

Women's (50+) state of health as the determinant of professional activity

Agnieszka Bem, Paulina Ucieklak-Jeż

Introduction

- The 20th century was a period of increasing women's labour participation
- What was initially thought to be a privilege and suffragist's achievement, quickly turned into an obligation.
- Today, especially in Western, Central and Eastern Europe women's work is widespread
- The model of family, where a wife keeps house, and only husband work is relatively rare

Research

- The purpose of the study is the analysis of **the health status of women aged 50 + as a factor determining professional activity** (labour force participation)
- We've posed the hypotheses that health state is an important factors that can restrict women's professional activity or even exclude it

Health state and professional activity

- Many authors suggest that there is a strong relationship between health state and labour force participation
- The prevalence of major chronic illnesses including diabetes, cardiovascular diseases, mental illness and asthma has been on the rise in the past decade in developed countries.
- The trend is likely to continue due to an aging population and increasing risk factors associated with changing modern lifestyle.

Health state and professional activity

- Cross-national variation in the extent to which chronically ill people are penalised in the labour market suggests that political and structural features of the labour market may protect them from any worsening of their existing disadvantage (Marmot et al., 2012)
- Understanding the effects of age and the incidences of chronic illnesses on the labour force participation decisions of older individuals is particularly important in the context of population aging as older workers are encouraged to remain in the workforce longer.

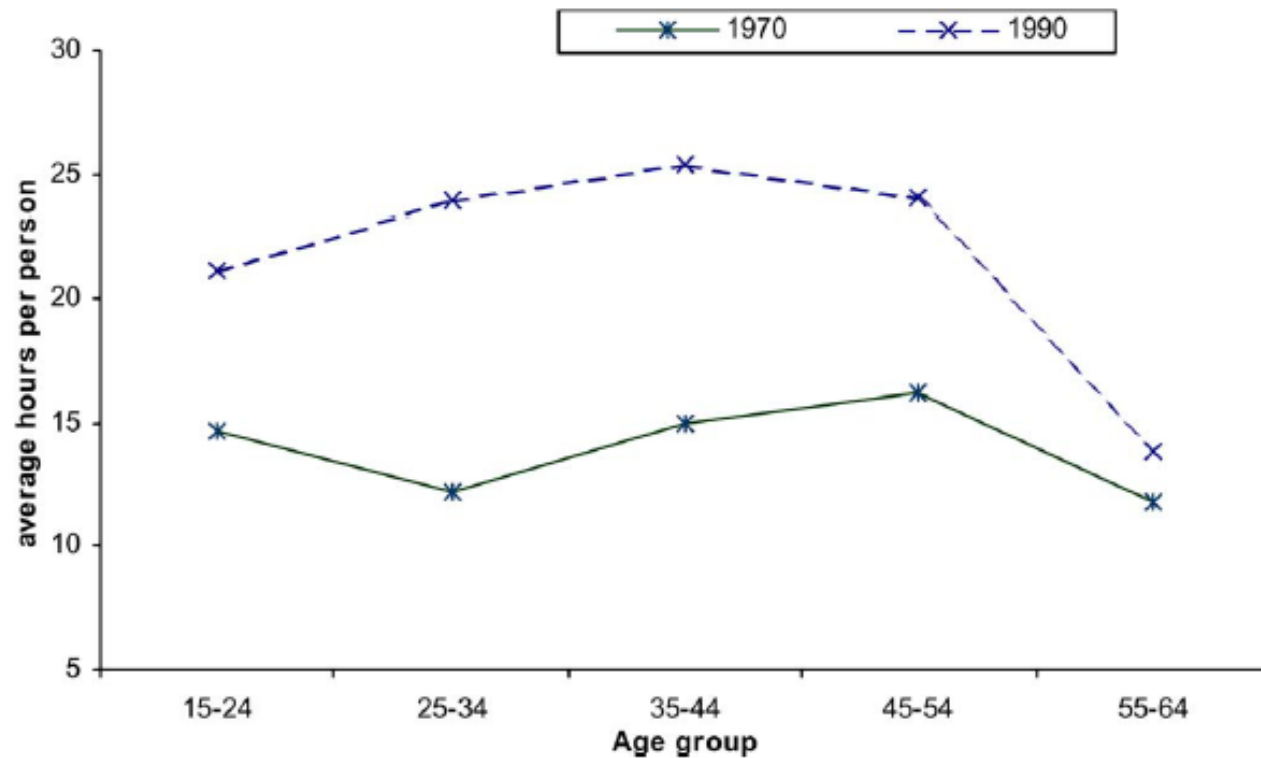
Health state and professional activity

- There is a large literature on the impacts of individuals' health on labour force participation and labour market performance.
- Unhealthy persons are more likely to lose their jobs than those who are healthy (Reeves, et al, 2014)
- The theoretical notion is that health, which deteriorates over time but is capable of enhancement as a result of household production, can be considered an endowment of human capital, like education, that is positively related to the ability to work and work productively (Zhang, Zhao and Harris, 2009).

Health state and professional activity

- The impacts of chronic conditions on the probability of labour force participation vary significantly by gender and by age group.
- Older workers above 50 years of age for both sexes have much higher effects than their younger counterparts, indicating that they are more likely to respond to the onset of chronic illnesses by dropping out of the labour force (Zhang, Zhao i Harris, 2009).

Why women 50+?



Factors determining women's labour force participation

- These are many factors that determine women's ability to work:
 - state of health
 - age
 - education
 - culture patterns
 - childcare
 - family-size
 - husband's work
 - household income

Research

- Research sample
 - 3.775 respondents
 - women aged 50-60 lat (in 2013)
- Survey questions:
 - subjective state of health
 - labour force participation
 - work's satisfaction
 - health's satisfaction

Have you worked during last 7 days?

	Frequency	%
yes	2084	55,5
no	1671	44,5
all	3755	100

Are you looking for work?

	Frequency	%
YES (<i>not working</i>)	212	5,6
TAK (<i>working</i>)	69	1,8
NO (<i>waiting for work</i>)	13	0,3
NO (<i>not working</i>)	1363	36,3
NO (<i>working</i>)	2086	55,6
All	3743	99,7
Lack of data	12	0,3
	3755	100

	<i>Frequency</i>	<i>%</i>
learning	1	0,1
taking care of home	181	13,4
taking care of children	16	1,2
taking care of elderly or disabled members of family	59	4,4
health state	409	30,3
age	49	3,6
lack of qualifications	7	0,5
retired	371	27,5
„there is no chance to find some work”	109	8,1
social transfers	65	4,8
„don't want to work”	28	2,1
others reasons	56	4,1
all	1351	100

Healt versus labour force participation

		Have you work for money during last 7 day?
	N	3755
Have you felt some somatic problems?	Pearson's correlation coeficient	-,174**
	p-value	0,01
	N	3542

Conclusions

- Literature research show that health state might be an important determinant of labour force participation, especially in age group 50+
- Women's labour force participation in group 55+ is low – 55%
- 36% of unemployed women don't look for work
- 30,3% of unemployed who do not look for work declare that health state is the main reason

- ***Thank you for your attention!***