

高齢者の職業訓練と就業—EUのパネルデータを用いた分析

Job training and employment of older workers: An analysis based on the EU panel data

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Demographic change is a great challenge for the economy and the labor market. As ageing progresses, it becomes more critical for society to utilize the skills and knowledge of older people. Continuous skill development is crucial to expanding the older people's opportunities to participate in the labor market. This paper examines the effects of skill development, taking part in education or training course, job training at work, and computer usage at work; on the employment outcomes of older adults. We used the 6th and 7th waves (2015 and 2017) of the SHARE (Survey of Health, Aging, and Retirement in Europe) data, the largest pan-European social science survey, and applied treatment effects analyses that lead to doubly robust estimations (augmented inverse probability weighting and inverse probability-weighted regression adjustment methods). The effects of taking part in education or training course, job training at work, and computer usage to continued employment controlling for variables related to cognitive skills and health status, are estimated for the two age categories; those the aged 50–64 and those aged 65–74, for each gender. The results indicate that the average treatment effects of training on respondents aged 65–74 are weaker than those on the respondents aged 50–64. Education or training course and computer usage have treatment effects on employment of men aged 65–74 only in wave 6. For men aged 65–74 in wave 7, none of the three kinds of skill development had significant treatment effects on employment. However, for women aged 65–74, treatment effects of skill development were observed only for training at work in wave 6. Among the three kinds of training, using computers at workplaces had the largest average treatment effects on the treated, although the effects were limited to those aged 55-64. The policy implication is that, for older adults below 64 years training or education boost labour force participation. However, this does not apply to older adults aged 65 or older. Our analysis also revealed that the effects of job training diminish as one gets older and gets chronic diseases. It suggests that it is a challenge to offset the decline in the young labour force by boosting the labour force participation of older adults.