

第 I 部 EU-OSHA の OSH 百科事典における Older workers（高年齢労働者）について

[原典の所在] : https://oshwiki.eu/wiki/Older_workers。(EU-OSHA の OSH 百科事典)

[原典の名称] : Older workers（高年齢労働者）

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Contents	目次
1 Introduction	1 はじめに
2 Ageing in Europe	2 ヨーロッパにおける高齢化
3 Labour participation of older people	3 高齢者の労働参加
4 Ageing and work	4 高齢化及び仕事
4.1 Job performance	4.1 仕事の成果
4.2 Employability and development	4.2 雇用可能性及び能力開発

4.3 Work satisfaction	4.3 作業の満足度
5 Job characteristics	5 仕事の特徴
5.1 Sectors	5.1 部門
5.2 Self-employment	5.2 自営業
5.3 Part-time working	5.3 パートタイム労働
5.4 Working conditions	5.4 労働条件
5.5 Job characteristics for workers over 65 years of age	5.5 65歳以上の労働者の仕事の特徴
6 Predictors of sustainable employability and early exit of older workers	6 高齢労働者の持続的雇用可能性及び早期離職の予測因子
6.1 Ability and willingness to continue working until the age of 65	6.1 65歳まで働き続ける能力及び意欲
6.2 Predictors of early retirement	6.2 早期退職の予測因子
7 Policy initiatives and preventive measures	7 政策的取組み及び予防策
8 References	8 参考文献
9 Links for further reading	9 参考文献のリンク

Introduction	はじめに
Due to an ageing population and global economic competition, there is a societal need for people to extend their working lives while maintaining high work productivity. This article presents an overview of the labour participation, job performance, and job characteristics of older workers in the European Union. The way in which several factors, including health, working conditions, skills and knowledge, and social and financial factors influence	<p>高齢化社会の到来及びグローバルな経済競争の中で、人々は高い労働生産性を維持しながら労働生活の寿命を延ばすことが社会的に求められています。</p> <p>本稿では、欧州連合（EU）における高齢労働者の労働参加、仕事の成果及び仕事の特徴について概観しています。</p> <p>また、健康、労働条件、技術及び知さらには社会的及び財政的要因を含む要因が、高齢労働者の持続的な雇用可能性及び早期退職に影響を与える方法についても検</p>

sustainable employability and the early retirement of older workers is also examined. Finally, a number of policy initiatives and measures are presented.	証しています。 最後に、いくつかの政策的な取組み及び対策を紹介しています。
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Ageing in Europe	ヨーロッパの高齢化
<p>Europe's population is becoming progressively older.</p> <p>The proportion of the population aged 55 and over rose from 25% in 1990 to 30% in 2010 and is estimated to reach a peak of around 40% by 2060 [1].</p> <p>The two main reasons of this ageing population are that Europeans are living longer than ever before, on average ten years longer than in 1960, and that fewer children are being born[2].</p> <p>Among the individual Member States of the European Union, Germany and Italy have the highest proportion of those aged 55 and over (33%), whereas Ireland has the lowest share of those aged 55 and over (21%) [1].</p> <p>The ageing of the population poses serious challenges for society.</p> <p>For example, it places strain on pension and social security systems, increases expenditure on health care and living arrangements for elderly people, and requires adjustments in the workplace for an ageing labour force[1]. Moreover, the number of working age individuals (15–64 years) is already declining in Europe [3]. The European Commission forecasts that by 2030, the European Union will face a shortage of some 20.8 million people (7%) of working age [4].</p>	<p>ヨーロッパでは、人口の高齢化が進んでいます。</p> <p>55歳以上の人口の割合は、1990年の25%から2010年には30%に上昇し、2060年には約40%のピークに達すると推定されています[1]。</p> <p>高齢化の主な原因は、ヨーロッパ人がかつてないほど長生きし、1960年と比べて平均10年長く生きていること、そして子供の数が減っていることの2つです[2]。</p> <p>欧州連合の個々の加盟国の中では、ドイツ及びイタリアが55歳以上の人口の割合が最も高く（33%）、一方、アイルランドは55歳以上の人口の割合が最も低いです（21%）[1]。</p> <p>人口の高齢化は、社会に深刻な課題をもたらします。</p> <p>例えば、年金及び社会保障制度に負担がかかり、医療費や高齢者の生活費が増加し、高齢化する労働力に対応した職場の調整が必要となります[1]。</p> <p>さらに、欧州では既に生産年齢人口（15～64歳）が減少しています[3]。</p> <p>欧州委員会は、2030年までに欧州連合は約2,080万人（7%）の生産年齢層が不足すると予測しています[4]。</p>

Labour participation of older people	高齢者の労働参加
<p>One way to tackle the challenges of an ageing European population is encouraging people to work for longer. Although employment rates for older workers (aged 55–64) have increased by nearly 10 percentage points in the decade of 2000-2010, these rates remain low relative to those for younger age groups. Only 3 out of 10 of those in the ‘pre-retirement’ age cohort (aged 60–64) [3] and about one in ten persons aged 65 and over in the EU-27 are in employment [5].</p> <p>Fortunately, it is expected that there will be a considerable increase in employment rates for older persons across the EU-27 for the next 50 years. Older women (aged 55-64) in particular are expected to gain a more prominent role in the EU-27 labour market. The growth in the employment rate for older women is higher than that for older men, and it is expected that this pattern will continue in the next decades [6].</p> <p>In 2011, the employment rate of persons aged 55-64 years in the EU was 47%. However, there are considerable differences in this employment rate between Member States. The highest employment rate for the 55-64 age group was found in Sweden, i.e., 72%, whereas Slovenia, Malta, Hungary, and Poland had the lowest employment rates for persons aged 55-64, i.e., between 31% and 37% [7].</p>	<p>欧州人口の高齢化という課題に取り組む一つの方法は、人々がより長く働くことを奨励することです。高齢者（55～64歳）の就業率は、2000年～2010年の10年間で10ポイント近く上昇したものの、若年層の就業率に比べると依然として低いものです。</p> <p>「定年前」の年齢コホート（60～64歳）の10人に3人[3]、EU-27では65歳以上の10人に1人程度しか雇用されていません[5]。</p> <p>幸いなことに、今後50年間は、EU-27全体で高齢者の就業率が大幅に上昇することが予想されています。</p> <p>特に高齢の女性（55～64歳）は、EU-27の労働市場でより重要な役割を得ることが期待されています。高齢女性の雇用率の伸びは、高齢男性のそれよりも高く、このパターンは今後数十年も続くと予想されています[6]。</p> <p>2011年のEUにおける55～64歳の雇用率は47%でした。しかし、この就業率には加盟国間でかなりの差があります。</p> <p>55～64歳の雇用率が最も高かったのはスウェーデンで、72%であったのに対し、スロベニア、マルタ、ハンガリー及びポーランドは、55～64歳の雇用率が最も低く、31%～37%でした [7]。</p>

Ageing and work	高齢化及び労働
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<p>There are many stereotypes about older workers. For example, older workers are often expected to be less motivated and productive than younger workers [8]. The reality is quite different and much more complex. Some abilities increase with age, and other new abilities emerge. There are significant inter-individual differences due to, among others, genetic factors, life-style, and work-related influences. In other words, age on its own does not determine health and job performance. The process of ageing does, however, involve changes in physical, mental and motor skills that can affect performance.</p>	<p>高齢の労働者には多くの固定観念があります。 例えば、高齢の労働者は若い労働者に比べてやる気や生産性が低いと思われがちです [8]。 しかし、現実とはまったく異なり、はるかに複雑です。年齢とともに増加する能力もあれば、新しい能力も出てきます。 特に、遺伝的要因、ライフスタイル及び作業に関連した影響により、個人間で大きな違いがあります。 換言すれ、年齢だけで健康及び仕事の成果が決まるわけではありません。 しかし、加齢のプロセスには、パフォーマンスに影響を与えるような身体的、精神的及び運動能力の変化が伴います。</p>
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Job performance	仕事の成果
<p>It is a fact that as we become older, physical capacities decrease and cognitive functioning changes. Examples of physical deterioration due to ageing are loss of muscular strength and lung capacity. Also, from the age of 50, workers need more time to recover from work [9]. Poor health and indicators of health problems, for example backache and sleeping difficulties, increase with age. After the age of 60, however, there is a downward trend in health problems among working individuals. This is probably due to the “healthy worker effect” [10], i.e., individuals in poor health leave the labour market at a younger age than those in good health [11].</p> <p>Physical health is also influenced by factors other than age, in particular life style and working conditions [12] Psychosocial risks and workers health, Health and well-being. There are thus large differences in health</p>	<p>高齢になると、身体能力が低下したり、及び認知機能が変化したりするのは事実です。加齢による身体的劣化の例としては、筋力及び肺活量の低下が挙げられます。また、50歳からは、労働者は仕事から回復するためにより多くの時間を必要とします[9]。健康状態の悪さ、例えば腰痛及び睡眠障害の健康問題の指標は、加齢とともに増加します。</p> <p>しかし、60歳を過ぎると、働く人の健康問題は減少する傾向にあります。これはおそらく、「健康な労働者効果」[10]、すなわち、健康状態の悪い人は健康な人よりも若くして労働市場から退出することによるものです[11]。</p> <p>身体的な健康は、年齢以外の要因、特にライフスタイル及び労働条件[12]、心理社会的リスクさらには労働者の健康及び福祉にも影響を受けます。 したがって、同じ年齢層の個人の間でも、健康状態には大きな差があり、したが</p>

<p>between individuals in the same age groups, and it can therefore be useful to use ‘functional age’ rather than ‘chronological age’ to indicate an individual's ability to work [13].</p> <p>With regard to cognitive functioning, “fluid” intelligence (i.e., abilities which are not based on experience or education) tends to decline in older age. This implies that the ability to process complex information and to solve complex problems decreases [14]. However, these limitations in cognitive functioning and learning generally become apparent from the age of 65 onward [15], and often have few consequences for functioning at work [14] [16] [17]. Additionally, not all cognitive capabilities decrease when getting older. Experience, “crystalized” intelligence (knowledge), social and coping skills increase with age [14].</p> <p>In general, an individual’s performance remains stable throughout their working career. Performance may decline due to changes in physical health and cognitive capabilities. But it appears that many older workers compensate for these losses through their more extensive work experience and knowledge [12] Positive Occupational Health Psychology.</p>	<p>って、個人の労働能力を示すために「年代」ではなく「機能年齢」を使用することは有用です[13]。</p> <p>認知機能に関しては、「流動的」な知能（すなわち、経験や教育に基づかない能力）は、高齢になると低下する傾向があります。これは、複雑な情報を処理したり、複雑な問題を解決したりする能力が低下することを意味します[14]。</p> <p>しかし、こうした認知機能や学習の限界は、一般的に 65 歳以降に明らかになり [15]、多くの場合、職場での機能にはほとんど影響していません[14] [16] [17]。さらに、高齢になるとすべての認知能力が低下するわけではありません。経験、「結晶化した」知性（知識）、社会性及び対処能力は、年齢とともに増加します [14]。</p> <p>一般的に、個人のパフォーマンスは、仕事のキャリアを通じて安定しています。身体的な健康状態及び認知能力の変化により、パフォーマンスが低下することもあります。しかし、ポジティブな職業健康心理学によると多くの高齢の労働者は、より豊富な仕事の経験と知識によって、これらの損失を補っているようです [12] 。</p>
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<p>Employability and development</p> <p>Several studies show that employability and willingness to change, decline with age [18]. Research has also shown that older workers are less interested in opportunities for learning and development than younger workers [19] [20]. The percentage of workers who report that their job does not involve learning new skills increases by 10 percentage points from the age of 50 to 60+ [11]. Older workers also receive less formal training than younger workers [5], which</p>	<p>雇用適性及び開発</p> <p>いくつかの研究では、雇用適性及び変化への意欲は年齢とともに低下することが示されています [18]。また、高齢の労働者は、若い労働者に比べて、学習及び開発の機会に対する関心が低いという研究結果もあります [19] [20]。自分の仕事には新しいスキルを学ぶことがないと回答した労働者の割合は、50 歳から 60 歳以上になると 10%ポイント増加します [11]。また、高齢の労働者は、若い労働者に比べて正式なトレーニングを受ける機会が少なく [5]、これは使用者も若</p>
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<p>indicates that employers also tend to invest less in their older than in their younger employees. The consequence of this decline in development may be the obsolescence of an employee's skills, especially in the rapidly changing world of work Changing world of work. This may result in overall loss of performance and productivity [21].</p>	<p>い雇用者よりも高齢の被雇用者により少なく投資する傾向があることを示しています。このような育成の低下の結果、特に急速に変化する仕事の世界では、被雇用者のスキルが陳腐化する可能性があります。仕事の世界の変化。その結果、パフォーマンス及び生産性が全体的に低下する可能性があります[21]。</p>
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Work satisfaction	仕事の満足度
<p>There are quite large differences between the EU Member States in levels of work satisfaction among older workers. Denmark, the Netherlands, and the United Kingdom have the highest levels of (very) satisfied age 50+ workers (93% and over), and Ireland has the lowest proportion of age 50+ workers who are (very) satisfied with their working conditions (56%) [6].</p> <p>Older and younger workers do not differ in the level of their work satisfaction [18], and generally value similar aspects of their work. Both older and younger workers find responsibility and meaningful work very important in a job. However, older workers seem to be less interested in aspects such as a high salary and pleasant colleagues than younger workers [20].</p>	<p>高齢者の仕事満足度については、EU加盟国間でかなり大きな差があります。デンマーク、オランダ及び英国は、50歳以上の労働者の「非常に」満足度が最も高く（93%以上）、アイルランドは、労働条件に「非常に」満足している50歳以上の労働者の割合が最も低い（56%）[6]。</p> <p>高齢者と若年層の労働者とは、仕事の満足度に違いはなく[18]、一般的に仕事の同じような側面を重視しています。高齢者も若年者も、仕事において責任や意味のある仕事を非常に重要視しています。しかし、高齢の労働者は、若い労働者に比べて、高い給与や楽しい同僚といった側面にはあまり関心がないようです[20]。</p>

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<p>United Kingdom have the highest levels of (very) satisfied age 50+ workers (93% and over), and Ireland has the lowest proportion of age 50+ workers who are (very) satisfied with their working conditions (56%) [6].</p> <p>Older and younger workers do not differ in the level of their work satisfaction [18], and generally value similar aspects of their work. Both older and younger workers find responsibility and meaningful work very important in a job. However, older workers seem to be less interested in aspects such as a high salary and pleasant colleagues than younger workers [20].</p>	<p>高く（93%以上）、アイルランドは、労働条件に「非常に」満足している 50 歳以上の労働者の割合が最も低い（56%） [6]。</p> <p>高齢者と若年層の労働者は、仕事の満足度に違いはなく [18]、一般的に仕事の同じような側面を重視しています。高齢者も若年者も、仕事において責任や意味のある仕事を非常に重要視しています。しかし、高齢の労働者は、若い労働者に比べて、高い給与や楽しい同僚といった側面にはあまり関心がないようです [20]。</p>
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Job characteristics	仕事の特徴
<p>Sectors</p> <p>Older workers tend to be overrepresented in agriculture, public administration, education, and health and social work [6]. As a consequence they may be more exposed to the consequences of current and future public spending cuts, leading to job insecurity and the risk of unemployment. In absolute terms, most people aged 50-64 work in manufacturing and construction [3].</p> <p>Self-employment</p> <p>Older workers are more often self-employed than younger workers. The proportion of self-employed people increases with age, up to 50% for the 65 and above age group. This is probably because self-employed people postpone retirement, compared to other workers in their age group, and many remain</p>	<p>部門別</p> <p>高齢の労働者は、農業、行政、教育並びに健康及び社会事業に多く見られる傾向があります [6]。そのため、現在及び将来の公共支出削減の影響をより強く受け、雇用の不安定さ及び失業のリスクにつながる可能性があります。絶対値としては、50～64 歳のほとんどの人が製造業及び建設業に従事しています [3]。</p> <p>自営業者</p> <p>高齢者は若年者よりも自営業者が多いです。自営業者の割合は年齢とともに増加し、65 歳以上の年齢層では 50%にも達します。</p> <p>これはおそらく、自営業者が同年齢層の他の労働者と比べて退職を先延ばしにし、</p>

involved in agricultural activity for their personal consumption after retirement [7].	退職後も個人消費のために農業活動に従事する人が多いためと考えられます[7].
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Part-time working	パートタイム労働
<p>As age increases the proportion of persons working part time decreases, and then increases for those over 50. A quarter (26%) of those over 50 were employed on a part time basis in 2010 [11]. This share is higher than that of the whole working age population (19%) [7]. Older workers have different reasons for working fewer hours compared to the general working age population: often citing illness or disability (8% versus 4%) and family or personal responsibilities (24% versus 14%) as reasons for working fewer hours. Only a few older workers (0.4%) worked part-time for reasons of education or training, well below the average of the general working age population (10%) [6].</p> <p>A higher proportion of older workers wish to reduce work hours than do younger workers. Amongst workers aged 50 to 59, 29% would like to work fewer hours. The main reasons given for their wish to work less are being tired, a deteriorating health, and a need for more time for their family [11] Work-life balance.</p>	<p>年齢が上がるにつれ、パートタイムで働く人の割合は減り、50歳以上になると増えていきます。2010年には、50歳以上の4分の1（26%）がパートタイムで雇用されていました[11]。この割合は、全生産年齢人口の割合（19%）よりも高いものです[7]。高齢の労働者は、労働時間を減らす理由として、病気又は障害（8%対4%）、家族又は個人的な責任（24%対14%）を挙げていることが多く、一般の労働年齢人口とは異なっています。</p> <p>教育又は訓練を理由にパートタイムで働いている高齢者はわずか（0.4%）で、一般の労働年齢人口の平均（10%）を大きく下回っています[6]。</p> <p>高齢者の方が若い労働者よりも労働時間の短縮を希望する割合が高いです。50～59歳の労働者では、29%が労働時間の短縮を希望しています。ワークライフバランスによると、働く時間を減らしたいと思う主な理由は、疲れている、健康が悪化している、家族との時間を増やしたい等です[11]。</p>

Working conditions	労働条件
Older and younger age groups do not differ in terms of exposure to physical	高齢年齢層及び若年層は、苦痛を伴う姿勢での作業及びストレスの多い職場環境を

<p>strain at work, including working in painful positions and a stressful work environment [11]. Although young workers are more likely to be involved in accidents at work than older workers Young workers, fatal accidents do occur relatively often among older members of the workforce; 46% of fatal accidents at work in the EU in 2008 took place among those aged 45 to 64 years [6].</p> <p>Older workers are generally less exposed to demanding working conditions. Compared to younger workers, older workers are less often involved in night work and shift work Working time and are less often working at very high speed [11].</p> <p>Furthermore, older workers report less social support from colleagues and managers than their younger counterparts. However, older workers report more decision latitude in their jobs, i.e., being able to change the order of tasks, work methods and the speed or rate of work, and being able to apply their own ideas, than do younger workers [11].</p>	<p>含む職場での身体的負担にさらされるという点では差がありません[11]。若年労働者は高齢労働者よりも職場での事故に巻き込まれる可能性が高いです。若年労働者の場合には、死亡事故は高齢労働者に比較的多く発生しており、2008年のEUにおける職場での死亡事故の46%は45歳から64歳で発生しています [6]。</p> <p>高齢の労働者は一般的に過酷な労働条件にさらされることが少ないです。若い労働者と比較すると、高齢の労働者は夜間労働及びシフト勤務に従事することが少なく、非常に速いスピードで作業することも少ないです [11]。</p> <p>さらに、高齢の労働者は、若い労働者に比べて、同僚及び上司からの社会的支援が少ないと報告しています。</p> <p>しかし、年配の労働者は、若い労働者に比べて、仕事における決定の自由度、すなわち、仕事の順序、仕事の方法、仕事の速度又は率を変更することができ、自分のアイデアを適用することができると報告しています[11]。</p>
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<p>Job characteristics for workers over 65 years of age</p> <p>In the Eurobarometer survey conducted in 2011, 41% of those aged 55 or more said they would like to continue working after they reached the age at which they are entitled to a pension [6]. However, at present only a small portion of those reaching the age of 65 actually continue working.</p> <p>Workers older than 65 years of age are quite different from workers aged 55-64. They may work for several reasons. Some work due to the inadequacy of their pension income, while others may have an intrinsic and voluntary preference to work longer. In general, those who are in good health and who are highly educated are more likely to continue working beyond the age of</p>	<p>65歳以上の労働者の職務特性</p> <p>2011年に実施されたユーロバロメーター（世論）調査では、55歳以上の人の41%が、年金を受け取ることができる年齢に達した後も働き続けたいと答えています [6]。</p> <p>しかし、現状では、65歳になっても実際に働き続ける人はごく一部に過ぎません。</p> <p>65歳以上の労働者は、55～64歳の労働者とは全く異なります。彼等が働く理由はいくつかあります。年金収入が十分でないために働く人もいれば、より長く働きたいという本質的かつ自発的な希望を持つ人もいます。一般的に、健康状態が良く、高学歴の人は、65歳を超えても働き続ける可能性が</p>
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<p>65[5].</p> <p>Workers over 65 years of age often work under different job conditions. For example, almost 57% of these oldest workers work part-time. This is a significantly higher percentage than the 26% reported for the age group 50-64 [11]. Moreover, 50% of workers over 65 are self-employed, compared to 14% of those under 65. Farmers dominate this group of workers over 65 [5].</p>	<p>高いとされています[5]。</p> <p>65歳以上の労働者は、異なる職務条件で働くことが多いです。例えば、これらの最高齢労働者の約57%がパートタイムで働いています。これは、50～64歳の年齢層で報告されている26%よりも、かなり高い割合です[11]。</p> <p>さらに、65歳以上の労働者の50%が自営業を営んでいるのに対し、65歳未満の労働者では14%となっています。この65歳以上の労働者のグループでは、農業従事者が圧倒的に多いです[5]。</p>
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<p>Predictors of sustainable employability and early exit of older workers</p> <p>Many workers leave the work force well before the official retirement age. To better understand the retirement process, an insight into people's willingness and ability to work until the official retirement age is crucial. Knowledge of the factors that predict actual retirement is also necessary in order to develop policy and measures to encourage people to work longer.</p>	<p>高齢者の持続的雇用可能性及び早期離職の予測因子</p> <p>多くの労働者は、正式な定年退職のかなり前に労働力を失います。退職のプロセスをよりよく理解するためには、人々が公式の定年まで働く意思と能力があるかどうかを洞察することが重要です。また、人々がより長く働くことを奨励するための政策及び手段を開発するためには、実際の退職を予測する要因についての知識も必要です。</p>
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<p>Ability and willingness to continue working until the age of 65</p> <p>Recent data showed that large differences exist in the EU-27 with respect to the ability to continue working. Overall, 30% of workers aged 50 to 59 expect that they will not be able to do the same job at the age of 60 [11], which ranges from 9% in Ireland to 65% in Slovenia. Member States with a low percentage of workers expecting to be able to do their job at age 60, generally also have a low proportion of workers aged 50 and older in the workforce. The ability to continue working also varies between sectors and occupations: older workers with physically demanding jobs more often think they will not be able to do</p>	<p>65歳まで働き続ける能力及び意欲</p> <p>最近のデータでは、働き続ける能力に関して、EU-27 各国には大きな違いがあることが示されました。全体として、50歳から59歳の労働者の30%が、60歳になっても同じ仕事ができないと予想しており[11]、アイルランドの9%からスロベニアの65%まで幅があります。60歳になっても仕事ができると予想している労働者の割合が低い加盟国は、一般的に労働人口に占める50歳以上の労働者の割合も低くなっています。仕事を続けられるかどうかは、分野及び職業によっても異なります。肉体的にきつい仕事をしている高齢者は、60歳になっても現在の仕事ができないと考えている人が多いようです。</p>
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<p>their current job when they are 60. For example, craft and trade workers, plant and machine operators, and workers in elementary occupations are more negative about their ability to continue in their job than are managers, professionals, and technicians [5].</p> <p>Current work ability, and work ability in the near future have frequently been studied. Work ability is the outcome of the balance between the individual's resources and work-related aspects [21]. The work ability model distinguishes the following resources: (1) health and functional capacities (physical, mental, social), (2) education and competence, (3) values and attitudes, and (4) motivation. The work-related aspects in the model are (5) work demands (physical, mental), (6) work community and management, and (7) work environment. In one review study [22], poor work ability as assessed with the Work Ability Index [23] was associated with a high physical workload, poor physical work environment, high mental work demands, and lack of autonomy.</p>	<p>例えば、職人及び商売人、工場及び機械のオペレーター、そして初歩的な職業に就いている人は、管理職や専門家、技術者に比べて、仕事を続ける能力について否定的です [5]。</p> <p>現在の仕事能力と近い将来の仕事能力が頻繁に研究されています。作業能力は、個人の資源及び仕事に関連する側面とのバランスの結果です[21]。作業能力モデルでは、以下の資源を区別しています。(1) 健康及び機能的な能力（身体的、精神的、社会的）、(2) 教育及び能力、(3) 価値観及び態度、並びに(4) 動機付け。このモデルにおける仕事関連の側面は、(5)仕事の要求（身体的、精神的）、(6)仕事のコミュニティ及び管理、(7)仕事の環境です。</p> <p>ある調査研究[22]では、作業能力指数[23]で評価される作業能力の低さは、高い身体的作業負荷、劣悪な身体的作業環境、高い精神的作業要求、自律性の欠如と関連していました。</p>
<p>Several studies show that physically and mentally demanding work is negatively related to the ability to continue working until the age of 65. In a cross-sectional study of workers aged 55-64 in the Swedish healthcare sector [24], Nilsson and colleagues found that physically and mentally demanding work and a high work intensity were negatively associated with the perceived ability to continue working until the age of 65. In a recent longitudinal study [25], Geuskens and colleagues found that higher physical and emotional demands, and a lack of supervisor support lowered the ability to continue working until the age of 65. Moreover, this study found that higher physical and emotional demands, and bullying or harassment by colleagues or supervisors also lowered the willingness to continue working until the age of</p>	<p>いくつかの研究では、肉体的及び精神的にきつい仕事は、65歳まで働き続ける能力と負の関係にあることが示されています。スウェーデンの医療部門の55～64歳の労働者を対象とした横断的研究[24]で、Nilsson等は、肉体的及び精神的にきつい仕事と高い仕事の強度とが、65歳まで働き続ける能力の認知と負の関係にあることを明らかにしました。</p> <p>最近の縦断的研究[25]では、Geuskens等が、身体的及び精神的な要求が高いことと、上司のサポートがないことが、65歳まで働き続ける能力を低下させることを明らかにしました。</p> <p>さらに、この研究では、肉体的及び精神的な要求が高いこと又は同僚若しくは上司によるいじめや嫌がらせも、65歳まで働き続ける意欲を低下させることがわかりました。</p>

65.

As well as the demanding nature of work, poor health, financially attractive exit arrangements [19] [25], age-related eligibility to retire, reduced workload [19], emotional exhaustion, a work handicap and a lack of supervisor support [25] may also negatively affect people's motivation or ability to continue working. Kooij et al. (2008) also suggested that age norms and stereotyping by managers might reduce opportunities for promotion and training, and as a consequence, lower the motivation to continue working. Finally, a partner's wishes and an increased value placed on leisure time seem to encourage the decision to retire [19]. This was also found in a recent longitudinal study by Geuskens et al. (2012) [25].

Good health, financial incentives to continue working, positive attitudes towards older workers among managers, a higher importance of work in life, and not intending to retire early if a partner does so were positively associated with willingness to work until the age of 65 [24]. Satisfactory use of competences and financial incentives (e.g. intending to work beyond age 65 to get a better pension) were also positively associated with the ability to continue working in the study by Nilsson and colleagues.

In summary, the current evidence suggests that work-related factors and health particularly influence the ability and willingness to continue working until the age of 65 [Health and well-being](#).

仕事の過酷さだけでなく、健康状態の悪さ、経済的に魅力的な退社方法 [19] [25]、年齢に応じた退職資格、仕事量の減少 [19]、精神的な疲労、仕事上のハンディキャップ及び上司のサポートの欠如 [25]も、仕事を続ける動機や能力に悪影響を及ぼす可能性があります。また、Kooij 等 (2008) は、管理職による年齢規範及びステレオタイプ化 (固定概念化) によって、昇進及び研修の機会が減り、その結果、仕事を続けるモチベーションが低下する可能性を示唆しています。

最後に、パートナーの希望及び余暇に対する価値観の高まりが、退職の決断を促すようです [19]。これは、Geuskens 等 (2012) による最近の縦断的研究でも見られました [25]。

良好な健康状態、働き続けるための経済的インセンティブ、管理職の高齢者に対する肯定的な態度、生活の中での仕事の重要性が高いこと、パートナーが早期退職する場合に早期退職するつもりがないことは、65歳まで働く意思と正の関連がありました [24]。Nilsson 等の研究では、専門的能力の満足な使用及び経済的インセンティブ (より良い年金を得るために65歳を超えて働くつもりである等) も、働き続ける能力と正の関連がありました。

[健康及び福祉](#)によると、以上のことから、現在の証拠では、仕事に関連する要因及び健康が、65歳まで働き続ける能力と意欲に特に影響を与えることが示唆されています。

Predictors of early retirement

早期退職の予測因子

In 2009, the average exit age from the EU-27 labour force was 61 years and five months. Most (61%) of those aged 50 to 69 who were retired in the EU-27 in 2006 did so because they had reached the statutory retirement age or they wanted to stop working. Almost one in six people retired as a result of losing their job or facing problems at work. [6].

Several work-related factors play a role in early retirement. Especially high physical work demands appear to be a key driver. In addition, high work pressure and low job satisfaction are also determinants[26]. A study among Dutch civil servants suggested that low appreciation at work contributed to early retirement [27]. Training of skills and knowledge may also postpone early retirement. Provision of and participation in education and training was associated with a reduced intention to retire early and a lower likelihood of actual retirement [28] [29].

In addition to these work-related factors, poor health, and a lack of physical activity in leisure time increased the likelihood of early retirement [26]. Some studies emphasize the importance of financial factors [30] and social factors[27] for early retirement. Various financial incentives, such as a lower financial reserve and a lower replacement rate (i.e., the pension benefits as a percentage of the final salary), decreased the likelihood of retiring early [30]. Employees with stronger support from their partners and supervisors for continuing employment were also less likely to retire early [27].

It can be concluded that working conditions, health, skills and knowledge, social factors and financial factors all play a role in the decision to either retire early or to continue working.

2009年に、EU-27 各国の労働力からの平均退出年齢は 61 歳 5 カ月でした。

2006 年に EU-27 で退職した 50 歳から 69 歳の人のおよそ (61%) は、法定退職年齢に達したか、又は仕事をやめたいという理由で退職していました。ほぼ 6 人に 1 人は、仕事を失ったり、仕事上の問題に直面したりした結果、退職していました。 [6].

早期退職には、いくつかの仕事関連の要因が関与しています。特に身体的な仕事の要求が高いことが重要な要因となっているようでした。さらに、高い仕事のプレッシャー及び低い仕事の満足度も決定要因となっています [26]。オランダの公務員を対象とした研究では、職場での評価の低さが早期退職の一因になっていることが示唆されています [27]。スキル及び知識のトレーニングも早期退職を遅らせる可能性があります。教育及び研修の提供への参加は、早期退職の意思の低下及び実際の退職の可能性の低下と関連していました [28] [29]。

これらの仕事関連の要因に加えて、健康状態が悪く、余暇に身体活動をしていないと、早期退職の可能性が高まります [26]。早期退職には、経済的要因 [30] 及び社会的要因 [27] が重要であると強調する研究もあります。財政的準備金の減少及び代替率（最終給与に対する年金給付額の割合）の低下のようなさまざまな経済的インセンティブが早期退職の可能性を低下させました [30]。

また、パートナー及び上司から雇用継続のサポートを強く受けている被雇用者は、早期退職の可能性が低かった [27]。

結論として、労働条件、健康状態、技能及び知識、社会的要因並びに経済的要因のすべてが、早期退職するか仕事を続けるかを定める上で役割を果たしているといえます。

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<p>r-and-healthier-work-any-age-final-overall-analysis-report-0/view</p> <p>36. Jump up Göbel, C., Zwick, T., 'Are personnel measures effective in increasing productivity of old workers?' Labour Economics, Vol. 22, 2013, pp. 80–93.</p> <p>37. Jump up Oude Hengel, K. M., Joling, C.I., Proper, K.I., Molen, van der, H.F., Bongers, P.M., 'Using intervention mapping to develop a worksite prevention program for construction workers', American Journal of Health Promotion, Vol. 26, No 1, 2011, pp. e1–10.</p>	
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<p>Links for further reading</p>	<p>さらなる資料へのリンク (資料作成者注：左欄の資料の日本語仮訳は、行いませんでした。)</p>
<p>Eurofound - European Foundation for the Improvement of Living and Working Conditions, Sustainable work and the ageing workforce, 2012. Available at: [1]</p> <p>Eurostat - Statistics in Focus, European Union Labour Force Survey, 2012. Available at: [2]</p> <p>Eurostat - Statistics in Focus, Active ageing and solidarity between generations, 2012. Available at: [3]</p> <p>FIOH - Multidimensional work ability model, 2011. Available at: [4]</p> <p>Gould, R., Ilmarinen, J., Järvisalo, J. & Koskinen, S.: Dimensions of work ability. ETK-Kela-KTL-FIOH, 2008. Available at: [5]</p> <p>Ilmarinen, J., 'Promoting active ageing in the workplace', EU-OSHA, 2012. Available at: [6]</p> <p>Nygård, C-H., Savinainen, M., Kirsi T. & Lumme-Sandt, K., 'Age Management during the Life Course - Proceedings of the 4th Symposium on Work Ability',</p>	

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