

## **Non-technical summary**

### **Desire to retire versus 'involuntary' work in late career?**

#### **Expectations and preferences in Estonia**

In light of recent policies aiming strongly to promote prolongation of working life, one of the key question is how people have adjusted their retirement expectations (i.e. realistic plans) and preferences (i.e. wishes and desires). This study examines the discrepancies between retirement expectations and preferences of late-career workers in Estonia. The main questions is which social groups plan to continue working after statutory retirement age and whether they wish to do it or is it a forced choice ('involuntary' work). Results of regression analysis indicate that two groups have higher risk of 'involuntary' work. First, individuals with higher education and not satisfied with their job plan more likely than others to stay longer in the labour despite their wish to retire as early as possible. Secondly, individuals who have poor health and low job satisfaction more probably wish to retire as early as possible but stay in the labour market until reaching to compulsory retirement age. In addition, gender has an important role as rapid increase in statutory retirement age of women coupled with traditional gender roles might explain women stronger orientation towards inactivity.

**Keywords:** retirement plans and preferences, involuntary work