

## **Policy and Decision to Retire in Central and Eastern European Countries**

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### ***Abstract***

*The exit from the labor market in old age is a process determined by different institutional factors of the labor market. Working conditions, employment protection regulation, organizational policies and employers' attitude can either make people stop working or motivate them to work longer. The decision to stay or withdraw from the labor market in old age with regard to the employment policies in the Central and Eastern EU member states is analyzed in the paper. Central and Eastern European countries have been selected due to their similar historical development, as well as due to the advantages of comparative analysis providing more robust results based on the data from several national cases. For the literature analysis, the document meta-analysis and the analysis of data from the European Social Survey (ESS5, 2010) and Eurobarometer 76.2 (September–October 2011), including methods such as descriptive statistics, binary logistic regression was applied. The willingness to continue in paid work after retirement is influenced by the complexity of the institutional factors related to the working time, autonomy at work, work and family balance, training opportunities, adjustment of the work place, the view of the employers and antidiscrimination actions. The analysis revealed the demand*

*for effective policies in the fields of promoting productivity and fighting discrimination in Central and Eastern European countries.*

**Keywords:** *decision to retire, Central and Eastern Europe, employment policies, working conditions, employment protection, organizational policies, productivity.*

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