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SHARE, the Survey of Health, Ageing and Retirement in Europe, is a research infrastructure for studying the effects of health, social, economic and environmental policies over the life-course of European citizens and beyond. From 2004 until today, 380,000 in-depth interviews with 140,000 people aged 50 or older from 28 European countries and Israel have been conducted. Thus, SHARE is the largest pan-European social science panel study providing internationally comparable longitudinal micro data, which allows insights in the fields of public health and socio-economic living conditions of European individuals, both for scientists and policy makers. SHARE has global impact since it not only covers all EU member countries in a strictly harmonized way but additionally is embedded in a network of sister studies all over the world, from the Americas to Eastern Asia. Considering its focus on people aged 50 and older, international orientation, and thematic coverage, SHARE is perfectly suited to provide data on respondents' health, economic, and living situation all across Europe and Israel before and during the ongoing COVID-19 crisis.

Therefore, the aim of this project is to analyse and evaluate the non-intended consequences of the epidemic control decisions to contain the COVID-19 pandemic in 27 European countries using data from SHARE, and to devise improved health, economic and social policies with a transdisciplinary and international team of SHARE researchers from different European research institutions. To reach these aims, several objectives will be pursued: identify healthcare inequalities before, during and after the pandemic; understand the lockdown effects on health and health behaviours; analyse labour market implications of the lockdown; assess the impacts of pandemic and lockdown on income and wealth inequality; mitigate the effects of epidemic control decisions on social relationships; optimise future epidemic control measures by taking the geographical patterns of the disease and their relationship with social patterns into account; better manage housing and living arrangements choices between independence, co-residence or institutionalisation.

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## I. Executive summary

In this deliverable, WP4 uses data of the second SHARE Corona Survey in order to answer the question whether the pandemic changed retirement trends; to analyse undergone work interruptions; and to enquire on the evolution of working arrangements, namely the work from home one year after the pandemic outburst.

### 1. Summary of projects and research aims

The measures undertaken to mitigate the spread of the Coronavirus Pandemic (lockdown, restrictions to movements, school closures, limitations of social contact) led to important disruptions in the economic activity and, relatedly, in the labour market (ILO, 2021, Cribb et al., 2021).

Many studies have focused specifically on the labour force participation of younger and middle-aged individuals. However, less attention has been paid to relatively older individuals nearing retirement age. This is particularly interesting because previous literature has found that, due to age discrimination in the labour market (Carlsson and Eriksson, 2019), older people have a more challenging time to remain in the labour market than younger cohorts after experiencing unemployment or job interruptions.

Moreover, recent literature has found that this age bias in the employee recruitment process is particularly relevant for older women (Neumark, et al., 2019). Under the circumstances of longer working lives, determined by the pension system reforms enacted in most European countries in recent years, such age discrimination represents an important problem for older individuals and a challenge for the welfare systems. An important solution to partially mitigate the dramatic economic impact of the sanitary emergency created by the Coronavirus Pandemic has been “work from home”. However, occupations have different degrees of feasibility to remote work (Dingel and Neiman, 2020, Basso et al., 2020, Sostero et al., 2020) and not all countries have been equally prepared to it.

In light of this, we will exploit data from the second SHARE Corona Survey, integrated with data from the first Corona survey and from SHARE regular waves, to explore three main consequences of the pandemic on the labour market. First, we will document potential changes in retirement, separately by gender, industry and occupation major. In particular, we ask whether individuals retire earlier due to the pandemic outburst, whether individuals employed in specific industries/occupations became more prone to retire, and whether we can identify gender issues in relation to retirement after the pandemic outburst.

Second, we will analyse the evolution of working arrangements, namely the work from home one year after the pandemic outburst. We will ask whether the adoption of remote working arrangements have been a short term reaction to the outbreak of the pandemic or remained in place over time, suggesting a persistent change in the work organization.

Finally, we will analyse the impact of having undergone work interruptions during the first wave of the Pandemic on various labour market outcomes (employment/ unemployment/ retirement/ homeworking). We will ask whether individuals who experienced work interruptions in the first wave of the Pandemic are more likely to experience unemployment/exit the labour market in 2021, and

whether the occupation workplace and perceived level of safeness during the sanitary emergency have a role in individuals' labour market decisions.

## 2. Overview of all finished and/or started papers by all major WP participants

NOTE: these are mainly based on the second SHARE Corona Survey, but obviously also make use of the previous wave as well as of the regular waves of the SHARE Survey

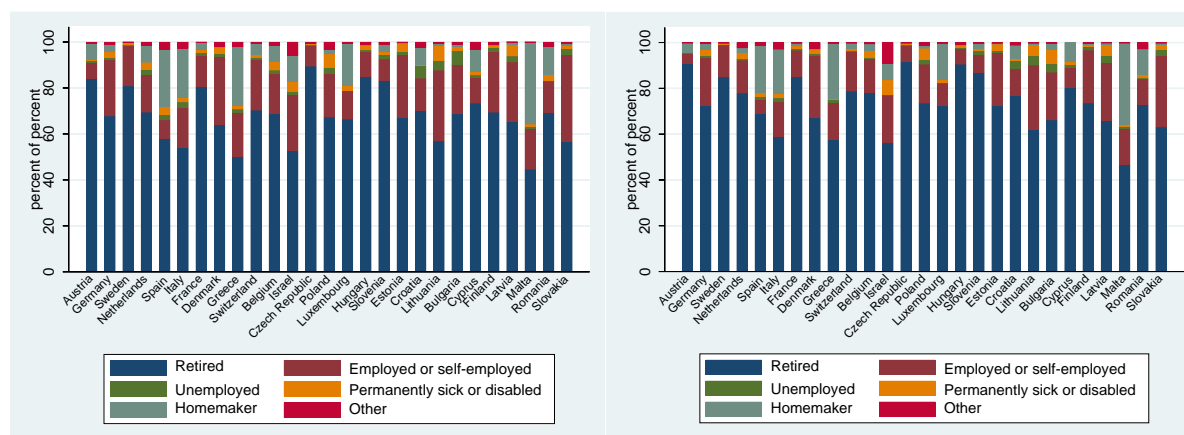
- a. Finished : NONE
- b. Started/in progress

- Did the pandemic change retirement trends? (E. Bassoli, M. Belloni, A. Brugiavini, Y. Gao)
- Work Interruptions and Medium-Term Labour Market Outcomes of Older Workers During the Pandemic (Brugiavini, A., RE. Buia, I. Ferrari, Y. Gao, I. Simonetti)
- What is the future of (remote) work? (R.E. Buia, D. Cavapozzi, G. Pasini, I. Simonetti)

## 3. Description of results

In the following, we report some first descriptive evidence from the “Work” module of the second round of SHARE Corona Survey, integrated with data from Wave 8. Figure 1 reports the job market situation of individuals interviewed in W8 (left panel), as well as the job market situation of the same individuals in the second Corona survey (right panel). By comparing the employment status distribution between the SHARE Wave 8 and SHARE-COVID samples, we find that respondents have a higher probability of being retired and a lower probability of being employed or self-employed, unemployed, permanently sick or permanently sick or disabled, and homemaker. Further investigations will allow us to distinguish between retirement decisions that would have happened anyway due to the ageing of the sample, from retirement decisions that were induced by the pandemic.

**Figure 1.** Distribution of job situation in Wave 8 (left panel) and in the second round of SHARE Corona survey (right panel)



We can already learn something about this by looking at Figure 2, which refers to the subsample of individuals who retired after the outbreak of Corona. These individuals are asked whether they retired as planned, earlier than planned or later than planned. Indeed, we find that a sizable percentage of individuals did not retire as planned, and in most cases these individuals retired earlier rather than later than planned. However, the graph also displays a lot of heterogeneity across countries.

**Figure 2.** Share retiring as planned, earlier or later than planned, by country

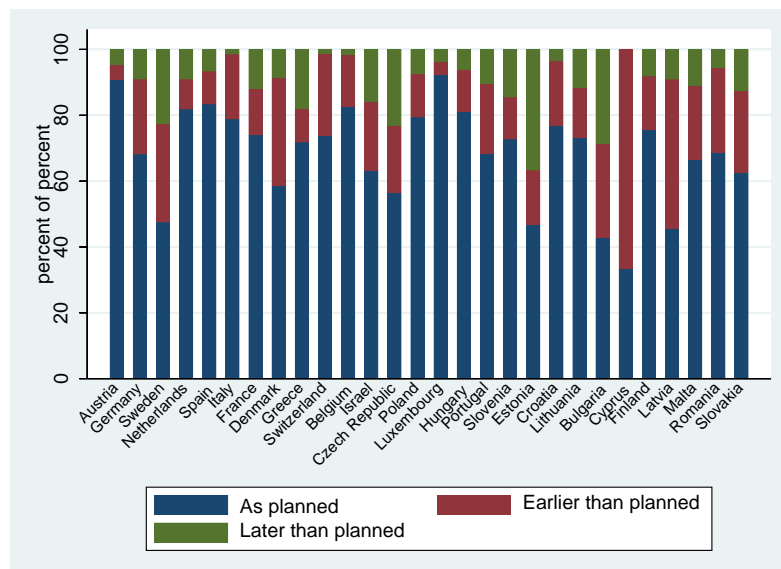


Figure 3 displays the prevalence of retirement and unemployment separately for those who have experienced work interruptions versus those with no work breaks during the first wave of the pandemic. Overall, it seems that having undergone work interruptions is associated with larger probabilities of retiring (between the first and second SHARE Corona Survey) or being unemployed in the second wave of the SHARE Corona Survey.

**Figure 3.** Prevalence of retirement (left panel) and unemployment (right panel) with and without work interruptions, by country

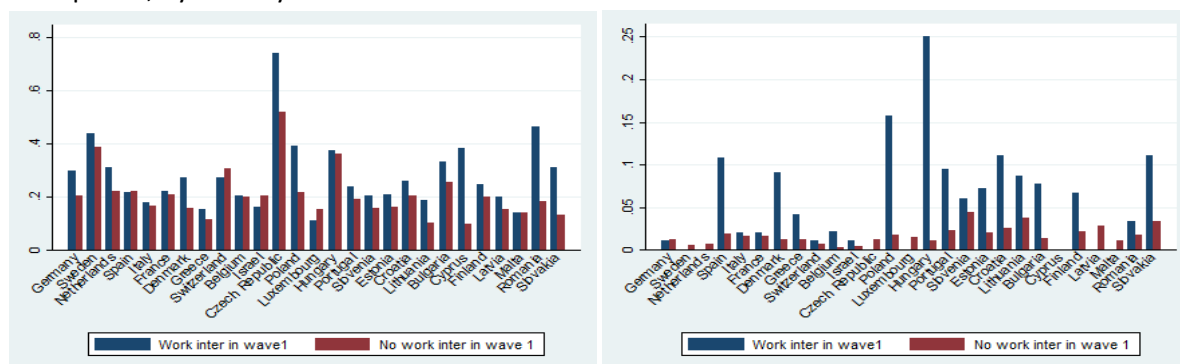
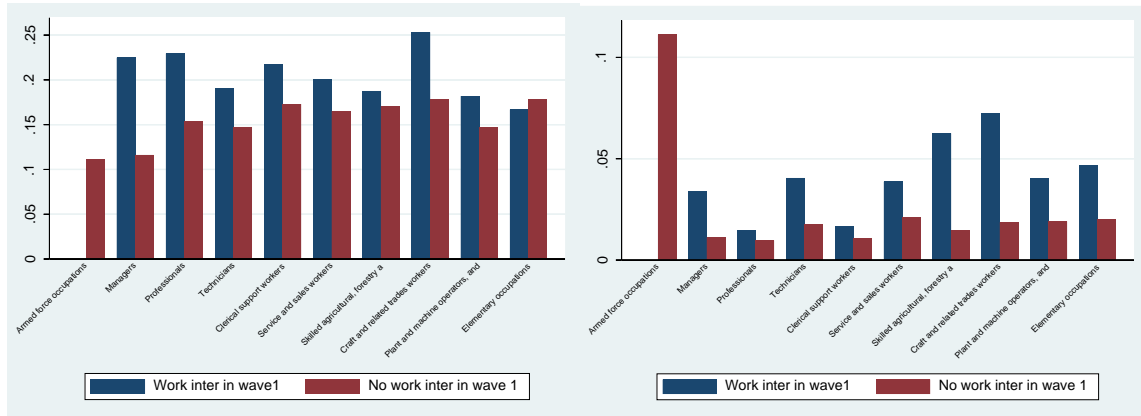


Figure 4 shows the prevalence of retirement and unemployment by occupation major with and without work interruptions. We can easily note that, except for the armed forces, in all the other majors the share of individuals that are unemployed during wave 2 of the SHARE Corona Survey is significantly larger among those respondents that have undergone work interruptions in wave 1 of

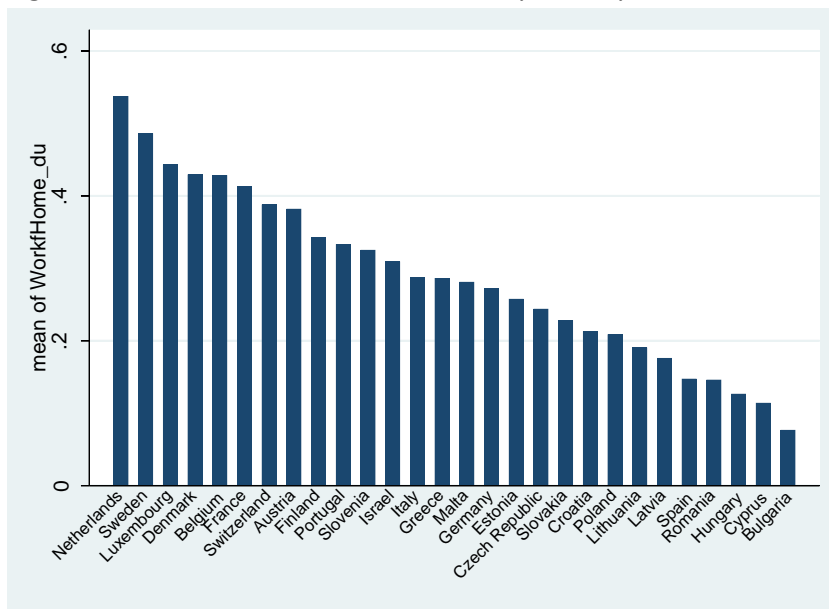
the pandemic. In particular, such interruptions seem to be particularly relevant for some middle-skilled blue-collar occupations, such as “6 - Skilled agricultural, forestry and fishery workers” or “7 – Craft and related trade workers”.

**Figure 4.** Prevalence of retirement (left panel) and unemployment (right panel) with and without work interruptions by occupation major



Finally, in Figure 5 we report the share of working respondents who reported having worked from home since the first round of the Corona survey, by country. Overall, we can observe an higher prevalence of work from home in Northern- and Central-European countries. These different opportunities of working from home might in part explain the heterogeneous labour outcomes we observe across different countries. Our future analyses will shed light on this.

**Figure 5.** Prevalence of work from home, by country



#### 4. Future research aims and next steps

Our first next step consists in delivering the analyses described above.

In future work, we will attempt to evaluate the correlation between the pandemic outburst and that of the related restrictions and changes in the working and household environment on the individuals decision to retire.

We also plan to study how work interruptions due to Covid affect labour market outcomes exploiting the variability in the probability of work interruptions between different sectors of the economy.

#### References:

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**II. Papers and drafts of Work Package 4 based on the second SHARE Corona Survey**



## ***Did the pandemic change retirement trends?***

**Authors: E. Bassoli, M. Belloni, A. Brugiavini, and Y. Gao**

Using data from the first and second wave of the SHARE Corona Survey together with additional information elicited from the SHARE regular waves, we attempt to explore at descriptive level the changes in the trends to retirement of the individuals aged 50 and over. First, we shall document potential changes in retirement, separately by gender, industry and occupation major. Did individuals retire earlier due to the pandemic outburst? Were individuals employed in specific industries/occupations more prone to retire? Can we identify gender issues in relation to retirement after the pandemic outburst?

Second, we shall attempt to evaluate the correlation between the pandemic outburst and that of the related restrictions and changes in the working and household environment on the individuals decision to retire.

From the second wave of SHARE Corona Survey we will use the information collected through the questions CAEP005\_ - current employment situation, questions CAEP100\_ to CAEP103\_ for details on retirement, CAPH003\_ regarding current self-reported health status, CAH004\_ on diagnosed health conditions. Moreover, we shall use the battery of questions regarding support provided to parents, children or other persons CAS110\_, CAS112\_ and the questions related to vaccination against COVID-19, CAHC117\_ and CAHC118\_.

From the regular waves we shall use the information regarding retirement moment together with information related to the health status, occupation and support provided to other persons.

## ***Work Interruptions and Medium-Term Labour Market Outcomes of Older Workers During the Pandemic***

**Authors: Brugiavini, A., RE. Buia, I. Ferrari, Y. Gao, and I. Simonetti**

Using data from the second SHARE Corona Survey, we aim to enquire on a medium-term outcome: the impact of having undergone work interruptions during the first wave of the Pandemic on the various labour market outcomes (employment/ unemployment/ retirement/ homeworking) of the individuals aged 50 or more. Were individuals who experienced work interruptions in the first wave of the Pandemic more likely to experience unemployment/ exit the labour market in 2021? Did the workplace and the perceived level of safeness during the sanitary emergency have a role in individuals' labour market decisions?

To this purpose, we take advantage of the data collected through the SHARE Corona Survey, waves 1 and 2, and link them with additional information from the regular pre-pandemic waves. In particular, from SHARE Corona Survey wave 1 we will exploit the battery of questions related to the working situation/work interruptions: CAEP805\_, CAW002\_, CAW003\_, the information regarding the work place during the first wave of the pandemic CAW010\_, the questions related to the safeness at the workplace CAW016\_ and CAW017\_. From wave 2 we will use the new question on the occupational status, CAEP005\_ Which of the following best describes your current employment situation?, the

questions asking for details regarding retirement, CAEP100\_ to CAEP103\_, as well as the questions regarding the work place during the pandemic CAW110\_ and CAW111\_ and the safeness at the work place, CAW117\_.

The information regarding the occupational and workplace situation during the Pandemic will be supplemented with additional socio-economic, household and health variables as well as with the information regarding the IT skills and computer use from the regular waves.

We will estimate the correlation between work interruptions in the first pandemic wave and the various labour market outcomes by means of a multinomial logit.

### ***What is the future of (remote) work?***

**Authors: R.E. Buia, D. Cavapozzi, G. Pasini, and I. Simonetti**

Using data from the second wave (and the first wave) of the SHARE Corona Survey, we attempt to enquire on the evolution of working arrangements, namely the work from home one year after the pandemic outburst. Our analysis aims at understanding whether the adoption of remote working arrangements have been a short term reaction to the outbreak of the pandemic or remained in place over time, suggesting a persistent change in the work organization.

We will use the information collected through the following questions in the second wave of the SHARE Corona Survey: CAEP005\_ regarding the occupational situation of respondents, CAW110\_ and CAW111\_ - the working arrangements after the first wave of the SHARE Corona Survey, CAIT104\_ to CAIT106\_ related to internet use and quality of the internet connection, CAHC117\_ , collecting information on respondents' vaccination.

We will complement these variables with information on the workplace and quality of internet connection during the first wave of the pandemic and link with additional data on occupation, industry, education and IT skills from regular waves.