

Millennials and Early Retirement: An Exploratory Study

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The article explores the extent to which working conditions and health factors shape Millennials' preferences to retire early in the European context. On the one hand, Millennials' approach to life and work potentially implies a preference to retire early. Yet, on the other hand, the ongoing trend of tightening conditions and penalizing early retirement, as well as the expected decrease in living standards in old age for Millennial cohorts, restricts options and discourages early retirement. The results indicate that Millennials across Europe do not explicitly express a wish to retire early. This holds true most prominently for Millennials who are healthy and satisfied with their job. The analysis employs a classification decision tree model as the main method.