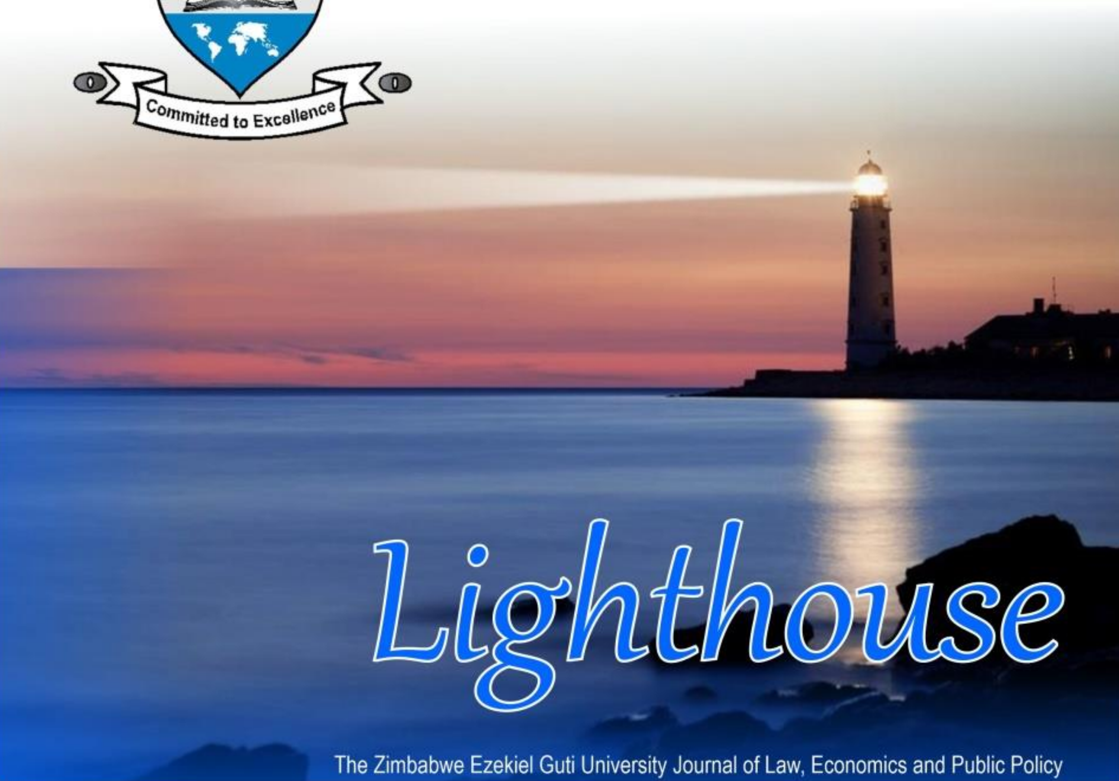
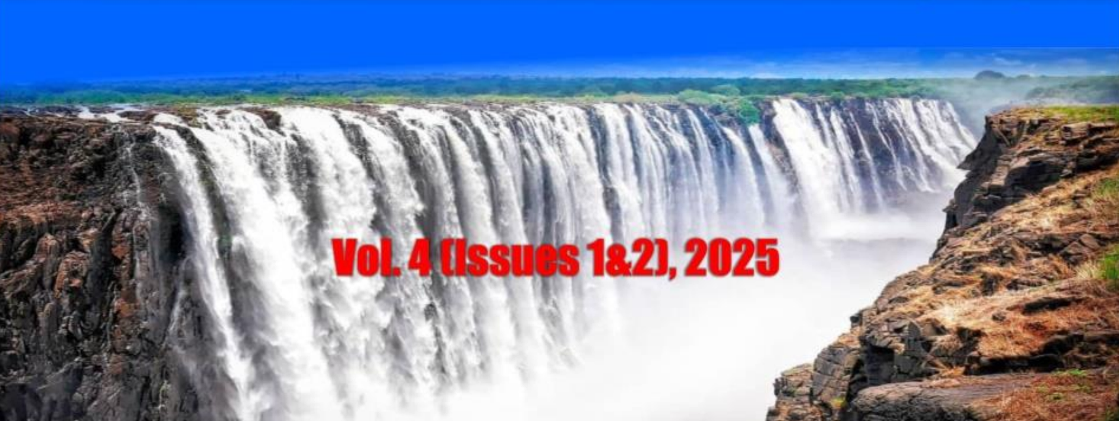


Lighthouse

The Zimbabwe Ezekiel Guti University Journal of Law, Economics and Public Policy

ISSN 2957-8842 (Print)
ISSN 3007-2182 (Online)



Vol. 4 (Issues 1&2), 2025

Published by the Zimbabwe Ezekiel Guti University Press
Stand No. 1901 Barrassie Road,
Off Shamva Road
P.O. Box 350
Bindura, Zimbabwe

Typeset by Divine Graphics

Printed by Divine Graphics

SUBSCRIPTION AND RATES
Zimbabwe Ezekiel Guti University Press Office
Stand No. 1901 Barrassie Rd,
Off Shamva Road
P.O. Box 350
Bindura, Zimbabwe
Telephone: ++263 8 677 006 136 | +263 779 279 912
E-mail: zegupress@zegu.ac.zw
http://www.zegu.ac.zw/press

About the Journal

JOURNAL PURPOSE

The purpose of the *Lighthouse: The Zimbabwe Ezekiel Guti University Journal of Law, Economics and Public Policy Journal* is to provide a forum for urban solutions based on a systems approach and thinking as the bedrock of intervention.

CONTRIBUTION AND READERSHIP

Lawyers, criminologists, economists, public policy experts, bureaucrats, students, researchers and many other experts located in both the private and public spheres.

JOURNAL SPECIFICATIONS

Lighthouse: The Zimbabwe Ezekiel Guti University Journal of Law, Economics and Public Policy

ISSN 2957-884 2(Print)
ISSN 3007-2182 (Electronic)

SCOPE AND FOCUS

The journal is a forum for the discussion of ideas, scholarly opinions and case studies on law and policy, statutes, constitutions, general rules of the game (institutional mechanisms) and policy pronouncements or declared positions that are put to scrutiny, weighed, interpreted and evaluated. In all these matters, the intention and context usually define the outcomes and impact. The journal is produced bi-annually.

Guidelines for Authors for the *Lighthouse* Journal

Articles must be original contributions, not previously published and should not be under consideration for publishing elsewhere.

Manuscript Submission: Articles submitted to *Lighthouse: The Zimbabwe Ezekiel Guti University Journal of Law, Economics and Public Policy* are reviewed using the double-blind peer review system. The name(s) of author(s) must not be included in the main text or running heads and footers.

Total number of words: 5000-7000 words and set in 12-point font size with 1.5 line spacing.
Language: British/UK English
Title: must capture the gist and scope of the article and must be succinct
Names of authors: beginning with the first name and ending with the surname
Affiliation of authors: must be footnoted, showing the department and institution or organisation.
Abstract: must be 200 words
Keywords: must be five or six containing words **that are not in the title**
Body: Where the authors are more than three, use *et al*.
Italicise *et al.*, *ibid.* and all words that are not English, not names of people or organisations, etc. When you use several authors confirming the same point, state the point and put them in one bracket in ascending order of dates and alphabetically, separated by semi-colon e.g. (Falkenmark, 1989, 1990; Reddy (2002; Dagdeviren and Robertson, 2011; Jacobsen *et al.*, 2012).

Referencing Style: Please follow the Harvard referencing style in that:

- In-text, citations should state the author, date and sometimes the page numbers.
- The reference list, entered alphabetically, must include all the works cited in the article.

In the reference list, use the following guidelines, religiously:

Source from a Journal

Anim, D.O. and Ofori-Asenso, R (2020). Water Scarcity and COVID-19 in Sub-Saharan Africa. *The Journal of Infection*, *81*(2), 108-09.
Banana, E, Chitekwe-Biti, B. and Walnycki, A. (2015). Co-Producing Inclusive City-Wide Sanitation Strategies: Lessons from Chinhoyi, Zimbabwe. *Environment and Urbanisation*, *27*(1), 35-54.
Neal, M.J. (2020). COVID-19 and Water Resources Management: Reframing our Priorities as a Water Sector. *Water International*, *45*(5), 435-440.

Source from an Online Link

Armitage, N., Fisher-Jeffes, L., Carden, K., Winter, K. (2014). Water Research Commission: Water-sensitive Urban Design (WSUD) for South Africa: Framework and Guidelines. Available online:https://www.greencape.co.za/assets/Water-Sector-Desk-Content/WRC-Water-sensitive-urban-design-WSUD-for-South-Africa-framework-and-guidelines-2014.pdf. Accessed on 23 July 2020.

Source from a Published Book

Max-Neef, M. (1991). *Human Scale Development: Concepts, Applications and Further Reflections*, London: Apex Press.

Source from a Government Department (Reports or Plans)

National Water Commission (2004). Intergovernmental Agreement on a National Water Initiative. Commonwealth of Australia and the Governments of New South Wales, Victoria, Queensland, South Australia, the Australian Capital Territory and the Northern Territory. Available online: https://www.pc.gov.au/inquiries/completed/water-reform/national-water-initiative-agreement-2004.pdf. Accessed on 27 June 2020.

The Source being an Online Newspaper Article

The Herald (2020). Harare City Could Have Used Lockdown to Clean Mbare Market. *The Herald*, 14 April 2020. Available online: https://www.herald.co.zw/harare-city-could-have-used-lockdown-to-clean-mbare-market/. Accessed on 24 June 2020.

Zimbabwean Retirement Age Policy: Implications and Lessons

ELLEN NYAMBO[1], TAFADZWANASHE JAMES MAGAVUDE [2], JAMES SD SITHOLE[3] AND NYASHA N'ONZWE

Abstract

The article is based on a study that explores the retirement age policy along the lines of meaning, lessons and the impacts on youths' unemployment. Retirement age policy has been increased around the world with countries realising the impacts of the ageing of populations due to the increase in life expectancy and better health outcomes. The ageing of populations has been viewed as a threat to social security with countries fearing the creation of welfare states. This can overburden the working population as the retirement age is increased. The problem that arises from the policy of increasing retirement age requirements is that it creates unemployment problems for the youths in developing countries which are already failing to create employment. The research uses a qualitative research methodology, with a case study research design. The research uses secondary information as a data collection method. The research uses thematic data analysis to analyse the findings of the study. The study concludes that policy has been crafted to reduce the chance of the creation of a welfare state that overburdens the working population. However, this creates problems for youth employment. The study recommends the creation of employment for the youths while accommodating elderly workforce to reduce overburdening the social security.

[1] Department of Social Work, Women University in Africa, Harare, Zimbabwe, https://orcid.org/0009-0003-6642-7672

[2] Department of Social Work and Psychology, Zimbabwe Ezekiel Guti University, Bindura, Zimbabwe

[3] Department of Social Work and Psychology, Zimbabwe Ezekiel Guti University, Bindura, Zimbabwe, https://orcid.org/0009-0005-8082-3633, jamessithole479@gmail.com

Keywords: ageing, unemployment, welfare state, lifelong learning, life expectancy, social security

INTRODUCTION

Pension reforms, particularly those that increase the normal retirement age, play a significant and controversial role in many developed and aging countries (Morgavi, 2024). This is because of the rising fiscal costs of public pensions and the strong opposition often faced by governments (OECD, 2017). Turner and Morgavi (2021) observe how when systems are aligned, retirement policies can improve inclusive employment between the youths and the elderly. Morris (2022) estimates that the 1994 Australian pension reform that raised the normal retirement age, increased labour market exit. These increases affect youth employment because delayed exits in developing countries lead to higher unemployment rates.

Retirement age policy has a bearing on a country's economy as it can determine national development planning and affect the social protection of poor families. The retirement age policy in developing countries such as Zimbabwe, has impacts on national employment policies and unemployment rates. The education systems in Zimbabwe are producing graduates and human capital that is either going into national employment or into the informal sector (Ncube, 2017). The youths in Zimbabwe and Africa in general constitute a generation in waiting (Demba and Demba, 2015). This generation has been waiting on post-colonial governments to deliver on the promises and quests of the liberation struggles in their respective countries. The current African governments are grappling with corruption and poor economic development which affect national development and employment creation. The problem addressed in the study is that the increasing of the retirement age policy in Zimbabwe creates challenges for youths seeking employment, as they are often dismissed due to lack of experience. Increasing the retirement age in Zimbabwe supports the continuation of ageism, relegating youths to the fringes of national development and fostering social injustices in the younger generation. It is against this background that the study seeks to analyse the implications of increasing the retirement age in a country like Zimbabwe, whose population is not ageing and has a young population that is unemployed, largely depending on the informal sector.

The research aims to examine the impacts of the increasing of retirement age policy on national development and the impacts it has on national manpower development. The research is significant to the academic world as it can add literature that provides an understanding of the increasing of the retirement age policy in Zimbabwe and other countries. The research is important as it can transcend beyond the academic circles, moving into social policy, informing policy-makers on the impacts that the increasing of the retirement age policy has. The policy can have negative impacts on the social security of the youths as it implies continuation of unemployment for them. It is against the backdrop of the youths' unemployment and the increasing of the retirement age policy in Zimbabwe that the study seeks to understand in depth the economic effects the policy bears on national development. The study structure starts with an introduction, conceptual framework, a literature review, followed by a methodology section. The study then presents the findings of the study, a discussion of the findings and a conclusion and recommendations

CONCEPTUAL FRAMEWORK

The study uses the policy of increasing the retirement age as the conceptual framework. As the population is rapidly ageing, increasing the workforce participation of older workers is an important point set on many policy agendas (Ebbinghaus and Radl, 2015). Steadily increasing longevity and the ageing population constitute a challenge to financial outcomes (Bravo *et al.*, 2021). The financial outcomes include the pension funding provided for retirees. To attain sustainability or the solvency of pension systems, most countries have responded to continuous longevity improvements, either with systemic or parametric pension reforms or a combination of both (OECD, 2017).

For public national pension schemes, a common denominator of most reforms has been to create an automatic link of future pensions to changes in population life expectancy in Asian countries such as Japan, China and Malaysia (Bravo *et al.,* 2021). The public national pension in Japan usually employs the projections of national statistical agencies (Morris, 2022). There has been another form of retirement along the lines of retirement transitions that are a cause of labour market exit among older adults that have consequences on their well-being as they are often unexpected and stressful (Welsh *et al.,* 2018). Retirement age policies impact a country's economy by affecting its financial outcomes.

Countries in the Western world are experiencing increasing challenges associated with ageing populations (Borsch-Supan and Coile, 2021) This is because the process is unprecedented and the era of young populations will not return (Henkens, 2022). However, in developing countries like Zimbabwe, young populations still exist. This structural-demographic shift has not only made the sustainability of pensions and social security key issues for governments, but also has influenced how people organise their working lives and how firms manage their workforce (Li *et al.,* 2021). A key strategy to adapt pay-as-you-go pension systems to demographic ageing is to prolong working lives by increasing statutory retirement ages (Felder *et al.,* 2024). This policy has the potential to increase contribution while reducing spending (Blundell *et al.,* 2016). The increasing of the retirement age policy has potential to work in developed countries, but in developing countries, it can create youth unemployment. Increasing the retirement age can help retain experience and knowledge while reducing the likelihood of creating a welfare state that overburdens the working population with social security provisions. The increasing of the retirement age in developing countries has impacts youth's unemployment, causing poverty. The increase of the retirement age can create generational problems among the workforce, leading to delayed work for the youth. The policy has potential to increase contribution towards social security.

LITERATURE REVIEW

This section presents the literature review of the study along the lines of the retirement age policy, analysing its impacts on youth employment.

Internationally, an important policy phase has been working longer to avoid dependence on welfare (Street and Ni Leime, 2020). The willingness of older workers to extend their working lives impacts intergenerational eligibility (Vickerstaff and Van der Horst, 2021). Policy-makers are trying to stimulate older people to extend their working lives in the United Kingdom, by abolishing mandatory retirement ages, increasing the State Pension Age and introducing age discrimination legislation (Lain, 2016; ILC-UK, 2017). These policies and practices are viable in developed countries but in developing countries, they create youth unemployment and poverty.

The raising of the retirement age is introduced in response to predicted population aging and concerns about increasing dependency ratios and the affordability of welfare states (Horst, 2019). In developed countries, the retirement age is raised to respond to the aging population to reduce chances of a welfare state. But the implication of these policies can have a different meaning in developing countries as it can mean increased youth unemployment. There are problems associated with this policy narrative and its proposed solutions, including that it appears to be a one-size-fits-all approach that ignores different realities of various groups of older workers (Street and Ni Leime, 2020). The raising of the retirement age in various countries is informed by population aging that affects most parts of the world, against the backdrop of the sustainability of the welfare state.

Many social and employee benefit policies were designed for an era when people had shorter life expectancy and employers had a large cohort of younger workers to replace those retiring (Turner, 2010). Life expectancy is defined as the statistical measure of the average age that a group of people would be expected to live, based on published statistics by each country. Modern advanced healthcare development and continuing improvements in life expectancy mean that people will live longer on average, than previous generations. This increases the years a person will spend in retirement, prompting the increase of the retirement age policy in various countries (Cribb *et al.,* 2016). The raising of the retirement age has been based on the increased life expectancy in developed countries, but cannot be done in developing countries. The retirement age increases cannot be achieved in the developing countries like Zimbabwe as unemployment is high.

The Future of Retirement Report (2011) indicates that perceptions of retirement are changing in the East (China, Japan) and West (Netherlands, United Kingdom) as people live longer. There has been a significant shift in retirement age policy and many more people are expressing fears of financial hardships. Turner (2020) asserts that all countries in the West (United Kingdom, Netherlands, France) and Eastern countries (Japan, China and Malaysia) are seeking to bring retirement age to be more in line with the increases in life expectancy. To reduce chances of experiencing hardships for the elderly and in some cases, destitution, increasing of the retirement age policy has been found to be a viable solution to provide social security for the elderly through the provision of work in old age. The fear of financial hardships in developed and developing countries motivates continued working. This lacks the understanding of the implications the raising of the retirement age on youth employment.

The sustainability of public finances is a major a concern in many countries due to aging populations and lower fertility rates (Atav *et al.,* 2021). People in almost all industrialised countries are living longer than ever before, with average life expectancy for people aged 65 has increased by about a third in Western Europe since 1970 (Maimaris *et al.,* 2010). The ageing of the population, driven by falling mortality rates and decling fertility rates, has led to long-term fiscal imbalances in the US social security system and in other pay-as-you-go public pension systems around the world (Coile, 2024). To alleviate the financial pressure that the ageing of the population exerts on pension systems, many countries have implemented reforms to increase the effective retirement age (Cribb *et al.,* 2016). However, although people tend to live longer, they do not always do so in good health (Morris, 2022). This affects increasing of the retirement age policy as most of the people who reach retirement age are affected by health problems, requiring medical attention, trapping the elderly in poverty.

The retirement policy has gaps because it creates negative impacts on the health of old workers. The policy overlooks the market competition for younger generations, concerns about affordability of living costs and expectancy across different demographics. The retirement age policy present gaps as it can leave some groups disadvantaged. The policy has gaps as it can create income inequality because those with a lower income may have less savings and struggle to afford living costs if they are forced to work longer.

The fear of facing economic hardships due to the failure of social security providing for the elderly, has forced many of them to continue working beyond the retirement age requirements of their countries. The life expectancy improvement has also informed the increment of the retirement age around the world, as countries continue to explore methods to cut social security costs. The use of performance-based management of elderly workers is a sustainable approach that allows employers to manage the health of the elderly and the productivity of the elderly workers in the organisation.

The increasing of the retirement age in Zimbabwe impacts youth employment. In a country with a high unemployment rate which does not align with the number of graduates produced by the education system, the increasing of the retirement age presents a significant challenge. It can then be argued that the policy presents a ticking time bombfor Zimbabwe, as it fails to capture the needs of economic development.

RESEARCH DESIGN AND METHODOLOGY

This section presents the methodology, research design, data collection method and data analysis.The research approach was qualitative, with a bias towards a case study research design. Qualitative research methodology is effective in simplifying and managing data without destroying complexity and context. The appeal of qualitative research approaches is that it allows the social part of the study which cannot be quantified into codes and numbers to emerge and be recorded as the approaches allow responses to be subjective (Haralambos and Holborn, 2021). This approach is preferred because it allows the researcher to analyse the implications of increasing the retirement age without reducing the findings to codes and numbers. This approach is used to provide an understanding of the increase of the retirement age policy. The study used secondary information as the method for data collection. As observed by Hunter *et al*. (2019), a literature review is viable in giving a picture of the area around youth unemployment and retirement age increase and it is time-effective as the data is already in existence. The secondary information is used as a data collection method to provide an understanding of the increase of the retirement age policy along the lines of its meaning and the lessons that can be drawn from it, along with the impacts the policy has on the youths' unemployment. The research has potential of falling into the confirmation biases, confirming their existing beliefs or expectations. The data analysis in the study was mainly thematic. Clarke and Braun (2017) observe how thematic data analysis is a method for identifying, analysing and reporting patterns (themes) within the study data. The study reviewed practices in Asian developed countries, best practices globally and the revised retirement age policy in Zimbabwe.

FINDINGS

This section presents the findings of the study along the themes of the retirement age requirements in other parts of the world, the implications of the increase of the retirement age requirements on youth unemployment and Zimbabwe's new retirement age policy.

Morris (2022) defines retirement age as the age by which an employee is deemed to have retired from the employer's business and the employer is entitled to set whatever retirement age they see fit in the contract of employment, subject to statutory restrictions. Retirement can be defined as the period when an individual stops employment and begins a new phase of life (Tung and Comeau, 2012). The Government of Malaysia has the lowest retirement age requirement, at 55 years old, among the Southeast Asian nations, Hong Kong and Taiwan's retirement age at 65 years old, followed by Singapore at 62, South Korea, India and China gradually lifted the retirement age requirement to 60 to help cut costs and in recognition of improved life expectancy (Atav *et al.,* 2021). The implications of such practices in countries like Zimbabwe is that they will create problems for youth employment. The youths will be relegated to the informal sector and migration. An interesting fact from the Malaysian retirement age requirement is that the majority of the elderly anticipated retiring at the age of 58, that is beyond the national retirement requirement set at the age of 55 years (Tung and Comeau

2012). Baker McKenzie (9 October, 2024) carries a story that on September 13, 2024, the Standing Committee of National People's Congress announced its decision to implement the Gradual Extension of the Statutory Retirement Age, increasing the retirement age in China to 63 years for men and 58 years for women. The increase in retirement requirements in Asian countries aims to provide employment opportunities for the elderly while recognising the aging populations in these countries, thus extending employment protection laws for the elderly. This policy cannot be applicable in countries like Zimbabwe where unemployment of the youth is high.

Gendron (2011) observes that European nations are experiencing massive demographic shifts due to advancements in healthcare and decreases in fertility which has affected individuals, families, local communities and countries because the number of people over 60 years old is increasing substantially. Age UK (8 April, 2024) carries a story that the State Pension age is currently 66 years old for both men and women, but starts gradually increasing again from 6 May, 2026, due to the ageing of the population in the country. *The Guardian* (9 February, 2024) has a story that raising the UK state pension age to 71 would bring misery to millions of middle-aged people as they get older. Health Foundation (October, 2023) has a story that a rising state pension age will leave people who are out of work due to ill-health out of the labour market. The retirement age requirements increase in the UK have been viewed to be a cause for contention, as it can create problems for those who are out of work on a health bases.

Japan introduced re-employment legislation in 2006 which was supposed to help older workers. Unlike the traditional lifetime employment system, where employees were guaranteed promotions and pay increases as they grew older regardless of performance, the legislation focused on performance-based management (Fujioka, 2008). Japan Dev (9 July, 2024) carries a story that the minimum mandatory age a company can set is 60 years old for retirement, but Japanese begin receiving pension payments at age 65 years. This is, in part, due to this gap that companies are obligated to continue employing the person if the employee wishes to continue working. This is due to the ageing population of Japan and the fear of the creation of a welfare state; thus, the government encourages the creation of opportunities that suit the elderly.

Links International (8 August, 2024) has a story that in Japan, workers are required to retire between the age of 60 and 65 years as, upon nearing the mandatory retirement age, individuals are required to plan post-retirement lifestyles that fit individual goals and preferences. Chambers and Partners (23 December, 2024) carries a story that an amendment to the Act on Stabilisation of Employment of Elderly Persons came into effect in April 2021 aiming to promote employment for employees until the age of 70. This retirement policy is designed to promote employment opportunities for the elderly and to stabilise employment as the population is ageing.

The increase of the retirement age policyhas implications on youth employment, as most of the countries that have these policies are facing unprecedented youth unemployment (OECD, 2023). Li *et al.* (2022) observe how the increase of the retirement age in China over the years has had impacts on youth unemployment. The youth have been marginalised in employment planning as states continue to create elderly employment. Countries like Mexico and Japan are able to create employment for both elderly and youth employees. The implications of this policy on social systems is that it drives job displacement for young people. The policy has implications on the health of the elderly, as it can impact their health and wellbeing.

Mercer CFA (2024) argues that the Netherlands has one of the best retirement age policies in the world at 67 years old. This policy is linked to life expectancy. Hadi *et al.* (2022) note that the

Netherlands and Iceland have the best retirement policies as they have emphasised on ensuring adequacy and sustainability issues in the pension system. Hadi (2024) observes that the two countries have the best retirement policies due to their prioritisation of social security, enabling them to lower poverty. Despite these being best practices, they are more befitting in the developed countries where they have been having migrant labour to help close the labour shortages. These policies can have implications on youths' employment in developing countries like Zimbabwe, where the demand for employment is higher than the available jobs.

Liu (2018) argues that delayed retirement has impacts on youth employment as the older workforce will be crowding out the youth in China. The implication of these findings is that if developed countries such as China are facing crowding out the youth, developing nations like Zimbabwe must not engage such a policy. Fan (2022) argues that the increasing of the retirement age policy directly affects employment opportunities for young people. The increasing of the retirement age policy can delay the employment of the youths, in some cases increasing the exodus of talent to developed countries. Wang Tianyu *et al*. (2024) observe how delayed retirement would worsen youth unemployment as the overcrowding of elderly workers can create an experience gap for the youths. The increasing of the retirement age policy in developing countries aggravates the youths' unemployment crisis as it signals the continuation of the same people in job positions.

The World Bank (2023) observes that 63 2038 workers leave the labour force every year in Zimbabwe due to health-related issues or old age. The Global Economy (2024) observes that the Zimbabwean unemployment rate is 20.5%, with youth unemployment at its highest. *The Herald* (2 January, 2025) reports that Zimbabwe extended the retirement age policy for uniformed forces and civil servants in a bid to leverage their skills and vast experience and notes the rising life expectancy in the country with middle-aged adults now, on average, reaching the 80s. In the same story (2 January, 2025) it is noted that this change aligns Zimbabwe with international trends as seen in countries like France and China which have adjusted their retirement ages. Without this adjustment, a welfare state would be created, straining the working population. Moyo (2023) observes that youth unemployment rate in Zimbabwe is as high as around 90%. Despite the benefits of the country retaing talent and experience, the negative implications of the policy on youth empowerment outweigh the benefits it provides. The policy impedes employment creation for the youths.

New Zimbabwe (1 January, 2025) carries a story that the President of Zimbabwe, using Statutory Instrument 201 of 2024, has also increased pensionable service for the police from 20 to 30 years. *The Chronicle* (1 January, 2025) says that Zimbabwe increased the retirement age requirement for public service employees, offering civil servants extended opportunities for career progression and financial stability, while contributing their expertise to the nation's development for longer periods. *The Zimbabwe Mail* (2 January, 2025) has a story on the government clarifying that the retirement age increase is crafted to safeguard institutional knowledge and expertise, creating opportunities for younger generations while reducing the challenges of shrinking pension funds and increased pressure on the working population. The safeguarding of knowledge through increasing of the knowledge can be achieved by giving the elderly employees teaching roles to make way for the youth.

The policy on increasing the retirement age has the potential to reduce the welfare state by providing elderly employment. Despite the promises of reducing a welfare state, the policy has implications on youth employment It can crowd out the youths, creating a generation in waiting in developing countries like Zimbabwe.

DISCUSSION

The study aimed to understand the retirement age policy, its implications and the lessons that can be drawn from it. The study findings reveal that the retirement age policy is informed by the life expectancy in developed countries. As populations continue to age in good health, various countries have revised their retirement age requirement to align them with life expectancy to reduce fears of hardships by the elderly population due to the collapse of social security systems. The study findings show that the increasing of retirement age requirements in developed countries is informed by the need to protect the elderly population within employment, as after reaching the statutory age of retirement, they cease to be protected by the law. The lesson that can be drawn in the developing countries is that increasing the retirement age policyneeds to be aligned with statutory laws that protect the older workforce as any form of stress can create health complications for them, burdening the state and the working population with the provision of welfare.

The research findings show that increasing the retirement age requirements is predicted to create health problems in developed countries as it will result in the overworking of the elderly. The increasing of the retirement age policy requirements can have negative impacts on the health of the workers as most workers will be required to work until they reach the pensionable age. This aspect of the policy will lead to a welfare state that has people suffering from work fatigue. The study findings show that increasing the retirement age creates problems for youth' employment in Zimbabwe. This is because the policy can mean a lack of transition from the old workforce to the young one.

The implication of the retirement age policy increase in developing countries is that it can create problems for youth employment creating a generation in waiting. The increasing of the retirement age policy can create social problems of over-burdened social security and late contribution by the youth to the national development as they will become a generation in waiting. The lesson is that this policy can be effective in developed countries than in African countries struggling with employment opportunities creation as evidenced by the failure of the countries to employ their youths marked by youths dying crossing the Mediterranean Sea to Europe in search of employment.

The study reveals that Zimbabwe has increased the retirement age to leverage on the skills and vast experience of the civil servants. The policy is cognisant of the need to create an elderly workforce to reduce the chances of creating a welfare state due to the ageing population. The life expectancy improvement has created a social policy crisis where people spend a period equal to their working years on pension. The country is leveraging on retaining an experienced and skilled workforce while reducing over-burdening the working population. Increasing of the retirement age policy in Zimbabwe presents an elitism in policy. This has implications on youth empowerment and employment as the policy fails to create jobs for the young generation. For a country that has a high unemployment rate, the policy seems to be misinformed as there is need for youth employment.

The implication of the increasing of the retirement age policy on social systems is that the Zimbabwe Government stands to benefit. This is because the increase of pensionable years means that most workers will resign before clocking 30 years of service, resulting in the government benefiting from their early non-pensionable retirement. The policy has greater implications on youth employment as most of them will remain unemployed due to lack of opportunities. The policy can create an employment gap as people will shun the long government contract.

It can be argued that this policy has ramifications for the young people in Zimbabwe as it can create elderly overcrowding in employment and leaving the youths behind. This policy makes the rhetoric of leaving no one behind a pipeline dream. The retirement age increase policy in Zimbabwe creates gaps in the country's development as most of the youths are in the informal sector.

CONCLUSION AND RECOMMENDATIONS

The study aims to understand the increasing of the retirement age policy around the world along the lines of its implications and the lessons that can be drawn from the policy. The study findings show that the policy has been increased in line with changes in life expectancy around the world. As populations continue to age, the policy has been crafted to reduce the chances of creating a welfare state that overburdens the working population in providing social security. It can then be concluded that the pension policy reform has affected an already vulnerable group in the youth who are already unemployed and waiting for the elderly workforce to resign to gain employment. The policy has created a generation in waiting due to the increase in youth unemployment.

Even though the retirement age policy means well towards providing employment for the elderly it, however, creates gaps in the employment provision, as youth unemployment is high in Zimbabwe. In a nutshell, the provision of elderly employment in Zimbabwe creates an employment gap as it relegates youth employment and empowerment to the fringes of the policy framework. The implication of the findings is that a policy framework that increases retirement age fails to accommodate the reality of youth unemployment, while prioritising maintaining the status quo. The retirement age policy fails to see beyond the retention of experience and knowledge as, in the long-run, there will be an experience gap due to the lack of experienced youth because of unemployment. The research concludes that the increasing of the retirement age policy is for the government to lose rather than it is for the elderly employee to win as it creates mass exodus of workers due to long service requirements.

The research directs future studies to look into the provision of employment to the youths for the creation of experienced youths to reduce the experience gap. The study recommends the creation of inclusive employment policies that create less demanding roles for the elderly to accommodate youths in the economic and national development. The research recommends the crafting of apprenticeship policies for youths to create harmony in role transition. The study also recommends the creation of insurance policies for national social security to provide safety nets for the elderly population that resigned.

REFERENCES

Atav, T. *et al.* (2021). Increasing the Effective Retirement Age: Key Factors and Interaction Effects (No. 14150). IZA Discussion Papers. Available online: https://www.econstor.eu/bitstream/10419/232902/1/dp14150.pdf.

Börsch-Supan, A and Coile, C.C. (Eds). (2021). *Social Security Programmes and Retirement Around the World: Reforms and Retirement Incentives*. Chicago: University of Chicago Press.

Bravo, J.M. *et al.* (2021). Addressing the Life Expectancy Gap in Pension Policy. *Insurance: Mathematics and Economics*, *99*, 200-221.

Clarke, V and Braun, V. (2017). Thematic Analysis. *The Journal of Positive Psychology*, *12*(3), 297-298.

Coile, C and Zhang, H. (2024). Recessions and Retirement. *Real-World Shocks and Retirement System Resiliency*. Available online: https://academic.oup.com/book/55965/book-pdf/56632371/9780198894148_web.pdf#page=70.

Cribb, J. *et al.* (2016). Signals Matter? Large Retirement Responses to Limited Financial Incentives. *Labour Economics*, *42*, 203-212.

Ebbinghaus, B and Radl, J. (2015). Pushed Out Prematurely? Comparing Objectively Forced Exits and Subjective Assessments of Involuntary Retirement Across Europe. *Research in Social Stratification and Mobility*, *41*, 115-130.

Felder, L. *et al.* (2024). Early Retirement for Early Starters Well-Targeted Policy for People with High Job Demand? Available online: https://www.econstor.eu/bitstream/10419/302369/1/vfs-2024-pid-106806.pdf.

Fodor, J. *et al.* (2022). Determinants of Labour Market Exit of Older Workers in the Slovak Republic. Available online: https://www.mfsr.sk/files/archiv/30/Determinants-of-labour-market-exit-of-older-workers-SK.pdf.

Gendron, B. (2011). Older Workers and Active Ageing in France: The Changing Early Retirement and Company Approach. *The International Journal of Human Resource Management*, *22*(06), 1221-1231.

Hadi, A. et al.(2022). Comparison of the World's Best Pension Systems: The Lesson for Indonesia. *Social Sciences*, *11*(10), 435.

Hadi, A. *et al*. (2024). Adequacy of the Pension System: A Qualitative Interview of Indonesian Civil Service Pensioners in Kapuas Regency. *Economies*, *12*(12).

Haralambos, M and Holborn, M. (2021). *AQA A Level Sociology Themes and Perspectives: Year 1 and AS (Haralambos and Holborn AQA A Level Sociology)*. London: Harpercollins UK.

Henkens, K. (2022). Forge Healthy Pathways to Retirement with Employer Practices: A Multilevel Perspective. *Work, Aging and Retirement*, *8*(1), 1-6.

Horst, M.V.D. (2019). Internalised Ageism and Self-exclusion: Does Feeling Old and Health Pessimism Make Individuals Want to Retire Early? *Social Inclusion*, *7*(3), 27-43.

Hunter, G.K. (2019). On Conceptualising, Measuring and Managing Augmented Technology Use in Business-to-Business Sales Contexts. *Journal of Business Research*, *105*, 201-213.

Lain, D. (2016). Introduction: Reconstructing Retirement. in *Reconstructing Retirement*, 1-18. Bristol: Policy Press.

Liu, P.C. *et al*. (2018). Retirement Planning and Work-related Variables in Chinese Older Nurses: A Cross-sectional Study. *Journal of Nursing Management*, *26*(2), 180-191.

Maimaris, W. *et al.*(2010). The Impact of Working Beyond Traditional Retirement Ages on Mental Health: Implications for Public Health and Welfare Policy. *Public Health Reviews*, *32*, 532-548.

Morgavi, H. (2024). Is It Worth Raising the Normal Retirement Age? A New Model to Estimate the Employment Effects. Available online: https://ideas.repec.org/p/oec/ecoaaa/1823-en.html.

Morris, T. (2022). The Unequal Burden of Retirement Reform: Evidence from Australia. *Economic Inquiry*, *60*(2), 592-619.

Street, D and Ní Léime, Á. (2020). Problems and Prospects for Current Policies to Extend Working Lives. *Extended Working Life Policies: International Gender and Health Perspectives*. Available online: https://library.oapen.org/bitstream/handle/20.500.12657/39557/2020_Book_ExtendedWorkingLifePolicies.pdf?sequence=1#page=103.

Tung, L.C and Comeau, J.D. (2012). Perceived Benefits and Drawbacks of the Retirement Age Policy in Malaysia: HR Perspective. *International Journal of Business and Management*, *7*(19), 1-17.

Turner, D and Morgavi, H. (2021). Revisiting the Effect of Statutory Pension Ages on Participation and the Average Age of Retirement in OECD Countries. *Public Sector Economics, 45 (2), 257-282*.

Turner, E.H. (2020). *Essays on the Economics of Public Sector Retirement Programmes*. Carolina: North Carolina State University.

Turner, J. (2010). Rating Retirement Advice: A Critical Assessment of Retirement Planning Software. Available online: https://papers.ssrn.com/sol3/Delivery.cfm?abstractid=1706204.

Vickerstaff, S and Van Der Horst, M. (2021). The Impact of Age Stereotypes and Age Norms on Employees' Retirement Choices: A Neglected Aspect of Research on Extended Working Lives. *Frontiers in Sociology*, *6*, 686645.

Wang, T *et al*. (2024). Occupational Differences in the Effects of Retirement on Hospitalizations for Mental Illness among Female Workers: Evidence from Administrative Data in China. *Economics and Human Biology*, *53*, 101367.

Welsh, J. *et al*. (2018). Losing the Workers Who Need Employment the Most: How Health and Job Quality Affect Involuntary Retirement. *Labour and Industry: A Journal of the Social and Economic Relations of Work*, *28*(4), 261-278.