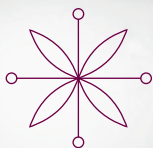




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# The Abstract Book of the 22nd European Conference on Developmental Psychology



**August 25-29, 2025**  
Vilnius, Lithuania

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# **The Abstract Book of the 22nd European Conference on Development Psychology**

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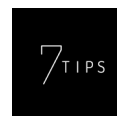
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## THE TRANSITION TO RETIREMENT: HOW RETIREMENT INTENTIONS, WORKPLACE QUALITY AND SOCIAL ACTIVITY SHAPE OUTCOMES

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**Background.** The transition to retirement is a significant life event that alters an individual's social status, as well as their psychological and financial well-being. Given the aging workforce, there has also been an increasing emphasis at the macro level on preventing premature retirement. From both individual and employer perspectives, it is therefore crucial to understand the factors that motivate older workers to remain active in the labor market. In this study, we aimed to address this question as part of the project "Sustainable working-life for ageing populations in the Nordic-Baltic region" (No.139986 financed by NordForsk).

**Method.** We utilized data from the 7th (baseline) and 9th waves of the Survey of Health, Ageing and Retirement in Europe (SHARE). At baseline, the dataset included responses from 8160 employed individuals across 27 countries (aged 50–84 years;  $M=57.7$ ,  $SD=4.3$ ; 56.5% women). All predictors were measured at Wave 7 and included age, gender, retirement intentions, workplace quality, and social activity. The outcome variable, employment status (working vs. not working), was measured four years later at Wave 9. To account for the nested data structure, a mixed-effects model with random intercepts was applied.

**Results.** Approximately 12% of the variation in the outcome variable was attributable to country-level factors. Employment status was predicted by male gender, younger age, lack of retirement intentions, higher workplace quality, and social activity (e.g., participation in various learning activities). Moreover, age and engagement in volunteering moderated the relationship between retirement intentions and employment status.

**Implications.** Our findings illustrate how retirement intentions translate into actual retirement among workers aged 50+. While this transition is natural process that marks the final phase of career development, our study highlights to the role of potential boundary conditions that may either accelerate or delay its occurrence.