HEALTH STATUS AND EDUCATION LEVEL AS THE DETERMINANTS OF THE QUALITY OF HUMAN RESOURCES IN THE FACE OF THE AGEING PROCESS OF THE POPULATION. SITUATION IN POLAND AND COMPARED TO EUROPEAN COUNTRIES

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THE AIM OF THE STUDY:
- Estimation of the size and structure of the population aged 50 or more, still active in the labour market;
- Evaluation of the economic activity of the older age population according to their quality, as human resource expressed, by the health status and educational level;
- Diagnosis of the situation in Poland in the midst of other European countries.

TYPICAL FEATURES OF THE STRUCTURE OF THE POPULATION UNDER STUDY

MODELS

The significance of the variables were evaluated by the method of stepwise regression. The definition of the variables is as follows:

- Male (Sex);
- Female (Sex);
- Male
- Female
- Long-term health problem (health status);
- Education;
- Age;
- Region.

The model was designed to explain the economic activity of older persons (male and female) in selected European countries. We used data from the Eurostat database for the year 2016. The analysis covers the following countries: Denmark, Sweden, Italy, the Czech Republic, France, Poland, Ireland, Spain, Belgium, Holland, and the Czech Republic.

The models were developed for males and females separately. The models were tested for each country. The models were tested using the method of stepwise regression. The significance of the variables was evaluated using the t-test.

The models were evaluated using the following criteria:

- R² (coefficient of determination);
- F-statistic (statistic for the whole model);
- p-value (probability of the F-statistic).

GENERAL CONCLUSIONS

- It can be stated that according to sex, the influence of educational levels differs from the health status in relation to the activity of older persons. Among females, the influence of education is stronger than in health in most countries.

- The absence of long-term health problems influences stronger activity levels in most of the male populations.

- Both determinants (education and health) affect stronger activity levels of women in Denmark, Sweden, Holland, and the Czech Republic.

- Age is a variable that significantly influences the activity of older persons in all of the countries. The probability of being active diminishes with age.

- In most of the countries, the living arrangements (single or partner households) have no significant activity in the older persons.

- We observed this significant influence most frequently among the male population with the relatively shortest educational phase. In these living with a partner increased the probability of being active.

- An active ageing policy should be directed to people leaving the labour market due to long-term health problems. A lack of adjustment to work environments due to deteriorating physical and psychological conditions can cause the cause of leaving the labour market.

- An interest in participating in the labour market will grow among women, along with the growth of their educational level.

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. A lack of adjustment to work environments due to deteriorating physical and psychological conditions can cause the cause of leaving the labour market.

- An interest in participating in the labour market will grow among women, along with the growth of their educational level.