

WORKING P A P E R

Harmonization of Cross- National Studies of Aging to the Health and Retirement Study

Employment and Retirement Measures

GEMA ZAMARRO AND JINKOOK LEE

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LABOR AND POPULATION

**HARMONIZATION OF CROSS-NATIONAL STUDIES OF AGING TO THE HEALTH AND
RETIREMENT STUDY**

USER GUIDE

Employment and Retirement Measures

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ABSTRACT

This paper summarizes and compares measures of employment and retirement status in the Health and Retirement Study (HRS) and its sister surveys from other countries: the English Longitudinal Study of Ageing (ELSA), the Survey of Health, Ageing, and Retirement in Europe (SHARE), the Korean Longitudinal Study of Aging (KLoSA), the Japanese Study on Aging and Retirement (JSTAR), the Chinese Health and Retirement Longitudinal Study (CHARLS), the Indonesian Family Life Survey (IFLS), The Irish Longitudinal Study on Aging (TILDA), and the Longitudinal Aging Study in India (LASI). The authors analyze and discuss the extent, to which these measures are comparable, the methodological differences in the way information was collected for these measures, and the implications for secondary data analysis. This paper is one in a series of similar papers, each comparing different domains (e.g., chronic medical conditions, cognition, expectations, transfers, income, and wealth) across these surveys with an aim to encourage rigorous, cross-national and international comparison research on aging populations.

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INTRODUCTION

The Health and Retirement Study (HRS) has achieved a remarkable scientific success, as demonstrated by the impressive number of users, and research studies and publications, utilizing the HRS. Its success has generated substantial interest in collecting similar data in part because of population aging in most regions of the world.

The result has been a number of surveys designed to be comparable with the HRS: the English Longitudinal Study of Aging (ELSA), the Survey of Health, Aging, and Retirement in Europe (SHARE), the Korean Longitudinal Study of Aging (KLoSA), the Japanese Study on Aging and Retirement (JSTAR), the Chinese Health and Retirement Longitudinal Study (CHARLS), the Longitudinal Aging Study in India (LASI), the Irish Longitudinal Study on Ageing (tilda), and the Indonesia Family Life Survey 2007 (IFLS 2007). The overview of this family of surveys, including their research designs, samples, and key domains can be found in Lee (2010).¹

As these surveys were designed with harmonization as an objective, they provide remarkable opportunities for cross-country studies. The value of comparative analyses, especially the opportunities they offer for learning lessons from policies adopted elsewhere, is widely recognized. Yet there is only a limited number of empirical studies exploiting such opportunities. This is partly due to the difficulty associated with learning the design and structure of multiple surveys and the policies and institutions in each country.

Identifying comparable questions across surveys is the first step toward cross-country analyses. The RAND meta data repository² provides users a digital library of questions from all these surveys. Its search engine enables users to examine cross-country concordance for each survey question. Using this resource, researchers can identify all questions related to particular keywords or within a domain or a sub-domain of interest. The RAND meta data repository also provides macro-level statistics compiled from multiple sources.³

1 Lee, J. (2010). Data set for pension and health: Data collection and sharing for policy design, *International Social Security Review*, 63, (3-4), 197 - 222.

2 <http://metadata.rand.org>

3 Sources include: the Organization for Economic Cooperation and Development (OECD), the World Health Organization (WHO), the World Bank, the International Monetary Fund (IMF), the U.S. Census, Eurostat, national statistical offices of China, Indonesia, Japan, and Korea, International Labor Organization (ILO), and other publicly available information (i.e., Index Mundi, Doing Business).

Nevertheless, comparing these questions and evaluating comparability across surveys remains a labor-intensive process. Understanding all the idiosyncratic details in each survey takes yet more effort. To facilitate such a process, we have prepared a series of domain-specific user guides.

These user guides are designed to provide researchers with documentation about the concepts, measures and questions of particular domains in the all HRS family of surveys. For each domain, we reviewed all relevant questions across all surveys. These guides expand upon the information found in codebooks, questionnaires and data descriptions. They also provide our evaluation of comparability across surveys and recommendations for harmonized measures that can be exploited for cross-country analyses. We hope these guides, by helping researchers save time and obtain better understanding what can be studied in HRS-family surveys, accelerate scientific advances.

EXECUTIVE SUMMARY AND OVERVIEW

This guide reviews various questions about employment and retirement that respondents are asked about in HRS and the HRS-family of surveys around the world. We focus on the year 2006 whenever available, except for IFLS where we use the year 2007, and for JSTAR, CHARLS, LASI and tildawe use the first survey wave (2007, 2008, 2009 and 2011 respectively). All surveys include detailed employment questionnaires including measures of: 1) labor force participation, 2) retirement status, plans and expectations, 3) employment history, 4) job characteristics, and 5) pensions. In this user guide we focus on a series of key concepts within the domains 1 to 4. In particular, we assess the comparability of measures of: 1) current job status, 2) hours of work at current job, 3) weeks worked at current job, 4) total years worked, 5) time when last job ended, 6) retirement status including measures of partial retirement, and 7) time of retirement. All surveys, except JSTAR, collected employment and retirement information of qualifying respondents and their spouses. HRS, ELSA, SHARE and tilda interviewed survey respondents 50 years old and older and their spouses of whatever age. However, KLoSA, CHARLS and LASI only collected information about respondents 45 years old and older and their spouses also 45 years old and older. Finally, JSTAR collected employment and retirement information of individuals who are between 50 and 75 years old, while IFLS interviewed all members of the household 15 years old and older.

Although in most cases all surveys include some sort of measure for these key concepts, there are important differences across the surveys in terms of how the questions are asked, response categories for the different questions and subject coverage.

- The HRS family of surveys differs in the way they collected information about self-reported job status. HRS, ELSA, SHARE and tilda ask respondents to choose a description of their current job status within several options in a unique question. HRS allows respondents to choose all options that apply, while ELSA, SHARE and tilda only allow to choose one option. In contrast, KLoSA, JSTAR, CHARLS, LASI and IFLS use a series of unfolding questions to describe job status. The surveys also differ in the possible categories in which respondents could be classified in terms of current job status.
- All surveys collect information about hours of work. However, they differ on whether they ask respondents to exclude meal breaks, and/or include paid overtime, and/or include unpaid overtime and so on. For self-employed respondents surveys also differ on whether they are

asked to include time they spend doing the books, VAT, and so on when calculating their hours worked.

- All surveys except JSTAR include the necessary information to construct a measure of weeks worked at the current job. Surveys differ, however, on the unit of time they use to measure time worked (i.e. days, weeks, months), and on whether they ask respondents to count paid vacation weeks and paid sick time as work time, or whether they collect information on these instead.
- All surveys collect the necessary information to construct a measure of the total number of years worked at the current job but they differ on how they collect it. That is, on whether they collect information on the month and year when the respondent started working, only on the year, or on the age of the respondent instead.
- Similarly, all surveys collect the necessary information to construct a measure of time when the last job ended but they differ on whether they collect information on the month and year when the respondent left the last job or only on the year.
- All surveys collect information about retirement status as part of the self-reported job status question(s). However, surveys differ on whether they include additional questions where respondents can determine if they describe themselves as retired and on the type of retirement. In this sense, HRS, ELSA, KLoSA and CHARLS include measures of some sort to determine whether the respondent considers herself/himself as semi-retired.
- Finally, all surveys include information about time of retirement but they differ on whether they collect month and year or age of the respondent when retirement took place.

We suggest below some harmonized measures having cross-country analysis in mind and highlight deficiencies that we have found in some of the surveys.

- Although all surveys collected some sort of information about self-reported job status, differences in the options provided to respondents and in methodology used to gather this information make it difficult in some cases to generate comparable variables of current job status that mimic the information obtained in HRS. ELSA, SHARE, tilde and IFLS are the surveys closest to the HRS classification, whereas JSTAR, CHARLS and LASI present the biggest differences.

- Differences in how information is collected for hours worked at the current job can limit comparability across surveys. In particular, HRS, LASI, CHARLS and IFLS do not explicitly indicate whether the respondent exclude meal breaks and paid or unpaid overtime on their estimate of the time they work at the current job, when asking self-employed respondents. In contrast, ELSA asks respondents to exclude meal breaks but include paid overtime, while SHARE, tilde, and CHARLS tell respondents to exclude lunch breaks but include both paid and unpaid overtime. JSTAR asks respondents to include both paid and unpaid overtime but does not indicate what to do about meal breaks, while KLoSA asks respondents to exclude lunch time. It would be important to assess the relevance of these differences in future research.
- All surveys collected information about time worked at the current job. However, differences in the unit of time asked (i.e. number of weeks per year, number of months per year, or number of days per week), whether they ask respondents to include paid vacation time and paid sick leave in their calculations, and what information is collected for different type of workers, make it difficult and in the case of JSTAR and LASI agricultural workers not possible to create a comparable measure of number of weeks worked at the current job across surveys.
- Despite the differences in how surveys collect information about the number of years worked at the current job, all surveys include the necessary information to construct comparable measures.
- All surveys collect the necessary information for constructing measures about the year when respondents stopped their last job.
- Although all surveys include information on whether the respondent consider herself/himself as retired, they differ on whether they collect information about the type of retirement (e.g. semi-retirement), and on whether they include additional questions about completing retirement procedures. In this respect, HRS asks whether respondents consider themselves as partly retired, completely retired, or not retired at all. With the exception of IFLS, not other survey includes this same question. Semi-retirement is also captured in some extend in ELSA as well as in KLoSA and CHARLS when related to small pastime jobs.
- Information about time of retirement is collected in all surveys with only small differences in the questions asked. Therefore, a comparable measure of age at retirement or year of retirement could be constructed across surveys.

1. INVENTORY OF MEASURES

Labor market participation of older individuals is currently an important policy concern. As the population is aging, individual's standards of living in the future will increasingly depend on how long people choose to work before they retire from the labor force. In this respect, many countries are introducing policies with the objective of encouraging labor participation and/or delaying retirement which includes increasing retirement ages or restricting access to non-standard routes out of the labor force. As a result, being able to study the labor market participation patterns of older individuals and understanding their retirement decisions has gained importance (see e.g. Hurd, 1990; Lumsdaine and Mitchell, 1999; Quinn, 2002; Karoly and Panis, 2004; Maestas and Zissimopoulos, 2010). All surveys studied include a detailed questionnaire which allows the study of these issues. In particular, they ask questions that can be used to construct measures of: 1) labor force participation, 2) retirement status, plans and expectations, 3) employment history, 4) job characteristics, and 5) pensions.

In this user guide, we focus on key concepts within the domains 1 to 4. In particular, we assess the comparability of these measures : 1) current job status, 2) hours of work at current job, 3) weeks worked at current job, 4) total years worked, 5) time when last job ended, 6) retirement status including measures of partial retirement, and 7) time of retirement.

1.1 United States – Health and Retirement Study (HRS)

1.1.1 Current Job Status

HRS measures self-reported job status by asking respondents to select all applicable options from a list that include: 1) Working now, 2) Unemployed and looking for work, 3) Temporarily laid off, on sick or other leave, 4) Disabled, 5) Retired, 6) Homemaker, 7) Other (specify).

A follow-up question asks respondents whether they are currently doing any work for pay. The response to this question is assumed to be yes for those who previously reported being working now or being temporarily laid off but expecting to go back to work.

1.1.2 Hours of Work at Current Job

For those employed (including those self-employed), the HRS collects information on the number of hours worked at the current job. In addition, if the respondent is employed but not self-employed then she/he is also asked whether she/he works the same number of hours every

week or if they vary a lot from week to week. If the respondent declares that the amount of hours varies a lot then she/he is asked about the number of hours worked in a week with relatively long hours and in a week with few hours.

1.1.3 Weeks Worked at Current Job

Respondents in HRS who declared having no weeks of vacation are asked about the number of weeks per year that they work at the current job. Those respondents who declared having a certain number of weeks of vacation are asked to count paid vacations as weeks of work and declare the number of weeks a year they usually work. They are also asked to include paid sick time as work time in their estimation.

1.1.4 Total Years Worked at Current Job

HRS collects information on both the month and year the respondent started working in his/her current type of job , including work for previous employers, as well as the month and year when they started working for the current business/employer.

1.1.5 Time when Last Job Ended

HRS asks respondents who are currently unemployed about the month and year when they became unemployed. Those who reported being temporarily laid off, or sick or on other leave are also asked about the year and month when they last worked in the job. Finally, the job history section of HRS also asks about the time when respondents that are not currently working last worked for pay.

1.1.6 Retirement Status

Respondents in HRS can self-report they are retired at least at two different moments among the survey. At the beginning of the employment module, they can declare that their current job status is retired, as described above, or towards the end of the module all respondents can provide information about their retirement status by responding to whether they consider themselves as partly retired, completely retired, or not retired at all.

1.1.7 Time of Retirement

If the respondent declares her/his current job status is “retired” then she/he is asked about the month and year when she/he retired.

1.2 United Kingdom – English Longitudinal Study of Aging (ELSA)

1.2.1 Current Job Status

Similarly to HRS, ELSA asks respondents to describe their current job status from a list of options including: 1) Retired, 2) Employed, 3) Self-employed, 4) Unemployed, 5) Permanently sick or disabled, 6) Looking after home or family, 95) Other, and 96) Spontaneous: semi-retired.

1.2.2 Hours of Work at Current Job

Employed respondents in ELSA, but not self-employed, are asked about the number of hours worked per week, excluding meal breaks but including paid overtime. If the respondent is self-employed then she/he is asked about the number of hours worked a week, including doing the books, VAT and so on. Finally, if the respondent declares earning money from subsidiary jobs then she/he is also asked about the number of hours worked in these jobs.

1.2.3 Weeks Worked at Current Job

Those in paid work, temporary away, or those who declared to have done any regular paid work in the last 12 months are asked about the number of weeks they were in employment and the number of weeks of leave that they took during the last year.

1.2.4 Total Years Worked at Current Job

For those employees still working for the same employer or self-employed respondents, ELSA collects the month and year when they started working at their current job.

1.2.5 Time when Last Job Ended

ELSA collects information about the year and month when the last job of respondents that are not doing work at the moment but had a paid job since last interview, or those who ever had a job, ended.

1.2.6 Retirement Status

Self-reported retirement status in ELSA is collected through the respondent's responses to current job status as described above. ELSA allows individuals to spontaneously declare that they are semi-retired.

1.2.7 Time of Retirement

ELSA collects information about the age when the respondent retired for those who described themselves as retired.

1.3 Europe – Survey of Health, Aging, and Retirement in Europe (SHARE)

1.3.1 Current Job Status

SHARE also asks respondents to describe their current job status by choosing from a list of options: 1) Retired, 2) Employed or self-employed (including working for family business), 3) Unemployed and looking for work, 4) Permanently sick or disabled, 5) Homemaker, 97) Other (Renter, Living off own property, Student, Doing voluntary work)

1.3.2 Hours of Work at Current Job

Those who are employees or self-employed are asked about the total basic or contracted hours that they work, per week, in their current job, excluding meal breaks and any paid or unpaid overtime. Respondents are also asked about the number of hours a week they usually work in this job, regardless of the basic contracted hours. Finally, those who declared having a second job besides the main job are also asked about the number of hours worked in this second job.

1.3.3 Weeks Worked at Current Job

SHARE collects information on the number of months per year that a respondent normally works in her/his job.

1.3.4 Total Years Worked at Current Job

SHARE asks respondents who are currently employed or self-employed the year when they started their main job.

1.3.5 Time when Last Job Ended

SHARE asks the year when the last job ended for those respondents who have ever done paid work, or who are currently retired, or unemployed.

1.3.6 Retirement Status

Self-reported retirement status in SHARE is inferred from the respondent's responses to current job status as described above. It should be stressed that SHARE does not allow respondents to describe themselves as semi-retired.

1.3.7 Time of Retirement

SHARE collects information about the month and year of retirement for respondents who declared that their current job status is "retired".

1.4 Korea – Korean Longitudinal Study of Aging (KLoSA)

1.4.1 Current Job Status

Several questions are included in KLoSA to assess respondent's current job status. Firstly, this survey asks respondents whether they are currently working with yes or no response options. If the respondent declares not being currently working, then she/he is asked whether or not she/he is looking for a job. In the case the respondent reports not being looking for a job then she/he is asked about her/his retirement status. This question offers the respondent the following response options: 1) Worked before but currently retired, 3) Worked before and intend to work in the future but currently not looking for a job, and 5) Never had a job before.

1.4.2 Hours of Work at Current Job

KLoSA first asks those employed whether they have a regular work schedule after which the number of hours worked per week is also asked. A similar question is asked to those self-

employed. Respondents, employed and self-employed, who engaged in other jobs apart from the main job, are also asked about the number of hours a week that they work on these other jobs. Finally, for non-wage workers working in a family enterprise, information about the number of hours worked per week is also collected.

1.4.3 Weeks Worked at Current Job

For those employed, KLoSA collects information on the number of days a week they usually work. Respondents are also asked about whether they have a regularly scheduled off-day and if so, how many off-days they have per month. The number of paid vacation days (excluding national holidays) per year and the number of days of paid sick leave are also asked to employed respondents (excluding self-employed and those non-wage workers of a family enterprise). Finally, those retired are also asked about days worked at their pastime job if they have one.

1.4.4 Total Years Worked at Current Job

KLoSA collects information about the month and year that employed and self-employed individuals started working at their current company, organization or business.

1.4.5 Time when Last Job Ended

KLoSA collects information about the year and month when respondents stopped working only for those retired or unemployed.

1.4.6 Retirement Status

A respondent in KLoSA can be considered retired if she/he declares that she/he is not currently working for pay, and that she/he is not looking for a job, and that she/he worked before but is currently retired. Those in this situation are prompted again with the question of whether they are currently working for pay. This is then considered to be a pastime job and respondents who declare having one can be considered semi-retired. In addition, information about the number of days per week that the respondent works at this pastime job and number of hours per week that the respondent usually works in this pastime job are also collected.

1.4.7 Time of Retirement

KLoSA collects information about the month and year when the respondent retired.

1.5 Japan – Japanese Study on Aging and Retirement (JSTAR)

1.5.1 Current Job Status

Similarly to KLOSA, JSTAR first asks whether the respondent is currently employed or not. If the respondent reports not being currently working, then she/he is asked whether she/he is looking for a job or intends to look for work in the future. If the respondent is neither a worker nor a job seeker, then she/he is asked about her/his current status with these response options: 1) Retired, 2) Keep house, 3) Receiving medical care, 4) Other, 5) Don't know, and 6) Refused to answer.

1.5.2 Hours of Work at Current Job

For those who declared being currently working or temporarily not working, JSTAR collects information on how the respondent working hours are determined. If the respondent works generally the same number of hours every week then she/he is asked the number of hours a week that she/he works at this job. If hours vary each week but the respondent works year-round, she/he is asked to approximate over the year the average number of hours that she/he works per week. Finally, if the respondent works only some seasons then she/he is asked about the number of hours of work per week on average.

1.5.3 Weeks Worked at Current Job

JSTAR makes its questions on weeks worked dependent on the respondent response to how her/his working hours are determined. If the respondent declares that she/he works generally the same hours every week, year-round, or if she/he declares that hours vary each week but that she/he works all year-round, then she/he is asked about the number of days off that she/he gets per year from this job. On the other hand, if the respondent declares that she/he works some seasons but not others she/he is asked about the number of weeks per year that she/he works in this job instead.

1.5.4 Total Years Worked at Current Job

JSTAR collects information on the age of the respondent when she/he started working at their current place of employment.

1.5.5 Time when Last Job Ended

Some job history questions about the respondent's job when she/he was 20 and 54 years old are included in JSTAR but these questions do not include time when last job ended.

1.5.6 Retirement Status

JSTAR respondents are considered retired if they declare that they are currently not working, and not looking for a job, and they describe themselves as retired.

1.5.7 Time of Retirement

Age at retirement is recorded in JSTAR for those respondents who are considered retired.

1.6 China – Chinese Health and Retirement Longitudinal Study (CHARLS)

1.6.1 Current Job Status

CHARLS first asks respondents whether they engaged in agricultural work for more than 10 days in the past year. If the respondent declares that she/he did not engage in agricultural work during the last year then, she/he is asked if she/he worked for at least one hour last week. If the respondent did not work during the last week, she/he is asked whether she/he is temporarily laid-off, or on sick or other leave. In the case she/he is not temporarily away from the job, she/he is asked if she/he has ever worked for at least a few months. Finally, respondents who have never worked are asked whether they are homemakers. In addition, respondents who engaged in agricultural work, or did work last week, or declared having a job but being temporarily laid-off, or on sick or other leave but who are expecting to go back to this job at a definite time in the future or within 6 months, or who are still receiving a salary from this job, or worked for at least a few months, are asked whether they have completed retirement procedures and whether they are currently retired (including early retirement or internal retirement).

1.6.2 Hours of Work at Current Job

CHARLS asks respondents who did farming last year the number of hours they usually worked per day during a normal work day. Those employed are asked if regular hours are set at

their current workplace. If the response is yes then they are asked about the number of hours worked per day. On the other hand, if the respondent says that there are no regular working hours set at her/his current workplace then she/he is asked about the number of hours worked per day, on average, during the past year. This same information is also collected for those self-employed.

Finally, for those employed or self-employed with more than one job information about the number of hours worked at these side jobs is also collected.

1.6.3 Weeks Worked at Current Job

CHARLS collects information on the number of months worked in the past year for those respondents who did farming. If the number of reported months is different from zero, respondents are asked about the number of days they worked per week on average during a normal work month in the past year.

Those employed are asked the number of days of paid vacation that they have per year at their current job, as well as the number of paid sick leave days. Those who declared having regular working hours set at their current workplace are also asked about the number of months that they worked in the previous year, and about the number of days they worked during the previous week. On the other hand, those respondents who are employed and who declared that they did not have regular working hours set at the current workplace are also asked about the number of months that they worked, as well as the number of days a week that on average they worked during the past year. This same information is also collected for self-employed individuals.

1.6.4 Total Years Worked at Current Job

CHARLS collects information about the month and year when both employees and self-employed respondents started working for the current employer, at the current company or workplace.

1.6.5 Time when Last Job Ended

CHARLS collects information on the year and month when respondents stopped working if they are not currently working but once where employed.

1.6.6 Retirement Status

A respondent in CHARLS is considered retired if she/he declares to have completed retirement procedures or describes herself/himself as retired, including early retirement or internal retirement. For those retired, information about the type of retirement is also collected. Finally, retired respondents are also asked whether they are currently engaged in paid small pastime work, time when they started this pastime job, number of days they work per week in this pastime job, and number of hours per week that they usually work in this pastime job.

1.6.7 Time of Retirement

If the respondent declares being in normal or early retirement then she/he is asked about the month and year when they took normal/early retirement. If the respondent declares being in internal retirement but having processed formal retirement then they are asked about the month and year when they processed this formal retirement. Finally, if the respondent declares being in internal retirement but not having processed formal retirement they are asked the month and year when they are planning to process formal retirement.

1.7 India – Longitudinal Aging Study in India (LASI)

1.7.1 Current Job Status

As CHARLS, LASI first asks respondents whether they engaged in agricultural work for more than 10 days in the past year. If the respondent declares that she/he did not engage in agricultural work during the last year then, she/he is asked whether she/he worked last week. Those who did not work during the previous week are asked whether they are currently looking for a job and whether they have ever worked for pay more than 6 months in their lifetime. If the respondent is not currently working but has ever worked for pay then, she/he is asked the reason to leave her/his last job with the following response options: 1) Business closed, 2) Quit, 3) I was laid off, 4) I was fired, 5) I went to school, 6) I stopped working for health reasons, 7) I stopped working for family reasons, 8) My children requested me not to work anymore because they could support me, 9) I retired, 10) Other, please specify. In contrast, if the respondent has

never worked for pay, she/he is asked about her/his current labor status with the following response options: 1) Disabled: unable to work, 2) Unemployed: interested in working but unable to find a job, 3) Homemaker, 4) Other, please specify. Finally, if the respondent is no longer working but once worked then, she/he is also asked whether she/he has ever officially retired

1.7.2 Hours of Work at Current Job

LASI collects information on the number of hours worked both for agricultural and employed workers. For those respondents having other jobs in addition to the main job, LASI also collects information about the number of hours worked.

1.7.3 Weeks Worked at Current Job

LASI collects information on the number of days per week, on average, during a normal work month, in the past year, for those who reported doing agricultural work. For those who reported doing agricultural work but also reported having non-agricultural wage or being self-employed but temporarily laid-off/on sick/seasonal or other leave, and for those who declared doing agricultural work but who also declared to work at least one hour last week in non-agricultural wage or self-employed work, and for those who do not do agricultural work but worked at least one hour last week, information about the number of months worked during the last year in these other type of jobs and average number of days worked per week during a normal work month in the past year are also collected. Additionally, for employed and wage/salary workers information about the average number of days, per month, worked at the current job, number of days of paid vacation, number of days of sick leave, and number of months worked during the past year is collected. Finally, self-employed individuals are also asked about whether they have a regularly scheduled off-day and if so, which days of the month are off-days.

1.7.4 Total Years Worked at Current Job

LASI collects information about the year when respondents either doing agricultural work or not agricultural work started working.

1.7.5 Time when Last Job Ended

LASI collects information about the year and month when those respondents, who are not currently working but once were employed, stopped working.

1.7.6 Retirement Status

LASI respondents who are not currently working but who have ever worked can be considered retired if either they describe retirement as the reason why they left the job or if they declare they officially retired from the organized sector of employment. If they officially retired then they are asked about the type of official retirement.

1.7.7 Time of Retirement

Respondents in LASI who officially retired are asked about the month and year when they took official retirement. In addition, those respondents who are no longer working but who once worked and declare that they did not officially retire are also asked about the month and year when they stopped working.

1.8 Ireland – The Irish Longitudinal Study on Ageing (tilda)

1.8.1 Current Job Status

Tilda asks respondents to describe their current job status from a list of options including: 1) Retired, 2) Employed, 3) Self-employed, 4) Unemployed, 5) Permanently sick or disabled, 6) Looking after home or family, 7) In education or training and 95) Other. Those who classify themselves as other than in employment or self-employment are also asked if they did any work in the past week.

1.8.2 Hours of Work at Current Job

For those employed, tilda collects information on the number of hours worked at the current job, excluding meal breaks but including any paid or unpaid overtime. Information about the number of hours worked in subsidiary jobs is also collected. Those self-employed doing farming are also asked about the number of hours per week they usually work. However, information about hours worked is not collected for those self-employed not doing farming.

1.8.3 Weeks Worked at Current Job

Employed respondents in tilda are asked about the number of weeks they worked in their main job during the last 12 months, excluding vacation or paid leave. Self-employed respondents doing farming are asked about the number of weeks of full-time farm work and part-time farm work that they worked during the previous year.

1.8.4 Total Years Worked at Current Job

Tilda collects information about the year when the employed respondents started working at their current job. For those self-employed, information about the year when they started their current business is also collected.

1.8.5 Time when Last Job Ended

For those unemployed who reported not doing any paid work during the last week, information about the year and month when they became unemployed is collected. Information about the month and year when respondent's became disabled is collected for those who declared being permanently sick or disabled. Finally, information about when retired respondents stopped working at their last job is also collected.

1.8.6 Retirement Status

Retirement status in tilda is collected through the respondent's response to the current job status questions described above.

1.8.7 Time of Retirement

Tilda collects information about the month and year when respondents retired.

1.9 Indonesia– Indonesia Family Life Survey (IFLS)

1.9.1 Current Job Status

A series of questions in the IFLS can be used to determine the respondent's current job status. In particular, individuals are asked about activities during the past week, whether they

worked, tried to work or help to earn income for pay for at least 1 hour during the past week, and nature of the respondent's primary activity during the past week.

1.9.2 Hours of Work at Current Job

IFLS collects information on the number of total hours worked during the past week at the primary job, the job that consumes most time, as well as in an additional job if it exists.

1.9.3 Weeks Worked at Current Job

IFLS collects information about the approximately number of weeks respondents work per year. This information is also collected for an additional job.

1.9.4 Total Years Worked at Current Job

IFLS collects information about the number of years and months that respondents have been working on their primary and additional job.

1.9.5 Time when Last Job Ended

Information about when respondents last received wage or salary from the last job and information about when they worked for the last time is collected in the IFLS.

1.9.6 Retirement Status

IFLS asks respondents who declare not being currently working whether they consider themselves retired, partly retired or not retired.

1.9.7 Time of Retirement

Month and year of retirement, as well as age at retirement are collected in IFLS.

Table 1. Summary of Concepts Measured in Each Survey

	HRS	ELSA	SHARE	KLoSA	JSTAR	CHARLS	LASI	Tilda	IFLS
Current Job Status	X	X	X	X	X	X	X	X	X
Job Characteristics									
Hours of Work	X	X	X	X	X	X	X	X	X
Weeks Work	Weeks	Weeks	Months	Days	N.A	Months	Months	Weeks	Weeks
Job History									
Total Years Worked	Month, Year	Month, Year	Year	Month, Year	Age	Month, Year	Year	Year	No. of Years and Months
Time when Last Job Ended	Month, Year	Month, Year	Year	Month, Year	Month, Year	Month, Year	Month, Year	Month, Year	No. of Years and Months
Retirement									
Retirement Status	X	X	X	X	X	X	X	X	X
Semi-retirement	X	X	N.A	X	N.A	X	N.A	X	X
Time of Retirement	Month, Year	Age	Month, Year	Month, Year	Age	Month, Year	Month, Year	Month, Year	Month, Year and Age

Note: X indicates included in some form in the survey.

This table is very useful. Some of the other differences could have been noted in it. For example, there seems to be various ways retirement status is derived. Are there 2 or 3 different types of constructions that can be isolated?

2. METHODOLOGICAL ISSUES

In this section, taking HRS as reference, we discuss salient features of different employment and retirement questions within each survey. Specifically, we will discuss methodological differences on the way questions are asked, possible responses, mode of question, and who is asked a particular question, which can vary considerably across surveys. This information will be critical in assessing whether, for each specific measure, cross-study comparisons are possible or hampered by methodological issues, as will be discussed in Section 3.

2.1 United States – Health and Retirement Study (HRS)

HRS collects information about employment and retirement of individuals 50 years old and older and their spouses, of whatever age.

2.1.1 Current Job Status

Table 2 summarizes the information related to current job status that is available in the HRS and the HRS family of surveys. As we can see in this table, HRS asks respondents to choose all the job status categories that apply from the following list: 1) Working now, 2) Unemployed and looking for work, 3) Temporarily laid off, on sick or other leave, 4) Disabled, 5) Retired, 6) Homemaker, 7) Other (specify).

2.1.2 Hours of Work at Current Job

As described above, HRS collects information about the number of hours a respondent usually works. Those self-employed are also asked whether these hours vary a lot from week to week. In the case they vary considerably then, self-employed respondents are asked about the number of hours they work in relatively long hours' weeks and in relatively short hours' weeks.

2.1.3 Weeks Worked at Current Job

HRS collects information about the number of weeks a year the respondent usually works. If the respondent declares having a certain number of weeks of vacation then, she/he is asked to **count paid vacations weeks** as part of the total number of weeks worked. Respondents are also asked to **count paid sick time** as work time.

2.1.4 Total Years Worked at Current Job

HRS collects information about the experience of respondents both working in the current type of job as well as working for the current business or employer.

2.1.5 Time when Last Job Ended

HRS collects information about the month and year when respondents, who are not currently working, last worked for pay.

2.1.6 Retirement Status

Apart from self-reported retirement as current job status, respondents in HRS are also asked whether they consider themselves as partly retired, completely retired, or not retired at all.

2.1.7 Time of Retirement

Both the **month and year of retirement** are collected in HRS.

2.2 United Kingdom – English Longitudinal Study of Aging (ELSA)

ELSA collects information about employment and retirement of individuals 50 years old and older and their spouses, of whatever age.

2.2.1 Current Job Status

In contrast with HRS, ELSA asks respondents to code only one of the self-reported job status categories and separates those who self-report being employed from those who self-report being self-employed. Moreover, it does not distinguish whether those who declare being unemployed are currently looking for a job or not. Finally, it allows for an additional category where respondents can spontaneously declare themselves as semi-retired.

2.2.2 Hours of Work at Current Job

ELSA asks a similar question than HRS to collect information about hours worked with the difference that it explicitly asks respondents to **exclude meal breaks but include any paid overtime** in their estimate of hours worked if employed but not self-employed. Similarly, self-employed respondents are asked to include the time they spend doing the books, VAT and so

on, when calculating the number of hours they usually work per week. Finally, if the respondent declares having a subsidiary job he is also asked about the number of hours worked in it.

2.2.3 Weeks Worked at Current Job

ELSA collects information about the number of weeks that the respondent was in employment during the last year, as well as the number of weeks of leave that she/he had. ELSA interviewers are instructed to count each week the respondent was in employment, even if they only worked for part of the week.

2.2.4 Total Years Worked at Current Job

ELSA collects information about the month and year when respondents started working at the current job.

2.2.5 Time when Last Job Ended

ELSA asks respondents who are not currently working but who had ever worked about the month and year when they last worked.

2.2.6 Retirement Status

Retirement status in ELSA is collected through the respondent's response to the current job status question described above.

2.2.7 Time of Retirement

Information about the **age when the respondent retired** is collected in ELSA.

2.3 Europe – Survey of Health, Aging, and Retirement in Europe (SHARE)

SHARE collects information about employment and retirement of individuals 50 years old and older and their spouses, of whatever age.

2.3.1 Current Job Status

SHARE collected information on current labor status is similar to the one collected in HRS with the exception that SHARE does not explicitly distinguish those who are temporarily laid off, on sick or other leave.

2.3.2 Hours of Work at Current Job

SHARE asks respondents to declare the number of hours a week that they usually work, **excluding meal breaks but including any paid or unpaid overtime**. In addition, SHARE also asks about the total number of basic or contracted hours each week, excluding meal breaks and any paid or unpaid overtime. Finally, hours work in a second job is also asked in this case.

2.3.3 Weeks Worked at Current Job

SHARE asks respondents to report the number of **months** a year they normally work in their current job, **including paid vacations**.

2.3.4 Total Years Worked at Current Job

SHARE collects information about the year when employed respondents started their main job.

2.3.5 Time when Last Job Ended

Information about the year when those who are not currently working but who have ever worked stopped working is collected in SHARE.

2.3.6 Retirement Status

SHARE collects self-reported retirement status as part of the respondent responses to the current job status question described above. No question is explicitly made to identify respondents who are semi-retired.

2.3.7 Time of Retirement

Information about the month and year when retirement took place is collected in SHARE.

2.4 Korea – Korean Longitudinal Study of Aging (KLoSA)

KLoSA collects information about employment and retirement of individuals 45 years old and older and their spouse if she/he is also 45 years or older.

2.4.1 Current Job Status

Using a series of unfolding questions, as described above, KLoSA questionnaire allows us to classify a respondent as: “currently working”, “retired”, “unemployed looking for a job”, “currently not working and not looking for a job”, “never worked” or “other”. Then, in comparison with HRS we are not able to distinguish those who are temporarily laid off, on sick or other leave, those who are disabled, or those who are homemaker.

2.4.2 Hours of Work at Current Job

KLoSA first asks employed respondents (not self-employed) whether they have a regular work schedule at their current workplace after which information on the number of hours worked per week is collected, but **asking respondents to exclude lunch time**. A similar question is asked to self-employed individuals and those non-wage employees working in a family enterprise but this time they are asked to exclude lunch time, breaks, etc, from their calculation. Finally, employed and self-employed respondents who engaged in other jobs apart from the main job are also asked about the number of hours spent working on these.

2.4.3 Weeks Worked at Current Job

KLoSA collects information about the **number of days a week** the respondent usually works. Information is also collected about whether they have a regularly scheduled off-day and if so, how many off-days they have per month. The number of paid vacation days (excluding national holidays) per year and the number of days of paid sick leave are also asked to employed respondents (excluding self-employed and those non-wage workers of a family enterprise).

2.4.4 Total Years Worked at Current Job

KLoSA collects information about experience of employed respondents at their current company, organization and business.

2.4.5 Time when Last Job Ended

For those retired or unemployed, KLoSA collects information about the month and year when they stopped working.

2.4.6 Retirement Status

KLoSA respondents are considered retired if they declare that they are not currently working for pay, that they are not looking for a job, and that they worked before but they are currently retired. Semi-retirement is identified if those retired declare being currently working for pay. This job is then considered to be a small pastime job as KLoSA interviewers are instructed to define retirement as having stopped all income related activities and presently not working or engaging in small pastime work, and having no intention of engaging in anything more serious than small pastime work.

2.4.7 Time of Retirement

Information about the month and year when the respondent retired is collected in KLoSA.

2.5 Japan – Japanese Study on Aging and Retirement (JSTAR)

JSTAR collects information about employment and retirement of individuals between 50 and 75 years old.

2.5.1 Current Job Status

Using a series of unfolding questions, JSTAR's questionnaire allows us to classify a respondent as: "currently working", "retired", "unemployed looking for a job", "temporarily not working", "housemaker", "receiving medical care", or "other".

2.5.2 Hours of Work at Current Job

JSTAR adapts its questions about the number of hours worked depending on the respondent's response to how her/his working hours are determined. In all cases, however, respondents are asked to estimate the number of hours **including both paid and unpaid overtime**. These questions are directed to both those who are currently working but also those temporarily not working.

2.5.3 Weeks Worked at Current Job

JSTAR collects different information from respondents depending on their answer to how their working hours are determined. If the respondent declares that she/he works generally the same hours every week, year round, or if she/he declares that hours vary each week but that she/he works all year-round, then she/he is asked about the number of days off that she/he gets per year, not including weekend and national holidays but including sick days and paid vacation. In contrast, if the respondent declares that she/he works some seasons but not others then, she/he is asked about the number of weeks per year that she/he works in her/his current job.

2.5.4 Total Years Worked at Current Job

JSTAR asks for the age of the respondent when she/he started working in their current job.

2.5.5 Time when Last Job Ended

Although some information about labor history at the ages of 20 and 54 is collected in JSTAR, no information is available about the month and year when those not currently working stopped working.

2.5.6 Retirement Status

Retired respondents in JSTAR are those who declared that they are not currently working, they are not looking for a job, and they describe themselves as retired.

2.5.7 Time of Retirement

If the respondent is classified as being retired then, information about the age when retirement took place is collected in JSTAR.

2.6 China – Chinese Health and Retirement Longitudinal Study (CHARLS)

CHARLS collects information about employment and retirement of individuals 45 years old and older and their spouse.

2.6.1 Current Job Status

With a series of unfolding questions, a respondent in CHARLS could be classified as: “currently working (including agricultural worker and those who worked at least one hour last week)”, “retired”, “unemployed”, “temporarily laid-off/sick or on leave”, “homemaker” or “other”. Note, unemployed would be someone who does not work currently but is not temporarily laid-off, sick or on leave, or homemaker. So she/he needs to have ever worked for at least a few months for being classified as unemployed. On the other hand, homemaker would be someone who has never worked for at least a few months and declares herself/himself in this category.

2.6.2 Hours of Work at Current Job

Agricultural workers in CHARLS are asked about the number of hours they usually worked per day, during a normal work day, in the past year. Those employed, are asked about the number of hours worked per day **excluding lunch breaks but including any paid or unpaid overtime**, with reference **last week** for those who declared having a regular work schedule and **on average in the past year** for those without a regular schedule. Those self-employed are also asked about the average number of hours worked per week during the past year but without reference at whether to include breaks, time making the books, etc. Finally, the average number of hours worked at side jobs is also asked for those employed or self-employed.

2.6.3 Weeks Worked at Current Job

CHARLS collects information about the **number of months** worked by respondents doing farming work in the past year. If they declare that they worked some months then, information about the **number of days that they worked per week, on average, during a normal work month, in the past year**, is also collected.

Information about the number of days of paid vacation, excluding national/public holidays, and the number of days of paid sick leave that the respondent has per year is also collected for employed respondents. Those who declared having regular working hours are asked about the **number of months** they worked last year, **counting paid vacations and sick leave**, as well as the **number of days that they worked during the last week**. On the other hand, those who declared not having a regular schedule of hours are asked about the **number of months that they**

worked during the past year, counting paid vacations and sick leave as work, and the average number of days they worked per week during the previous year. Finally, those self-employed are asked about the number of months they worked last year, without explicitly indicating whether to count vacation and sick days, and the average number of days they worked per week in the past year.

2.6.4 Total Years Worked at Current Job

CHARLS collects information about experience of employed respondents, non-agricultural workers, with their current employer, at the current company or work place.

2.6.5 Time when Last Job Ended

Year and month when respondents not currently working, but who have ever worked, stopped working is also collected in CHARLS.

2.6.6 Retirement Status

Respondents in CHARLS are considered retired either if they declare to have completed retirement procedures or if they describe themselves as being retired, including early retirement or internal retirement. Information about the type of retirement is also collected with the following response options: 1) Normal retirement, 2) Early retirement, 3) Internal retirement first, then regular retirement, 4) Internal retirement, but not yet regular retirement.

Retired respondents are also asked whether they are involved in a paid small pastime job. In addition, information about the time when the respondent started this pastime job, number of days they usually work per week in this pastime job, number of hours they usually work per week in this pastime job, and monthly income from this pastime job is also collected.

2.6.7 Time of Retirement

CHARLS collects the month and year of retirement for respondents who declared being in normal or early retirement. For those declaring being in internal retirement but having processed formal retirement, information is collected about the month and year when they processed this formal retirement. Finally, the planned month and year when they are going to

process formal retirement is asked to those who are in internal retirement but who have not processed formal retirement yet.

2.7 India – Longitudinal Aging Study in India (LASI)

LASI collects information about employment and retirement of individuals 45 years old and older and their spouse if she/he is also 45 years or older.

2.7.1 Current Job Status

Using a series of unfolding questions, LASI respondents could be classified as: “currently working (including agricultural worker and those who worked at least one hour last week)”, “retired (self-reported as retired or self-reported as officially retired)”, “unemployed (we can distinguish if currently looking for a job or not)”, “disabled (including those who never worked and declared themselves as disabled as well as those who worked but left their job because of health reasons)”, “homemaker” or “other”. Note, LASI does not explicitly distinguish those temporarily laid off, sick or disabled and, homemaker would be someone who has never worked for pay more than 6 months in their lifetime and declares herself/himself in this category.

2.7.2 Hours of Work at Current Job

LASI collects information about the number of hours usually worked by agricultural workers, in a normal work day, in the past year. For agricultural workers having also non-agricultural jobs and for those who worked at least one hour during the last week, the average number of hours the respondent worked per day, during a normal work day, in the past calendar year is also collected. Employed workers are also asked about the number of hours worked per day, on average, and wage/salary workers are also asked whether regular working hours are set at their current workplace. Finally, hours worked in secondary jobs are also collected in LASI. It should be stressed that none of this questions explicitly tells respondents whether they should include lunch breaks or overtime in their calculations of hours worked.

2.7.3 Weeks Worked at Current Job

Agricultural workers in LASI are asked about the **number of days that they worked per week, on average, during a normal work month, in the past year**. For agricultural workers

having also non-agricultural jobs and for those who worked at least one hour during the last week, **the number of months they worked during the last year and the average number of days that they worked per week, during a normal work month, in the past year, are also collected.** In addition, for wage/salary workers the number of days of paid vacation, excluding national and public holidays, the number of days of paid sick leave, **the average number of days per month worked,** and the **number of months worked during the last year counting paid vacations and sick leaves** are also collected.

2.7.4 Total Years Worked at Current Job

LASI collects information about the number of years of experience that both agricultural and not agricultural workers have.

2.7.5 Time when Last Job Ended

LASI collects information about the year and month when those respondents not currently working, but who have worked before, stopped working.

2.7.6 Retirement Status

Respondents in LASI can be classified as retired if they either describe retirement as the reason why they left the job or if they declare they officially retired from the organized sector of employment. In the latter case they are asked about the type of official retirement: early retirement, retirement at the mandatory retirement age, or retirement later than the mandatory retirement age.

2.7.7 Time of Retirement

Month and year when the respondent officially retired is collected in LASI as well as month and year when those not working, but who once worked and who are not officially retired, stopped working.

2.8 Ireland –The Irish Longitudinal Study of Ageing (tilda)

Tilda collects information about employment and retirement of individuals 50 years old and older and their spouses, of whatever age.

2.8.1 Current Job Status

As HRS, ELSA and SHARE, tilda's respondents are asked to declare their current job status choosing among a series of options. However, in contrast with HRS but as ELSA, tilda asks respondents to code only one of the self-reported job status categories and separates those who self-report being employed from those who self-report being self-employed. Moreover, it does not distinguish whether those who declare being unemployed are currently looking for a job or not. Tilda also allows for an additional category where respondents can report that they are in education or training. Finally, tilda's respondents who classify themselves as other than in employment or self-employment are also asked if they did any work in the past week.

2.8.2 Hours of Work at Current Job

As HRS, Tilda also collects information on the number of hours worked at the current job. However, as SHARE, it explicitly asks respondents to **exclude meal breaks but include any paid or unpaid overtime** in their estimation of hours worked. Hours worked is also collected for self-employed doing farming but not for those self-employed not doing farming.

2.8.3 Weeks Worked at Current Job

Tilda collects information about the number of weeks employed respondent worked during the last 12 months. However, in contrast with HRS, tilda respondents are asked to **exclude vacation or paid leave** in their calculation of weeks worked. Tilda also asks self-employed respondents doing farming are about the number of weeks of full-time farm work and part-time farm work that they worked during the previous year.

2.8.4 Total Years Worked at Current Job

Tilda collects information about the year when employed or self-employed respondents started working at their current job or started their current business, respectively.

2.8.5 Time when Last Job Ended

Tilda collects information about the year and month when respondents became unemployed. Information about the month and year when respondents became disabled is collected for those who declared being permanently sick or disabled. Finally, information about when retired respondents stopped working at their last job is also collected.

2.8.6 Retirement Status

Retirement status in tilda is collected through the respondent's response to the current job status question described above. The inclusion of an additional question about working last week for those who declared being retired, allows the identification of those respondents who are semi-retired.

2.8.7 Time of Retirement

Month and year of retirement is collected in Tilda.

2.9 Indonesia – Indonesia Family Life Survey (IFLS)

IFLS collects information about employment and retirement of all individuals in the household who are 15 years old and older.

2.9.1 Current Job Status

In contrast to HRS, several questions are used in IFLS in relation to the respondent's current job status. In particular, the IFLS collects information about whether they worked for pay during the past week, what their primary activity was during the past week, whether they worked, tried to work, or helped to earn income for pay for at least 1 hour during the past week, whether they have a job or business but were temporarily not working during the past week, whether they worked at a family-owned farm or not farm business during the past week, whether they are currently working, and whether they consider themselves retired, partly retired or not retired. For those who worked before but have not worked since 1990, IFLS collects information about reasons for not having worked again.

2.9.2 Hours of Work at Current Job

For those who declared being currently working, including those working at a family owned farm or non-farm business, or temporarily absent from work, IFLS collects information on the number of total hours worked during the past week at the primary job, that is on the job that consumes most time. The total number of hours worked in an additional job is also collected. As HRS, IFLS **does not explicitly say to respondents whether they should include or exclude meal**

breaks and paid overtime in their calculation of hours worked. However, IFLS asks for the number of hours worked **during the past week** and not usually worked as in HRS.

2.9.3 Weeks Worked at Current Job

Those who declared being currently working, including those working at a family owned farm or non-farm business, or temporarily absent from work are also asked about the approximately number of weeks they work per year. This information is also collected for an additional job. In contrast with HRS, IFLS **does not explicitly state whether respondents should include or exclude vacation or paid leave** in their calculation of weeks worked.

2.9.4 Total Years Worked at Current Job

Information about the number of **years and months**, worked in their primary job and additional job is collected in IFLS.

2.9.5 Time when Last Job Ended

Those respondents who declared that during the last five years have been working for salary as private or government employees, are asked information about job termination or job quitting during these 5 years, including information about when they last received wage or salary from that job. Respondents who declared they ever worked but that did not last work in 1999 or later are also asked about the year when they worked for the last time.

2.9.6 Retirement Status

Respondents in IFLS who declared no being currently working are asked whether they consider themselves as retired, partly retired or not retired.

2.9.7 Time of Retirement

For those respondents who consider themselves either retired or partly retired, information about the **month and year** of retirement, as well as **age** at retirement is collected in IFLS.

Table 2. Summary of Current Job Status Information in the HRS-Family Surveys

<p>HRS:</p> <ul style="list-style-type: none"> • Working now • Unemployed and looking for work • Temporarily laid off, on sick or other leave • Disabled • Retired • Homemaker • Other (code all applicable) 	<p>ELSA:</p> <ul style="list-style-type: none"> • Employed • Self-employed • Unemployed • Permanently sick or disabled • Retired • Looking after home or family • Other • Spontaneous: semi-retired (code only one response) 	<p>SHARE:</p> <ul style="list-style-type: none"> • Employed or self-employed (including working for family business) • Unemployed and looking for job • Permanently sick or disabled • Retired • Homemaker • Other (code only one response) 	<p>KLoSA:</p> <ul style="list-style-type: none"> • Currently working • Unemployed and looking for job • Currently not working and not looking for job • Retired • Never Worked • Other (using a series of unfolding questions)
<p>JSTAR:</p> <ul style="list-style-type: none"> • Currently working • Unemployed and looking for job • Temporarily not working • Receiving medical care • Retired • Homemaker • Other (using a series of unfolding questions) 	<p>CHARLS:</p> <ul style="list-style-type: none"> • Currently working • Unemployed • Temporarily laid-off, sick, or on leave • Receiving medical care • Retired • Homemaker • Other (using a series of unfolding questions) 	<p>LASI:</p> <ul style="list-style-type: none"> • Currently working • Unemployed • Disabled • Retired • Homemaker • Other (using a series of unfolding questions) 	<p>Tilda:</p> <ul style="list-style-type: none"> • Employed • Self-employed • Unemployed • Permanently sick or disabled • Retired • Looking after home or family • In education or training • Other (code only one response)
<p>IFLS:</p> <ul style="list-style-type: none"> • Employed • Self-employed • Unemployed and looking for job • Permanently sick or disabled • Retired • Housekeeping • In education • Other (using a series of questions) 			

3. USING MEASURES IN CROSS-COUNTRY ANALYSIS

The objective of this section is to propose a set of possible harmonized measures of employment and retirement concepts that can be best exploited for cross-country analysis using the HRS family of surveys. It should be stressed, however, that although harmonized measures are necessary for cross-country comparisons but doing so, we might lose some of the country-specific characteristics and institutions. This section aims to propose one such set of harmonized measures that could serve as a guide for researchers to decide how best to construct their own measures, given their specific research topic.

3.1 Current Job Status

As explained above, HRS allows us to classify respondents in the following categories depending on their self-reported current job status: 1) Working now, 2) Unemployed and looking for work, 3) Temporarily laid off, on sick or other leave, 4) Disabled, 5) Retired, 6) Homemaker, and 7) Other.

Current job status can be defined, however, using a coarser classification. Coarse classifications are often easier to construct because we aim to find the smallest common denominator between categories.. For instance, if we think about constructing a variable indicating whether the respondent currently works for pay or not we will be thinking on focusing on respondents in the first category of the self-reported current job status information collected in HRS. That is, those working now. In order to obtain a comparable measure using ELSA we would need to group those reporting being employed with those reporting being self-employed. In the same way, we could construct indicators for being currently working using tilda and IFLS. Concerning SHARE, this survey collected information on current labor status in a similar way than HRS. Therefore, it will be easy to construct a comparable variable in this case. Similarly, KLoSA and JSTAR allow us to easily classify a respondent as “currently working”. Finally, CHARLS and LASI also allow us to identify those currently working but they will include agricultural workers and those who worked at least one hour last week in this category. These proposed measures, however, would abstract from the fact that HRS allows respondents to choose all categories of current job status that are applicable for them, HRS and ELSA allows them to choose only one category, and the rest of surveys use a series of unfolding questions instead.

Work and retirement are not dichotomous, however, and there are a variety of intermediate labor statuses that are important pathways to retirement. In this respect, if what we look for is to replicate the full set of categories of HRS current job status, described above, obtaining harmonized versions with other surveys gets more challenging. A comparable classification could be obtained with ELSA with the exception that ELSA asked to code only one of the current job status response options. In addition, respondents in ELSA can spontaneously describe themselves as semi-retired. In contrast, as it was explained above, respondents in HRS can report a “retired” status alone or in addition to other statuses, such as working, disabled, or unemployed. Looking at this variable we observe that a non negligible proportion of respondents in HRS, approximately 6%, declared they were retired while also declaring other employment status. Those spontaneously reporting being semi-retired in ELSA (37 individuals in the 2006 wave) should be comparable to those reporting retired and working now in HRS.

Similarly to ELSA, we could obtain a comparable version of current job status information using tilda with the additional difference that tilda adds an additional category for those in education or training. These would be part of the category “other” in HRS.

SHARE collected information on current labor status in a similar way than HRS with the exception that respondents were asked to choose only one category and it did not explicitly distinguish those who are temporarily laid off, on sick or other leave. So, those respondents would be part of the “other” category in SHARE. The same applies for IFLS whose questions allow us to classify current work status as “employed”, “unemployed and looking for a job”, “permanently sick or disabled”, “retired” and “housekeeping”. Similarly, KLoSA allows us to classify a respondent as “currently working”, “retired”, “unemployed looking for a job”, “currently not working and not looking for a job”, “never worked” or “other”. That is, we are not able to distinguish those who are temporarily laid off, on sick or other leave, those who are disabled, or those who are homemaker.

Questions available in the JSTAR questionnaire allows us to classify a respondent as: “currently working”, “retired”, “unemployed looking for a job”, “temporarily not working”, “housemaker”, “receiving medical care”, or “other”. These categories should be similar to the ones in HRS with the exception of the category “disabled” in HRS. The closer we can get to this group in JSTAR is through those who declared receiving medical care.

CHARLS respondents could be classified as: “currently working (including agricultural worker and those who worked at least one hour last week)”, “retired”, “unemployed”, “temporarily laid-off/sick or on leave”, “homemaker” or “other”. CHARLS unemployed respondents would be those who do not work currently but are not temporarily laid-off, sick or on leave, or homemaker, restrictions that are not imposed in HRS’s classification. Moreover, CHARLS does not distinguish in the “unemployed” category whether the respondent has been looking for a job or not. In the category “homemaker” of CHARLS there would be those who have never worked for at least a few months and declare themselves in this category, which is also different from HRS. Finally, CHARLS does not classify disabled individuals explicitly and so, it is expected that they would be either on the category “other” or in the category “temporarily laid-off/sick or on leave”.

Finally, respondents in LASI could be classified as: “currently working (including agricultural worker and those who worked at least one hour last week)”, “retired (self-reported as retired or self-reported as officially retired)”, “unemployed (we can distinguish if currently looking for a job or not)”, “disabled (including those who never worked and declared themselves as disabled as well as those who worked but left their job because of health reasons)”, “homemaker” or “other”. Note, in contrast with HRS, LASI does not explicitly distinguish those “temporarily laid off, sick or disabled”. Those in the “homemaker” category would need to have never worked for pay more than 6 months in their lifetime which is not imposed in HRS. As in CHARLS to be considered working in LASI a respondent has to be engaged in agricultural work for more than 10 days in the past year or has to have worked for at least one hour last week, restrictions that are not imposed in HRS.

3.2 Hours of Work at Current Job

Although all surveys collect information on the number of hours worked at the current jobs there are significant differences in how these questions are asked. In particular, HRS asks respondents about the number of hours worked at the current job without explicitly indicating whether the respondent should exclude meal breaks and paid or unpaid overtime in their estimate of the time they work. A similar question is included in IFLS, and in LASI and CHARLS when asking self-employed respondents.

On the other hand, ELSA indicates that the respondent should exclude meal breaks but include paid overtime, while SHARE, tilda and CHARLS tells them to exclude lunch breaks but include both paid and unpaid overtime. JSTAR asks respondents to include both paid and unpaid overtime but does not explicitly say what to do about lunch breaks, while KLoSA asks respondents to exclude lunch time when they give their response. Another difference in CHARLS comes from the fact that the reference time frame for reporting hours worked is different for those who reported having a regular work schedule and for those who reported not having it. In particular, those with a regular work schedule are asked to indicate the number of hours worked during the last week, while those without a regular work schedule report the number of hours worked on average. Not such distinction is made in HRS.

3.3 Weeks Worked at Current Job

All surveys considered collect information on time worked at the current job. However, surveys differ in the unit of time they ask for (i.e. number of weeks per year, number of months per year, or number of days per week), whether they ask respondents to include paid vacation time and paid sick leave in their calculations, and what information is collected for different type of workers (e.g. agricultural workers, wage-earners, self-employed, workers with regular time schedules, workers without regular time schedules...). These differences make it difficult and in some occasions impossible to create a comparable measure of number of weeks worked at the current job across surveys. As explained above HRS asks respondents to declare the number of weeks they worked during the last year, including paid vacation and paid sick leave in their calculations. Similarly, ELSA also collects the number of weeks in employment but does not state whether they should include paid vacation weeks or paid sick leave in the calculation. Additionally, a measure of the number of weeks on leave is also collected in ELSA but it is not specified if the respondent should include only paid leave or also unpaid leave in their response. SHARE collects the number of months that the respondent worked in the last year, including paid vacations, but it does not specify whether the respondent should also include any paid leave. Tilda asks respondents to report the number of weeks worked excluding vacation or paid leave whereas IFLS does not explicitly state whether respondents should include or exclude vacation or paid leave in their calculations of weeks worked.

KLoSA collects the number of days a week that the individual usually works, the number of days off she/he has per month, the number of vacation days she/he has per year and, the number of paid sick leave days for employed respondents. This information can be combined to create a measure of the number of weeks usually worked per year similar to HRS once we make an assumption about whether KLoSA respondents include paid vacation days and paid leave in their responses of the number of days per week they usually work. JSTAR adapts its questions about time worked depending on the respondent declaring working the same number of hours per week generally or if she/he declares they vary considerably. If the number of hours, she/he works, are usually the same then, she/he is asked about the number of days off per year (including sick days and paid vacation days). However, the respondent is not asked about the number of months or weeks she/he worked last year which makes it not possible to construct a comparable measure to HRS unless we make an assumption about the usual number of weeks or months worked in total during the year. On the other hand, if the respondent works only some seasons. She/he is asked about the number of weeks per year that she/he works in this current job but without specifying whether respondents should include paid vacation and paid sick leave days.

CHARLS and LASI include separate questions for agricultural workers. CHARLS asks agricultural workers the number of months they worked last year, as well as the number of days that they worked per week, on average, during a normal work month, in the past year. With this information we could construct a measure of the number of weeks that they worked during the last year. LASI, in contrast, only asks about the number of days they worked per week, on average, during a normal work month, in the past year and so, without information about the number of months or weeks they work per year we cannot create a comparable measure in this case. Employed individuals in CHARLS are also asked about the number of months they worked last year, counting paid vacations and sick leave days, which can be used to create a comparable measure of number of weeks worked in the current job as HRS. Self-employed workers in CHARLS are also asked about the number of months they worked last year but without specifying if they should include vacation and sick days in their responses. Wage salary workers in LASI are asked about the number of months worked during the last year, counting paid vacations and days of sick leave, which can be used to create a comparable measure of number of weeks worked. Finally, LASI non agricultural employees in general (those who worked at least

one hour last week) are only asked about the number of months worked last year and the number of days they worked per week, during a normal work month, in the past year, without stating whether they should count paid vacations and days of sick leave in their responses.

3.4 Total Years Worked at Current Job

As explained above, HRS collects information about the month and year the respondent started working in the current type of job, as well as the month and year when she/he started working for the current business or employer. Detailed information on work history, that could be used to construct measures on time when respondents started working in their current type of job, is available in ELSA 2006 as part of the Life History Module and in SHARE 2008 as part of the SHARE life questionnaire. The rest of surveys only collect information about experience in their current job. Most of surveys ask their respondents about the month and year when they started working. Exceptions are SHARE, tilda and LASI which only ask about the year, IFLS which asks about the number of years and months worked, and JSTAR which asks about the age of the respondent instead. Nevertheless, all surveys include the necessary information to construct comparable measures of experience in the current job.

3.5 Time when Last Job Ended

All surveys collect information about the year when respondents stopped their last job. All surveys but SHARE and IFLS for those who have not worked for more than since 1999 also include information about the month when the respondent stopped working. Finally, all surveys except KLoSA collect this information for all those respondents not working but who have ever worked. KLoSA collects this information only for those currently retired or unemployed. This information is available, however, as well as other details about job history from the KLoSA 2007 Job History Interview.

3.6 Retirement Status

The concept of retirement varies considerably across countries. For instance, the concept of full retirement (permanently leaving the workforce in old age) is only culturally-widespread in developed countries. In addition, even among developed countries, retirement status can be measured in a variety of ways (i.e. self-reported retirement, retirement based on number of

hours worked, etc.) All data sets include a question asking respondents to report whether they consider their job status as “retired”. Information about hours worked per week and weeks/months worked per year, available as described above, could also be used to construct measures of complete retirement and semi-retirement (or partial retirement). Surveys differ, however, on whether they collect information about the type of retirement (e.g. semi-retirement), and on whether they include additional questions about completing retirement procedures. In this respect, HRS asks respondents whether they consider themselves as partly retired, completely retired, or not retired at all. The same question is also included in IFLS but not other survey includes this same question. However, semi-retirement status is also collected in some extend in ELSA, allowing respondents to spontaneously describe their work status as “semi-retired”. In KLoSA and CHARLS semi-retirement can be identified if the respondent declares that she/he is retired but involved in small pastime jobs. This latter definition of semi-retirement however would be somewhat different from the one considered in HRS and ELSA. Finally, for those working in the informal sector in India the concept of retirement is not common and information about whether they stopped working all together was collected in LASI instead. For those working in the formal sector in India, the concept of retirement does exist, but many official retirees take another job after the official retirement from the formal sector.

3.7 Time of Retirement

Time of retirement is collected in all surveys with some small differences in the questions. All surveys but ELSA and JSTAR ask about the month and year when the respondent retired. ELSA and JSTAR, on the other hand, collect the age at retirement instead. Age of retirement is also collected in IFLS. Therefore, using this information, a comparable measure of age at retirement or year of retirement could be constructed across surveys. For those working in the informal sector in India, information about when they stopped working for pay altogether is collected instead.

4. QUESTION CONCORDANCE

We present the exact wording and question number for employment and retirement questions studied in this user guide.

4.1 Current Work Status

HRS:

(j005mcurrtempstatus) Now I'm going to ask you some questions about your current employment situation. Are you working now, temporarily laid off, unemployed and looking for work, disabled and unable to work, retired, a homemaker, or what?

» Do not probe but choose all that apply

Answer choices: 1) Working now, 2) Unemployed and looking for work, 3) Temporarily laid off, on sick or other leave, 4) Disabled, 5) Retired, 6) Homemaker, 7) Other (specify).

(j020) Are you doing any work for pay at the present time?

Answer choices: 1) Yes, 5) No , 8) DK, 9) RF.

ELSA:

(WPDES) Which one of these, would you say best describes your current situation?

Answer choices: 1) Retired, 2) Employed, 3) Self-employed, 4) Unemployed, 5) Permanently sick or disabled, 6) Looking after home or family, 95) Other, 96) Spontaneous: semi-retired.

SHARE:

(ep005_) In general, which of the following best describes your current employment situation?

Answer choices: 1) Retired, 2) Employed or self-employed (including working for family business), 3) Unemployed and looking for work, 4) Permanently sick or disabled, 5) Homemaker, 97) Other (Rentier, Living off own property, Student, Doing voluntary work).

KLoSA:

(D001) Are you currently employed? Being employed refers to working for an employer, self-employed, or working for family or relative's business.

Answer choices: 1) Yes, 5) No

If the respondent is not currently employed (D001 answer No) then, they are asked whether he or she is looking for a job:

(D005) Are you looking for a job?

Answer choices: 1) Yes, 5) No

If the respondent reports that he/she is not looking for a job then he/she is asked about his/her retirement status:

(D010) What is your current retirement status? Have you worked before but currently retired, or have you worked before and intend to work in the future? (IWER: Retired in this context shall refer to having stopped all income related activities and presently not working or engaging in small pastime work, and having no intention of engaging in anything more serious than small pastime work.

Answer choices: 1) Worked before but currently retired, 3) Worked before and intend to work in the future but currently not looking for a job, 5) Never had a job before

JSTAR:

(C-001) Are you currently working? Please say yes even if you only work a little. If you are temporarily not working due to illness, etc., please say so, and answer the following questions as you would have before you stopped working.

Answer choices: 1) Yes, 2) Temporarily not working, 3) No, 4) Don't know, 5) Refused to answer.

If respondents report that they are not currently working (C-001 different from 1 or 2) then, they are asked whether he/she is seeking for a job:

(C-031) Are you looking for work, or do you intend to look for work in the future?

Answer choices: 1) Looking for work, or intend to, 2) Not looking for work, and don't intend to, 3) Don't know, 4) Refused to answer

If a respondent is neither a worker nor a job seeker, then, he/she is asked about the current status:

(C-034) Which of the following most accurately describes your situation?

Answer choices: 1) Retired, 2) Keep house, 3) Receiving medical care, 4) Other, 5) Don't know, 6)

Refused to answer

CHARLS:

(EP001) Did you engage in agricultural work (including farming, forestry, fishing, and husbandry) for more than 10 days in the past year?

Answer choices: 1) Yes, 2) No

If the respondent declares that he did not engage in agricultural work during the last year then, he/she is asked if he/she worked last week:

(EP002) Did you work for at least one hour last week? We consider any of the following activities to be work: earn a wage, run your own business. Work does not include doing your own housework or doing activities without pay, such as voluntary work.

Answer choices: 1) Yes, 2) No

If the respondent did not work during the last week, he/she is asked whether he/she is temporarily laid-off, or on sick or other leave:

(EP003) Do you have a job but are temporarily laid-off, or sick or other leave?

Answer choices: 1) Yes, 2) No

If they are not temporarily away from the job, then the respondents are asked if they have ever worked:

(EP007) Have you ever worked for at least a few months?

Answer choices: 1) Yes, 2) No

If the respondent never worked then, he/she is asked whether he/she is a homemaker:

(EP008) Are you a homemaker?

Answer choices: 1) Yes, 2) No

If the respondent engaged in agricultural work (EP001= yes), or did work last week (EP002=yes), or declares to have a job but he is temporarily laid-off or on sick or other leave but expects to go back to this job at a definite time in the future or within 6 months or still receives salary from this job, or if the respondent declares that he has ever worked for at least a few months then, he/she is asked whether he/she has completed retirement procedures or is currently retired:

(EP015) Have you completed retirement procedures/ Are you now retired, including early retirement or internal retirement?

Answer choices: 1) Yes, 2) No

LASI:

(WE001) Did you engage in agricultural work, including crop cultivation, forestry, fishery, and livestock rearing, for more than 10 days in the past year?

Answer choices: 1) Yes, 2) No

If the respondent declares that he did not engage in agricultural work during the last year then, he/she is asked if he/she worked last week:

(WE002) Did you work for at least one hour last week? (By work we refer to any farm work, including cropping, forestry, livestock, and fishery, non-agricultural wage/salaried labor, self employed in own/family business, etc. but excluding own household work such as cooking, cleaning, caring for children and washing clothes)?

Answer choices: 1) Yes, 2) No

If the respondent did not work during the last week, he/she is asked whether he/she is currently looking for a job (WE002a) and whether he/she ever work for pay more than 6 months in his/her lifetime:

(WE003) [Ask only if R says No to WE001 and WE002] Did you ever work for pay more than 6 months in your lifetime?

Answer choices: 1) Yes, 2) No

If the respondent has ever worked for pay (says yes to WE003) then they are asked why they left the job:

(WE521) Why did you leave that job?

Answer choices: 1) Business closed, 2) Quit, 3) I was laid off, 4) I was fired, 5) I went to school, 6) I went abroad, 7) I stopped working for health reasons, 8) I stopped working for family reasons, 9) My children requested me not to work anymore because they could support me, 10) I retired, 11) Other, please specify

If the respondent has never worked for pay (says no to WE003) then they are asked about their current status:

(WE004) [Ask only if R says No to WE003] What would be the best description of your current status?

Answer choices: 1) Disabled: unable to work, 2) Unemployed: interested in working but unable to find a job, 3) Homemaker, 4) Other, please specify

(WE608) Did you ever officially retired from the organized sector of employment?

Answer choices: 1) Yes, 2) No

Tilda:

(WE001) Now I am going to ask you some questions about work, retirement and pensions.

Please look at card WE1 Which one of these would you say best describes your current situation? [IWER: CODE THE ONE THAT APPLIES]

Answer choices: 1) Retired, 2) Employed (including unpaid work in family business, temporarily away from work, or participating in apprenticeship or employment programme - such as Community Employment), 3) Self-employed, 4) Unemployed, 5) Permanently sick or disabled, 6) Looking after home or family, 7) In education or training, 95) Other (specify)

(WE003) Did you, nevertheless, do any paid work during the last week, either as an employee or self-employed, for at the least one hour?

Answer choices: 1) Yes, 2) No

IFLS:

(TK01a) During the past week, did you do any of these activities?

Answer choices: a) Work for pay, b) Attend school, c) Housekeeping, c) Job searching

(TK01) What was your primary activity during the past week?

Answer choices: 1) Working/trying to work/helping to earn income, 2) Job searching, 3)

Attending school, 3) Housekeeping, 4) Retired, 5) Sick/disable, 6) On vacation/just graduated, 95) Other

(TK02) Did you work/try to work/help to earn income for pay for at least 1 hour during the past week?

Answer choices: 1) Yes, 3) No

(TK03) Do you have a job/business but were temporarily not working during the past week?

Answer choices: 1) Yes, 3) No

(TK04) Did you work at a family-owned (farm or non-farm) business during the past week?

Answer choices: 1) Yes, 3) No

(TK05) Have you ever worked before?

Answer choices: 1) Yes, 3) No

(TK06a) Did you last work in 1999 or later?

Answer choices: 1) Yes, 3) No

(TK08) Why haven't you work again since last year?

Answer choices: A) Retirement, B) Prolonged sickness, C) Handicap, D) Marriage, E) Too old, F)

Have a child, N) Family responsibilities, O) Forbidden, P) Other family reason, Q) Fired, R) Cannot find a job, S) Do not want to work, T) Company closed/moved/bankrupt, V) Other

(TK16d) In the past one month, have you been looking for a job?

Answer choices: 1) Yes, 3) No

(TK16e) How long have you been looking for a job in the past one month?

Answer choices: Weeks, Days

(RE02) Are you currently working?

Answer choices: 1) Working, 3) Not Working

4.2 Hours of Work at Current Job

HRS:

(j172) How many hours a week do you usually work [on this job/in this business]?

_____ hours DK RF

If the respondent is employed but not self-employed then he is asked:

(j173) Do you work [the same/this] number of hours nearly every week, or do the hours you work vary a lot from week to week? (If variation is due to not working at all in some weeks, these questions are about times when you are working)

Answer choices: 1) Same each week/This number, 2) Vary a lot, 8) DK, 9) RF

If the respondent declares that the amount of hours varies a lot then he is asked about the number of hours he/she works in a week with relatively long hours and in a relative short week (variables j174, j175).

ELSA:

Employed individuals but not self-employed are asked:

(WPHJOB) How many hours a week do you usually work in this job (current job-main job (one he works more hours), excluding meal breaks but including any paid overtime?

If the respondent is self-employed then he is asked:

(WPHWRK) How many hours a week do you usually work, including doing the books, VAT and so on?

If the respondent declares earning money from subsidiary jobs then he is asked:

(WPMOJ, WPHMSJ) How many hours do you usually work a month in these jobs, excluding any meal breaks but including any overtime you might do?

SHARE:

For those who are employees or self-employed the following questions are asked:

(Ep012) What are your total basic or contracted hours each week in this job, excluding meal breaks and any paid or unpaid overtime?

(Ep013) Afterwards, the following question is asked: [Regardless of your basic contracted hours] How many hours a week do you usually work in this job, excluding meal breaks [but including any paid or unpaid overtime]?

For those who declared having a second job besides the main job the following question is asked:

(EP321) Regardless of your basic contracted hours, How many hours a week do you usually work in this job, excluding meal breaks but including any paid or unpaid overtime?

KLoSA:

For those employed, the following questions are asked about working hours:

(D130) Are there regular work schedule at your current workplace?

Answer categories: 1) yes, 5) no

(D132) About how many hours a week do you work, excluding lunch time?

Respondents engaged in other jobs apart from the main job (D200=1), they are also asked:

(D204) How many hours a week do you usually work on this other job/these other jobs?

Respondents who are self-employed are asked:

(D317) How many hours per week do you work excluding lunch time, break, etc.?

For those non-wage but working in a family enterprise the following question is asked:

(D415) About how many hours per week do you work, excluding lunch time, break time, etc.?

JSTAR:

For those who declared being currently working or temporarily not working the following questions are asked:

(C-005) How are your working hours determined? Please select the most appropriate response from the following choices:

Answer categories: 1) Generally same hours every week, year-round, 2) Hours vary each week, but I work year-round, 3) I work during some seasons and not others, 4) Don't know, 5) Refused to answer.

If the answer to C-005 is 1 then they are asked:

(C-006) About how many hours a week do you work at this job? Please include both paid and unpaid overtime.

Answer categories: 1)hours, 2) Don't know, 3) Refused to answer

If the answer to C-005 is 2 then they are asked:

(C-007) Over the year, about how many hours do you work per week on average? Please include both paid and unpaid overtime.

Answer categories: 1) hours, 2) Don't know, 3) Refused to answer

If the answer to C-005 is 3 then they are asked:

(C-009) When you are working, about how many hours do you work per week on average at this job? Please include both paid and unpaid overtime.

Answer categories: 1)..... hours, 2) Don't know, 3) Refused to answer

CHARLS:

Those respondents who did farming last year (EP001=1) they are asked:

(EP018) How many hours did you usually work per day during a normal work day in the past year?

Those employed (EP025=1) are asked if regular hours are set at the current workplace (EP059).

If the response is yes then they are asked:

(EP062) How many hours did you work per day, excluding lunch breaks but including any paid or unpaid overtime last week?

If the respondent says that there are no regular working hours set at his current workplace (EP059=2) then they are asked:

(EP065) How many hours did you work per day on average in the past year, excluding meal breaks but including any paid or unpaid overtime?

For those self-employed, the following question is asked:

(EP101) How many hours did you work per week on average in the past year?

For those unemployed, that used to be employed or self-employed but not work in a farm the following question is asked:

(EP150) How many hours a week did you usually work [for this employer/in this business]?

For those employed or self-employed with more than one job (EP024=1):
(EP131) How many hours a week do you work on average at your side job(s), not considering your main job?

LASI:

For those who reported doing agricultural work (WE001=1) the following question is asked:

(WE203) How many hours did you usually work per day during a normal work day in the past 12 months?

For those who reported doing agricultural work (WE001=1) but also reported having non-agricultural wage or being self-employed but temporarily laid-off/on sick/seasonal or other leave (WE207=1), or for those who declare doing agricultural work but who also declared to work at least one hour last week in non-agricultural wage or self-employed work (WE001=1 & WE201=1), or those who do not do agricultural work but worked at least one hour last week (WE001=2 & WE002=1) the following question is asked:

(WE312) On average how many hours did you usually work per day during a normal work day in the past calendar year?

Additionally, for employed and wage/salary workers (WE329=1) the following questions are asked:

(WE355) Are regular working hours set at your current workplace?

Answer categories: 1) Yes, 2) No

(WE357) On average, how many hours do you work per day?

For those who declare having other jobs in addition to the main job (WE437=1) the following question is also asked:

(WE439) How many hours a week do you work on average at your side job(s) only?

Tilda:

The following question refers to the most important job, that is, the job with highest salary or where you work the largest number of hours per week. This question is also asked for second jobs, starting with the job with the highest salary or most number of hours per week.

(WE107, WE133) How many hours a week do you usually work in this job, excluding meal breaks (but including any paid or unpaid overtime)?

Information about hours worked is also asked to self-employed respondents

(WE319) How many hours per week did you usually work (in the previous year)?

IFLS:

The following questions are for the respondent's primary job. That is the job which consumes the most time. These questions are also asked for an additional job. In particular, for the additional job that consumes most time.

(TK21A, TK21B) What was the total number of hours you worked during the past week (on your job)?

(TK22A, TK22B) Normally, what is the approximate total number of hours you work per week?

4.3 Weeks Worked at Current Job

HRS:

If the respondent has declared zero weeks of vacation and was asked (J167=0 and not empty) then he is asked:

(J179) How many weeks a year do you usually work on this job?

Otherwise she/he is asked:

(J612, L039) Counting paid vacations as weeks of work, how many weeks did you work in the last 12 months (count paid sick time as work time).

ELSA:

For those in paid work, temporary away or those who declared to have done regular paid work in the last 12 months the following question about weeks at work are asked:

(WPWLYM) How many weeks were you in employment during the last 12 months?

INTERVIEWER: Count each week respondent was in employment - even if only worked for part of the week.

(WPHLY) How many weeks leave did you take in the last 12 months, that is since?

SHARE:

(Ep014) How many months a year are you normally working in this job (including paid holidays)?

KLoSA:

For those employed, the following questions are asked about worked days:

(D132) About how many days a week do you usually work for the business?

(D148) Do you have regularly scheduled off-day? If you do, how many off-days do you have per month?

(D149) Except for national holidays, how many days of paid vacation do you have this year at your current workplace?

(D150) How many days of paid sick leave do you have this year at your current workplace?

Respondents who are self-employed are asked:

(D316) How many days per week do you work?

(D333) Do you have regularly scheduled off-day? If so, how many days per month?

For those non-wage but working in a family enterprise the following questions are asked:

(D416) About how many days a week do you work for this business?

(D426) Do you have a regularly scheduled off-day? If so, which day(s) of the month is/are your off-days?

JSTAR:

If the answer to C-005 is 1 or 2 then JSTAR asks:

About how many days off do you get per year from this job, not including weekend and national holidays? Please include sick days, paid holidays, etc. (Enter actual number of days off)

Answer categories: 1) days, 2) Don't know, 3) Refused to answer

If the answer to C-005 is 3 then they are asked:

About how many weeks per year do you work in this job?

Answer categories: 1) Weeks, 2) Don't know, 3) Refused to answer

CHARLS:

For those respondents who did farming last year (EP001=1) they are asked:

(EP016) How many days months did you work in the past year?

If the number of reported months is different from zero, they are asked:

(EP017) How many days did you work per week on average during a normal work month in the past year?

Those employed (EP025=1) are asked:

(EP056) Except for national/public holidays, how many days of paid vacation do you have this year at your current workplace?

(EP057) How many days of paid sick leave do you have this year at your current workplace?

For those who declare to have regular working hours set at the current workplace (EP059=1):

(EP060) Counting paid vacations and sick leave at work, how many months did you work in the year prior to taking this survey at your current job?

(EP061) How many days did you work last week?

For those self-employed, the following questions are asked:

(EP099) How many months did you work in the past year?

(EP100) How many days did you work per week on average in the past year?

If the respondent is employed but declares that he does not have regular working hours set at the current workplace then he is asked:

(EP063) Counting paid vacations and sick leave as work, how many months did you work in the past year?

(EP064) How many days a week did you work on average in the past year?

LASI:

For those who reported doing agricultural work (WE001=1) the following question is asked:

(WE202) How many days did you work per week on average during a normal work month in the past 12 months?

For those who reported doing agricultural work (WE001=1) but also reported having non-agricultural wage or being self-employed but temporarily laid-off/on sick/seasonal or other

leave (WE207=1), or for those who declare doing agricultural work but who also declared to work at least one hour last week in non-agricultural wage or self-employed work (WE001=1 & WE201=1), or those who do not do agricultural work but worked at least one hour last week (WE001=2 & We002=1) the following questions are asked:

(WE310) How many months did you work during the past 12 months?

(WE311) On average, how many days did you work per week during a normal work month in the past 12 months?

Additionally, for employed and wage/salary workers (WE329=1) the following questions are asked:

(WE356) On average, how many days per month do you work at your current main job?

(WE358) Except for national/public holidays, how many days of paid vacation do you have at your current workplace?

(WE359) How many days of paid sick leave do you have at your current workplace?

(WE360) Counting paid vacations and sick leaves as work, how many months did you work during the last calendar year at the current job?

For those self-employed (WE329=2):

(WE423) Do you have a regularly scheduled off-day?

(WE422) Which day(s) of month is/are off-days?

Tilda:

The following question refers to the most important job, that is, the job with highest salary or where you work the largest number of hours per week.

(WE109) Excluding paid vacation or paid leave, for how many weeks did you work in the last 12 months in this job?

Information about hours worked is also asked to self-employed respondents:

(WE317) How many weeks of full-time farm work (5 or more days of 8 or more hours) did you do in the previous year?

(WE318) For how many weeks did you do part-time farm work during the last 12 months?

IFLS:

The following question is for the respondent's primary job. That is the job which consumes the most time. This question is also asked for an additional job. In particular, for the additional job that consumes most time.

(TK23A, TK23B) Approximately what is the total number of weeks you work per year?

4.4 Total Years Worked at Current Job

HRS:

If the respondent is currently working (employed or self-employed) she/he is asked:

(J169) In what month and year did you start doing this kind of work, including work for previous employers?

(J248) In what month and year did you start working for [this business/this employer]?

ELSA:

If the respondent is an employee still working for the same employer or self-employed then he is asked:

(WPSJOBY(year), WPSJOBM(month)) When did you start your current job?

SHARE:

(ep010) Those whose current job situation is employed or self-employed (ep005=2. Employed or Self-employed) are asked the year when they started the main job.

KLoSA:

Employed workers (D001=1 and D002=1) are asked:

(D108 (collects month and year)) When did you start working for your current company or organization?

Those self-employed (D001=1 and D002=2) are asked:

(D313) In what year and month did you start working for this business?

For those non-wage but working in a family enterprise (D001=1 and D002=3) the following question is asked:

(D406 (collects month and year)) In which year and month did you start working for your current company or organization?

JSTAR:

For those currently working (C001=1):

(C004) At what age did you begin working at your current place of employment? If you are self-employed, when did you begin that work?

CHARLS:

For those currently employed (EP025=1) the following questions are asked:

(EP037_a (Year), EP037_b (Month)) When did you start working for this employer?

For those self-employed (EP025=2):

(EP112_a (Year), EP112_b (Month)) When did you start working at the current company or workplace?

LASI:

For those doing agricultural work (WE001=1):

(WE301) In what year did you start your current farm work?

For those not in agricultural work (WE001=1 & WE207=1 or WE001=2 & WE002=1 or WE001=1 & WE206=1):

(WE308) In what year did you start work on this current job?

Tilda:

The following question refers to the most important job, that is, the job with highest salary or where you work the largest number of hours per week.

(WE105) In which year did you start this job?

Self-employed individuals are asked the following question:

(WE203) In which year did you start this business?

IFLS:

The following question is for the respondent's primary job. That is the job which consumes the most time. This question is also asked for an additional job. In particular, for the additional job that consumes most time.

(TK23A2, TK23B2) How long have you worked on this job?

4.5 Time when Last Job Ended

HRS:

If the respondent reported that he is currently unemployed (J005=2) then she/he is asked:

(J007 (Month), J008 (year)) In what month and year did you become unemployed?

If the respondent reported that he is temporarily laid off, or sick or other leave (J005=5) then he is asked:

(J011 (Month), J012 (Year)) In what month and year did you last work on this job?

For those not currently working for pay in J005 or J020, they are asked the following questions in section K: LAST JOB:

(K004 (year); K005 (years ago), K006(month)) When did you last work for pay?

ELSA:

If the respondent is not doing work at the moment but had paid work since last interview or ever then he is asked:

(WPLLJY(year), WPLLJM(month)) When did your last job end?

SHARE:

Those who have ever done paid work or are currently retired or unemployed but looking for work are asked:

(EP050) In which year did your last job ended?

KLoSA:

Those retired and unemployed are asked:

(D703 (contains the year and month)) In which year and month did you stop working that job?

JSTAR:

Some job history questions are included for the respondent about when the respondent was 20 and 54 years old but they do not include time when last job ended.

CHARLS:

Those not currently working but once employed (EP007=1) are asked:

(EP134_a (Year), EP134_b (Month)) In what month and year did you last work?

LASI:

Those who are not currently working but once worked (WE001=2 and WE002=2 and WE003=1) are asked:

(WE501) In what month and year did you last work?

Tilda:

Unemployed respondents are asked:

(WE401) In what month and year did you become unemployed?

Permanently sick and disabled respondents are asked:

(WE501) In what month and year did you become disabled?

Retired respondents are asked:

(WE601) In what month and year did you retired?

(WE610, WE611) I would like to ask some details about your last job. When did you stop working at this job? Answer: Year/Month

IFLS:

IFLS collects information about job quitting or job termination that may have experienced in the last 5 years.

(TK46k) Now we want to ask about the last job termination or job quitting as private or government employee. When was the last time you received your wage/salary from that job?

4.6 Retirement Status, Semi-retirement

HRS:

Apart from the question regarding current job status, the following information about self-reported retirement is collected in HRS:

(J578) At this time do you consider yourself partly retired, completely retired, or not retired at all?

Answer categories: 1) Completely retired, 3) Partly retired, 5) Not retired at all, 7) Question not relevant for R, doesn't work for pay or is homemaker, etc., 8) DK, 9) RF

ELSA:

See variables for current job status

SHARE:

See variables for current job status

KLoSA:

Information about semi-retirement includes:

(D609) Are you currently working for pay?

(D613) How many days per week do you work for your pastime job? An average of.... days per week

(D614) How many hours per week do you usually work at your pastime job? An average of... hours per week

JSTAR:

See variables for current job status

CHARLS:

If the respondent declares she/he processed retirement (EP015=1) then she/he is asked about type of retirement:

(EP171) Was your retirement normal retirement; early retirement; or internal retirement initially, followed by regular retirement?

Answer categories: 1) Normal retirement, 2) Early retirement, 3) Internal retirement first, then regular retirement, 4) Internal retirement, but not yet regular retirement.

(EP209) Are you currently engaged in paid small pastime work?

(EP211) When did you start this job?

(EP212) How many days per week do you usually work for your pastime job? Average of... days per week

(EP213) How many hours per week do you usually work at your pastime job? Average of ... hours per week

LASI:

See variables for current job status

Tilda:

See variables for current job status

IFLS:

For respondents not currently working (RE02=3) the following question is asked:

(RE08) Do you consider yourself [...]?

Answer categories: 1) Retired, 2) Partly retired, 3) Not retired

4.7 Time of Retirement

HRS:

If the respondent reports she/he is retired (J005=5) then she/he is asked:

(J017 (month), J018 (year), J063 (month), J064 (year)) In what month and year did you retire?

ELSA:

(WPRAGE) At what age did you retire?

SHARE:

Those whose current job situation is retired (ep005=1) are asked:

(EP328(month), EP329(year)) In what month and year did you retire?

KLoSA:

(D601 (contains info on both year and month)) In which year and month did you retire?

JSTAR:

(C035) At what age did you retire?

CHARLS:

If the respondent declares being in normal or early retirement (EP171=1 or 2) she/he is asked:

(EP174_a (Year), EP174_b (Month)) In what month and year did you take (normal/early) retirement?

If the respondent declares being in internal retirement but having processed formal retirement

(EP171=3), she/he is asked:

(EP185_a (Year), EP185_b (Month)) In what month and year did you process formal retirement?

If the respondent declares being in internal retirement and not having processed formal

retirement yet (EP171=4), she/he is asked:

(EP189_a (Year), EP189_b (Month)) In what month and year are you going to process formal retirement?

LASI:

If the respondent officially retired from the organized sector of employment (WE608=1), she/he is asked:

(PNA005) In what month and year did you take official retirement?

For those who are no longer working (WE001=2 and WE002=2) and once worked (WE003=1) the following question is asked:

(PNC004_intro) In what month and year did you stop working?

Tilda:

(WE601, WE602) In what month and year did you retire?

Answer: Year, Month

IFLS:

For respondents not currently working (RE02=3) the following question is asked:

(RE09) When did you retire?

Answer: Month and Year/Age

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