312
ATSI	0.000	0.205	0.019	0.224	-	-
Long term health condition	-0.056	0.040	-0.053	0.052	-0.221	0.121
No. of years employed	0.008*	0.002	0.008*	0.003	0.025*	0.006
Public sector	-0.005	0.049	-0.062	0.058	0.362*	0.122
Received income support in last financial year	-0.286*	0.059	-0.238*	0.080	-0.628*	0.054
obs. P	0.516		0.551		0.530	
pred. P (at x-bar)	0.503		0.549		0.537	
Number of observations	1247		839		232	
Pseudo R-squared	0.266		0.257		0.466	

* significant at 5% level

**Table 11: At what age do you expect to retire completely from the workforce
– persons who have not yet completely retired***

<i>Age expect to retire completely from the workforce ...</i>										
	Age in 2003	45-54	55-59	60-64	65-69	70-74	75+	Don't expect to ever retire	Don't know	Total
<i>Men</i>										
	45-54	1.6 [#]	14.8	25.5	36.0	6.7	2.3	7.1	6.0	100.0
	55-59	-	6.3	25.8	38.6	11.0	1.7 [#]	10.6	6.1	100.0
	60-64	-	-	12.5	46.6	14.3	3.3 [#]	9.0 [#]	14.4	100.0
	65+	-	-	-	11.0 [#]	19.4	24.6	23.9	21.2	100.0
	Total	1.6 [#]	14.8	25.5	36.0	6.7	2.3	7.1	7.9	100.0
<i>Women</i>										
	45-54	4.2	26.0	28.2	20.7	3.8	1.0 [#]	5.8	10.3	100.0
	55-59	-	7.9	40.0	24.8	5.3 [#]	3.3 [#]	7.2	11.3	100.0
	60-64	-	-	24.2	33.5	11.5 [#]	1.7 [#]	9.9 [#]	19.2	100.0
	65+	-	-	-	12.1 [#]	23.6 [#]	11.0 [#]	23.7 [#]	29.6 [#]	100.0
	Total	2.9	19.5	29.1	22.0	5.4	2.0	7.1	11.9	100.0

*Population weighted results, Sample N = 3079.

[#] Cell size less than 20.

**Table 12: Per cent chance that you will be in paid work by the age of 65
– persons aged 45 to 64 who have not yet completely retired***

	Age in 2003	0 %	1-24 %	25-49 %	50-74 %	75-99 %	100 %	Total
<i>Men</i>								
	45-54	40.3	19.4	7.9	18.9	8.1	5.3	100.0
	55-59	35.3	21.0	7.9	22.0	7.6	6.3 [#]	100.0
	60-64	30.4	12.9	6.5 [#]	17.9	13.7 [#]	18.7	100.0
	Total	38.2	19.1	7.8	19.4	8.6	7.0	100.0
<i>Women</i>								
	45-54	59.0	17.3	5.1	12.2	3.4	3.0	100.0
	55-59	52.2	14.6	4.2 [#]	18.2	5.6 [#]	5.2 [#]	100.0
	60-64	52.0	5.8 [#]	9.8 [#]	12.4 [#]	8.6 [#]	11.5 [#]	100.0
	Total	57.1	16.0	5.2	13.5	4.2	4.0	100.0

*Population weighted results, Sample N = 2680.

[#] Cell size less than 20.

Table 13a: Tests of joint significance of variable categories for percentage chance still in paid work at the age of 65 – employed men aged 45-64

	Age Group							
	45+		45-54		55-59		60-64	
	F	Prob > F	F	Prob > F	F	Prob > F	F	Prob > F
Age Group	10.17	0.000						
Marital Status	0.68	0.639	0.47	0.800	1.35	0.245	1.36	0.250
Education Level	1.04	0.391	0.98	0.429	0.26	0.932	1.51	0.197
LFS of Partner	4.49	0.011	2.22	0.109	1.55	0.216	0.71	0.495
Country of Birth	0.00	0.996	0.10	0.903	0.37	0.690	0.67	0.516
Location	2.91	0.033	1.77	0.151	1.05	0.370	0.48	0.696
Work Schedule	1.82	0.107	1.51	0.184	1.11	0.359	1.13	0.350
Employment Contract	6.93	0.000	3.78	0.010	1.15	0.329	4.50	0.006
Occupation	0.28	0.972	0.55	0.820	0.32	0.957	1.39	0.217
Industry	1.82	0.024	2.17	0.005	0.88	0.591	0.91	0.553
English first language	0.59	0.442	0.49	0.482	0.16	0.687	1.02	0.315
ATSI	0.01	0.933	0.05	0.816	-	-	0.79	0.376
Long term health condition	2.55	0.111	3.05	0.081	0.40	0.530	0.05	0.817
Carer	0.10	0.747	0.00	0.978	2.63	0.106	0.45	0.503
Public sector	17.43	0.000	12.50	0.000	2.57	0.110	0.25	0.622
Employed part time	0.08	0.776	0.25	0.617	1.80	0.181	0.47	0.497
Number of observations	1223		820		267		128	
R-squared	0.144		0.155		0.219		0.488	
Adjusted R-squared	0.102		0.094		0.020		0.122	

Table 13b: OLS coefficient estimates for percentage chance still in paid work at the age of 65 – employed men aged 45-64

	Age Group							
	45+		45-54		55-59		60-64	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group</i>								
<i>(control = 45-54)</i>								
55-59	1.507	2.373						
60-64	14.757*	3.286						
<i>Marital Status</i>								
<i>(control = married)</i>								
De facto	0.776	3.569	0.605	4.259	-0.204	8.028	-8.372	17.520
Separated	6.087	5.132	6.498	5.475	-15.943	16.001	42.408	33.053
Divorced	4.427	3.798	0.203	4.393	15.933	8.835	2.653	22.393
Widowed	10.842	13.374	18.230	22.374	26.121	20.740	-83.168	44.512
Never married & not df.	-1.369	4.546	3.262	5.070	-7.909	11.548	-45.189	32.889
<i>Education Level</i>								
<i>(control = year 12)</i>								
Postgraduate degree	6.559	4.982	4.213	6.009	0.081	10.581	44.302	26.362
Bachelor degree	0.029	4.802	-0.527	5.692	-6.464	10.538	59.364*	26.703
Diploma	0.547	4.868	-3.808	5.837	-2.658	10.633	66.782*	25.634
Certificate	-1.017	4.146	-4.628	4.945	1.827	8.805	56.316*	24.667
Year 11 and below	1.762	4.381	-0.926	5.355	2.750	9.031	52.664*	24.489
<i>Labour Force Status of Partner (control = partner employed)</i>								
Partner unemployed	-9.323	8.851	-15.459	12.271	-0.628	14.623	19.309	46.757
Partner not in labour force	-7.184*	2.491	-5.770	3.280	-9.133	5.215	-9.577	8.711
<i>Country of Birth</i>								
<i>(control = Australia)</i>								
English speaking country	0.215	2.678	-0.050	3.389	-1.737	5.511	5.697	12.724
Other country	-0.195	5.938	3.040	6.796	-15.224	18.322	-18.424	20.197
<i>Location</i>								
<i>(control = major city)</i>								
Inner regional	-0.374	2.396	-0.106	2.831	-4.198	5.600	-1.887	10.332
Outer regional	-8.395*	3.172	-8.271*	3.762	-13.171	7.854	-10.510	12.648
Remote	4.417	5.852	-3.298	7.620	3.568	13.667	13.014	18.866
<i>Work Schedule (control = regular day or evening shift)</i>								
Regular night shift	1.592	7.801	-6.006	9.635	17.727	15.584	-34.676	41.832
Rotating shift	-5.394	4.251	-3.580	4.842	-3.697	11.130	-35.937	18.404
Split shift	19.562	10.744	22.351*	11.101	-1.773	37.897	-	-
On call	11.759	6.595	10.838	9.367	28.788	14.643	-0.127	18.437
Irregular shifts	3.076	3.009	4.026	3.792	3.341	6.460	1.164	11.905
<i>Occupation (control = professionals)</i>								
Managers	-5.640	18.546	-18.886	22.296	-19.602	40.933	78.169	98.093
Associate professionals	1.768	3.049	3.114	3.673	1.960	6.837	6.557	16.708
Tradespersons	1.548	3.155	3.032	3.779	3.622	7.073	-10.543	17.006
Adv. clerical/sales/service	-0.223	4.530	4.898	5.395	1.091	11.331	-30.520	20.001
Int. clerical/sales/service	0.468	3.201	2.442	3.828	5.251	7.033	-16.618	17.224
Int. production & transport	0.820	3.256	2.153	3.908	5.262	7.135	-13.457	17.167
Elem. clerical/sales/service	1.328	3.298	3.729	3.984	3.339	7.242	-15.105	16.497
Labourers & related wrkrs.	1.106	3.288	2.812	3.947	3.305	7.096	-13.723	17.103

*Industry (control = health
& community services)*

Agriculture	-0.885	6.974	3.574	9.029	-19.554	15.607	-29.656	23.720
Mining	-12.197	8.031	-12.739	9.825	-37.244	20.440	-31.296	57.008
Manufacturing	-13.002*	5.809	-16.503*	7.718	-6.798	12.319	-9.394	20.544
Electricity, gas & water	-19.037*	8.361	-15.826	10.289	-23.945	20.178	-29.512	28.234
Construction	-15.471*	6.185	-17.340*	8.064	-12.752	14.310	-22.726	21.207
Wholesale trade	-7.759	6.446	-5.527	8.660	-7.547	12.508	-30.228	21.576
Retail trade	-12.502*	6.231	-13.077	8.144	-13.602	13.075	8.953	22.640
Accommodation/cafes	-19.951*	7.681	-22.977*	10.059	-24.093	17.011	6.488	29.691
Transport & storage	-18.935*	6.463	-21.841*	8.578	-18.836	13.203	-13.151	23.041
Communication	-16.448*	7.831	-17.804	9.486	-8.227	18.786	-	-
Finance & insurance	-26.391*	8.339	-24.905*	10.130	-33.763	20.667	-41.830	46.433
Property & business	-7.991	5.740	-2.556	7.779	-12.483	11.154	-37.863	20.849
Govt. administration	-10.816*	6.167	-11.279	8.114	-17.838	12.696	-3.727	22.683
Education	-8.950	6.029	-12.689	8.082	-7.244	11.872	-2.648	21.430
Culture & rec. services	-3.285	8.733	-13.745	11.564	22.257	20.157	3.780	27.969
Personal & other services	-14.494*	6.571	-11.523	8.626	-25.677	13.939	-40.803	24.144
<i>Employment Contract</i>								
<i>(control = permanent)</i>								
Self employed	11.329*	2.596	9.238*	3.115	6.776	6.051	38.408*	12.108
Casual	1.738	3.838	-2.183	5.238	13.118	8.565	5.394	12.046
Fixed-term contract	-1.110	4.468	-2.315	4.995	10.446	11.501	-37.895	27.242
English first language	-4.832	6.280	-5.151	7.323	-7.519	18.652	-20.436	20.219
ATSI	-0.843	10.031	-2.706	11.647	-	-	29.902	33.560
Long term health condition	-3.738	2.342	-5.037	2.883	-3.356	5.333	2.075	8.940
Carer	-1.060	3.278	-0.113	4.065	-11.828	7.289	-10.235	15.188
Public sector	-15.543*	3.723	-15.312*	4.331	-14.677	9.148	-8.553	17.269
Employed part time	-0.942	3.316	2.305	4.611	-9.261	6.897	-7.039	10.307
Constant	43.719*	11.055	43.058*	13.578	50.974*	25.168	51.107	46.536
Number of observations	1223		820		267		128	
R-squared	0.144		0.155		0.2190		0.4884	
Adjusted R-squared	0.102		0.094		0.0200		0.1220	

* significant at 5% level

Table 13c: Tests of joint significance of variable categories for percentage chance still in paid work at the age of 65 – employed women aged 45-64

	<i>Age Group</i>					
	45+		45-54		55-59	
	F	Prob > F	F	Prob > F	F	Prob > F
Age Group	4.97	0.007				
Marital Status	7.91	0.000	9.54	0.000	1.27	0.279
Education Level	1.32	0.255	2.11	0.062	0.88	0.494
LFS of Partner	0.50	0.607	0.79	0.453	0.37	0.689
Country of Birth	1.00	0.368	0.67	0.513	0.15	0.860
Location	1.49	0.217	1.46	0.225	0.99	0.401
Work Schedule	2.08	0.065	2.40	0.036	1.14	0.341
Employment Contract	2.65	0.048	1.10	0.347	2.07	0.107
Occupation	2.09	0.035	1.56	0.134	0.89	0.528
Industry	0.88	0.597	1.19	0.272	0.88	0.585
English first language	0.37	0.541	0.08	0.779	0.00	0.998
ATSI	0.86	0.354	2.03	0.155	0.24	0.622
Long term health condition	0.06	0.802	0.16	0.686	0.80	0.371
Carer	0.01	0.923	0.23	0.628	0.03	0.866
Public sector	0.38	0.539	0.02	0.885	3.01	0.085
Employed part time	11.07	0.001	8.49	0.004	2.59	0.109
Number of observations	1060		752		227	
R-squared	0.138		0.180		0.244	
Adjusted R-squared	0.089		0.115		0.012	

Table 13d: OLS coefficient estimates (marginal effects) for percentage chance still in paid work at the age of 65 – employed women aged 45-64

	Age Group					
	45+		45-54		55-59	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group</i>						
<i>(control = 45-54)</i>						
55-59	3.499	2.273				
60-64	11.142*	3.732				
<i>Marital Status</i>						
<i>(control = married)</i>						
De facto	5.175	3.603	5.569	3.707	6.367	10.014
Separated	17.747*	4.065	20.437*	4.331	16.890	11.070
Divorced	12.085*	2.774	15.469*	3.134	5.264	6.221
Widowed	6.849	4.373	-0.737	5.684	-13.854	10.221
Never married & not df.	14.178*	3.978	14.808*	3.999	19.213	16.050
<i>Education Level</i>						
<i>(control = year 12)</i>						
Postgraduate degree	1.363	4.439	5.129	4.701	-6.030	11.889
Bachelor degree	-4.505	4.292	-0.996	4.561	-14.129	11.408
Diploma	-4.886	4.526	-6.516	5.010	-18.138	10.972
Certificate	-3.859	3.851	-2.022	4.128	-15.702	9.837
Year 11 and below	-6.359	3.845	-5.885	4.127	-12.001	9.830
<i>Labour Force Status of Partner</i>						
<i>(control = partner employed)</i>						
Partner unemployed	6.257	9.789	11.611	11.070	-10.697	19.501
Partner not in labour force	3.032	3.795	-3.519	5.289	4.685	7.502
<i>Country of Birth</i>						
<i>(control = Australia)</i>						
English speaking country	2.453	2.818	-0.402	3.067	3.018	6.892
Other country	7.089	5.747	6.951	6.249	5.417	13.031
<i>Location</i>						
<i>(control = major city)</i>						
Inner regional	-4.687*	2.250	-5.140*	2.465	0.248	5.752
Outer regional	-1.382	3.117	-2.162	3.470	8.282	7.412
Remote	-3.529	5.689	-2.464	6.462	-17.227	15.992
<i>Work Schedule (control = regular day or evening shift)</i>						
Regular night shift	8.334	3.111	-5.766	6.476	21.488	17.493
Rotating shift	1.439	2.703	0.442	4.517	17.471	12.224
Split shift	-1.761	3.441	2.057	8.004	-1.229	15.994
On call	1.070	6.136	8.497	8.370	-12.388	11.342
Irregular shifts	7.122*	4.255	11.270*	3.508	-8.793	8.445
<i>Occupation</i>						
<i>(control = professionals)</i>						
Managers	-10.893	20.914	-2.073	23.101	-4.373	52.932
Associate professionals	3.471	3.117	2.522	3.358	3.769	8.598
Tradespersons	0.540	4.132	-1.457	4.506	-0.512	10.197
Adv. clerical/sales/service	0.974	3.639	0.008	4.038	-2.889	9.049
Int. clerical/sales/service	2.173	3.684	0.961	4.113	0.691	9.023
Int. production & transport	3.430	3.993	1.419	4.435	2.125	9.828
Elem. clerical/sales/service	0.181	3.894	-0.938	4.350	-0.778	9.572
Labourers & related workers	1.725	3.972	-0.244	4.437	1.323	9.599

Industry (control = health & community services)

Agriculture	5.295	6.360	10.186	7.802	3.467	13.720
Mining	13.260	29.737	8.971	27.432	-	-
Manufacturing	-5.599	4.586	-7.492	5.038	1.888	10.657
Electricity, gas and water	-16.900	29.072	-14.932	26.670	-	-
Construction	-2.157	8.225	-1.497	9.477	-7.008	17.374
Wholesale trade	-3.937	5.240	-4.862	5.636	-0.081	13.384
Retail trade	-7.067	4.133	-6.732	4.348	-20.652	12.467
Accommodation/cafes	-9.588	5.361	-9.152	5.999	4.106	12.034
Transport & storage	-13.827*	6.785	-13.250	7.661	-22.131	15.389
Communication	-3.719	7.007	-1.769	7.092	13.505	22.548
Finance & insurance	-1.223	5.520	-0.904	5.846	-2.864	13.986
Property & business	-1.347	3.652	-0.689	3.977	-18.955	10.009
Govt. administration	1.374	4.522	1.823	4.765	3.861	12.411
Education	-4.391	3.165	-6.803*	3.449	-0.531	8.233
Culture & rec. services	-2.898	6.523	5.579	7.534	-20.132	13.362
Personal & other services	-5.445	4.781	-8.098	5.011	-14.068	13.302
<i>Employment Contract (control = permanent)</i>						
Self employed	8.334*	3.111	3.265	3.527	17.366*	7.102
Casual	1.439	2.703	-2.059	2.983	2.662	7.138
Fixed-term contract	-1.761	3.441	-4.001	3.357	11.079	17.721
English first language	3.734	6.105	1.862	6.645	-0.037	14.393
ATSI	-10.252	11.060	-15.647	10.988	16.711	33.866
Long term health condition	-0.554	2.205	-1.022	2.525	-4.850	5.411
Carer	-0.249	2.584	-1.384	2.854	-1.038	6.157
Public sector	-1.619	2.635	-0.405	2.810	-13.043	7.517
Employed part time	-7.001*	2.104	-6.667*	2.288	-8.852	5.498
Constant	18.261	11.071	21.741	12.500	44.895	25.003
Number of observations	1060		752		227	
R-squared	0.138		0.180		0.244	
Adjusted R-squared	0.089		0.115		0.012	

* significant at 5% level

Table 14: How important are each of the following in your decision about when to retire completely from the workforce? – persons who have not yet completely retired*

	Not impor- tant (%)	Of limited impor- tance (%)	Impor- -tant (%)	Very impor- -tant (%)	Total
<i>Men</i>					
Your personal health or physical abilities	3.6	5.7	31.5	59.2	100.0
Financial security	7.5	6.9	30.6	55.1	100.0
The need to care for your spouse or another family member	11.2	6.9	28.1	53.8	100.0
The ability to access superannuation funds	17.0	11.1	27.3	44.6	100.0
The number of people for whom you need to provide financial support	20.6	14.9	31.5	33.0	100.0
The desire for a different lifestyle	18.5	22.8	35.0	23.7	100.0
The ability to access other government pensions or benefits	34.5	23.2	25.2	17.1	100.0
Being retrenched or made redundant	42.4	19.2	22.2	16.2	100.0
Reaching the eligibility age for an old age (or service) pension	41.8	20.4	22.0	15.8	100.0
A declining interest in work	22.7	29.3	32.9	15.1	100.0
The stresses and pressures of your job	30.1	25.8	29.7	14.4	100.0
When your partner retires	44.5	16.9	24.3	14.2	100.0
<i>Women</i>					
Your personal health or physical abilities	2.8	3.8	29.6	63.9	100.0
Financial security	5.2	6.5	28.0	60.4	100.0
The need to care for your spouse or another family member	15.6	7.0	28.2	49.3	100.0
The ability to access superannuation funds	17.8	9.6	28.8	43.8	100.0
The number of people for whom you need to provide financial support	34.7	18.2	21.6	25.6	100.0
The desire for a different lifestyle	15.2	17.9	34.7	32.1	100.0
The ability to access other government pensions or benefits	32.9	21.0	26.4	19.8	100.0
Being retrenched or made redundant	40.8	17.4	23.2	18.6	100.0
Reaching the eligibility age for an old age (or service) pension	38.8	19.3	23.5	18.5	100.0
A declining interest in work	23.4	22.9	37.5	16.2	100.0
The stresses and pressures of your job	26.4	23.4	33.1	17.0	100.0
When your partner retires	37.4	11.8	26.3	24.6	100.0

*Population weighted results, Sample N varies between rows. Number of people aged 45+ and not yet completely retired = 3060.

**Table 15: What do you expect to be your main source for funding your retirement
- persons who have not yet completely retired***

<i>What do you expect to be your main source for funding your retirement?</i>											
Age in 2003	Age pension / Service pension / Widows pension / War widows	A pension or annuity purchased with supera- nnuation or some other funds	Lump sum super- annuation payout	Income from savings and invest- ments	Other govern- ment pension or allowance	Income from a business	Income or pension from your spouse / partner	Financial support from family	Other source	Total	
<i>Men</i>											
45-54	23.6	23.8	27.2	15.9	2.9	3.8	1.0 [#]	0.8 [#]	1.2 [#]	100.0	
55-59	25.3	28.5	23.9	11.5	3.4 [#]	5.9	-	0.3 [#]	1.2 [#]	100.0	
60-64	41.3	23.3	6.7 [#]	15.6	4.5 [#]	7.3	-	-	1.3 [#]	100.0	
65+	39.2	21.9	3.2 [#]	24.5	-	6.4	0.9 [#]	1.4 [#]	2.4 [#]	100.0	
Total	26.5	24.6	23.2	15.4	3.0 [#]	4.7	0.7 [#]	0.6 [#]	1.2 [#]	100.0	
<i>Women</i>											
45-54	30.6	16.5	22.5	15.4	5.0	3.1	6.0	0.6 [#]	0.3 [#]	100.0	
55-59	41.6	16.1	12.5	12.9	2.8 [#]	5.8	6.8 [#]	-	1.5 [#]	100.0	
60-64	38.6	18.8 [#]	9.7 [#]	23.9 [#]	1.8 [#]	1.2 [#]	4.4 [#]	-	1.6 [#]	100.0	
65+	37.5 [#]	10.0 [#]	-	33.0 [#]	1.7 [#]	10.9 [#]	4.5 [#]	-	2.6 [#]	100.0	
Total	33.5	16.4	19.0	16.0	4.2	3.8	6.0	0.4 [#]	0.7 [#]	100.0	

*Population weighted results, Sample N = 2812.

[#] Cell size less than 20.

Table 16: What do you expect to be your main source for funding your retirement by age expect to retire - persons who have not yet completely retired *

<i>What do you expect to be your main source for funding your retirement?</i>										
Age expect to retire 2003	Age pension / Service pension / Widows pension / War widows	Other government pension or allowance	Lump sum super-annuation payout	Income from savings and investments	A pension or annuity purchased with super-annuation or some other funds	Income from a business	Income or pension from your spouse / partner	Financial support from family	Other source	Total
<i>Men</i>										
<55	3.3 [#]	2.7 [#]	17.2 [#]	19.9 [#]	42.7 [#]	14.4 [#]	0.0 [#]	0.0 [#]	0.0 [#]	100.0
55-59	8.2 [#]	4.7 [#]	31.1	34.6	15.9	2.5 [#]	0.0 [#]	2.1 [#]	0.9 [#]	100.0
60-64	20.2	2.5 [#]	24.6	31.9	14.7	3.0 [#]	2.2 [#]	0.1 [#]	0.9 [#]	100.0
65-69	33.2	4.0	24.9	21.0	11.8	3.7 [#]	0.4 [#]	0.4 [#]	0.7 [#]	100.0
70-74	34.4	1.7 [#]	13.9 [#]	23.2	17.5	7.5 [#]	0.0 [#]	0.0 [#]	1.8 [#]	100.0
75+	28.3 [#]	0.0 [#]	14.7 [#]	15.7 [#]	28.0	6.8 [#]	0.0 [#]	1.8 [#]	4.6 [#]	100.0
Don't know	31.7	1.1 [#]	20.3	18.6 [#]	14.1	9.6 [#]	0.0 [#]	2.0 [#]	2.6 [#]	100.0
Don't intend to ever retire	29.1 [#]	2.4 [#]	10.9 [#]	9.3 [#]	33.5	11.9 [#]	0.0 [#]	0.0 [#]	2.9 [#]	100.0
Total	26.5	3.0	23.2	24.6	15.4	4.7	0.7 [#]	0.6 [#]	1.2 [#]	100.0
<i>Women</i>										
<55	25.3 [#]	11.3 [#]	8.5 [#]	4.8 [#]	21.5 [#]	9.4 [#]	19.2 [#]	0.0 [#]	0.0 [#]	100.0
55-59	19.0	2.7 [#]	28.5	23.0	14.8	2.7 [#]	8.4	0.2 [#]	0.6 [#]	100.0
60-64	38.1	4.6	16.8	16.2	13.5	2.3 [#]	6.9	0.8 [#]	0.8 [#]	100.0
65-69	40.3	3.2 [#]	15.5	16.2	17.5	2.5 [#]	3.9 [#]	0.4 [#]	0.6 [#]	100.0
70-74	35.6	3.9 [#]	17.4 [#]	10.2 [#]	18.1 [#]	7.6 [#]	4.7	0.0 [#]	2.4 [#]	100.0
75+	33.0 [#]	1.7 [#]	6.3 [#]	3.3 [#]	27.3 [#]	28.3 [#]	0.0 [#]	0.0 [#]	0.0 [#]	100.0
Don't know	35.1	5.7 [#]	20.2	15.1	17.0	3.9 [#]	2.6 [#]	0.0 [#]	0.4 [#]	100.0
Don't intend to ever retire	36.7	10.1 [#]	16.9	7.9 [#]	18.2 [#]	10.2	0.0 [#]	0.0 [#]	0.0 [#]	100.0
Total	33.5	4.2	19.0	16.4	16.0	3.8	6.0	0.4 [#]	0.7 [#]	100.0

*Population weighted results, Sample N = 2811.

[#] Cell size less than 20.

Table 17: Compared with your current situation, how do you think your hours of paid work will change in 5 years time – persons aged 45+ and currently in paid work*

<i>How do you think your working hours will change in 5 years time?</i>							
	Age in 2003	Work more hours (%)	Same hours (%)	Fewer hours (%)	Not work at all (%)	Don't know (%)	Total
<i>Men</i>							
	45-54	10.0	54.1	30.7	3.0	2.2 [#]	100.0
	55-59	3.2 [#]	37.2	37.7	17.4	4.5 [#]	100.0
	60-64	3.6 [#]	19.0	31.5	43.2	2.7 [#]	100.0
	65+	1.2 [#]	30.6	27.0	35.4	5.8 [#]	100.0
	Total	7.4	45.6	32.0	12.0	2.9	100.0
<i>Women</i>							
	45-54	10.2	46.7	30.2	9.4	3.6	100.0
	55-59	1.2 [#]	31.1	35.7	30.2	1.8 [#]	100.0
	60-64	1.0 [#]	15.0 [#]	25.6	54.2	4.2 [#]	100.0
	65+	1.6 [#]	18.6 [#]	37.4	36.7	5.7 [#]	100.0
	Total	7.4	40.2	31.3	17.7	3.4	100.0

*Population weighted results, Sample N = 2725.

[#] Cell size less than 20.

Table 18a: Tests of joint significance of variable categories for whether expect to be not in paid work in 5 years time – employed men aged 45+

	Age Group							
	45+		45-54		55-59		60-64	
	Chi2	Prob > Chi2	Chi2	Prob > Chi2	Chi2	Prob > Chi2	Chi2	Prob > Chi2
Age Group	151.92	0.000						
Marital Status	6.10	0.297	1.95	0.744	5.92	0.205	1.54	0.463
Education Level	7.80	0.168	4.13	0.531	4.74	0.449	9.89	0.078
LFS of Partner	4.18	0.124	0.04	0.842	1.75	0.416	1.07	0.300
Country of Birth	1.79	0.408	0.22	0.635	0.34	0.845	0.43	0.809
Location	1.68	0.642	2.87	0.412	0.34	0.844	6.59	0.086
Work Schedule	3.97	0.410	1.95	0.745	0.48	0.924	4.93	0.177
Employment Contract	3.46	0.326	1.70	0.428	4.77	0.189	5.24	0.155
Occupation	3138.57	0.000	4902.36	0.000	1073.47	0.000	1543.82	0.000
Industry	16.84	0.396	385.55	0.000	13.83	0.611	16.31	0.233
English first language	0.98	0.323	146.82	0.000	0.23	0.628	0.28	0.598
ATSI	0.54	0.464	-	-	-	-	-	-
Long term health condition	0.35	0.556	2.68	0.102	3.03	0.082	0.76	0.383
Carer	0.53	0.468	3.24	0.072	0.00	0.995	0.11	0.742
Public sector	0.20	0.655	3.65	0.056	2.42	0.120	1.39	0.239
Employed part time	3.11	0.078	2.32	0.128	0.84	0.358	4.34	0.037
obs. P	0.135		0.046		0.186		0.444	
pred. P (at x-bar)	0.072		0.002		0.088		0.371	
Number of observations	1357		677		263		133	
Pseudo R-squared	0.279		0.239		0.213		0.378	

Table 18b: Probit coefficient estimates (marginal effects) for whether expect to be not in paid work in 5 years time – employed men aged 45+

	Age Group							
	45+		45-54		55-59		60-64	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group</i>								
<i>(control = 45-54)</i>								
55-59	0.180*	0.032						
60-64	0.516*	0.051						
65+	0.470*	0.070						
<i>Marital Status</i>								
<i>(control = married)</i>								
De facto	-0.042	0.020	-0.002	0.001	-0.080	0.035	0.334	0.270
Separated	-0.007	0.042	0.000	0.004	0.041	0.163	-0.050	0.518
Divorced	-0.045	0.019	-0.002	0.002	-0.071	0.042	0.239	0.327
Widowed	0.012	0.066	-	-	-	-	-	-
Never married & not df.	0.032	0.045	-0.001	0.002	0.172	0.161	-	-
<i>Education Level</i>								
<i>(control = year 12)</i>								
Postgraduate degree	-0.053	0.022	-0.001	0.004	-0.098	0.038	-0.499*	0.087
Bachelor degree	-0.009	0.035	0.005	0.011	-0.017	0.069	-0.430	0.075
Diploma	-0.039	0.025	-0.001	0.003	0.015	0.086	-0.461*	0.080
Certificate	0.001	0.032	0.005	0.007	-0.028	0.064	-0.447	0.254
Year 11 and below	-0.013	0.031	0.006	0.011	-0.046	0.058	-0.425	0.281
<i>Labour Force Status of Partner</i>								
<i>(control = partner employed)</i>								
Partner unemployed	-0.024	0.057	-	-	0.042	0.158	-	-
Partner not in labour force	0.036	0.020	0.000	0.002	0.063	0.054	0.139	0.134
<i>Country of Birth</i>								
<i>(control = Australia)</i>								
English speaking country	-0.015	0.019	0.001	0.003	-0.022	0.046	-0.060	0.195
Other country	-0.055	0.033	-0.019	0.007	-0.058	0.109	0.171	0.343
<i>Location</i>								
<i>(control = major city)</i>								
Inner regional	-0.021	0.017	-0.002	0.002	-0.025	0.045	-0.294	0.130
Outer regional	0.002	0.023	0.002	0.004	0.004	0.069	0.265	0.213
Remote	-0.005	0.039	0.002	0.009	-	-	0.118	0.326
<i>Work Schedule</i> <i>(control = regular day or evening shift)</i>								
Regular night shift	0.099	0.094	0.017	0.037	-0.006	0.113	-	-
Rotating shift	0.035	0.042	0.003	0.006	0.057	0.119	0.300	0.417
Split shift	0.036	0.050	-	-	-	-	-	-
On call	-0.012	0.020	0.003	0.009	-	-	-0.006	0.358
Irregular shifts	0.099	0.094	0.003	0.004	0.022	0.062	-0.315	0.131
<i>Occupation</i> <i>(control = professionals)</i>								
Managers	-0.203	0.119	-0.059*	0.031	-0.202	0.245	-2.199	1.334
Associate professionals	0.009	0.024	0.008*	0.005	0.012	0.058	0.119	0.263
Tradespersons	0.003	0.024	0.008*	0.005	-0.042	0.050	0.207	0.279
Adv. clerical/sales/service	0.188	0.017	0.015	0.007	0.217	0.048	1.028	0.053
Int. clerical/sales/service	-0.004	0.025	0.007*	0.005	-0.051	0.050	0.314	0.286
Int. production & transport	-0.005	0.025	0.007*	0.005	-0.040	0.052	0.233	0.275
Elem. clerical/sales/service	0.005	0.025	0.014	0.006	0.104	0.023	0.271	0.270
Labourers & related wrkrs.	0.004	0.025	0.008*	0.005	-0.032	0.054	0.304	0.279

Industry (control = health & community services)

Agriculture	-0.049	0.025	1.000*	0.000	-0.065	0.056	-0.293	0.227
Mining	-0.024	0.044	0.999	0.000	0.007	0.155	-	-
Manufacturing	0.004	0.039	1.000*	0.000	-0.085	0.037	0.022	0.332
Electricity, gas & water	-0.024	0.049	-	-	-0.076	0.038	-0.164	0.328
Construction	-0.009	0.039	1.000*	0.000	-0.091	0.034	-0.246	0.202
Wholesale trade	-0.029	0.032	-	-	-0.070	0.043	0.074	0.354
Retail trade	0.005	0.043	1.000*	0.000	-0.016	0.087	-0.361	0.118
Accommodation/cafes	0.027	0.065	0.999*	0.000	0.064	0.200	-0.292	0.241
Transport & storage	-0.005	0.041	1.000*	0.000	-0.026	0.078	-0.392	0.114
Communication	0.121	0.101	1.000*	0.000	-0.032	0.122	-	-
Finance & insurance	0.079	0.094	0.999*	0.000	0.180	0.290	-	-
Property & business	-0.041	0.026	1.000*	0.000	-0.086	0.045	-0.125	0.272
Govt. administration	-0.009	0.041	1.000*	0.000	0.183	0.188	-0.373	0.090
Education	0.019	0.046	1.000*	0.000	0.089	0.144	0.363	0.300
Culture & rec. services	-0.045	0.031	-	-	-0.063	0.061	-0.383	0.080
Personal & other services	-0.020	0.036	-	-	0.042	0.140	-0.133	0.327

Employment Contract (control = permanent)

Self employed	-0.049	0.025	1.000	0.000	-0.065	0.056	-0.293*	0.227
Casual	-0.024	0.044	0.999	0.000	0.007	0.155	-	-
Fixed-term contract	0.004	0.039	1.000	0.000	-0.085	0.037	0.022	0.332
English first language	-0.077	0.095	-0.949*	0.044	-0.117	0.303	0.162	0.280
ATSI	-0.045	0.040	-	-	-	-	-	-
Long term health condition	0.010	0.018	0.004	0.004	0.090	0.060	-0.121	0.133
Carer	0.019	0.028	0.009	0.009	0.000	0.066	-0.095	0.272
Public sector	-0.012	0.026	0.016	0.017	-0.086	0.040	-0.285	0.175
Employed part time	0.042	0.027	0.008	0.009	-0.048	0.045	0.331*	0.152

obs. P	0.135	0.046	0.186	0.444
pred. P (at x-bar)	0.072	0.002	0.088	0.371

Number of observations	1357	677	263	133
Pseudo R-squared	0.279	0.239	0.213	0.378

* significant at 5% level

Table 18c: Tests of joint significance of variable categories for whether expect to be not in paid work in 5 years time – employed women aged 45+

	Age Group					
	45+		45-54		55-59	
	Chi2	Prob > Chi2	Chi2	Prob > Chi2	Chi2	Prob > Chi2
Age Group	124.72	0.000				
Marital Status	6.55	0.256	2.46	0.652	13.65	0.009
Education Level	5.15	0.398	4.95	0.422	3.02	0.697
LFS of Partner	1.67	0.433	3.76	0.053	0.20	0.907
Country of Birth	3.24	0.198	1.57	0.457	1.34	0.512
Location	4.21	0.239	5.02	0.170	4.72	0.194
Work Schedule	3.48	0.481	0.96	0.916	1.48	0.686
Employment Contract	8.48	0.037	0.95	0.814	5.17	0.160
Occupation	19.48	0.013	2200.80	0.000	10.26	0.175
Industry	19.51	0.147	14.09	0.295	17.76	0.218
English first language	2.90	0.089	1.01	0.316	2.36	0.125
ATSI	-	-	-	-	-	-
Long term health condition	0.05	0.829	0.14	0.710	1.53	0.217
Carer	0.42	0.519	0.67	0.411	0.08	0.777
Public sector	0.74	0.389	2.19	0.139	1.67	0.197
Employed part time	6.38	0.012	6.58	0.010	0.35	0.554
obs. P	0.185		0.105		0.308	
pred. P (at x-bar)	0.134		0.049		0.227	
Number of observations	1130		664		227	
Pseudo R-squared	0.210		0.153		0.221	

Table 18d: Probit coefficient estimates (marginal effects) for whether expect to be not in paid work in 5 years time – employed women aged 45+

	45+		45-54		55-59	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group</i>						
<i>(control = 45-54)</i>						
55-59	0.244*	0.038				
60-64	0.562*	0.058				
65+	0.446*	0.083				
<i>Marital Status</i>						
<i>(control = married)</i>						
De facto	0.040	0.050	0.002	0.028	-0.014	0.132
Separated	-0.037	0.045	-	-	0.056	0.166
Divorced	-0.042	0.028	-0.006	0.022	-0.207*	0.060
Widowed	-0.063	0.032	0.026	0.055	-0.252*	0.039
Never married & not df.	-0.057	0.039	-0.036	0.018	-	0.132
<i>Education Level</i>						
<i>(control = year 12)</i>						
Postgraduate degree	-0.044	0.046	-0.005	0.039	-0.140	0.115
Bachelor degree	0.030	0.058	0.059	0.060	0.009	0.158
Diploma	-0.033	0.048	0.058	0.068	-0.120	0.115
Certificate	0.012	0.049	0.016	0.040	-0.011	0.133
Year 11 and below	0.026	0.050	0.042	0.046	-0.069	0.128
<i>Labour Force Status of Partner</i>						
<i>(control = partner employed)</i>						
Partner unemployed	-0.031	0.118	-	-	-0.091	0.210
Partner not in labour force	0.054	0.048	0.099	0.072	-0.027	0.098
<i>Country of Birth</i>						
<i>(control = Australia)</i>						
English speaking country	-0.035	0.029	-0.009	0.021	0.018	0.098
Other country	-0.113	0.047	-0.053	0.024	-0.201	0.121
<i>Location</i>						
<i>(control = major city)</i>						
Inner regional	0.000	0.027	-0.012	0.017	0.094	0.091
Outer regional	0.019	0.039	-0.027	0.019	0.181	0.129
Remote	0.156	0.094	0.110	0.094	0.571	0.263
<i>Work Schedule (control = regular day or evening shift)</i>						
Regular night shift	-0.031	0.118	-	-	-0.091	0.210
Rotating shift	0.054	0.048	0.099	0.072	-0.027	0.098
Split shift						
On call	-0.035	0.029	-0.009	0.021	0.018	0.098
Irregular shifts	-0.113	0.047	-0.053	0.024	-0.201	0.121
<i>Occupation (control = professionals)</i>						
Managers	0.464	0.244	-0.024	0.115	1.130	0.622
Associate professionals	-0.103*	0.037	-0.061*	0.020	-0.186	0.124
Tradespersons	-0.076	0.050	0.127	0.023	-0.299*	0.147
Adv. clerical/sales/service	-0.077	0.042	-0.033	0.027	-0.229	0.129
Int. clerical/sales/service	-0.090*	0.042	0.046	0.025	-0.233	0.128
Int. production & transport	-0.053	0.049	0.061	0.011	0.040	0.004
Elem. clerical/sales/service	-0.078	0.044	-0.035	0.028	-0.235	0.137
Labourers & related workers	-0.088	0.045	-0.039	0.028	-0.253	0.136

Industry (control = health & community services)

Agriculture	-0.066	0.045	0.118	0.140	-0.247*	0.044
Mining	-	-	-	-	-	0.118
Manufacturing	0.007	0.057	0.059	0.068	-0.090	0.118
Electricity, gas & water	-	-	-	-	-	0.082
Construction	0.104	0.126	0.331	0.221	0.043	0.310
Wholesale trade	-0.079	0.041	-0.008	0.041	-0.187	0.082
Retail trade	0.084	0.062	0.138	0.072	-0.105	0.138
Accommodation/cafes	0.096	0.081	0.087	0.084	0.052	0.198
Transport & storage	-0.063	0.067	-	-	0.005	0.216
Communication	0.035	0.116	0.052	0.098	-0.149	0.200
Finance & insurance	-0.072	0.049	-	-	-0.137	0.131
Property & business	0.043	0.050	0.048	0.049	0.133	0.173
Govt. administration	-0.038	0.048	0.004	0.040	-0.169	0.102
Education	0.034	0.041	0.006	0.027	0.340*	0.153
Culture & rec. services	0.189	0.105	0.137	0.117	0.174	0.226
Personal & other services	0.027	0.065	0.036	0.059	-0.025	0.157

Employment Contract (control = permanent)

Self employed	-0.084*	0.026	-0.021	0.020	-0.178	0.078
Casual	0.010	0.031	-0.005	0.021	0.088	0.104
Fixed-term contract	-0.032	0.039	-0.012	0.023	-0.093	0.165
English first language	-0.232	0.165	-0.119	0.168	-0.494	0.307
ATSI	-	-	-	-	-	-
Long term health condition	0.006	0.026	0.007	0.020	0.106	0.090
Carer	0.020	0.033	0.019	0.025	0.024	0.088
Public sector	0.028	0.034	0.036	0.027	-0.122	0.083
Employed part time	0.065*	0.026	0.050*	0.021	0.046	0.078

obs. P	0.185		0.105		0.308	
pred. P (at x-bar)	0.134		0.049		0.227	

Number of observations	1130		664		227	
Pseudo R-squared	0.210		0.153		0.221	

* significant at 5% level

**Table 19: Number of years employed (at time of interview) Wave 1 to wave 3
– persons aged 45+ in 2001.**

Years employed	Age Group (in 2001)				
	45-54 (%)	55-59 (%)	60-64 (%)	65+ (%)	45+ (All) (%)
<i>Men</i>					
0	12.6	29.6	53.5	87.2	42.8
1	2.9	10.3	7.4	3.4	4.8
2	6.7	7.3	6.8	2.4	5.6
3	77.7	52.9	32.3	7.0	46.9
Total	100.0	100.0	100.0	100.0	100.0
<i>Women</i>					
0	23.8	48.9	73.3	93.6	57.4
1	7.5	6.9	6.6	2.8	5.7
2	7.7	6.1	4.8 [#]	1.2 [#]	4.9
3	61.0	38.1	15.2	2.4	32.0
Total	100.0	100.0	100.0	100.0	100.0
<i>All</i>					
0	18.2	38.9	63.4	90.7	50.4
1	5.3	8.7	7.0	3.0	5.3
2	7.2	6.7	5.8	1.7	5.2
3	69.3	45.7	23.8	4.5	39.2
Total	100.0	100.0	100.0	100.0	100.0

*Population weighted results, Sample N = 4908.

Table 20a: Probit coefficient estimates (marginal effects) for whether employed in all three years – men aged 45+ who were employed at wave 1

	Age Group					
	45+		45-54		55-64	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group (control = 45-54)</i>						
55-59	-0.086*	0.038				
60-64	-0.189*	0.066				
65+	-0.148	0.090				
<i>Marital Status (control = married)</i>						
De facto	0.021	0.034	0.006	0.028	0.078	0.082
Separated	-0.123	0.078	-0.184	0.113	0.059	0.096
Divorced	-0.065	0.049	-0.081	0.056	-0.050	0.118
Widowed	-0.177	0.137	-0.042	0.062	-0.315	0.322
Never married & not df.	-0.039	0.054	0.006	0.028	-0.188	0.157
<i>Education Level (control = year 12)</i>						
Postgraduate degree	0.036	0.035	0.029	0.023	-0.166	0.205
Bachelor degree	0.010	0.041	0.012	0.030	-0.210	0.222
Diploma	0.025	0.036	-0.024	0.045	0.002	0.146
Certificate	0.033	0.034	0.038	0.025	-0.100	0.144
Year 11 and below	0.034	0.033	0.030	0.022	-0.050	0.140
<i>Labour Force Status of Partner (control = partner employed)</i>						
Partner unemployed	0.034	0.071	-	-	-0.215	0.367
Partner not in labour force	-0.040	0.025	-0.015	0.025	-0.116*	0.058
<i>Country of Birth (control = Australia)</i>						
English speaking country	-0.024	0.027	-0.018	0.025	-0.039	0.068
Other country	-0.035	0.076	-0.040	0.065	0.087	0.144
<i>Location (control = major city)</i>						
Inner regional	-0.054*	0.024	-0.021	0.022	-0.111	0.058
Outer regional	-0.047	0.035	-0.023	0.035	-0.126	0.094
Remote	0.039	0.048	-	-	-0.005	0.144
<i>Work Schedule (control = regular day or evening shift)</i>						
Regular night shift	-0.123	0.133	-0.095	0.150	-0.168	0.286
Rotating shift	-0.061	0.053	-0.043	0.046	-0.176	0.175
Split shift	-0.095	0.147	-	-	-0.372	0.337
On call	-0.009	0.043	0.013	0.045	-0.074	0.110
Irregular shifts	-0.010	0.026	0.006	0.025	0.028	0.056
<i>Occupation (control = professionals)</i>						
Managers	0.224	0.019	0.097	0.017	0.494	0.052
Associate professionals	-0.009	0.029	-0.010	0.027	-0.039	0.077
Tradespersons	-0.004	0.029	0.010	0.025	-0.039	0.081
Adv. clerical/sales/service	-0.221	0.134	-0.113	0.117	-0.361	0.364
Int. clerical/sales/service	0.003	0.030	0.002	0.026	-0.006	0.082
Int. production & transport	-0.003	0.031	-0.001	0.027	-0.028	0.084
Elem. clerical/sales/service	0.008	0.030	0.010	0.026	-0.016	0.083
Labourers & related wrkrs.	0.008	0.031	0.010	0.026	-0.021	0.085

Industry (control = health & community services)

Agriculture	0.035	0.041	-0.005	0.065	0.071	0.097
Mining	-0.024	0.080	-0.055	0.120	0.040	0.134
Manufacturing	-0.014	0.055	-0.027	0.068	0.030	0.113
Electricity, gas & water	-0.019	0.083	-0.060	0.130	0.088	0.103
Construction	-0.004	0.054	-0.004	0.057	0.055	0.104
Wholesale trade	0.018	0.054	-0.039	0.095	0.155	0.045
Retail trade	-0.039	0.068	-0.048	0.090	0.010	0.133
Accommodation/cafes	-0.001	0.071	-0.086	0.148	0.117	0.075
Transport & storage	-0.094	0.083	-0.044	0.093	-0.147	0.172
Communication	-0.066	0.097	-0.092	0.128	0.064	0.168
Finance & insurance	-0.112	0.113	-0.127	0.177	-0.163	0.223
Property & business	-0.013	0.052	-0.044	0.079	0.132	0.060
Govt. administration	-0.100	0.093	-0.098	0.129	-0.035	0.149
Education	0.022	0.045	-0.013	0.066	0.126	0.062
Culture & rec. services	0.081	0.021	-	-	0.146	0.050
Personal & other services	-0.002	0.054	-0.104	0.131	0.062	0.091

Employment Contract (control = permanent)

Self employed	-0.009	0.025	-0.002	0.022	-0.013	0.062
Casual	-0.110*	0.051	-0.169*	0.092	-0.124	0.097
Fixed-term contract	-0.053	0.054	-0.040	0.050	0.034	0.113
English first language	-0.044	0.046	-0.029	0.028	0.046	0.230
ATSI	0.007	0.084	-	-	0.092	0.139
Long term health condition	-0.093*	0.027	-0.078*	0.034	-0.157*	0.057
Public sector	0.017	0.030	0.016	0.025	-0.064	0.098
Employed part time	-0.065	0.033	-0.003	0.031	-0.155*	0.070
Carer	0.010	0.025	-0.030	0.031	0.112	0.045
Number of years employed	-0.001	0.002	-0.001	0.002	-0.008	0.005
obs. P	0.864		0.926		0.777	
pred. P (at x-bar)	0.910		0.955		0.838	
Number of observations	1175		675		376	
Pseudo R-squared	0.193		0.175		0.205	

* significant at 5% level

Table 20b: Probit coefficient estimates (marginal effects) for whether employed in all three years – women aged 45+ who were employed at wave 1

	Age Group					
	45+		45-54		55-64	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group (control = 45-54)</i>						
55-59	-0.043	0.034				
60-64	-0.186*	0.065				
65+	-0.191*	0.086				
<i>Marital Status (control = married)</i>						
De facto	0.017	0.047	-0.008	0.054	0.076	0.128
Separated	0.051	0.038	0.033	0.037	0.105	0.112
Divorced	0.068*	0.027	0.012	0.033	-	-
Widowed	0.050	0.035	-0.065	0.080	0.127	0.088
Never married & not df.	0.098*	0.028	0.073	0.022	0.161	0.123
<i>Education Level (control = year 12)</i>						
Postgraduate degree	0.040	0.047	0.035	0.039	-0.086	0.244
Bachelor degree	0.013	0.052	0.049	0.034	-0.098	0.257
Diploma	0.005	0.053	-0.006	0.053	0.116	0.149
Certificate	0.042	0.041	0.022	0.039	0.120	0.141
Year 11 and below	0.000	0.044	0.015	0.040	-0.087	0.173
<i>Labour Force Status of Partner (control = partner employed)</i>						
Partner unemployed	-0.113	0.137	-0.052	0.149	-0.180	0.293
Partner not in labour force	-0.044	0.048	-0.126	0.085	0.000	0.113
<i>Country of Birth (control = Australia)</i>						
English speaking country	-0.011	0.036	0.031	0.030	-0.259*	0.132
Other country	0.093	0.048	0.069	0.035	-0.186	0.535
<i>Location (control = major city)</i>						
Inner regional	0.015	0.026	0.010	0.026	0.065	0.088
Outer regional	-0.070	0.045	-0.072	0.052	-0.080	0.119
Remote	0.050	0.054	-0.035	0.090	-	-
<i>Work Schedule (control = regular day or evening shift)</i>						
Regular night shift	0.020	0.079	0.001	0.092	-	-
Rotating shift	0.010	0.057	0.074	0.021	-0.111	0.191
Split shift	-0.108	0.104	-0.125	0.133	-0.019	0.254
On call	-0.065	0.064	0.018	0.052	0.011	0.151
Irregular shifts	-0.056	0.041	-0.060	0.050	-0.072	0.120
<i>Occupation (control = professionals)</i>						
Managers	0.040	0.258	0.049	0.252	-0.223	0.941
Associate professionals	0.028	0.040	0.005	0.039	0.069	0.143
Tradespersons	-0.034	0.050	-0.054	0.052	0.161	0.189
Adv. clerical/sales/service	-0.021	0.045	-0.007	0.044	-0.084	0.163
Int. clerical/sales/service	-0.012	0.045	-0.001	0.044	-0.007	0.161
Int. production & transport	0.001	0.048	0.006	0.047	0.063	0.169
Elem. clerical/sales/service	-0.010	0.047	0.002	0.046	-0.009	0.167
Labourers & related wrkrs.	0.000	0.048	0.012	0.046	0.001	0.171

Industry (control = health & community services)

Agriculture	-0.085	0.084	-0.036	0.092	-0.173	0.208
Mining	-0.409	0.449	-	-	-	-
Manufacturing	-0.142	0.084	-0.112	0.094	0.139	0.110
Electricity, gas & water	-0.335	0.244	-0.375	0.313	-	-
Construction	-0.311*	0.145	-0.343	0.176	-0.216	0.315
Wholesale trade	-0.145	0.121	-0.088	0.125	-0.297	0.315
Retail trade	-0.163*	0.075	-0.122	0.084	-0.237	0.186
Accommodation/cafes	-0.056	0.079	-0.071	0.097	-0.064	0.203
Transport & storage	-0.298	0.156	-0.207	0.185	-0.730*	0.134
Communication	-0.093	0.141	-0.033	0.138	0.064	0.229
Finance & insurance	-0.160	0.115	-0.067	0.106	-0.036	0.261
Property & business	-0.112	0.064	-0.073	0.068	-0.084	0.170
Govt. administration	0.087	0.050	-	-	0.078	0.277
Education	-0.076	0.055	-0.061	0.057	0.006	0.138
Culture & rec. services	-0.182	0.120	-0.121	0.154	-0.343	0.227
Personal & other services	-0.247*	0.107	-0.246	0.129	0.048	0.201

Employment Contract (control = permanent)

Self employed	-0.044	0.040	-0.008	0.035	-0.335*	0.145
Casual	-0.069	0.039	-0.001	0.033	-0.223	0.128
Fixed-term contract	-0.027	0.057	0.011	0.045	-0.110	0.233

English first language	0.195	0.165	0.205	0.174	-0.214	0.138
ATSI	-	-	-	-	-	-
Long term health condition	-0.046	0.031	-0.084*	0.037	0.143	0.069
Carer	0.055	0.025	0.049	0.022	0.132	0.076
Public sector	-0.009	0.037	0.030	0.032	-0.222	0.149
Employed part time	-0.091*	0.026	-0.085*	0.027	-0.097	0.089
No. of years employed	-0.003*	0.001	-0.003	0.002	-0.005	0.004

obs. P	0.829		0.877		0.700	
pred. P (at x-bar)	0.882		0.923		0.779	

Number of observations	959	635	213
Pseudo R-squared	0.203	0.178	0.284

* significant at 5% level

Table 21: Some people retire from work gradually. Is your current job part of a transition to full retirement? – persons aged 45+ and currently in paid work*

	Age in 2003	Yes (%)	No (%)	Don't know (%)	Total (%)
Men					
	45-54	10.2	89.1	0.7 [#]	100.0
	55-59	21.7	77.6	0.7 [#]	100.0
	60-64	37.0	61.7	1.3 [#]	100.0
	65+	58.0	39.3	2.7 [#]	100.0
	Total	18.1	81.0	0.9 [#]	100.0
Women					
	45-54	14.9	83.9	1.2 [#]	100.0
	55-59	26.9	72.2	0.9 [#]	100.0
	60-64	51.0	48.2	0.8 [#]	100.0
	65+	53.1	37.9	9.1 [#]	100.0
	Total	21.3	77.2	1.4 [#]	100.0

*Population weighted results, Sample N = 2725.

[#] Cell size less than 20.

Table 22: Main reason for changing to a transition job – persons aged 45+ and currently in a transition job*

<i>Main reason for changing to a transition job</i>							
	Age in 2003	Family and lifestyle reasons (%)	Job related reasons (%)	Health reasons (%)	Financial reasons (%)	Other reasons (%)	Total
Men							
	45-54	34.2	22.7	11.8 [#]	10.8 [#]	20.5 [#]	100.0
	55-59	28.7	34.5	12.3 [#]	11.8 [#]	12.7 [#]	100.0
	60-64	25.6 [#]	21.1 [#]	14.8 [#]	17.6 [#]	20.9 [#]	100.0
	65+	26.2 [#]	20.0 [#]	11.8 [#]	27.3 [#]	14.7 [#]	100.0
	Total	29.6	24.8	12.6	15.5	17.5 [#]	100.0
Women							
	45-54	33.8	28.9	11.9 [#]	14.8 [#]	10.5 [#]	100.0
	55-59	35.3	31.0	20.0 [#]	10.4 [#]	3.3 [#]	100.0
	60-64	38.7 [#]	16.7 [#]	20.8 [#]	8.5 [#]	15.3 [#]	100.0
	65+	35.5 [#]	15.4 [#]	23.7 [#]	3.5 [#]	21.8 [#]	100.0
	Total	35.1	26.1	16.6	11.5	10.6	100.0

*Population weighted results, Sample N = 563.

[#] Cell size less than 20.

Table 23: Ways in which your current job is different from the job you had prior to beginning this transition to retirement – persons aged 45+ and currently in a transition job*

	% who answered 'yes' by age group				Total
	45-54	55-59	60-64	65+	
<i>Men</i>					
(Current job ...)					
... is less demanding or involves less responsibility	46.6	55.3	79.5	76.8	61.2
... involves a completely different line of work	39.1	32.7	43.3	40.5	38.6
... involves a change from full-time to part-time work	23.8	47.7	66.7	74.2	48.0
... involves a change to casual or contract work	31.3	34.7	50.2	46.6	38.9
... involves a change to working for yourself rather than someone else	25.0	22.2 [#]	28.8 [#]	17.6 [#]	23.7
... involves a change to working for someone else rather than for yourself	7.4 [#]	12.6 [#]	10.9 [#]	14.2 [#]	10.7
... provides more opportunities for working at or from home	36.4	28.2	34.7 [#]	31.5 [#]	33.1
<i>Women</i>					
(Current job ...)					
... is less demanding or involves less responsibility	65.8	66.4	74.2	57.8	66.4
... involves a completely different line of work	47.9	49.3	31.0 [#]	34.7 [#]	44.2
... involves a change from full-time to part-time work	53.4	66.0	81.3	59.4	61.5
... involves a change to casual or contract work	31.1	44.3	31.3 [#]	40.0 [#]	35.4
... involves a change to working for yourself rather than someone else	12.3 [#]	10.9 [#]	30.6 [#]	18.3 [#]	15.4
... involves a change to working for someone else rather than for yourself	8.8 [#]	14.0 [#]	7.0 [#]	7.5 [#]	9.7
... provides more opportunities for working at or from home	24.9	22.2 [#]	43.1 [#]	35.5 [#]	28.2

*Population weighted results, Sample N = 559.

[#] Cell size less than 20.

Table 24: Has your transition job meant a reduction in your income – persons aged 45+ and currently in a transition job*

Age in 2003	% who said that changing to a transition job had meant a reduction in their income		
	Men (%)	Women (%)	Total (%)
45-54	34.3	65.8	51.6
55-59	62.8	66.4	64.5
60-64	78.4	82.9	80.3
65+	80.5	64.5	75.1
Total	59.2	68.5	63.6

*Population weighted results, Sample N = 563.

Table 25: If you had not been able to move into this transition job would you still be working today? – persons aged 45+ and currently in a transition job*

% who said they would still be working today if they had not been able to move to this transition job			
Age in 2003	Men (%)	Women (%)	Total (%)
45-54	85.7	74.4	79.5
55-59	75.9	64.2	70.3
60-64	68.5	50.5	61.1
65+	52.5	49.7 [#]	51.6
Total	73.5	65.4	69.7

*Population weighted results, Sample N = 563 (287 Men, 276 Women).

[#] Cell size less than 20.

Table 26: Did you change employer when you started this transition job? – persons aged 45+ and currently in a transition job*

% who changed employer when they started their transition job			
Age in 2003	Men (%)	Women (%)	Total (%)
45-54	47.9	57.6	53.2
55-59	45.2	63.5	53.9
60-64	57.2	51.4	54.8
65+	43.1	44.3 [#]	43.5
Total	48.3	56.7	52.3

*Population weighted results, Sample N = 563 (287 Men, 276 Women).

[#] Cell size less than 20.

Table 27: Why did you change employer? – persons aged 45+ and currently in a transition job (and changed employer when they began their transition job)*

	% who answered 'yes' to the statement below		
	Men (%)	Women (%)	Total (%)
Working hours were too long	13.7 [#]	23.5	18.7
Employer did or would have dismissed/retrenched me	25.3	10.1 [#]	17.4
Wanted to start own business/Work in family business	16.4	14.5	15.4
Employer offered an attractive early retirement package/ Financially advantageous to leave employer	18.2	9.8 [#]	13.9
Did not like the type of work offered	10.3 [#]	13.5 [#]	11.9
Type of work was not suitable because of health or disability	11.0 [#]	11.5 [#]	11.3
Working hours were unsocial/unsuitable	7.7 [#]	8.8 [#]	8.2
Moved location	0.6 [#]	5.1 [#]	2.9
Sold business	1.6 [#]	2.5 [#]	2.0
Other reason	19.0	27.7	23.5

*Population weighted results, Sample N = 293 (138 Men, 155 Women).

**Multiple response question – columns do not add to 100.

[#] Cell size less than 20.

Table 28: Would you prefer to be employed in one of these transition jobs? - employed persons aged 45+ and not currently in a transition job*

Age in 2003	% who said they would prefer to be in a transition job		
	Men (%)	Women (%)	Total (%)
45-54	20.7	22.8	21.6
55-59	20.5	21.2	20.8
60-64	19.6	23.3 [#]	20.7
65+	14.5	9.3 [#]	12.7
Total	20.4	22.2	21.2

*Population weighted results, Sample N = 2132 (1169 Men, 963 Women).

[#] Cell size less than 20.

Table 29: When you retire, do you expect to retire fully, all at once, or to withdraw from employment gradually over time? (employed persons aged 45+ and not currently in a transition job)*

Age in 2003	% who said they expect to retire gradually		
	Men (%)	Women (%)	Total (%)
45-54	61.5	62.9	62.1
55-59	59.4	58.7	59.1
60-64	48.5	51.0	49.2
65+	42.5 [#]	41.9 [#]	42.3
Total	59.6	61.2	60.3

*Population weighted results, Sample N = 2128 (1165 Men, 963 Women).

[#] Cell size less than 20.

Table 30: Age expect to make transition to retirement (employed persons aged 45+, not currently in a transition job, but expect to withdraw from paid work gradually)*

Age in 2003	Average age expect to begin transition to retirement		
	Men	Women	Total
45-54	59.9	57.9	59.0
55-59	63.7	62.6	63.3
60-64	65.8	66.5 [#]	66.0
65+	75.7 [#]	71.2 [#]	74.5 [#]

*Population weighted results, Sample N = 1195 (651 Men, 544 Women).

[#] Cell size less than 20.

Table 31: How do you expect to make this gradual withdrawal from paid work? (employed persons aged 45+, not currently in a transition job, but expect to withdraw from paid work gradually)*

	% who answered 'yes' to the statement below		
	Men (%)	Women (%)	Total (%)
Change from full-time to part-time work	85.4	74.5	80.8
Change to casual or contract work	54.7	42.2	49.3
Change to a job that is less demanding	49.7	37.8	44.6
Spend more time working at or from home	50.0	32.6	42.6
Increase time spent on voluntary or charity work	35.7	47.5	40.8
Change to working for someone else rather than for yourself	29.9	18.0	24.8
Change to a completely different line of work	26.6	19.7	23.6
Change to working for yourself rather than someone else	12.2	7.6	10.2

*Population weighted results, Sample N = 1306 (702 Men, 604 Women).

Table 32: Are there any specific obstacles that prevent you from considering a more gradual withdrawal from paid work? (employed people aged 45+, not in a transition job, and expect to 'retire fully all at once')*

Age in 2003	% who said there were obstacles to retiring gradually		
	Men (%)	Women (%)	Total (%)
45-54	30.4	28.2	29.5
55-59	18.3	32.4	24.1
60-64	22.0	37.8	26.4
65+	10.3 [#]	13.7 [#]	11.8 [#]
Total	26.4	28.9	27.5

*Population weighted results, Sample N = 849 (474 Men, 376 Women).

[#] Cell size less than 20.

Table 33: What are these obstacles? (people aged 45 or over, employed, and expect to 'retire fully all at once') by gender, 2003*

	% who said this was an obstacle to retiring gradually		
	Men (%)	Women (%)	Total (%)
Would not provide sufficient income	65.9	53.9	60.6
Cannot find a suitable job	22.8	22.9	22.8
Would affect superannuation entitlements	6.5 [#]	9.6 [#]	7.9 [#]
Own ill health	6.6 [#]	3.5 [#]	5.3 [#]
Would affect government pension	2.9 [#]	4.4 [#]	3.6 [#]
Pressure from family	2.7 [#]	1.2 [#]	2.1 [#]
Ill health of spouse/partner	0.4 [#]	3.4 [#]	1.7 [#]

*Population weighted results, Sample N = 241 (128 Men, 113 Women).

[#] Cell size less than 20.

Table 34: Characteristics of people in bridging jobs – employed persons aged 45+

	<i>Men</i>		<i>Women</i>	
	In bridging job	Not in bridging job	In bridging job	Not in bridging job
<i>Marital Status (%)</i>				
Married	81.5	78.2	73.0	65.0
De facto	6.7	7.7	6.3 [#]	7.7
Separated	2.9 [#]	2.9	1.7 [#]	5.8
Divorced	4.7 [#]	6.4	8.9	12.5
Widowed	1.1 [#]	0.7	7.1	4.1
Never married & not de facto	3.1 [#]	4.2	3.1 [#]	5.0
	100.0	100.0	100.0	100.0
<i>Education Level (%)</i>				
Postgraduate degree	13.1	12.2	10.1	11.3
Bachelor degree	12.5	12.4	12.3	15.0
Diploma	11.7	9.7	7.3	9.4
Certificate	28.4	35.9	24.3	26.3
Year 12	5.5 [#]	7.0	5.8 [#]	7.6
Year 11 and below	28.8	22.8	40.3	30.4
	100.0	100.0	100.0	100.0
<i>Country of Birth (%)</i>				
Australia	70.3	67.6	78.6	72.3
English speaking country	17.3	15.1	12.3	13.4
Other country	12.4	17.2	9.1	14.3
	100.0	100.0	100.0	100.0
<i>Location (%)</i>				
Major city	59.2	64.6	62.5	64.9
Inner regional	24.7	22.5	25.3	23.3
Outer regional	11.2	10.8	10.5	9.5
Remote	4.8 [#]	2.1	1.7 [#]	2.4
	100.0	100.0	100.0	100.0
<i>Work Schedule (%)</i>				
Regular day or evening shift	69.2	77.7	73.7	79.2
Regular night shift	1.8 [#]	1.5 [#]	1.9 [#]	2.7
Rotating shift	3.6 [#]	6.0	3.7 [#]	5.6
Split shift	0.0 [#]	1.0 [#]	2.2 [#]	1.1 [#]
On call	5.4 [#]	2.5	4.5 [#]	2.4
Irregular shifts	20.0	11.4	13.9	9.1
	100.0	100.0	100.0	100.0
<i>Employment Contract (%)</i>				
Self employed	51.4	27.7	25.8	15.9
Fixed-term contract	4.4 [#]	5.0	8.9	7.2
Casual	18.7	7.2	31.2	14.8
Permanent	25.5	60.1	34.1	62.2
	100.0	100.0	100.0	100.0
<i>Labour Force Status of Partner (%)</i>				
Partner employed	59.6	63.7	68.2	62.3
Partner unemployed	0.3 [#]	1.2 [#]	0.3 [#]	1.3 [#]
Partner not in labour force	27.9	20.1	8.6	6.3
No partner	12.2	15.0	23.0	30.1
	100.0	100.0	100.0	100.0

Occupation (%)

Managers and administrators	16.2	17.0	7.2	7.8
Professionals	25.0	21.3	25.4	27.3
Associate professionals	14.4	13.3	10.0	14.0
Tradespersons and related workers	12.3	17.3	1.7 [#]	1.5 [#]
Adv. clerical and service workers	1.1 [#]	0.3 [#]	8.0	7.6
Intermediate clerical workers	5.6 [#]	8.2	26.6	23.8
Int. production and transport workers	11.8	11.7	1.6 [#]	2.9
Elem. clerical, sales and service workers	4.7 [#]	3.9	9.1	8.6
Labourers and related workers	8.8	7.0	10.4	6.4
	100.0	100.0	100.0	100.0

Industry (%)

Agriculture	10.9	5.5	8.0	3.5
Mining	1.0 [#]	2.4	0.0 [#]	0.1 [#]
Manufacturing	7.3	16.6	2.5 [#]	6.3
Electricity, gas & water	1.7 [#]	2.0	0.0 [#]	0.3 [#]
Construction	11.2	10.4	1.4 [#]	1.5 [#]
Wholesale trade	4.1 [#]	5.2	2.7 [#]	4.1
Retail trade	7.9	7.1	9.5	9.6
Accommodation/cafes	1.9 [#]	3.1	6.4 [#]	2.6
Transport & storage	7.1 [#]	6.0	1.6 [#]	2.0
Communication	2.3 [#]	2.7	0.6 [#]	2.3
Finance & insurance	3.1 [#]	2.2	3.9 [#]	2.8
Property & business	15.7	11.8	10.4	9.3
Govt. administration	5.7 [#]	6.5	0.9 [#]	5.9
Education	8.1	7.7	18.1	18.6
Health and Community Services	6.0 [#]	4.4	25.5	23.9
Cultural and Recreational Services	1.8 [#]	2.0	3.0 [#]	2.1
Personal and Other Services	4.3 [#]	4.6	5.4 [#]	5.0
	100.0	100.0	100.0	100.0

ATSI (%)	0.9 [#]	0.9 [#]	0.9 [#]	0.6 [#]
Carer (%)	13.1	8.3	17.9	11.9
Public sector (%)	12.2	15.4	17.7	27.3
Employed part time (%)	42.1	8.5	81.1	37.8
English first language (%)	89.9	85.8	91.6	88.1
Long term health condition (%)	27.7	17.5	23.2	16.0
Received income support (unemployment, disability or sole parent allowance) in the last financial year	4.3 [#]	3.8	3.9 [#]	5.5

[#] Cell size less than 20.

Table 35a: Probit coefficient estimates (marginal effects) for whether currently employed in a bridging job – employed men aged 45+

	Age Group							
	45+		45-54		55-59		60-64	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group</i>								
<i>(control = 45-54)</i>								
55-59	0.115*	0.032						
60-64	0.204*	0.049						
65+	0.454*	0.068						
<i>Marital Status</i>								
<i>(control = married)</i>								
De facto	-0.015	0.039	0.033	0.040	-0.112	0.069	-0.415	0.088
Separated	0.076	0.076	0.075	0.066	0.046	0.290	0.551	0.252
Divorced	-0.022	0.040	0.005	0.037	-0.111	0.073	-0.223	0.288
Widowed	-0.059	0.075	-	-	-	-	-	-
Never married & not df.	-0.065	0.038	-0.028	0.030	0.155	0.171	0.099	0.584
<i>Education Level</i>								
<i>(control = year 12)</i>								
Postgraduate degree	-0.042	0.046	-0.071*	0.018	0.232	0.184	0.543	0.460
Bachelor degree	-0.018	0.050	-0.027	0.032	0.041	0.154	-0.246	0.521
Diploma	-0.021	0.049	-0.042	0.026	0.294	0.192	0.050	0.698
Certificate	-0.034	0.043	-0.041	0.031	0.156	0.138	0.171	0.688
Year 11 and below	-0.023	0.044	-0.029	0.030	0.018	0.128	0.091	0.700
<i>Labour Force Status of Partner</i>								
<i>(control = partner employed)</i>								
Partner unemployed	-0.057	0.096	-	-	0.295	0.298	-	-
Partner not in labour force	-0.002	0.027	-0.017	0.025	0.038	0.074	0.084	0.184
<i>Country of Birth</i>								
<i>(control = Australia)</i>								
English speaking country	0.043	0.033	0.051	0.034	-0.089	0.059	-0.165	0.255
Other country	-0.052	0.028	-0.022	0.024	-0.137	0.064	0.279	0.237
<i>Location</i>								
<i>(control = major city)</i>								
Inner regional	0.019	0.028	0.012	0.024	0.055	0.076	-0.259	0.196
Outer regional	0.017	0.036	0.045	0.038	0.062	0.119	-0.397	0.137
Remote	0.234*	0.091	0.220*	0.124	0.133	0.221	0.518	0.288
<i>Work Schedule (control = regular day or evening shift)</i>								
Regular night shift	0.042	0.099	0.052	0.108	-	-	-	-
Rotating shift	0.057	0.063	0.084	0.060	-0.082	0.140	-	-
On call	0.005	0.053	-0.039	0.028	-0.046	0.124	0.617	0.151
Irregular shifts	-0.030	0.027	-0.022	0.021	0.036	0.085	0.496	0.238

Occupation (control = professionals)

Managers	-0.154	0.210	0.018	0.181	-0.805	0.467	0.522	1.687
Associate professionals	0.019	0.034	-0.001	0.030	0.156	0.089	0.097	0.298
Tradespersons	0.052	0.036	0.009	0.031	0.236*	0.099	0.090	0.364
Adv. clerical/sales/service	-0.029	0.048	-0.026	0.039	-0.258	0.025	-0.500	0.031
Int. clerical/sales/service	0.033	0.037	-0.004	0.031	0.191	0.099	-0.094	0.397
Int. production & transport	0.033	0.037	-0.005	0.032	0.191	0.101	-0.129	0.364
Elem. clerical/sales/service	0.049	0.038	0.006	0.033	0.283*	0.105	0.024	0.346
Labourers & related workers	0.045	0.038	0.001	0.032	0.268*	0.103	-0.051	0.374
<i>Industry (control = health & community services)</i>								
Agriculture	-0.036	0.058	-0.065	0.018	0.449	0.271	0.304	0.530
Mining	-0.059	0.068	-0.050	0.033	0.569	0.287	-0.407	0.080
Manufacturing	-0.040	0.052	-0.027	0.045	0.271	0.239	-0.447	0.107
Electricity, gas & water	0.057	0.112	0.062	0.118	0.270	0.359	-	-
Construction	0.000	0.062	-0.031	0.042	0.565*	0.213	-0.343	0.186
Wholesale trade	-0.040	0.056	-0.003	0.060	0.108	0.206	-0.362	0.205
Retail trade	-0.013	0.060	-0.024	0.045	0.334	0.241	-0.115	0.408
Accommodation/cafes	-0.069	0.056	0.027	0.086	-	-	-	-
Transport & storage	-0.004	0.064	0.022	0.072	0.137	0.220	-0.482*	0.090
Communication	0.017	0.093	-0.058	0.023	0.802*	0.075	-	-
Finance & insurance	0.081	0.114	0.032	0.099	0.409	0.396	-	-
Property & business	-0.011	0.054	-0.019	0.045	0.224	0.188	0.165	0.453
Govt. administration	0.048	0.078	0.071	0.099	-0.012	0.160	0.505	0.303
Education	0.002	0.062	0.090	0.103	-0.004	0.156	-0.512*	0.103
Culture & rec. services	-0.030	0.076	0.015	0.108	-0.039	0.213	-0.389	0.117
Personal & other services	-0.031	0.058	0.020	0.076	0.156	0.240	-0.449	0.089
<i>Employment Contract (control = permanent)</i>								
Self employed	0.214*	0.036	0.240*	0.045	0.181*	0.089	0.089	0.294
Casual	0.154*	0.053	0.145*	0.079	0.049	0.113	0.441	0.215
Fixed-term contract	0.173*	0.073	0.173*	0.080	0.091	0.234	0.237	0.641
ATSI	-0.036	0.100	-	-	-	-	0.653	0.079
Carer	0.079*	0.044	0.048	0.045	0.346*	0.126	0.453	0.312
Public sector	0.022	0.048	-0.012	0.034	0.317*	0.177	-0.049	0.319
Employed part time	0.288*	0.046	0.155*	0.063	0.288*	0.105	0.795*	0.116
Long term health condition	-0.001	0.025	0.025	0.025	-0.018	0.068	-0.535*	0.132
Received income support in last financial year	-0.064	0.036	-0.035	0.027	0.073	0.179	0.038	0.522
obs. P	0.203		0.112		0.252		0.414	
pred. P (at x-bar)	0.148		0.067		.0187		0.381	
Number of observations	1386		838		278		128	
Pseudo R-squared	0.2600		0.2084		0.251		0.551	

* significant at 5% level

Table 35b: Probit coefficient estimates (marginal effects) for whether currently employed in a bridging job – employed women aged 45+

	Age Group					
	45-64		45-54		55-59	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
<i>Age Group</i>						
<i>(control = 45-54)</i>						
55-59	0.176	0.038				
60-64	0.301	0.064				
65+	0.293	0.086				
<i>Marital Status</i>						
<i>(control = married)</i>						
De facto	0.010	0.051	-0.002	0.037	0.052	0.174
Separated	-0.045	0.047	-0.010	0.040	0.022	0.183
Divorced	-0.022	0.036	-0.034	0.029	-0.021	0.098
Widowed	-0.003	0.048	0.075	0.081	-0.113	0.116
Never married & not df.	0.071	0.065	0.082	0.062	-0.181	0.122
<i>Education Level (control = year 12)</i>						
Postgraduate degree	-0.036	0.052	-0.046	0.032	-0.035	0.190
Bachelor degree	-0.009	0.056	-0.032	0.035	-0.027	0.182
Diploma	-0.043	0.052	-0.083*	0.017	0.068	0.205
Certificate	-0.021	0.049	-0.021	0.035	-0.108	0.141
Year 11 and below	0.037	0.053	0.020	0.042	0.053	0.172
<i>Labour Force Status of Partner (control = partner employed)</i>						
Partner unemployed	-0.101	0.075	-	-	0.005	0.438
Partner not in labour force	-0.008	0.043	0.055	0.065	-0.172	0.064
<i>Country of Birth (control = Australia)</i>						
English speaking country	0.024	0.038	0.041	0.038	0.034	0.118
Other country	-0.008	0.040	-0.033	0.027	0.291	0.153
<i>Location (control = major city)</i>						
Inner regional	-0.033	0.027	-0.017	0.023	-0.084	0.079
Outer regional	-0.011	0.037	-0.005	0.031	-0.070	0.093
Remote	-0.018	0.066	-0.038	0.040	-0.130	0.123
<i>Work Schedule (control = regular day or evening shift)</i>						
Regular night shift	-0.055	0.061	-0.016	0.060	0.055	0.245
Rotating shift	0.025	0.059	0.047	0.057	-0.191	0.064
Split shift	0.068	0.091	0.062	0.093	-0.076	0.166
On call	-0.037	0.052	-0.046	0.037	-0.049	0.143
Irregular shifts	-0.035	0.031	-0.027	0.024	-0.187*	0.063
<i>Occupation (control = professionals)</i>						
Managers	-0.517	0.298	-0.469	0.253	-1.043	0.783
Associate professionals	0.056	0.044	0.023	0.041	0.095	0.144
Tradespersons	0.121*	0.061	0.305	0.036	0.098	0.177
Adv. clerical/sales/service	0.084	0.052	0.033	0.051	0.172	0.162
Int. clerical/sales/service	0.084	0.052	0.042	0.053	0.132	0.159
Int. production & transport	0.092	0.056	0.038	0.056	0.361	0.041
Elem. clerical/sales/service	0.095	0.055	0.044	0.056	0.154	0.170
Labourers & related workers	0.083	0.056	0.040	0.057	0.146	0.172
<i>Industry (control = health & community)</i>						

<i>services)</i>						
Agriculture	0.091	0.090	-0.047	0.038	0.523*	0.246
Mining	-	-	-	-	-0.083	0.223
Manufacturing	-0.055	0.051	-0.046	0.030	-	-
Electricity, gas & water	-	-	-	-	-	-
Construction	-0.106	0.050	-	-	-	-
Wholesale trade	-0.038	0.060	-0.050	0.030	-0.049	0.190
Retail trade	0.013	0.054	-0.020	0.034	0.107	0.233
Accommodation/cafes	0.159*	0.091	0.095	0.084	0.041	0.235
Transport & storage	0.104	0.118	0.063	0.105	-0.087	0.194
Communication	-0.060	0.082	-0.060	0.030	0.543	0.395
Finance & insurance	0.189*	0.099	0.154*	0.102	0.143	0.261
Property & business	0.024	0.050	0.004	0.040	0.219	0.215
Govt. administration	-0.106	0.043	-0.065	0.026	-	-
Education	0.060	0.046	0.058	0.043	0.116	0.160
Culture & rec. services	0.013	0.074	0.036	0.083	-0.049	0.153
Personal & other services	0.002	0.060	-0.013	0.042	0.167	0.243
<i>Employment Contract</i> <i>(control = permanent)</i>						
Self employed	0.136	0.048	0.132*	0.056	0.271	0.153
Casual	0.066*	0.036	0.053	0.034	0.138	0.120
Fixed-term contract	0.208*	0.065	0.109*	0.054	0.744*	0.113
ATSI	0.062	0.155	0.214	0.212		
Carer	0.065	0.038	0.022	0.031	0.199	0.123
Public sector	-0.036	0.032	-0.028	0.025	-0.026	0.123
Employed part time	0.269*	0.028	0.139*	0.027	0.577*	0.074
Long term health condition	0.037	0.029	0.005	0.025	0.185*	0.100
Received income support in last financial year	-0.103*	0.028	-0.069*	0.016	0.022	0.162
obs. P	0.222		0.147		0.333	
pred. P (at x-bar)	0.153		0.078		0.210	
Number of observations	1159		763		216	
Pseudo R-squared	0.248		0.206		0.370	

* significant at 5% level

Appendix

Table A1: Description of Sample Creation

	Number of Observations Lost (total)	Men	Sample Size Women	Total
<i>Retirement Module (Wave 3)</i>				
Persons aged 45+ in wave 3	-	2704	3052	5756*
Restrict to persons with non missing values for all variables in estimations (all 45+)	133	2642	2981	5623**
Persons aged 45+ and employed in wave 3	-	1483	1270	2753 [#]
Restrict to persons with non missing values for all variables in estimations (45+ and employed)	108	1426	1219	2645 ^{##}
<i>Balanced Panel</i>				
Restrict to persons that appear in all three waves, and aged 45+ in wave 1	-	2306	2602	4908 [^]
Restrict to persons that appear in all three waves, employed and 45 to 64 in wave 1	2745	1165	998	2163
Restrict to persons with non missing values for all variables in estimations (persons in all 3 waves, employed and aged 45 to 64 in wave 1)	139	1100	924	2024

* Number of observations used in cross sectional analysis of retirement module and LFS in wave 3.

** Number of observations used in probit estimations (all 45+ in wave 3)

Number of observations used in cross sectional analysis of retirement module and LFS in wave 3.

Number of observations used in probit estimations (all 45+ and employed in wave 3)

^ Number of observations used in employment transitions figures.

^^ Number of observations used in probit estimations (persons in all three waves, employed and aged 45 to 64 in wave 1)