

Pension rights, human capital development and well-being

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Propositions (Stellingen)

Accompanying the thesis

Pension rights, human capital development and well-being

By

Raymond Michel Montizaan

1. Pension reforms may have highly heterogeneous effects on the labor force participation of older workers in different organizations, since only large organizations accommodate the policy change by providing more training to workers who have to postpone their retirement. (Chapter 3)
2. The negative impact of pension reforms on health prior to retirement reduces the positive effect of financial incentives on labor participation. (Chapter 4)
3. Negatively reciprocal inclinations substantially lower job motivation of workers with unexpectedly retrenched pension rights. (Chapter 5)
4. The frustration of workers with retrenched pension rights does not stem from the disappointment about the fall in their expected replacement rate, but rather from the fact that they are hit by the reform, whereas similar people who are slightly older are not. (Chapter 6)
5. If destiny or the menaces of a tyrant have led a man to apprehend a certain degree of unhappiness, and he learns that he is to be spared the half of what he dreaded, his impressions will be very different from those he would have experienced, if he had not suffered so great a terror. (Madame de Stael, *Réflexions sur le suicide*, 1813)
6. The desire to introduce a binding referendum is not consistent with the demand for strong political leadership.
7. The constitutional monarchy provides a serious barrier to the glorification of the personality of overambitious politicians.
8. The estimated positive effects of winning a match at the world championship soccer on productivity after the match might be offset by the loss in productivity of shirking workers when the match is played during regular working hours.
9. Instead of striking, the Greek should increase their productive working time to reduce their debts as quickly as possible.
10. Eco-friendly PhD students should plant a tree to compensate the accumulated paper waste when writing their thesis.