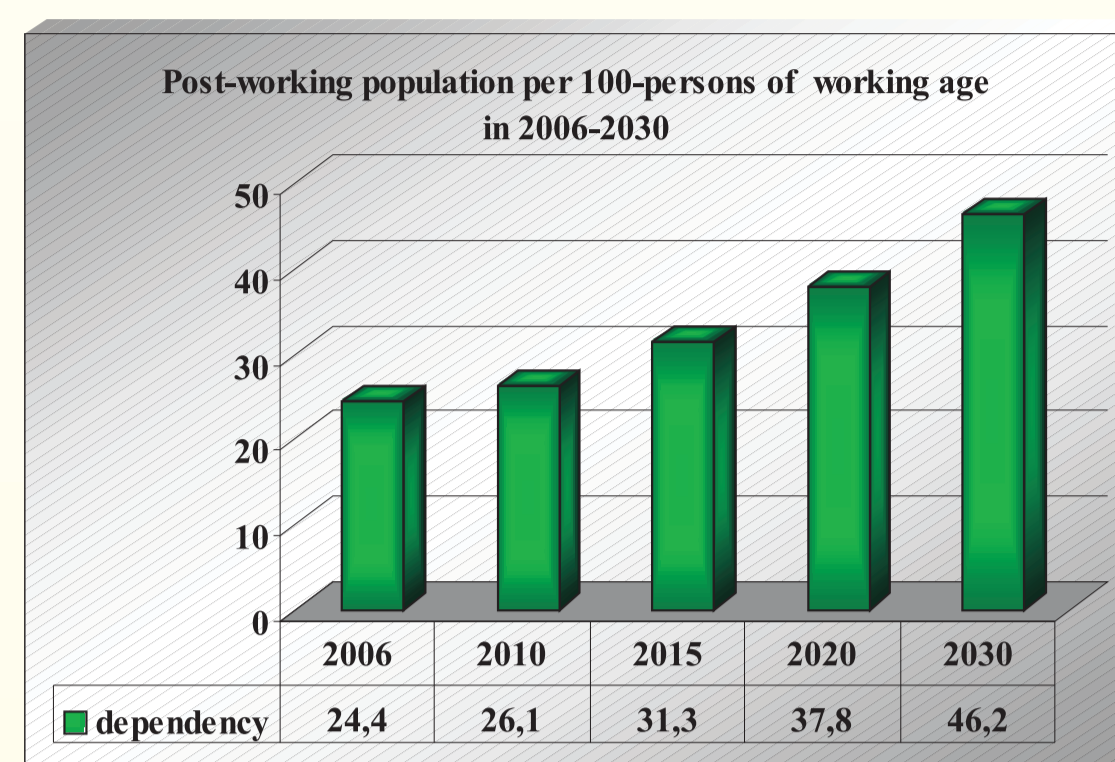
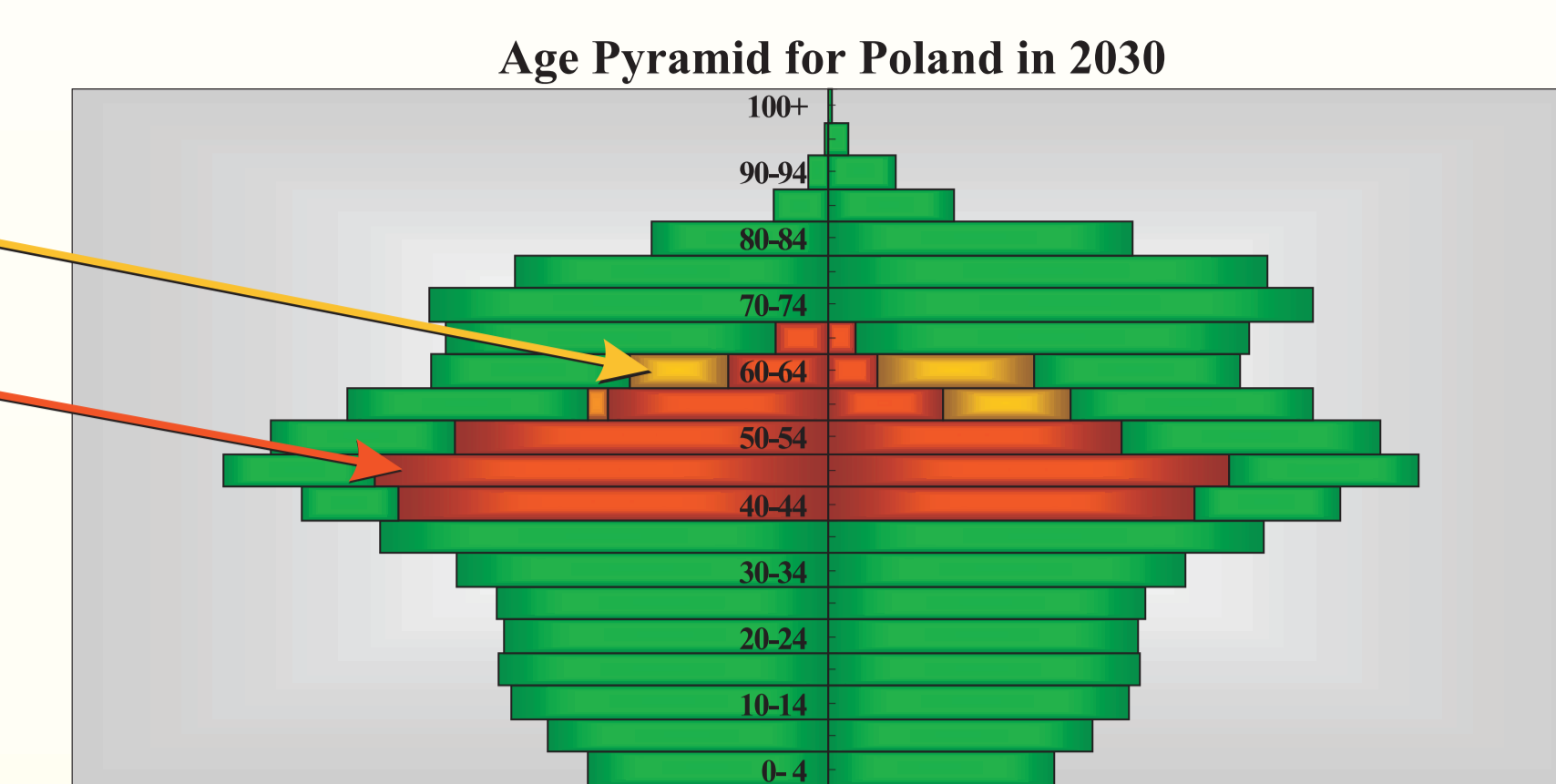
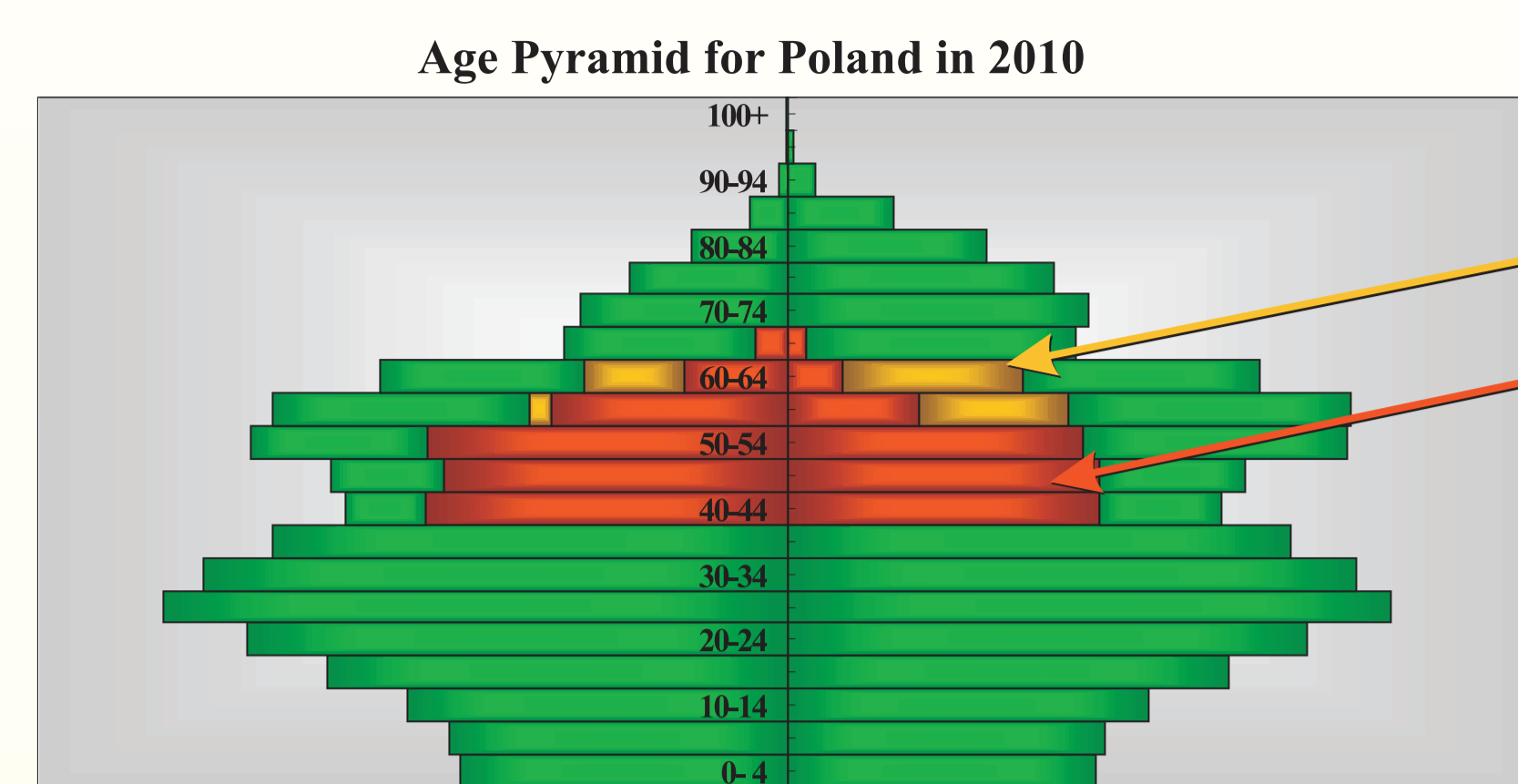
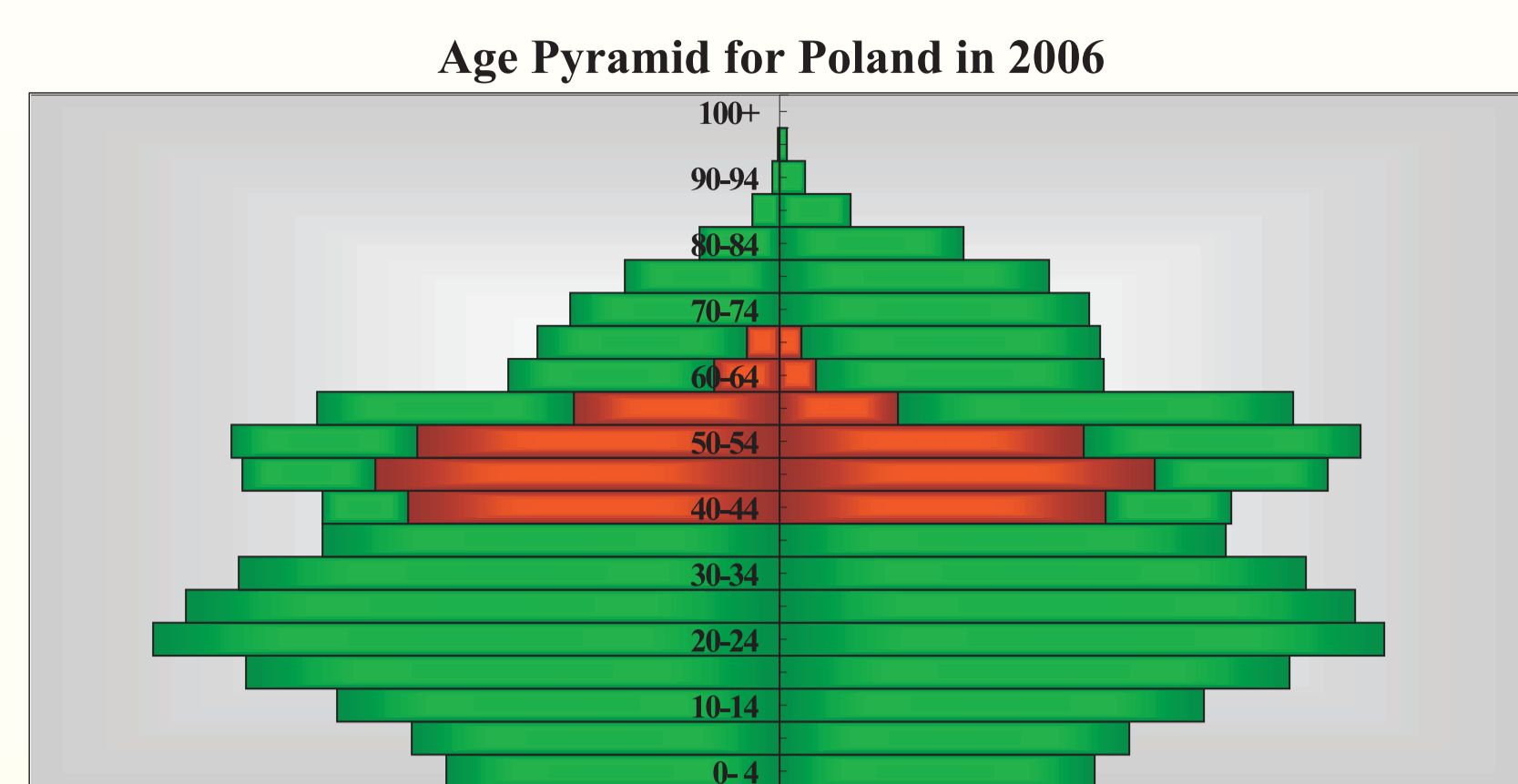
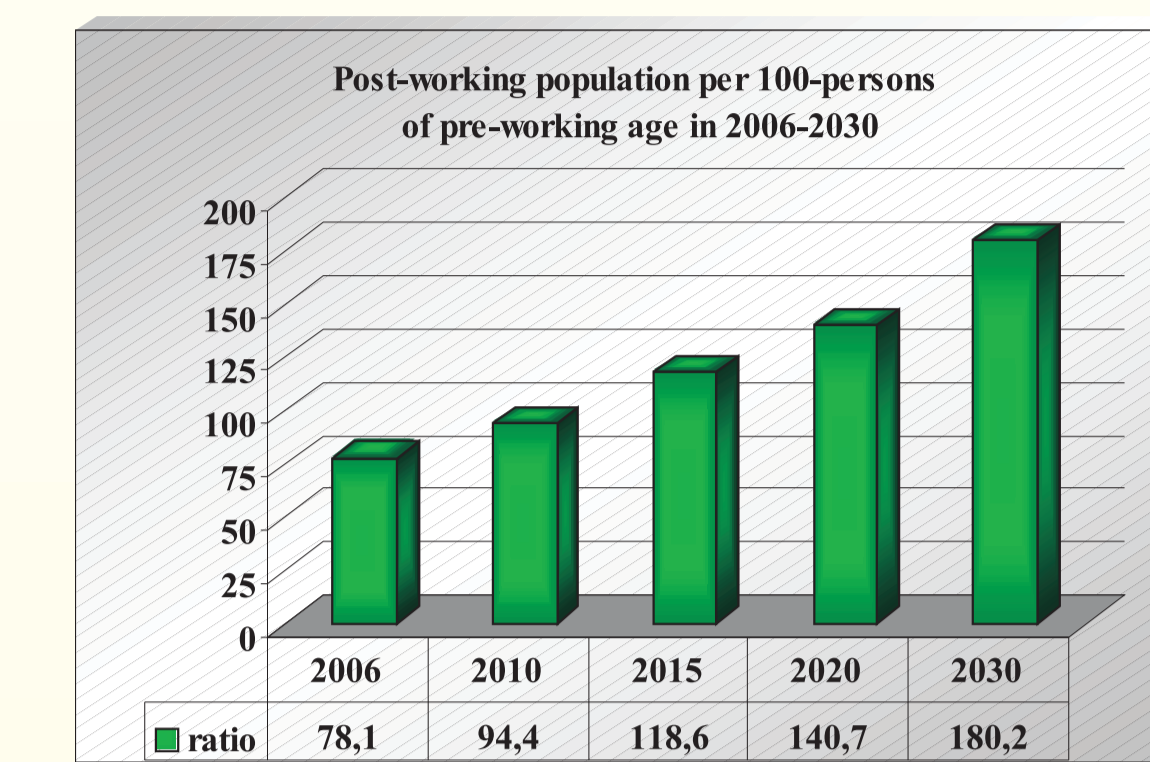


Jolanta Kurkiewicz, Ewa Soja
Cracow University of Economics



The post-war baby boomers successively leaving the labour market are directly followed by baby busters of the sixties and next by baby boomers echo of the seventies. The relation between these generations influences the situation in the labour market in the first three decades of the 21st century. The main regularities of changes are:

- the increase of the old-age dependency ratio,
- the increase of the relation of population in post-working to pre-working age,
- the process of ageing of human resources progresses,
- the employment rate of the elderly is too low in comparison to the recommendations of Lisbon



THE AIM OF THE WORK

to evaluate the diversity of the activity of the labour force by demographic and socio-economic features and health status.

SPECIAL ATTENTION IS PAID TO active and inactive population of middle and old age leaving successively the labour market due to retirement.

METHODOLOGY AND DATA

To achieve the aim of the work descriptive statistics and logistic models have been used. Dependent binary variable describes status in the labour market indicated as: 0 inactive, 1 active. According to explanatory variables two kinds of relations are considered. Demographic features: sex, age, and marital status (mart) are present in both of them.

The first kind of relation contains as explanatory variables: education level (edu), source of maintenance of the household (source), health status – long-term health problems (ill) and is treated as „objective” one.

HYPOTHESES

• individual point of view

Older generations are interested in an active ageing policy to face insufficiency of future pension for keeping a proper standard of living

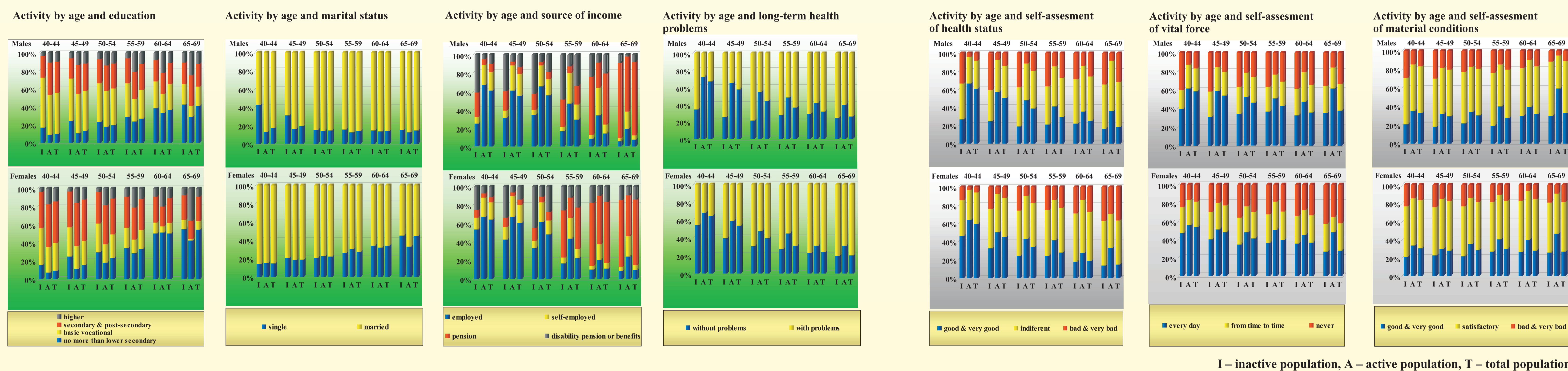
• socio-economic point of view

An active ageing policy is necessary to face recent and future demographic changes.

The second one introduces the following „subjective” covariates: self-assessment of health status (selfh), self-assessment of vital force (vital), self-assessment of material conditions (econ).

Data comes from a representative research „Health status of population in Poland 2004” worked out by the Central Statistical Office.

TYPICAL FEATURES OF THE STRUCTURE OF THE POPULATION UNDER CONSIDERATION



I – inactive population, A – active population, T – total population

MODELS:

„Objective” variables:

$$\text{Total: } \text{Logit}P = 2,15 + 0,73 \text{ sex} - 0,65 \text{ age} - 0,14 \text{ mart} - 0,75 \text{ source} + 0,28 \text{ edu} - 0,72 \text{ ill}$$

$$\text{Males: } \text{Logit}P = 3,29 - 0,63 \text{ age} - 0,59 \text{ mart} - 0,89 \text{ source} + 0,18 \text{ edu} - 1,01 \text{ ill}$$

$$\text{Females: } \text{Logit}P = 1,93 - 0,67 \text{ age} - 0,19 \text{ mart} - 0,61 \text{ source} + 0,33 \text{ edu} - 0,54 \text{ ill}$$

$$\text{logit}P = a_0 + \sum_{i=1}^k a_i x_i$$

„Subjective” variables:

$$\text{Total: } \text{Logit}P = 2,34 + 0,69 \text{ sex} - 0,81 \text{ age} - 0,09 \text{ mart} - 0,66 \text{ selfh} - 0,30 \text{ econ} - 0,15 \text{ vital}$$

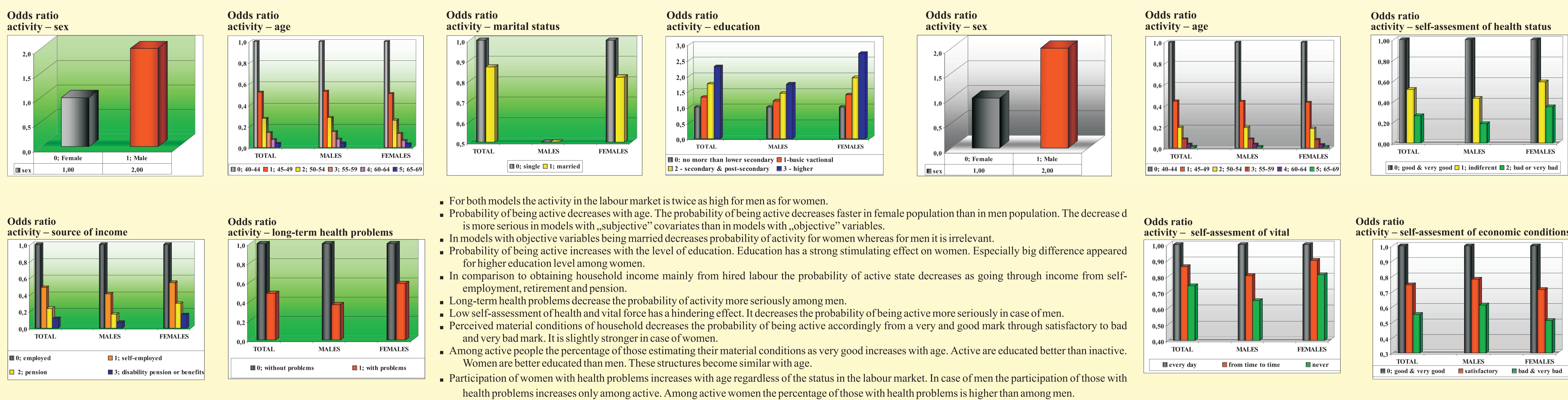
$$\text{Males: } \text{Logit}P = 2,90 - 0,81 \text{ age} + 0,45 \text{ mart} - 0,84 \text{ selfh} - 0,25 \text{ econ} - 0,22 \text{ vital}$$

$$\text{Females: } \text{Logit}P = 2,43 - 0,83 \text{ age} - 0,10 \text{ mart} - 0,53 \text{ selfh} - 0,33 \text{ econ} - 0,10 \text{ vital}$$

(Nonsignificant variables are noted in italics)

ODDS RATIOS FROM LOGISTIC REGRESSIONS OF ACTIVITY ON LABOUR MARKET ON SELECTED VARIABLES

„0” reference category



- For both models the activity in the labour market is twice as high for men as for women.
- Probability of being active decreases with age. The probability of being active decreases faster in female population than in men population. The decrease of is more serious in models with „subjective” covariates than in models with „objective” variables.
- In models with objective variables being married decreases probability of activity for women whereas for men it is irrelevant.
- Probability of being active increases with the level of education. Education has a strong stimulating effect on women. Especially big difference appeared for higher education level among women.
- In comparison to obtaining household income mainly from hired labour the probability of active state decreases as going through income from self-employment, retirement and pension.
- Long-term health problems decrease the probability of activity more seriously among men.
- Low self-assessment of health and vital force has a hindering effect. It decreases the probability of being active more seriously in case of men.
- Perceived material conditions of household decreases the probability of being active accordingly from a very and good mark through satisfactory to bad and very bad mark. It is slightly stronger in case of women.
- Among active people the percentage of those estimating their material conditions as very good increases with age. Active are educated better than inactive. Women are better educated than men. These structures become similar with age.
- Participation of women with health problems increases with age regardless of the status in the labour market. In case of men the participation of those with health problems increases only among active. Among active women the percentage of those with health problems is higher than among men.

GENERAL CONCLUSIONS

1. Although age hinders activity in the labour market there is a population which having gained retirement rights remains in the labour market. People who belong to this population are well-educated, in good physical and psychological condition.
2. This situation is the result of gradual leaving of the labour market by people with lower education level and by people who have health problems.
3. Lower risk of married female participation in the labour market proves the dominance of traditional role division in households.
4. Higher level of education creates favourable conditions for remaining in the labour market especially for women.
5. Health problems eliminate women from the labour market to a less extent than men.
6. Higher assessment of material conditions of the household increases the chance of remaining in the labour market.
7. The elderly from households who are self-employed remain in the labour market for a longer time.

RECOMMENDATIONS FOR AN ACTIVE AGEING POLICY

Well-educated, experienced, and in good physical and psychological condition, the older generations are interested in an active ageing.

An active ageing policy should be directed to people leaving the labour market due to long-term health problems. Lack of adjustment of work environment to deteriorating physical and psychological condition can be the cause of giving up an activity in the labour market.

An interest in participation in the labour market will grow among women along with the growth of their education level and changes of the family model (second demographic transition)

Entrepreneurship of the elderly should be supported.