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Kevin E. Cahill, Analysis Group, Inc.
Michael D. Giandrea, U.S. Bureau of Labor Statistics
Joseph F. Quinn, Boston College

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Kevin E. Cahill, Ph.D.
(corresponding author)
Analysis Group, Inc.
111 Huntington Avenue, 10th Floor
Boston, MA 02199
Email: kcahill@analysisgroup.com
Phone: (617) 425-8380

Michael D. Giandrea, Ph.D.
U.S. Bureau of Labor Statistics
Office of Productivity and Technology
Postal Square Building, Room 2180
2 Massachusetts Ave., NE
Washington, DC 20212-0001
Email: giandrea.michael@bls.gov
Phone: (202) 691-5628

Joseph F. Quinn, Ph.D.
Department of Economics
Boston College
Chestnut Hill, MA 02467-3859
Email: joseph.quinn@bc.edu
Phone: (617) 552-2393

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Abstract

Many studies of labor force withdrawal patterns have focused on individuals who have had career jobs. This paper compares the demographic and economic characteristics of individuals who have never had a full-time career (FTC) job with those who have, and compares the timing and types of job switches that both groups make later in life. The comparison between non-FTC and FTC individuals is important because decisions by policymakers based on the existing retirement literature may have unintended consequences for individuals with only a series of short-duration jobs.

We use a sample of respondents from the Health and Retirement Study (HRS) who have worked since age 50, and stratify respondents according to whether an individual has ever had a job that consists of 1,600 or more hours per year and lasts for at least ten years (i.e., a full-time career job). We find that individuals without FTC jobs are a heterogeneous group, representing individuals in many wage and occupational categories. Not surprisingly, we also find that individuals without FTC jobs are less likely than those with FTC jobs to be working in subsequent survey years. However, we find that the labor force withdrawal patterns of non-FTC individuals are similar to those of FTC individuals in many respects. In particular, individuals without FTC jobs change jobs later in life just as frequently as those with FTC jobs. Switching rates between wage-and-salary employment to self-employment and between white-collar and blue-collar jobs are largely similar by FTC status, as are reductions in wages later in life. Overall, the findings reveal that the work decisions later in life of individuals who have never had career employment are diverse, just as they are for individuals with career jobs.

Key words: Economics of Aging, Bridge Jobs, Gradual Retirement
JEL No.: J26, J14, J32, H55

I. Introduction

Many studies of labor force withdrawal patterns have focused on individuals who have had career jobs. One of the main findings from this research is that, more often than not, individuals with career jobs make at least one job change prior to exiting the labor force.[1] Further, a substantial minority of individuals with wage-and-salary career jobs, approximately 10 percent, transition into self employment later in life.[2] Evidence also suggests that many individuals with career jobs, approximately 15 percent, re-enter the labor force after initially "retiring" and that these re-entry decisions are often expected prior to leaving career employment.[3] These job transitions also appear to be voluntary for most individuals. Collectively, these findings suggest that many career individuals view a job change later in life as a valuable option that can be exercised in order to exit the labor force gradually.

An important question is whether these findings from the retirement literature also apply to individuals who have never held a full-time career job because policy decisions based upon the existing literature may have different and unintended consequences for workers with intermittent work histories and with a more tenuous connection to the labor force. For example, policies that promote work later in life are often proposed as a way to alleviate the financial burden of an aging population. As the ratio of workers to retirees shifts from about 3 to 1 today to 2 to 1 by 2030, policymakers may look for ways to encourage continued labor force participation among individuals who reach traditional retirement ages. The existing literature on job transitions later in life provides evidence that such a policy may be welfare enhancing as the majority of individuals with career jobs do not exit the labor force abruptly, but instead transition to gradual retirement voluntarily.

[1] See Cahill, Giandrea, and Quinn (2006) and Giandrea, Cahill, and Quinn (2008).
[2] See Giandrea, Cahill, and Quinn (2008).
[3] See Maestas (2007) and Cahill, Giandrea, and Quinn (2010).

Individuals without career jobs represent a sizable fraction of older Americans. Existing studies show that approximately 25 percent of men and nearly 50 percent of women have never had a career job, at least not later in life.[4] Therefore, the results from the retirement literature on career employment might be limited in scope.

This paper addresses the issue of retirement among people with a history of short duration jobs by comparing them to those who have had career employment, either currently or in the past. We first compare the demographic and economic characteristics of individuals with and without career jobs in their work histories. We then focus on retirement outcomes by examining how long individuals who have never had a career job stay in the labor force relative to those with career job experience, and the extent to which job changes later in life are a significant phenomenon within the two groups. We then examine the types of job changes that career and non-career workers make later in life. In particular, we focus on switches between full-time and part-time work, between wage-and-salary and self employment, and between white-collar and blue-collar occupations. We also explore the extent to which wages are reduced when a job change is made later in life. Throughout the analysis, we examine men and women separately to take into account potential differences in retirement patterns and determinants.

Data for this study come from the Health and Retirement Study (HRS), a rich, nationally representative micro-level data set of approximately 12,600 individuals born between 1931 and 1941 (i.e., aged 51–61 in 1992).[5] The data are longitudinal and ongoing with interviews conducted every two years since 1992, with the most recently released data covering the 2008 survey. Attrition across waves ranged from three to ten percent, so that after 16 years about 62 percent of the original HRS core sample remained.

[4] See Cahill, Giandrea, and Quinn (2006).
[5] See Juster and Suzman (1995) for a description of the Health and Retirement Study.

The focus of this study is on HRS respondents who have worked, but who have never had a job that consisted of 1,600 or more hours per year and lasted for at least ten years (our definition of a full-time career (FTC) job). In order to construct work histories for each of the HRS respondents, we use all information available from each survey year from 1992 to 2008. In addition, we utilize information from the first HRS interview that asked about a respondent's current job and all previous jobs that lasted five years or more. If a respondent was not working at the time of the wave 1 interview, he or she was asked about the most recent job held, if any. In addition to stratifying HRS respondents by FTC status, we also exclude individuals with no work experience after age 50 because this paper focuses on labor force behavior and retirement patterns, and transitions out of the labor force prior to age 50 are unlikely to be part of the retirement process.

This paper is structured as follows. The next section provides some background and an overview of the relevant literature on transitional retirement. Section III describes the dataset – the Health and Retirement Study – and methods. Section IV provides a detailed description of the two key subgroups used in our analysis: (1) respondents who have worked since age 49 and who have never had a FTC job and (2) respondents who have worked since age 49 and who have had a FTC job. Section V summarizes the main findings.

II. Background

Much of the retirement literature on patterns of labor force withdrawal has focused on individuals with full-time career jobs, who often enjoy employer-provided benefits, or individuals with at least full-time employment into their 50s and 60s. For example, Cahill, Giandrea, and Quinn (2006) found that 60 percent of older workers who had left full-time career jobs had moved to short duration or part-time employment (known as bridge jobs) before

complete labor force exit. Since, by definition, a bridge job is one that follows a full-time career job, few researchers have specifically addressed workers with intermittent work histories. Among those who have, Hotchkiss and Pitts (2007) analyze how intermittent work histories affect the wages of women. They found that intermittency could result in a wage penalty that was experienced at even low levels of labor force absence.

Most authors, however, have addressed labor force activity of older workers without considering the prior degree of labor force attachment. For example, Coile and Levine (2006) considered the effect of wealth on labor force activity utilizing data from the HRS, the Current Population Survey, and the Survey of Consumer Finances, but they did not stratify their findings by career job status. Similarly, Anderson, Gustman, and Steinmeier (1999) and Ruhm (1995) addressed the role of pensions in the labor force behavior of older workers. Gustman and Steinmeier (1994) and Madrian, Burtless, and Gruber (1994) investigated the role of health insurance in the work/leisure decision among older Americans. Other studies have examined switches to self employment later in life (Cahill, Giandrea, and Quinn, 2007), labor force re-entry later in life (Maestas, 2007), and the voluntary nature of job transitions later in life, and have focused on individuals with career jobs. While these studies are valuable in describing the labor force behavior among older workers generally, they do not specifically address how workers of differing labor force attachment might retire differently. Our analysis attempts to fill this void in the retirement literature.

III. Data and Methods

The large majority of HRS men and women had work experience later in life, as shown in Table 1. Over 90 percent of men and 78 percent of the women in the sample had worked since age 50. We stratified this sub-sample according to whether respondents had ever held a FTC job,

and found that, among those who worked since age 50, 88 percent of men (88% = 4,745 / 5,378) and 69 percent of women (69% = 3,635 / 5,300) had a FTC job in their work history. Therefore, a sizable minority of respondents – 12 percent of men (12% = 633 / 5,378) and 31 percent of women (31% = 1,665 / 5,300) – had worked since age 50 but did not have a FTC job. These are our comparison groups.

Demographic and economic characteristics and labor force outcomes are compared across these two groups using descriptive statistics and multivariate analyses. The set of demographic and economic characteristics are based on responses from the first interview in 1992. Labor force outcomes, however, are based on an individual's work history, and focus on work status in each wave and the number of job switches since the first interview.

Using multivariate techniques, we first ask whether the existence of a FTC job in one's work history affects the likelihood of working as respondents approach traditional retirement ages. Here, FTC employment status may represent an individual's economic and emotional attachment to the labor force, after controlling for a number of economic and demographic characteristics. The first multivariate model explores the timing of the retirement decision among non-FTC and FTC individuals, and is specified as follows:

$$R_{it}^{*} = \alpha + \beta_1 X_i + \beta_2 X_{it} + \beta_3 H_{it} + \beta_4 RET_{it} + \beta_5 Y_t + \beta_6 FTC\_History_i + \varepsilon_{it} \qquad (1)$$

Observations are person-year. The left-hand side of this binary choice model is a latent variable, R_{it}^{*}, which determines the observed choice of whether or not to work in period t. R_{it} indicates that observed choice and is equal to 1 if individual *i* is working at time *t*, and is equal to zero otherwise. Variables X_i and X_{it} represent, respectively, time invariant and time varying individual characteristics. H_{it} is an indicator of health status and RET_{it} is a vector of retirement incentives associated with an individual's private pension plan and health insurance plan. Y_t is a

series of year dummies that are intended to account for macroeconomic changes. $FTC\_History_i$ represents a dichotomous indicator for whether an individual has had a FTC job in his or her work history, and ε_{it} is a white noise error term. The model is estimated for all individuals in the sample who worked since age 50. Marginal effects from the regression are evaluated at the sample means.

We also examine job switching after the first interview using a multinomial logistic regression model with a three-way outcome variable: remained on the wave one job, switched to another job, or exited the labor force directly. We use FTC job status as an indicator of attachment to the current job, and hypothesize that those with FTC jobs in their work history will display more attachment to their current work position while controlling for economic and demographic characteristics. A latent dependent variable determines the observed choice to remain working on the wave one job, switch to another job, or exit the labor force. The observed choice is set equal to 0 for those who are still on their 1992 job when we last observe them, 1 if an individual switched to at least one other job since the wave one interview, and 2 if the individual exited the labor force directly without any job switches. The set of right-hand side variables include the demographic and economic characteristics described above, and are measured at the time of the first interview. The model is estimated for all individuals in the sample who were working in wave one. Marginal effects from the regression are evaluated at the sample means.

IV. Results

As noted above and as shown in Table 1, 88 percent of men who worked since age 50 also held a FTC job at some point in their work history, as did 69 percent of women. The

remaining 12 percent of men and 31 percent of women who worked since age 50 never held a FTC job.

Demographic and Economic Characteristics by FTC Status

Table 2 presents demographic characteristics measured at the time of the first HRS interview, by gender and FTC status. Among the men who never held a FTC job, we find a nearly equal distribution of self-assessed subjective health status across three categories: excellent or very good, good, and fair or poor. In contrast, this distribution is skewed towards excellent or very good health for those with FTC jobs in their work history; these male respondents were three times more likely to describe their health as excellent or very good instead of fair or poor.

Regarding higher education, there was only a slight difference by FTC status; 82 percent of men without a FTC job had less than a college degree compared to 77 percent of men with a FTC job in their work history. Men who had never had a FTC job were almost twice as likely as those with a FTC job to be unmarried in 1992 (19 versus 11 percent). About one half of men who had never had a FTC job had an employed spouse, compared to 57 percent of those who had a FTC job. This may indicate that, to a certain extent, employment and attachment to the labor force are complementary among spouses.[6]

Among women, including both primary HRS respondents and spouses of the age-eligible male respondents, we find that the distribution of ages was nearly uniform from 51 to 61 for those who have never held a FTC job. Those with FTC jobs, however, were more than twice as likely to be younger than 53 in 1992 than 54 to 57 or 58 to 61. This age difference may reflect a greater labor force attachment and reduced labor force intermittency among the younger women

[6] See Coile (2004) and Kapur and Rogowski (2007), among others, for recent analyses of retirement patterns of couples.

in the sample. Among the other demographic characteristics, however, differences by FTC status were somewhat less pronounced among the women than for the men. We also note that the percentage of women who were married as of the first interview was much lower than the percentage of men who were married. This difference is likely due to a combination of women marrying older men, on average, and higher mortality rates among men.

In Table 3, we describe the economic characteristics of the sample as measured in 1992. Among men without FTC jobs in their work history, 67 percent had health insurance on their 1992 job that would be maintained if they left the job, compared to 80 percent among men with FTC jobs in their work history. More than one quarter (28%) of men without a FTC job did not have health insurance coverage on their wave one job, compared to only 11 percent of men with a FTC job. Regarding pension status, men who did not have a FTC job in their work history were much less likely than those with FTC jobs to have a defined-benefit (DB) pension (20 percent versus 47 percent) or a defined-contribution (DC) pension (11 percent versus 17 percent). Two thirds of men without a FTC job in their work history had no pension.

We also analyze occupational status, broadly defined, as of 1992.[7] Among men who never held a FTC job, 25 percent were employed in blue collar / not highly skilled positions in 1992. Among men with a FTC job, only 14 percent were blue collar / not highly skilled, while one third were white collar / highly skilled, and 38 percent were blue collar / highly skilled.

We find very clear and statistically significant differences in the wage distributions of those with and without FTC jobs. Non-FTC men were three times as likely as FTC men to be

[7] Occupation is categorized as blue/white collar, and then categorized as highly/not highly skilled. Individuals working in managerial or professional occupations are considered white collar, highly skilled. Individuals working in technical, sales, and administrative support occupations are considered white collar, not highly skilled. Individuals working in precision production, craft, and repair occupations, construction trades, machine operator, assembler, and inspector occupations, transportation and material moving occupations, and protective service occupations are considered blue collar, highly skilled. All other occupations are considered blue collar, not highly skilled.

making $6 to $10 per hour on their 1992 job (30 percent versus 10 percent) and were half as likely to be earning between $20 and $50 per hour (23 percent versus 46 percent).

We find a similar result when examining wealth in 1992. More than one half (56 percent) of men with no FTC job in their work history had non-pension financial wealth of $25,000 or less, compared to 36 percent of men with FTC jobs. At the other end of the wealth spectrum, only 23 percent of the men with no FTC job in their work history had non-pension financial wealth of $100,000 or more compared to 34 percent of men who had a FTC job. Increasing labor force attachment among men is associated with increased non-pension wealth. This may be indicative of more and larger paychecks providing increased opportunities for saving.

Among women, we find that those with no FTC job in their work history were about one third as likely as those with a FTC job to have a DB pension (15 percent versus 41 percent and almost twice as likely to have no pension (77 percent versus 39 percent). We also observe similar distributions as we saw with men vis-à-vis wage rate on the 1992 job. Women who did not have a FTC job were about twice as likely as those with FTC jobs to earn between $6 and $10 per hour (37 percent versus 18 percent) and were nearly half as likely as those with FTC jobs to earn between $20 and $50 per hour (20 percent versus 37 percent). Differences in non-pension financial wealth by FTC status, however, were much less pronounced than those among the men. This result may reflect the extent to which wealth among women is dependent on marital status.

To summarize, we note that increasing attachment to the labor force via a FTC job is associated with having a job with good characteristics, such as health insurance, pension benefits, and higher wages. Whether the attachment is due to the quality of the jobs or the

quality of jobs is due to continued labor force attachment, we are unable to determine in this analysis.

Retirement Outcomes

The first two outcomes we address are work status and the prevalence of part-time employment. We examine each of these outcomes over time, from 1992 through 2008, for men and women separately. Not surprisingly, respondents were less likely to be working in subsequent surveys (Figures 1a and 1b for men and women, respectively). The patterns by gender were remarkably similar, though women were somewhat more likely to be working in each survey year, reflecting in part the fact that these women with work experience since age 49 were, as a whole, younger than their male counterparts. In all survey years for both men and women, individuals with FTC jobs in their work histories were significantly more likely to be working than those without.

While the work status patterns were similar by FTC status (i.e., a gradual monotonic decline in employment), the role of part-time employment was different across these two groups (Figures 2a and 2b). Part-time employment became increasingly common over time among individuals with a FTC job in their work history, as some full-time career workers moved into part-time employment, whereas the percentage of individuals without FTC jobs who were working part time was much higher and remained relatively stable, especially for women. Only 10 percent of the men with a FTC job in their work history were working part time in 1992. This percentage increased steadily through 2008, when more than one half of these men were working part time. Among men who never held a FTC job, more than 60 percent were working part time in 1992. This percentage remained fairly constant through 2000, and then increased to between 70 and 80 percent from 2002 to 2006 before declining somewhat in 2008. A similar pattern is observed among women where the percent working part time increased steadily among those

with FTC jobs in their work history and the percent working part time remained relatively stable at approximately 80 percent for those women without a FTC job.

Table 4 describes the number of job switches since 1992 among those respondents who were working at the time of the first interview. Overall, we find that for both men and women, approximately one half of workers with no FTC job in their work history had exited the labor force directly from their 1992 job, compared to 42 percent of those with a FTC job. About one in ten respondents without a FTC job were still on their wave one job when they were last observed (8 percent of men and 11 percent of women), compared with 18 percent of the men and women with FTC jobs in their work histories. Among all respondents who had switched employment since wave one, most had switched only once; relatively few respondents, between 6 and 7 percent, had more than two job switches. In summary, those without FTC jobs in their work histories were less likely than those with FTC jobs to remain working on their wave one job; however, the number of job switches since wave one were similar by FTC status for both men and women. These qualitative findings remained when we restricted the sample to respondents who participated in all 9 waves of the HRS through 2008 (bottom panel of Table 4).

Table 5 provides more information relating to the nature of job switches among those with different FTC job histories. We find that slightly more than one third of men and women who had work experience since age 49 and who were working in 1992 experienced a switch from full-time to part-time work, with the percentage of non-FTC respondents making the switch being somewhat higher than those with FTC jobs (41 percent versus 35 percent for men and 39 percent versus 36 percent for women). We also find that 26 percent of the men and 32 percent of the women reported a switch from self employment to wage-and-salary work while only 13 percent of men and 10 percent of women reported a switch from wage-and-salary work to self

employment.[8] Switches from wage-and-salary work to self employment were similar by FTC status; however, switches from self employment to wage-and-salary work were less common among those without FTC jobs than those with FTC jobs (21 percent versus 27 percent among men and 28 percent versus 33 percent among women). We find that switches from white-collar to blue-collar positions were more likely than switches from blue-collar to white-collar for men (15 percent versus 10 percent) while the opposite was true for women (8 percent versus 12 percent). The occupation switch rate for men differed slightly by FTC status, with non-FTC workers being less likely to make a switch. The differences, however, were not statistically significant.

Finally, we consider the changes in wage that resulted from job switches. We divide job switches into those that result in a wage reduction of 50 percent or more, a reduction from 10 to 50 percent, a change between +/-10 percent (essentially unchanged), an increase of 10 to 50 percent, an increase of 50 to 100 percent, and finally and increase of 100 percent or more. The majority of job switches (69 percent for men and 64 percent for women) involved a significant change in wage rate (more than 10 percent), with declines outweighing increases. About 16 percent of men and 10 percent of the women in the sample had job switches with a reduction in wage of 50 percent or more. Similarly, one quarter of men and women had wage reductions of 10 to 50 percent. We find that only 22 percent of those men with no FTC job in their work history had job switches with little to no change in wage (+/- 10 percent), compared with 32 percent of the men on a FTC job in wave one. This is particularly notable because these FTC men on average had higher wages. The most interesting finding relates to job switches where wages increased. Men with less attachment to the labor force were essentially just as likely to have job switches where wages increased as were those with FTC jobs in their work histories.

[8] See Giandrea, Cahill, and Quinn (2008) for an analysis of bridge jobs among the self employed.

Indeed, men with no FTC job were twice as likely as men with FTC jobs to experience a job switch where wages increased by 100 percent or more (12 percent versus 6 percent). This reflects the generally lower wages that the non-FTC men were earning before the switch (see Table 3).

If we instead track only those men who participated in all 9 waves of the HRS, we lose a portion of the sample but obtain a complete record of job switches from 1992 to 2008 for many workers. In this sample and for both those with and without FTC jobs in their work histories, we continued to observe that, among men, about 45 percent of switches led to a decrease in wage while about 26 percent of switches resulted in an increase in wage of more than 10 percent. The findings among women with respect to changes in wages were similar to those among the men, with 36 percent of women experiencing a reduction in wage of 10 percent or more and 30 percent of women experiencing an increase in wage of 10 percent or more. Non-FTC individuals remained less likely than FTC individuals to experience a change in wage of less than 10 percent (23 percent versus 29 percent for men and 31 versus 34 percent for women).

Multivariate Analysis

Tables 6a and 6b present marginal effects from a logistic regression of work status (1 if working; 0 if not) in each wave for men and women, separately.[9] Both men and women were more likely to be working the healthier and younger they were, with a particularly large decrease at age 62, when most respondents became eligible for Social Security retirement benefits. Respondents were also more likely to be working, all else equal, if they were self-employed, had a spouse who was working (suggesting joint retirement decisions), a spouse in poor health (women only), or were employed in a white collar occupation or a blue collar, highly skilled

[9] We also performed this estimation two additional ways, using a linear probability model and a linear probability model with fixed effects. We obtain similar results using all three methods.

occupation. Respondents were less likely to be working if they were in fair or poor health or if their spouse was in excellent or very good health.

Older workers responded to economic incentives as well. Men and women with health insurance that was "portable" (i.e., would not be lost if they left their job) were significantly less likely to remain working than those with health insurance that was not portable. Men and women with no health insurance were also less likely to remain working than those with health insurance that was not portable. Men and women with defined-benefit pension plans were considerably less likely to be working than those without pensions, a result that is consistent with the age-specific early retirement incentives typically incorporated in such plans.

A focus of this analysis is how work decisions differ by FTC status. We find that for both men and women, individuals with a FTC job in their work history were more likely to be working, all else equal, compared to those without a FTC job. This result reinforces the differences by FTC status noted earlier with respect to the percentage of respondents working in each wave (Figures 1a and 1b).

The next set of multivariate analyses examine the determinants of job switching among respondents who were working at the time of the first interview. Each respondent with a job in 1992 either remains on the 1992 job as long as we can follow them, switches to another job (e.g., a bridge job for those with a FTC job), or leaves the labor market directly from the 1992 job. As shown in Table 7a we find that men were more likely to remain working on the wave one job if they were younger, were in excellent or very good health, had a college degree, or were self employed, and were less likely to remain working on the wave one job if they had a defined-benefit pension plan. Men were more likely to switch jobs before exiting the labor force if they were younger or had health insurance (portable or not portable), and were less likely to switch if

they were blue collar, self employed, or had a defined-benefit pension. Men who had a FTC job were more likely to remain on the wave one job than those who did not have a FTC job, and less likely to switch jobs prior to labor force exit, though the latter effect was not statistically significant. The results were similar among women though, notably, women with pensions (DB or DC) more likely to remain working on the wave one job (Table 7b).

V. Conclusion

This paper compares the demographic and economic characteristics and work decisions of older Americans who did not have FTC jobs in their work histories with those who had FTC jobs. The goal is to examine more closely the retirement decisions of non-FTC workers with respect to the timing of retirement and the number and types of job switches that are made later in life. We find that non-FTC individuals are a heterogeneous group, representing individuals in many wage and occupational categories. Not surprisingly, descriptive statistics reveal that individuals who never held a full-time career job were less likely to be working in subsequent survey years than those who held career jobs at some point. However, we find that individuals without full-time career jobs in their work history change jobs later in life just as frequently as those with career jobs. Switching rates from wage-and-salary employment to self-employment and between white-collar and blue-collar jobs were generally similar by full-time career job status, as were reductions in wages later in life.

Some notable differences by FTC status do exist. For example, part-time employment became more pronounced over time for FTC individuals while it remained fairly constant among individuals without FTC jobs. The percentage of men without FTC job experience who were working part time was consistently above 50 percent in all survey years and above 70 percent among women without FTC jobs, whereas among individuals with FTC jobs the percentage

working part time increased from approximately 10 percent in wave one to more than 50 percent in wave 9. While the level of part-time employment was associated with the way in which respondents were stratified in wave one (i.e., FTC status is defined, in part, by working full time), the two groups were compared many years later, such as in the last survey, 16 years after the first interview.

One well-established conclusion from the retirement literature is that, for career workers, retirement is not a one-time, permanent event. This appears to be true for non-career workers as well, as the pathways that non-FTC individuals utilize to exit the labor force are also very diverse.

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Table 1

Sample Size
by Gender, Survey Participation, and Work Status

HRS Respondents Aged 51-61 in 1992

	Men	Women	Total
Participated in wave 1			
n	5,869	6,783	12,652
Worked since age 50			
n	5,378	5,300	10,678
% of all HRS respondents	92%	78%	84%
No FTC job in work history			
n	633	1,665	2,298
% of HRS respondents who have worked since age 50	12%	31%	22%
FTC job in work history			
n	4,745	3,635	8,380
% of HRS respondents who have worked since age 50	88%	69%	78%

Source: Authors' calculations based on the Health and Retirement Study.

Table 2

Demographic Characteristics at the Time of the First Interview by Gender and FTC Job Status

Sample: HRS Respondents with Work Experience Since Age 50

	Men			Women		
Characteristic	All	No FTC job in work history	FTC job in work history	All	No FTC job in work history	FTC job in work history
Age ##,^^						
<53	29%	20%	30%	45%	33%	51%
54-57	29	27	30	29	32	27
58-61	25	31	25	25	33	21
62+	17	22	16	2	2	2
Subjective Health Status ##,^^						
excellent or very good	52	36	54	56	48	59
good	30	33	30	27	27	28
fair or poor	18	31	17	17	25	13
College Degree ##,^^	22	18	23	16	12	18
Less than College Degree	78	82	77	84	88	82
Married ##,^^	88	81	89	75	77	74
Not Married	12	19	11	25	23	26
Dependent Children ^	17	19	16	14	12	15
No Dependent Children	83	81	84	86	88	85
Spouse's Health Status ##						
excellent or very good	56	48	56	51	50	51
good	27	29	27	29	31	29
fair or poor	17	23	16	20	19	20
Employed spouse ##	56	50	57	55	53	55
No employed spouse	44	50	43	45	47	45
n	5,378	633	4,745	5,300	1,665	3,635

#, ## Difference by full time career job status among men is significant at a 5% or 1% level, respectively.
^, ^^ Difference by full time career job status among women is significant at a 5% or 1% level, respectively.
Source: Authors' calculations based on the Health and Retirement Study.

Table 3

Economic Characteristics at the Time of the First Interview by Gender and FTC Job Status

Sample: HRS Respondents with Work Experience Since Age 50

	Men			Women		
Work status	All	No FTC job in work history	FTC job in work history	All	No FTC job in work history	FTC job in work history
Health Insurance Status *,##,^^						
Not covered on wave 1 job	13%	28%	11%	14%	21%	11%
"Covered and would maintain" coverage	79	67	80	78	76	79
"Covered and would lose" coverage	9	5	9	8	3	10
Pension Status *,##,^^						
Defined - Benefit only	44	20	47	30	14	38
Defined - Contribution only	16	11	17	17	9	21
Both	5	3	5	2	1	3
No Pension	35	67	31	51	77	39
Self-Employed ^,#,^	18	21	17	11	12	10
Wage and Salary*	82	79	83	89	88	90
Occupation Status *,##,^^						
White collar, highly skilled	32	28	33	29	20	31
White collar, other	16	16	16	37	32	38
Blue collar, highly skilled	37	32	38	11	9	11
Blue collar, other	15	25	14	24	39	20
Wage Rate *,##,^^						
$6 - $10/hour	12	30	10	22	37	18
$10 - $20/hour	21	26	21	36	36	36
$20 - $50/hour	44	23	46	33	20	37
> $50/hour	23	21	23	8	7	9
Wealth ##,^^						
$0	8	19	6	11	13	10
$0-$25k	30	37	30	33	33	33
$25k-$50k	14	11	14	13	11	14
$50k-$100k	15	11	16	14	13	15
$100k-$500k	25	16	26	23	22	23
>$500k	8	7	8	6	8	5
Do not own home ##,^^	16	30	15	19	22	18
Own home	84	70	85	81	78	82
n	5,378	633	4,745	5,300	1,665	3,635

*: Percentages based on respondents who were working in wave one.
#, ## Difference by full time career job status among men is significant at a 5% or 1% level, respectively.
^, ^^ Difference by full time career job status among women is significant at a 5% or 1% level, respectively.
Source: Authors' calculations based on the Health and Retirement Study.

Table 4

Number of Observed Job Switches Since the First Interview by Gender and FTC Job Status

Sample: HRS Respondents Working in 1992

	Men			Women		
Work status	All	No FTC job in work history	FTC job in work history	All	No FTC job in work history	FTC job in work history
All waves ##,^^						
Still on wave one job[1]	17%	8%	18%	16%	11%	18%
Exited directly from wave one job[1]	43	53	42	43	50	42
1 job switch	24	26	24	23	23	23
2 job switches	10	8	10	10	10	10
3 job switches	4	3	4	4	3	4
4 or more job switches	2	3	2	3	3	3
n	4,173	371	3,802	4,033	921	3,112
Participated in wave 9 ##,^^						
Still on wave one job[1]	13%	3%	14%	12%	7%	13%
Exited directly from wave one job[1]	39	47	38	42	47	40
1 job switch	27	28	27	25	25	25
2 job switches	13	11	13	12	13	12
3 job switches	6	6	6	5	4	5
4 or more job switches	3	5	3	4	4	4
n	2,581	184	2,397	2,913	627	2,286

[1] For those without FTC jobs in their work history this category describes the most recent (and only) job observed for the individuals.

#, ## Difference by full time career job status among men is significant at a 5% or 1% level, respectively.

^, ^^ Difference by full time career job status among women is significant at a 5% or 1% level, respectively.

Source: Authors' calculations based on the Health and Retirement Study.

Table 5

Types of Job Switches
by Gender and FTC Job Status
Sample: HRS Respondents Working in 1992

	Men			Women		
Work status	All	No FTC job in work history	FTC job in work history	All	No FTC job in work history	FTC job in work history
All Waves						
Full Time or Part Time						
Any switch from FT to PT	35%	41%	35%	36%	39%	36%
Any switch from PT to FT ##,^^	22	22	-----	18	18	-----
Wage & Salary or Self Employed						
Any switch from WS to SE	13	13	14	10	10	9
Any switch from SE to W&S	26	21	27	31	28	33
White Collar or Blue Collar						
Any switch from WC to BC	15	11	15	8	7	8
Any switch from BC to WC	10	7	10	12	11	12
Wages #						
Reduction in wage of 50%+	16	17	16	10	12	9
Reduction in wage of 10-50%	25	25	25	25	23	25
No change in wage of 10%	31	22	32	36	35	36
Increase in wage of 10-50%	17	19	17	20	19	21
Increase in wage of 50-100%	4	5	4	4	4	4
Increase in wage of 100%+	7	12	6	5	6	5
In Wave 9						
Full Time or Part Time						
Any switch from FT to PT #	44%	57%	43%	43%	42%	43%
Any switch from PT to FT ##,^^	27	27	-----	20	20	-----
Wage & Salary or Self Employed						
Any switch from WS to SE	17	18	17	12	13	12
Any switch from SE to W&S	33	29	34	39	37	40
White Collar or Blue Collar						
Any switch from WC to BC	17	14	17	10	8	10
Any switch from BC to WC	13	10	13	14	13	15
Wages						
Reduction in wage of 50%+	17	20	16	10	13	10
Reduction in wage of 10-50%	28	27	28	26	26	26
No change in wage of 10%	29	23	29	34	31	34
Increase in wage of 10-50%	16	16	16	21	19	21
Increase in wage of 50-100%	4	6	4	4	4	4
Increase in wage of 100%+	6	9	6	5	6	5

#, ## Difference by full time career job status among men is significant at a 5% or 1% level, respectively.
^, ^^ Difference by full time career job status among women is significant at a 5% or 1% level, respectively.
Source: Authors' calculations based on the Health and Retirement Study.

Table 6a

Marginal Effects from Logistic Regression

Dependent Variable: Working at Time *t*

Sample: Male HRS Respondents Who Have Worked Since Age 50

	marginal effect	p-value
FTC Status		
No FTC job in work history	-----	-----
FTC job in work history	0.2143	0.000
Age		
57 or less	-----	-----
58-61	-0.1352	0.000
62-64	-0.3488	0.000
65-69	-0.4474	0.000
greater than 70	-0.5733	0.000
Self Assessed Health		
excellent/very good	0.0624	0.000
good	-----	-----
fair/poor	-0.2317	0.000
Spouse's Health		
excellent/very good	-0.0476	0.000
good	-----	-----
fair/poor	0.0147	0.287
Education		
less than high school	0.0127	0.401
high school	-----	-----
college degree	0.0248	0.133
Race		
black	0.0108	0.552
white	-----	-----
other	0.0225	0.573
Married	0.0425	0.077
Children at Home	0.0283	0.034
Spouse employed	0.1703	0.000
Health Insurance Status		
portable	-0.4924	0.000
not portable	-----	-----
none	-0.4968	0.000
Pension Status		
defined benefit	-0.2652	0.000
defined contribution	0.0064	0.646
both	0.0514	0.110
none	-----	-----
Occupational Status		
white collar/high skill	0.2414	0.000
white collar/other	0.2476	0.000
blue collar/high sckill	0.2074	0.000
blue collar/other	-----	-----
Self Employed	0.1695	0.000
Wage	0.0032	0.000
Wage Squared	0.0000	0.002
Wealth	-0.0014	0.000
Wealth Squared	0.0000	0.000
Own Home	0.0195	0.213
Year Indicators		
1992	0.2408	0.000
1994	0.1403	0.000
1996	0.0937	0.000
1998	0.0834	0.000
2000	0.0476	0.021
2002	0.0324	0.090
2004	0.0383	0.019
2006	0.0124	0.212
2008	-----	-----
Constant	0.3487	0.000

Source: Authors' calculations based on the Health and Retirement Study.

Table 6b

Marginal Effects from Logistic Regression

Dependent Variable: Working at Time *t*

Sample: Female HRS Respondents Who Have Worked Since Age 50

	marginal effect	p-value
FTC Status		
No FTC job in work history	-----	-----
FTC job in work history	0.1626	0.000
Age		
57 or less	-----	-----
58-61	-0.1318	0.000
62-64	-0.2946	0.000
65-69	-0.4015	0.000
greater than 70	-0.5152	0.000
Self Assessed Health		
excellent/very good	0.0473	0.000
good	-----	-----
fair/poor	-0.2172	0.000
Spouse's Health		
excellent/very good	-0.0387	0.001
good	-----	-----
fair/poor	0.0398	0.003
Education		
less than high school	0.0353	0.024
high school	-----	-----
college degree	-0.0096	0.582
Race		
black	0.0572	0.000
white	-----	-----
other	0.0669	0.099
Married	-0.0425	0.067
Children at Home	0.0315	0.003
Spouse employed	0.1837	0.000
Health Insurance Status		
portable	-0.4867	0.000
not portable	-----	-----
none	-0.4755	0.000
Pension Status		
defined benefit	-0.1101	0.000
defined contribution	0.0026	0.853
both	0.0416	0.213
none	-----	-----
Occupational Status		
white collar/high skill	0.2570	0.000
white collar/other	0.2884	0.000
blue collar/high sckill	0.2281	0.000
blue collar/other	-----	-----
Self Employed	0.1623	0.000
Wage	0.0061	0.000
Wage Squared	0.0000	0.000
Wealth	-0.0017	0.000
Wealth Squared	0.0000	0.000
Own Home	0.0219	0.127
Year Indicators		
1992	0.2375	0.000
1994	0.1778	0.000
1996	0.1193	0.000
1998	0.1319	0.000
2000	0.0996	0.000
2002	0.0639	0.001
2004	0.0787	0.000
2006	0.0491	0.000
2008	-----	-----
Constant	0.2313	0.000

Source: Authors' calculations based on the Health and Retirement Study.

Table 7a

Marginal Effects from Multinomial Logistic Regression
Dependent Variable: Still on Wave 1 Job, Switched Jobs, or Direct Exit*
Sample: Male HRS Respondents Working in 1992

	Remained on Wave One Job		Experienced at Least One Job Switch	
	marginal effect	p-value	marginal effect	p-value
FTC Status				
No FTC Job in Work History	-----	-----	-----	-----
FTC Job in Work History	0.1476	0.000	-0.0347	0.260
Age in 1992				
51-52	0.1063	0.000	0.1127	0.000
53-54	0.0712	0.002	0.0897	0.003
55-56	0.0642	0.006	0.0576	0.062
57-58	0.0340	0.155	0.0020	0.949
59-60	0.0179	0.472	0.0119	0.707
61	-----	-----	-----	-----
Self Assessed Health				
excellent/very good	0.0324	0.018	0.0270	0.139
good	-----	-----	-----	-----
fair/poor	-0.0056	0.790	-0.0572	0.037
Spouse's Health				
excellent/very good	-0.0008	0.958	0.0375	0.056
good	-----	-----	-----	-----
fair/poor	0.0107	0.601	-0.0050	0.855
College Degree	0.0529	0.001	-0.0178	0.421
Race				
black	0.0422	0.021	-0.0431	0.092
white	-----	-----	-----	-----
other	0.0017	0.964	-0.0108	0.841
Married	0.0222	0.326	0.0496	0.108
Children at Home	0.0073	0.623	0.0160	0.452
Spouse Employed	-0.0252	0.052	0.0028	0.877
Occpational Status				
blue collar/high skill	0.0292	0.082	-0.0782	0.001
blue collar/other	0.0366	0.081	-0.1231	0.000
white collar/high skill	-----	-----	-----	-----
white collar/other	0.0182	0.323	-0.0249	0.320
Health Insurance Status				
portable	-0.0055	0.693	0.0338	0.074
not portable	-0.0366	0.093	0.0941	0.001
none	-----	-----	-----	-----
Self Employed	0.1333	0.000	-0.0819	0.001
Pension Status				
defined benefit	-0.0355	0.016	-0.0465	0.029
defined contribution	-0.0033	0.847	0.0269	0.279
both	-0.0798	0.009	0.1269	0.001
none	-----	-----	-----	-----
Own Home	-0.0149	0.396	-0.0322	0.171
Wage	0.0001	0.693	-0.0009	0.161
Wage Squared	0.0000	0.424	0.0000	0.391
Wealth	0.0043	0.060	-0.0026	0.517
Wealth Squared	-0.00005	0.331	0.00006	0.553
Constant	-0.3864	0.000	0.0372	0.529

*: Direct exit is the reference category.

Source: Authors' calculations based on the Health and Retirement Study.

Table 7b

Marginal Effects from Multinomial Logistic Regression
Dependent Variable: Still on Wave 1 Job, Switched Jobs, or Direct Exit*
Sample: Female HRS Respondents Working in 1992

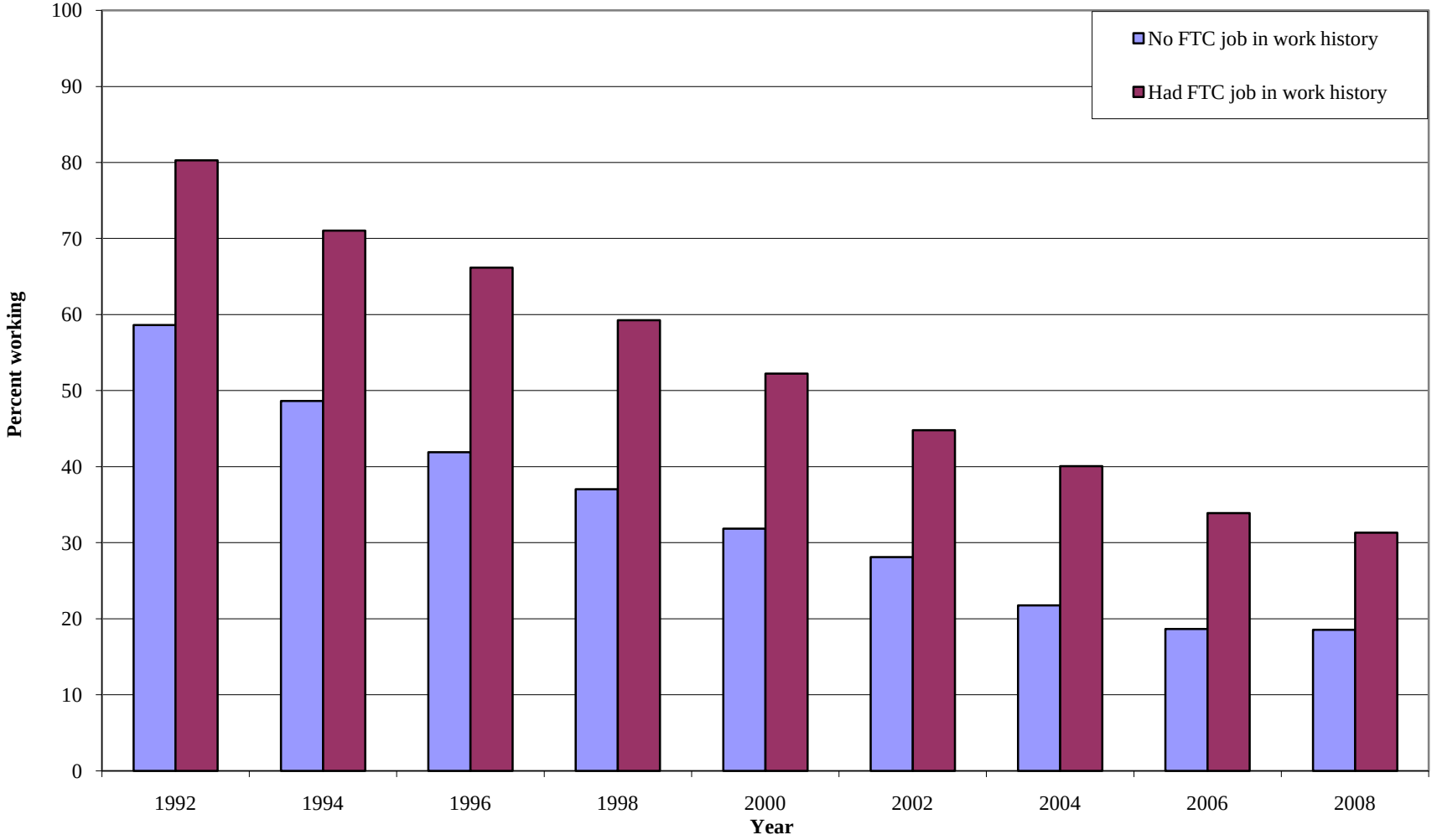
	Remained on Wave One Job		Experienced at Least One Job Switch	
	marginal effect	p-value	marginal effect	p-value
FTC Status				
No FTC Job in Work History	-----	-----	-----	-----
FTC Job in Work History	0.0420	0.012	0.0162	0.459
Age in 1992				
51-52	0.1302	0.003	0.2235	0.000
53-54	0.0964	0.015	0.1251	0.012
55-56	0.1061	0.009	0.0950	0.060
57-58	0.0398	0.286	0.1351	0.006
59-60	0.0094	0.807	0.0938	0.057
61	-----	-----	-----	-----
Self Assessed Health				
excellent/very good	0.0347	0.012	0.0436	0.030
good	-----	-----	-----	-----
fair/poor	-0.0037	0.843	-0.1050	0.000
Spouse's Health				
excellent/very good	0.0035	0.789	0.0131	0.550
good	-----	-----	-----	-----
fair/poor	0.0140	0.414	0.0114	0.695
College Degree	-0.0015	0.921	0.0048	0.848
Race				
black	0.0027	0.848	-0.0054	0.816
white	-----	-----	-----	-----
other	0.0572	0.080	0.0174	0.770
Married	0.0074	0.674	-0.0283	0.320
Children at Home	0.0288	0.048	0.1041	0.000
Spouse Employed	-0.0112	0.403	-0.0205	0.358
Occpational Status				
blue collar/high skill	-0.0314	0.181	-0.0126	0.700
blue collar/other	0.0340	0.043	-0.0412	0.126
white collar/high skill	-----	-----	-----	-----
white collar/other	0.0256	0.062	-0.0270	0.233
Health Insurance Status				
portable	-0.0117	0.336	0.0154	0.450
not portable	-0.0326	0.115	0.0943	0.002
none	-----	-----	-----	-----
Self Employed	0.0843	0.000	-0.0586	0.040
Pension Status				
defined benefit	0.0296	0.051	-0.1405	0.000
defined contribution	0.0455	0.010	-0.0864	0.000
both	-0.0193	0.586	0.1273	0.015
none	-----	-----	-----	-----
Own Home	-0.0016	0.911	-0.0412	0.069
Wage	0.0003	0.676	-0.0004	0.506
Wage Squared	0.0000	0.393	0.0000	0.385
Wealth	-0.0025	0.322	-0.0009	0.822
Wealth Squared	0.00005	0.408	0.00002	0.793
Constant	-0.2763	0.000	-0.0550	0.421

*: Direct exit is the reference category.

Source: Authors' calculations based on the Health and Retirement Study.

Figure 1a

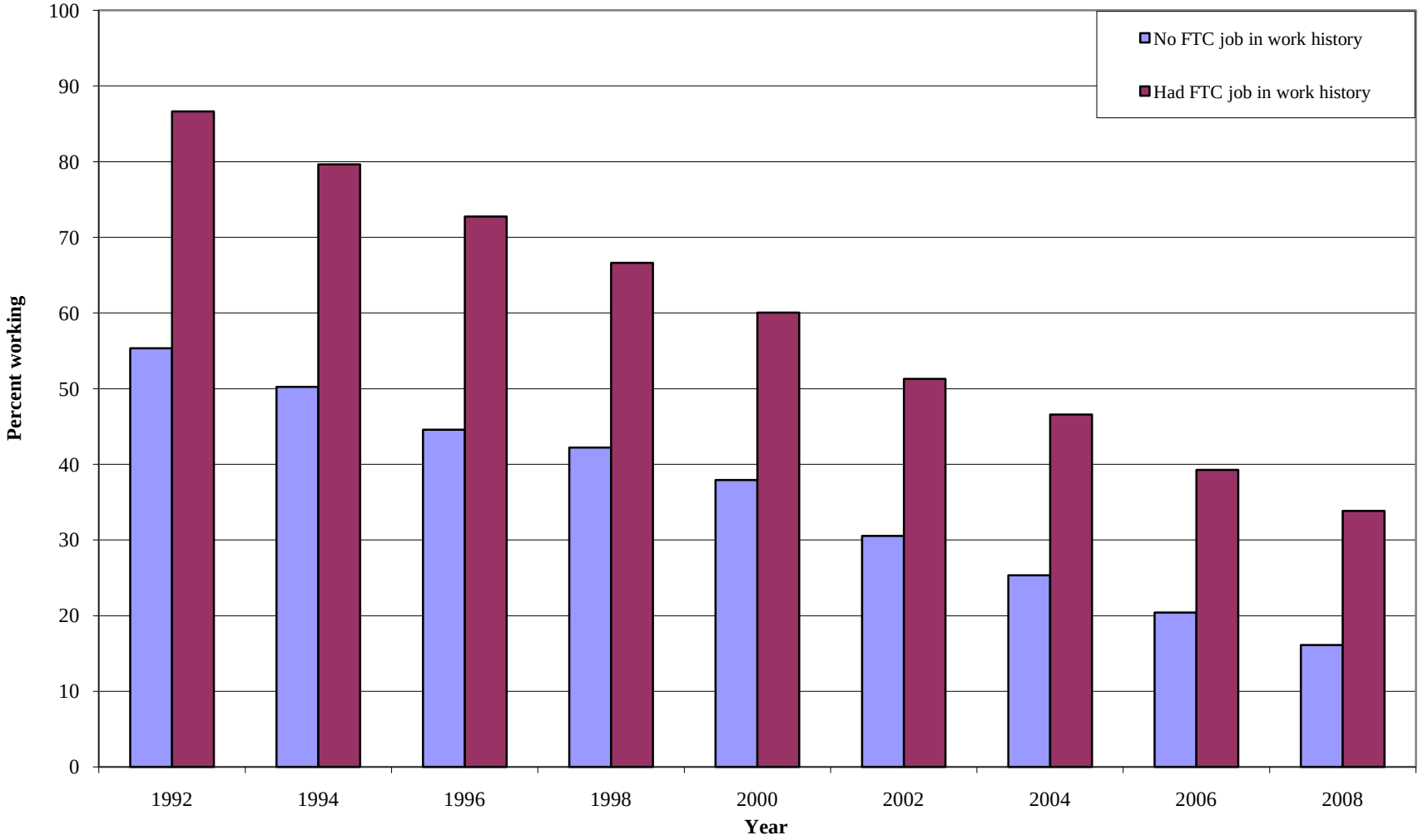
Percent Working, by FTC Job Status, Men, 1992 - 2008
Sample: HRS Core Men Who Have Worked Since Age 50



Source: Authors' calculations based on the Health and Retirement Study.

Figure 1b

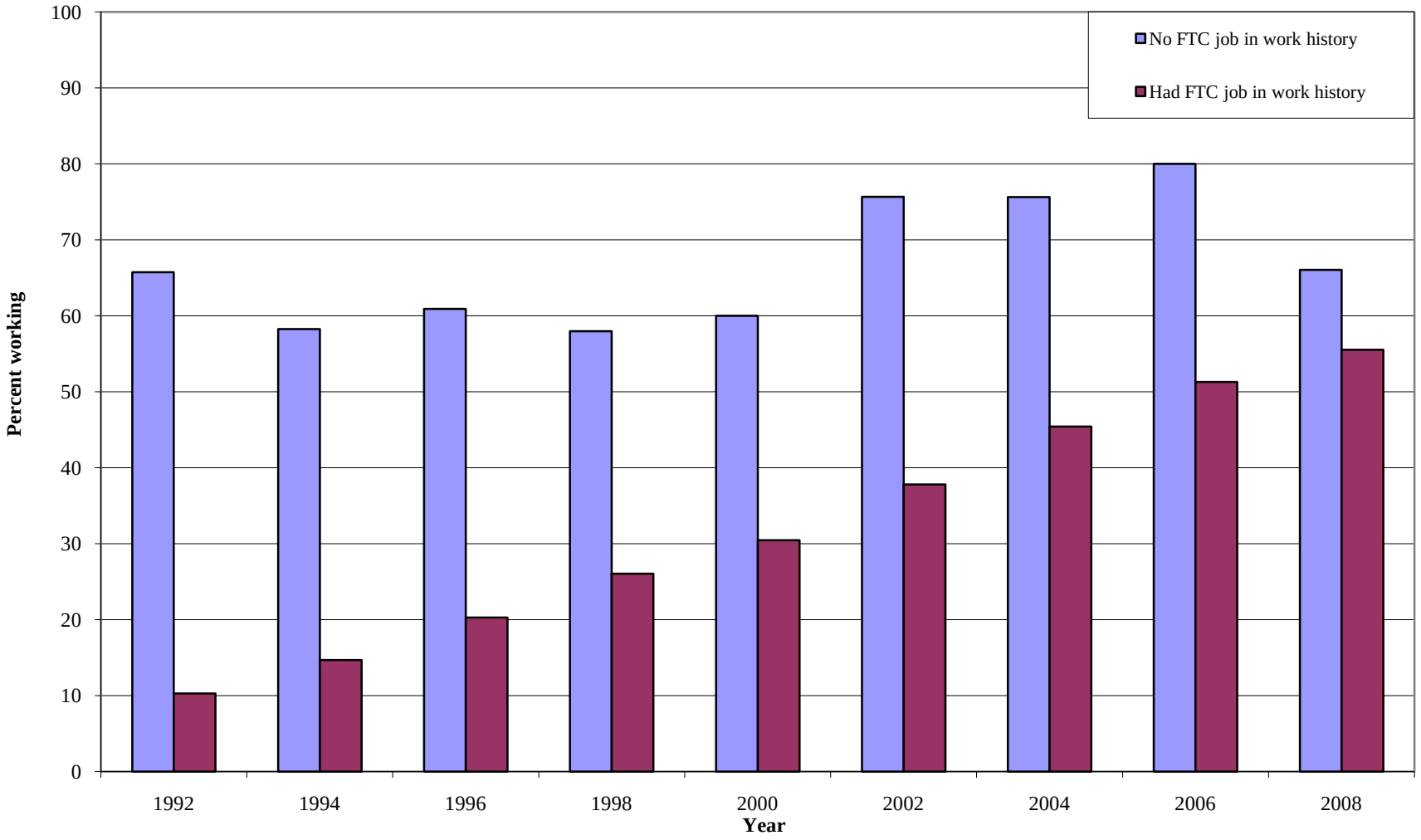
Percent Working, by FTC Job Status, Women, 1992 - 2008
Sample: HRS Core Women Who Have Worked Since Age 50



Source: Authors' calculations based on the Health and Retirement Study.

Figure 2a

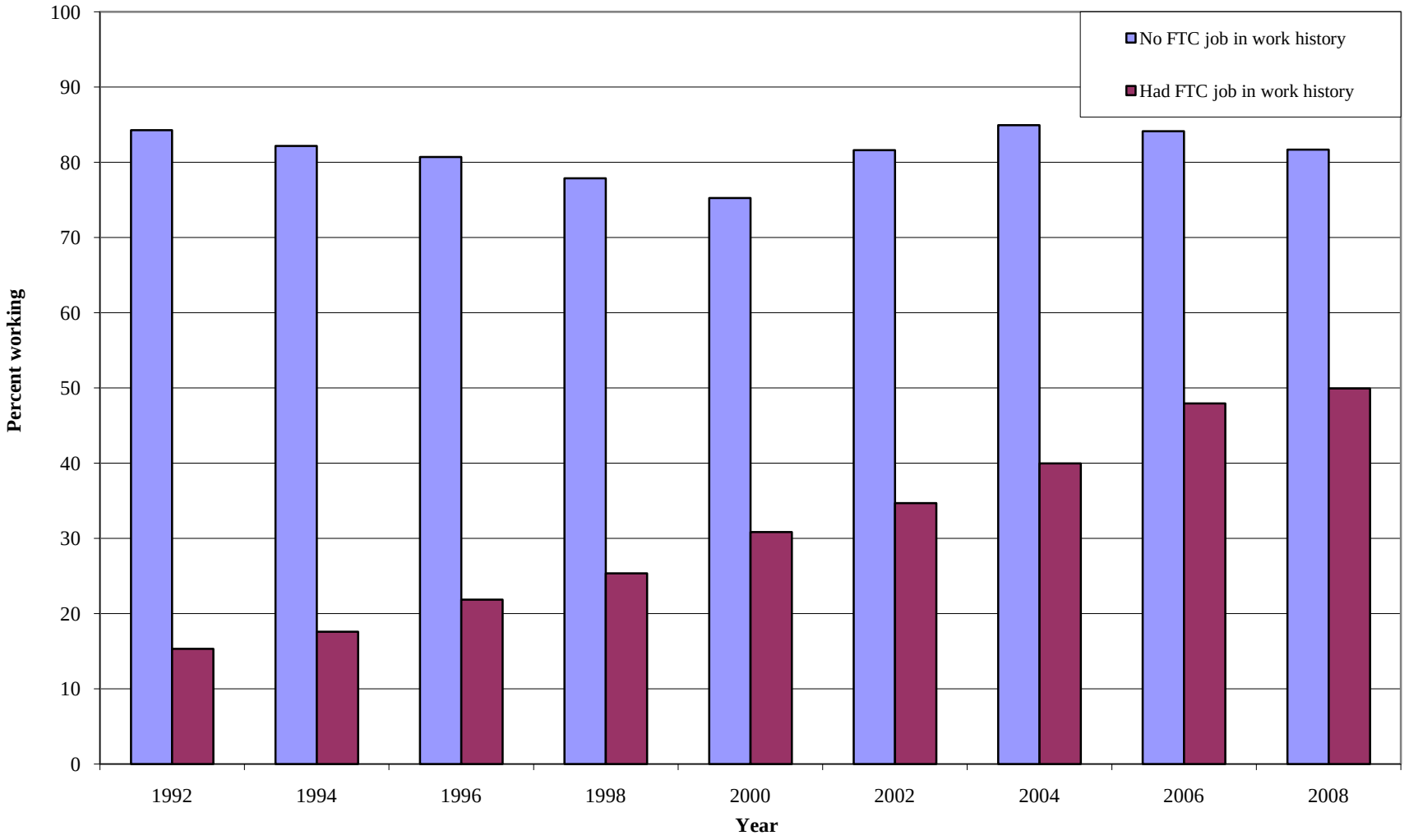
Percent Working Part Time, by FTC Job Status, Men, 1992 - 2008
Sample: HRS Core Men Who Are Working in Each Wave



Source: Authors' calculations based on the Health and Retirement Study.

Figure 2b

Percent Working Part Time, by FTC Job Status, Women, 1992 - 2008
Sample: HRS Core Women Who Are Working in Each Wave



Source: Authors' calculations based on the Health and Retirement Study.