

"Gender and Health impacts on extended working life - Where to find relevant indicators?"

Dr. Michaela Gstrein

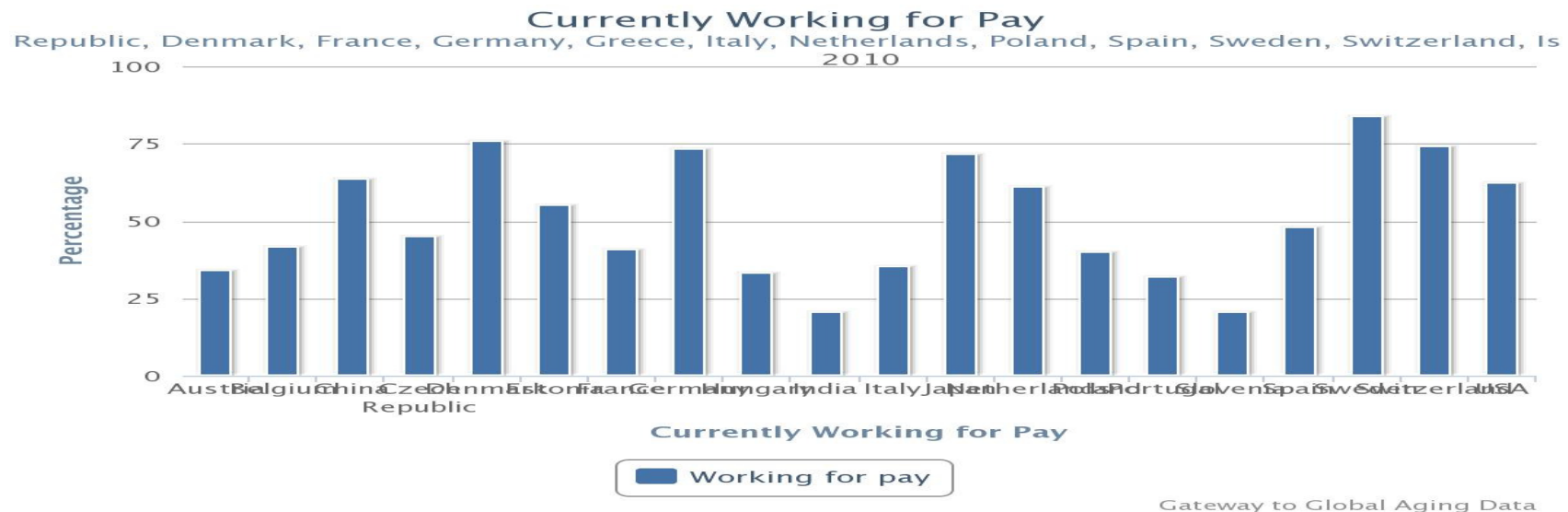
(eng)aging!

Aging Workforce: Older Workers and immigrants as New Pillars of Western Economies

Prague, March 1-2, 2018

- In the face of population ageing, sustainable budgets and in some European countries still rather early retirement, extending working lives of both men and women has become one of the main EU policy targets.

(European Commission, 2012, White paper, p. 9)



Working for pay in the 55-64 years age group

- WG1 maps existing knowledge and identifies **critical themes for gender and older workers**. These themes include health, caring, work-life trajectories, precarious employment, and the impact of legislation and policy.
- WG2 has a **policy focus** and involves analyses of national 'late work' employment policies from a gender perspective, a life course perspective and a health and well-being perspective.

- WG3 identifies and maps national and international **databases** for people aged 50 and over. It looks for appropriate gender-sensitive measures and **indicators** for health and socio-economic wellbeing, or creates novel measures through creative use of existing data.
- WG4 develops **policy tool-kits**, identifying innovative policies and good practice.
 - <http://genderewl.com/>

The goal of the Action is to

- advance scientific **knowledge** about gendered **impacts of extended working life** on the health and economic well-being of older workers in Europe and to support informed gender-sensitive future policy.

WG3

- **identify and map** national and international **data bases** for people aged 50 and over.
- investigate appropriate **gender-sensitive measures and indicators** and discuss novel measures through creative use of existing data.

- **Dataset** - Acronym, Name, Geographical Area, Population, Content, Qualitative or Quantitative
- Relevant **indicators** for the COST Action:
 - ***Gender Specific Indicators***
 - ***Psychological and Physical Health***
 - ***Life course,***
- Type, Years, Number of waves, N. participants, Statistical Representativeness
- Access, Useful links, Project coordination
Remarks, References to the literature

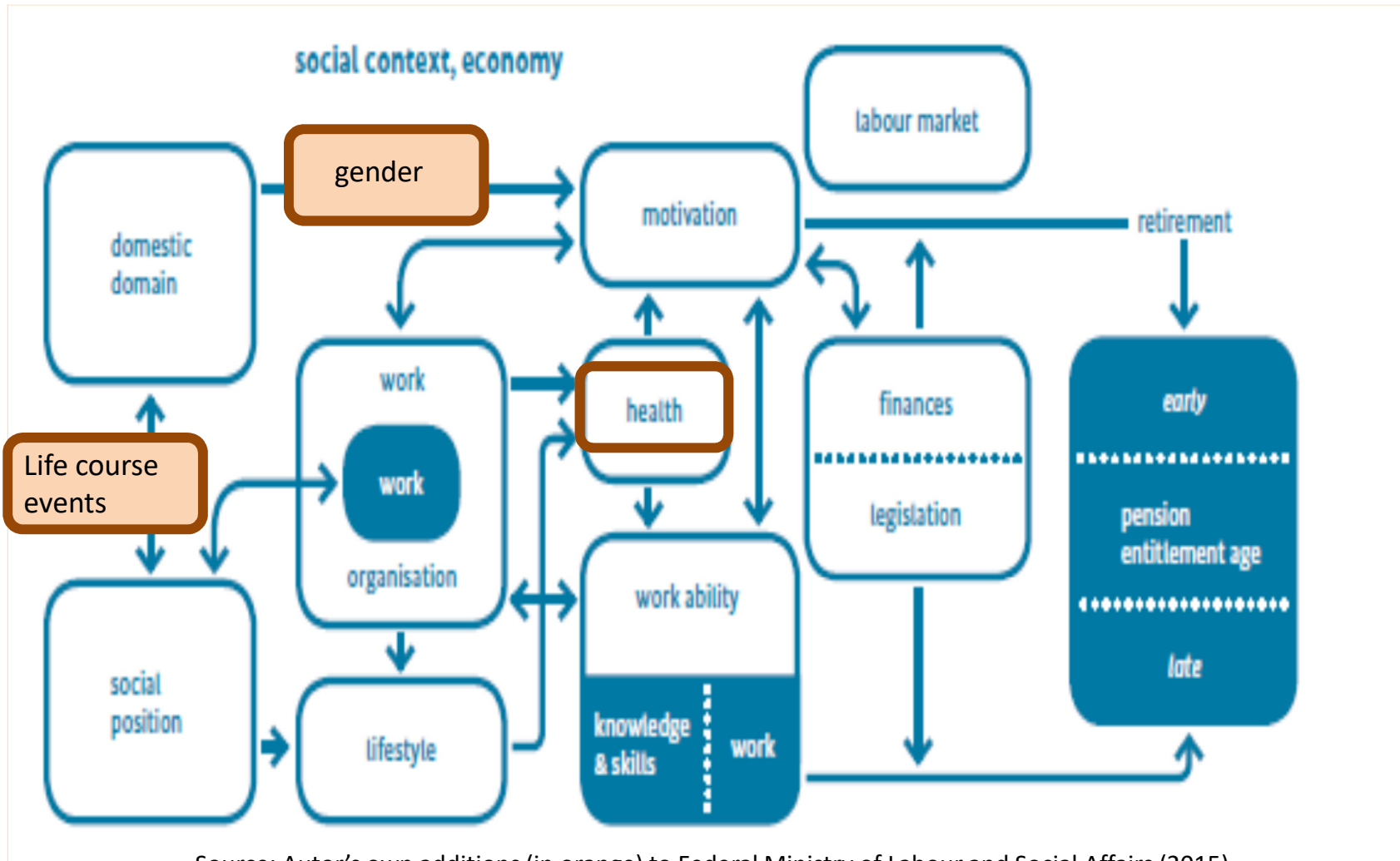
- **SHARE**, EU SILC, STREAM, TILDA, DEAS, **EQLS**, EWCS, HWR, ESWT, LFS, ECHP, NKPS, Country HR+SL, ALSA, ELSA, IT_SI, IT_Health, ECS, GGP, VOW/QFT, ELES, JPI, LIDA, GenTrans, NoWork, IGDC, Euromod, EHIS, EDSIM/EHSIS, LFS ad hoc, AES, AAI, M65+, LIS, g2ageing, ibus, ...

Equal opportunities in the labour market for people aged 50+
French National Employment Survey (Enquête Emploi)

- Eurostat, OECD,
OECD better life index, active ageing index
- *Lists/links to other collections*

- Besides different *labour market activity*, *retirement options* and *traditional retirement patterns*, “complexity in retirement also derives from the fact that distinct social *groups* may undergo different processes and, hence, display varied retirement behaviour. For example, women at higher working age typically have different kinds of *jobs* and often lower income than men of the same age, they work substantially more often *part-time*, have different *roles in private life*, and in most countries leave work at a younger age than men. In consequence, decisions about retirement may be assumed to involve a varied set of criteria and follow **different decision-making processes among women and men**, which also needs to be reflected in research.”

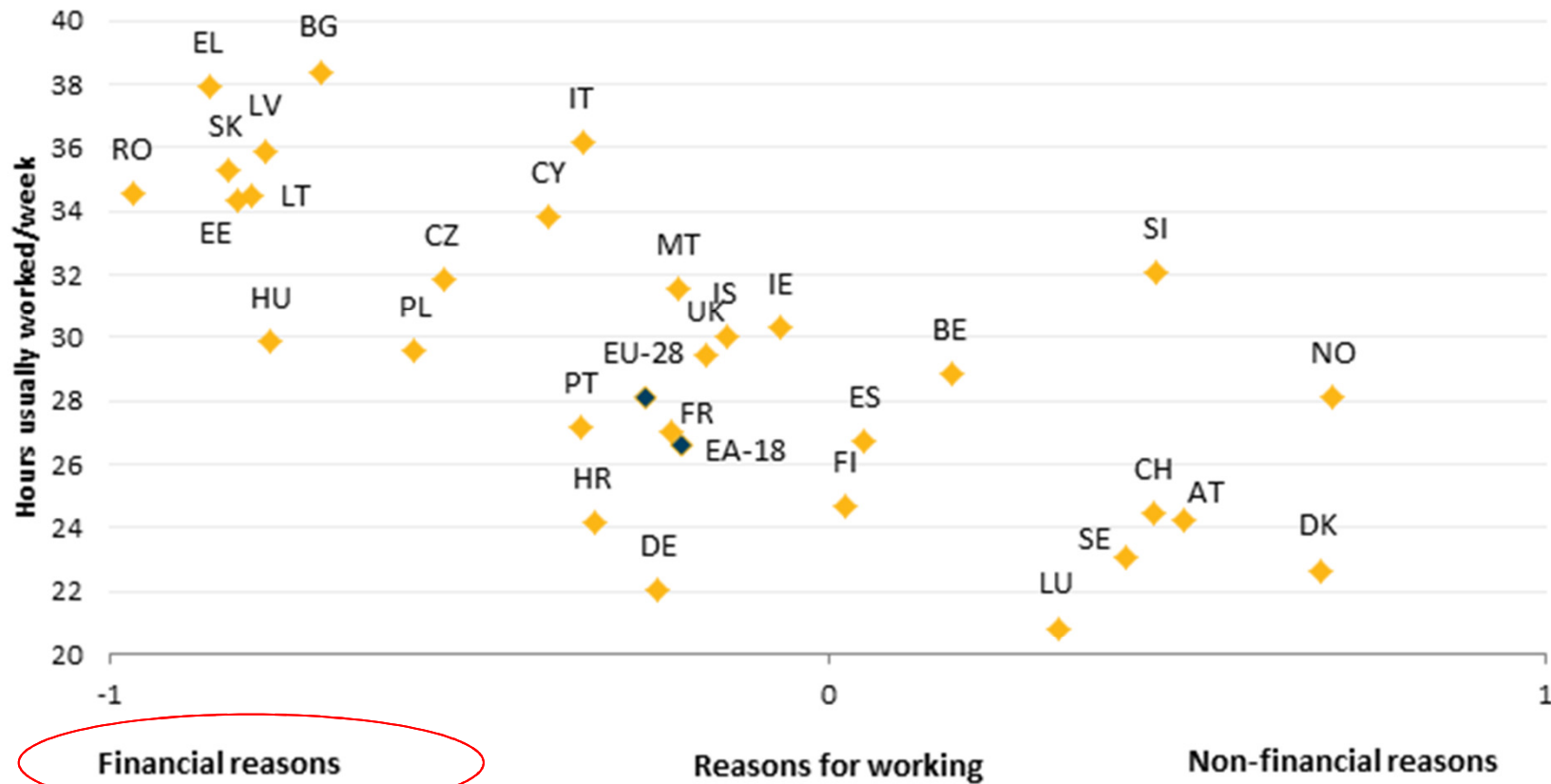
(German Federal Ministry of Labour and Social Affairs, 2015, p. 22)



Source: Autor's own additions (in orange) to Federal Ministry of Labour and Social Affairs (2015),
 Figure 2: The "IidA conceptual framework on work, age and employment" (adapted to JPI UEP; Hasselhorn & Peter d)

- **gender specific indicators**
family composition/care, WLB, unpaid work, sharing of resources, satisfaction, time use, social & family networks, ...
- **psychological and physical health**
chronic illness, assessment of health, personal feelings and perceptions, mobility/restrictions, healthy life style, ...
- **information on most relevant events (life course)**
private obligations, past decisions (care, work), obstacles, unemployment, partner needs, ...
Living conditions, taxes, benefits, ...

- Some reports using the previous European Quality of Life Survey (Eurofound 2012 a,b) show interesting findings for **gendered care obligations**, self-assessed **health, work life balance** and **satisfaction with life** – which might be drivers or barriers to extended working life.
- If and how such issues impact on actual retirement decisions or extended working life remains to be researched in more detail and with more advanced statistical analysis.



The X-axis reports a synthetic index which gives a maximum value +1 if all employed old-age pensioners keep working for non-financial reasons and a minimum value -1 if all they do it for financial reasons.

http://ec.europa.eu/eurostat/statistics-explained/images/f/f3/Employed_old_age_pensioners_number_of_hours_usually_worked_by_country_and_reason_to_continue_working%2C_2012_.png

- Data: **EQLS 2011/12**
- Question: which factors impact on work likelihood in older age?
- Motivation (examples):
 - I like my work
 - We need more money (and I have time)
 - I do not need to work because my husband/partner provides for me
 - My health prevents me from finding work
 - I am too old to (find) work

Work = f(**gender, health**, education,
familystatus, size of HH)

n= 77 748

n= 43 052

n = 19 983

Logistic regression

	total	Sig.	wave 3	Sig.	50-64	Sig.
gender 0 m -1 f	-0,609	0,000	-0,530	0,000	-0,509	0,000
Q42 In general, would you say your health is ...	-0,507	0,000	-0,527	0,000	-0,589	0,000
secondary	1,337	0,000	1,531	0,000	1,141	0,000
tertiary	2,046	0,000	2,213	0,000	1,758	0,000
famStatus	0,581	0,000	0,581	0,000	-0,094	0,035
Household size (incl. children)	0,172	0,000	0,082	0,000	0,202	0,000
Konstante	-0,749	0,000	-0,716	0,000	0,107	0,192

n = 11 038

n = 11 038

n = 10 275

Logistic regression

	wave 3, 35-49	Sig.	wave 3, 50-64	Sig.	wave 3, 65+	Sig.
gender 0 m -1 f	-1,011	0,000	-0,412	0,000	-0,542	0,003
Q42 In general, would you say your health is ...	-0,560	0,000	-0,596	0,000	-0,546	0,000
secondary	1,385	0,000	1,402	0,000	1,113	0,000
tertiary	2,157	0,000	2,031	0,000	1,870	0,000
famStatus	0,416	0,000	-0,050	0,396	0,148	0,514
Household size (incl. children)	-0,170	0,000	0,164	0,000	0,194	0,147
Konstante	1,640	0,000	-0,120	0,277	-3,907	0,000

logistic regression

	wave 3, 50-65	Sig.	wave 3, 65+	Sig.
gender 0 m -1 f	-0,367	0,000	-0,449	0,013
Q42 In general, would you say your health is ...	-0,594	0,000	-0,526	0,000
secondary	1,380	0,000	1,053	0,000
tertiary	1,994	0,000	1,713	0,000
married_partner	-0,109	0,233	-0,395	0,233
separated	0,175	0,065	0,307	0,385
widowed	-0,541	0,000	-1,252	0,001
Household size (incl. children)	0,174	0,000	0,200	0,139
Konstante	-0,096	0,455	-3,356	0,000

- Die EU-Kommission hat Österreich am Montag aufgefordert durch **Pensionsreformen, Arbeitsmarkt-, Bildungs- und Gesundheitspolitik** auf die Herausforderungen einer immer älter werdenden Bevölkerung zu reagieren. Auch gebe es trotz einer kontinuierlichen höheren Teilnahme von Frauen am Arbeitsmarkt, noch immer "signifikante Unterschiede" bei der **Beschäftigung** und **Bezahlung** von Frauen und Männern.

Die Presse (22.05.2017),
https://diepresse.com/home/innenpolitik/5222200/Pension-Gender-Gap_EUKommission-fordert-Reformen-von-Oesterreich

**Thank you for your
attention!**

michaela.gstrein@wpz-research.com