



Seminari di Economia

Mercoledì 27 settembre 2023

Ore 12:00 – Aula Magna Edificio Baffi

Facoltà di Scienze Economiche Giuridiche e Politiche - Via Sant'Ignazio 74

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Graying and Staying on the Job: The Welfare Implications of Employment Protection for Older Workers

Abstract. We study the welfare implications of employment protection for older workers, exploiting recent bans on mandatory retirement across Canadian provinces. Using linked employer-employee tax data, we show that the bans cause large and similar reductions in job separation rates and retirement hazards at age 65, with further reductions at higher ages. The effects vary substantially across industries and firms, and around two-fifths of the adjustments occur between ban announcement and implementation dates. We find no evidence that the demand for older workers falls, but the welfare effects are mediated by spillovers on savings behavior, workplace injuries, and spousal retirement timing.