

## **Factors predicting the staying on at work of 50-59-year-old employed people. Summary**

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The report deals with the labour market status and factors predicting staying on at work of employed people in the age group 50 to 59 years. The reference groups are, as a rule, 45-49-year-olds and 60-64-year-olds. The review was made by sector, branch and region, and by 1-year age group. The factors that were looked at as those predicting staying on at work included working hour issues and sickness absence. The report is based on information from Statistics Finland's Labour Force Survey 2004.

In 2004 the 50-59-year-olds numbered about 800,000, which is one fifth of the entire working-age population aged 15 to 74 years in Finland. The employment rate was 71 per cent among the men in the age group and 74 per cent among the women. Among the 50-52-year-olds, the employment rate was roughly the same as among the 45-49-year-olds, i.e. a good 80 per cent, while it was less than 60 per cent among the 59-year-olds. More than one fifth of the population (152,000 people) in the age group were economically inactive and 5 – 6 per cent (45,000) were unemployed. Men were slightly more often both unemployed and economically inactive than women.

For the majority of the 50-59-year-olds the labour market status remained unchanged in 2003 to 2004. As much as 95 per cent of the employed 50-54-year olds who had been employed the previous year, were also employed the next year, while 88 per cent of the 55-59-year-olds were employed the next year. In terms of statistics, ageing considerably reduced the staying on at work only after the age of 56. The level of education considerably increased women's and the marital status men's remaining at work.

The majority of the 50-59-year-olds who had been unemployed the previous year were also unemployed in 2004. In terms of statistics, a person's age considerably weakened access to employment starting from the age 56 – 57. During the year every fourth person among the 50-54-year-olds obtained employment, whereas only every tenth among the 55–59-year-olds. Of the men who found jobs 39 per cent and of the women 26 per cent became wage/salary-earners with permanent fulltime employment. Almost 50 per cent of those 50-59-year-olds defining themselves as underemployed had obtained employment during the year. Underemployment is more common among women than men; it is likewise more common among over-fifties than among under-fifties. Wage/salary-earners slightly more often than self-employed people. The number of those with overlong working hours but hoping to have shorter working hours was about 100,000, one fifth of the men and one quarter of the women. The prevalence of desired and undesired part-time work varies according to different types of workplaces and different regions. People have most often part-time jobs due to the lack of fulltime employment on small workplaces and in Eastern and

Northern Finland, while on larger workplaces and in the public sector people have more often part-time jobs out of their own will and while being on a parttime pension.

The satisfaction with one's working hours increases after one has reached the eligible age for a part-time pension, but the popularity of part-time work among those who have reached the eligible age has decreased since the reforms implemented in 2003. A part-time pension involves changes in the working hour arrangements. The most common types of part-time work are shorter workdays among employees aged under 57 years and shorter working weeks or shift weeks among those over 57.

Sickness absence among the 50-59-year-olds increased relatively little but the proportion of people with long-term illness outside the labour force increases with ageing. In 2004, 8 per cent of the 50-year-old population, but as much as 18 per cent of the 59-year-olds were receiving a disability pension or had a longterm illness and were outside the labour force. There were more differences in sickness absence when examined per branch. On the other hand, also the age breakdowns vary according to branch.

Key words: ageing, demographic changes, sickness absence, working hours