

# Ways of early retirement in high income countries

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# The ageing of the populations in many countries

- Fertility (lower than 2.1 per woman)
- Mortality (people are living longer)
- Migration (within and to Europe)
- Different development of the size of the population in different parts of Europe (North, West, East, South)
- But in all parts of Europe and also in other high-income countries ageing populations

# Policies to increase employment among different groups

1. Retire at a higher age
2. Help young people to become employed at a lower age – lower the NEET-rate
3. Increase of the employment of women (higher labour force participation; fewer working part-time – fewer working short part-time)
4. Increase the employment of newly arrived refugees (integration policies)
5. Assisting those with disabilities to get a job
6. Improve working conditions

# Changes of the pension systems in EU countries I

1. Automatic adjustment of the retirement age (increasing age for getting a pension)
2. Lowering the level of pension to induce people to work to a higher age
3. Higher mandatory retirement age (laws on employment security)

# Changes of the pension systems in EU countries II

4. Increases of the fees to the pension system
5. Changes in the rules for occupational and private pensions
6. Enhance the low retirement age for those in some occupations
7. Change from a defined benefit to a defined contribution system (first in Italy and Sweden)

# Policies for those who do not manage to work to old age I

1. Lower retirement age for those who have worked many years (the Arne-pension) (a problem is that only few are covered)
2. Low retirement age for those in some professions or with some work tasks (a problem is that occupations change over time)
3. Part-time solutions for older workers (a problem is that it may lead to that some who could work full-time work part-time)

## **Policies for those who do not manage to work to old age II**

3. Disability pensions for those with reduced work ability (a better solutions may be reduced working time)
4. Extended periods of unemployment benefits for older workers (a problem is that it may lead to higher unemployment among older works)
5. Support to vocational mobility for both older and workers in other age groups

# The Nordic Countries and their ageing populations

1. Relatively high fertility rates; immigration countries
2. High employment rates among those of active age
3. The Nordic countries have the same problems as other countries in EU, but they are less severe
4. Different solutions to be proposed for different countries (see Mercer; EU)

## Different countries in Europe

- Low fertility rates in Eastern and Southern Europe
- Low employment rates among those of active age in some of the countries
- Emigration from countries in Eastern Europe (but now there are many migrants from Ukraine)
- Solutions?

## Experiences in some countries in East Asia

- Even faster development to ageing populations in some countries in Eastern Asia that have very low fertility rates; immigration a solution? Other solutions?
- Japan
- Korea
- Taiwan

## Some conclusions

1. All high-income countries have ageing populations inducing policy changes in the pension systems
2. Important to study different ways making it possible for some to leave the labour market earlier than what others are doing
3. Important to study the possibilities to increase employment among other groups as young people, woman, refugees and those with disabilities
4. A special problem: Pensions for those who have lived and worked in more than one country

