

 Publications

 Events

 lidA-Study Wave 4

 New results from Wave 4

News from the

lidA
leben in der Arbeit

Study

Garthe N & Hasselhorn HM (2023) **Wollen und können ältere Beschäftigte länger erwerbstätig bleiben, wenn sich ihre Arbeit verbessert? Zbl Arbeitsmed**, 73: 49-63. <https://doi.org/10.1007/s40664-022-00490-w>

This article takes a look at how long older employees want to stay in employment, if they are able to continue working for longer and at how actual changes affect their employment prospects. The results show that improvements in their working conditions are usually accompanied by longer employment prospects.

Garthe N & Hasselhorn HM (2023) **Die Erwerbsperspektive in Berufen des Gesundheitsdienstes – Wie lange wollen, können und planen ältere Erwerbstätige (zu) arbeiten? Das Gesundheitswesen**, 85(06): 514-521. <https://doi.org/10.1055/a-1915-4324>

Three aspects of employment prospects are examined - the age up to which employees want to work, can work and are planning to work. These three aspects are compared cross-sectionally and longitudinally among older employees in various health service professions. What is noticeable about health service employees, is that they cannot work for as long as they had planned to.

Hasselhorn HM & Ebener M (2023) **Frühzeitiger Ausstieg der Babyboomer aus dem Erwerbsleben – Ergebnisse der lidA-Studie. Deutsche Rentenversicherung**, 02: 152-174. [Download](#)

This article looks at the employment prospects of older employees in Germany, as well as their reasons for leaving employment among those who receive an early old-age pension or a disability pension. The current 4th wave of the lidA study database was used.

Henning G, Stenling A, Tafvelin S, Ebener M & Lindwall M (2022) **Levels and change in autonomous and controlled work motivation in older workers – the role of proximity to retirement and sense of community at work. J Occup Organ Psychol**, 96(1): 33-55. <https://doi.org/10.1111/joop.12406>

The results show that the autonomous work motivation of employees over the age of 59 was relatively stable. However, it declined among those who retired the following year. It is not clear whether the decline is an active “disengagement” that leads to (earlier) exit. A stronger sense of community at work was not related to a change in autonomous motivation.

Rohrbacher M & Hasselhorn HM (2022) **Mediieren Gesundheit und Arbeitsfähigkeit die Auswirkungen widriger Arbeitsqualität auf die subjektive Erwerbsperspektive älterer Beschäftigter? Eine Längsschnittuntersuchung mit Daten der lidA-Kohortenstudie. Zbl Arbeitsmed**, 72: 219-227. <https://doi.org/10.1007/s40664-022-00470-0>

The results of the study show that poor job quality increases the risk of employees reporting that they will not be able to work up until the individual retirement age is reached. A large proportion of the effect of work quality is associated with poor health and low work ability. This proportion is higher for manual workers than for non-manual workers.

Rohrbacher M & Hasselhorn HM (2022) **Social inequalities in early exit from employment in Germany: a causal mediation analysis on the role of work, health, and work ability. Scand J Work Environ Health**, 48(7): 569-578. <https://doi.org/10.5271/sjweh.4043>

The study shows that those with a lower education level have an increased risk of leaving employment earlier than those with a higher level of education. This is mainly due to the differences in work ability and physical health.

Schlüssens V, du Prel JB, van Tongeren M, Godderis L, Turner MC & McElvenny D (2023) **Development of Harmonized COVID-19 Occupational Questionnaires. Ann Work Expos Health**, 67(1): 4-8. <https://doi.org/10.1093/annweh/wxac044>

This article provides an overview of the two freely available survey instruments, which have been developed by the authors on (work-related) risks and stress during the corona pandemic.

Stiller M, Ebener M & Hasselhorn HM (2023) **Job quality continuity and change in later working life and the mediating role of mental and physical health on employment participation. J Labour Market Res**, 57(12): 1-17. <https://rdcu.be/c8r7m>

This article shows that good quality of work can increase the likelihood of longer employment among older employees and that this is connected to health. However, this only applies to employees primarily working in manual jobs. The good news is that when workers switched from manual to non-manual work, the likelihood of longer employment increased - as a result of better physical health.

Publications

Fact Sheets

Topic: Health Promotion

Yes, I want to - to motivate older employees to want to do more for their own future health (lidA fact sheet 2023 01)

The willingness of older employees to contribute to the costs of company health promotion offers (BGF) (lidA fact sheet 2023 03)

Topic: Work

Why do health care workers retire early? (lidA fact sheet 2023 04)

Health inequality in later working life – how great is the contribution of work and of health behaviour? (lidA fact sheet 2023 02)

The effects of low motivation to work among older employees in the health service (lidA fact sheet 2022 02)

Fact sheets on various topics are available for download on our [Website](#) (German).



Photo: N. Garthe

Brochures

Why do older employees want to retire early?

Results of the lidA cohort study from 2022/23



New results from the fourth wave of the lidA study can be found in this brochure.

The brochure focusses on why older employees want to retire early and on the underlying reasons.

[Download](#) (German)

Wanting to, planning to, being able to – my last years at work

Health service in occupational comparison



This brochure shows results from the third wave of the lidA study.

The brochure takes a look at various professional groups in the health service and compares working conditions and the question of how long employees want to, plan to and are able to work.

[Download](#) (German)

Publications

lidA Publicity

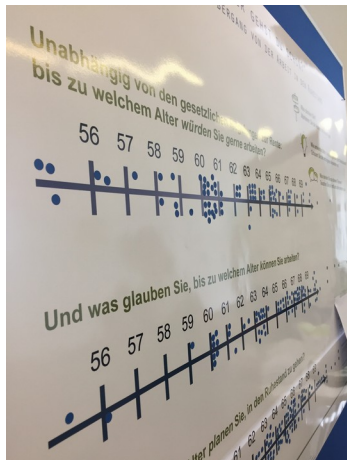
Podcast Baby Boomer Stories: Interview with Prof. Hasselhorn
When is the right time to retire?
[Podcast](#) (German)

The ARD television programme, **Panorama**, reports on the new lidA results:
With Prof. Hasselhorn
“Baby boomers” increasingly want to retire earlier
[Mediathek](#) Panorama from 22.06.2023

Open Day at the University of Wuppertal im May 2022:

An interactive stand showcased the lidA study.
Dr. M. Ebener and Dr. N. Garthe gave a lecture on the topic, “Are you staying or are you already leaving?”.

More on this on our [Website](#).



Photos: N. Garthe



Past Projects

Rehabilitation needs and utilisation among older workers in Germany, with and without a migration background – a lidA cohort study (lidA 3 – DRV)

The project, funded by the German Pension Insurance Federation, covered the following areas: needs and utilization of medical rehabilitation services and their predictors among older employees with and without a migration background.

Project Management: Prof. H.M. Hasselhorn; Projektkoordination: PD Dr. J.-B. du Prel; Scientific Management: Dr. J. Breckenkamp (University of Bielefeld), Research Assistant: MSc CC Schröder

Company health promotion (BGF) among older employees in Germany in context of longer employment careers (lidA 3 – BGF - Barmer)

The project funded by BARMER (health insurance) included investigating offers, needs and the utilization of company health promotion measures among employees over the age of fifty.

Project Management: Prof. H.M. Hasselhorn; Project Coordination and Scientific Management: PD Dr. J.-B. du Prel; Research Assistant: Dr. D. Borchart

Work and employment participation in the health service - a representative lidA cohort study (lidA 3 – BGW)

This project examined the subjective employment prospects of older employees in the health service, with a view to extending working life among older workers in Germany.

Project Management: Prof. H.M. Hasselhorn; Project Coordination: Dr. N. Garthe

Publications

Qualifications

Dissertation by **Daniela Borchart**

On health behaviour of older employees in the context of work, health and labour participation

On June 13th, 2023, Daniela Borchart successfully defended her doctoral thesis. This consists of three published specialist articles and a framework publication.

The research aim of her work was to examine the relationship between health-relevant behaviour of older employees, their health, perceived needs for health actions, working conditions and the subjective assessment of work capacity (own perspective on how long you think you can remain in work).

The results underline the need to promote healthier habits among older workers. The majority of employees believe that they are already doing enough for their own health, even though behaviours, such as a lack of exercise, obesity and smoking are widespread among them. The findings also point to a need for action on the part of companies in order to create healthy working conditions and offer prevention measures for older employees - especially for those with a shorter employment perspective and existing health risks, including employees with lower professional qualifications and physically demanding jobs.

Borchart D, Hasselhorn HM & du Prel J-B (2019) **Teilnahme älterer Beschäftigter an gesundheitsfördernden und präventiven Maßnahmen**. *Zbl Arbeitsmed*, 69(5), 261–270. <https://doi.org/10.1007/s40664-019-0346-5>

Borchart D, Hasselhorn HM & du Prel J-B (2020) **Zum Gesundheitsverhalten älterer Beschäftigter – inwieweit stimmen Selbsteinschätzung und Realität überein?** *Prävention und Gesundheitsförderung*, 15(4), 371–377. <https://doi.org/10.1007/s11553-020-00765-1>

Borchart D, du Prel J-B & Hasselhorn HM (2021) **Effekte gesundheitsrelevanter Verhaltensweisen auf die subjektive Erwerbsperspektive älterer Beschäftigter in Deutschland**. *Zbl Arbeitsmed*, 71(4), 157–166. <https://doi.org/10.1007/s40664-021-00422-0>

Habilitation and Venia Legendi - Jean-Baptist du Prel Work stress and mental health

Jean-Baptist du Prel completed his habilitation in occupational epidemiology on December 7th, 2022 and obtained the license to teach. On April 6th, 2023 he gave his inaugural lecture at the University of Wuppertal. In addition to the framework thesis, his cumulative habilitation thesis included seven published specialist articles.

The research aim of his work was to investigate the connections between work stress and mental health from an occupational epidemiological perspective.

The results show that work stress and mental disorders can independently increase the risk of inability to work. Work stress can mediate between education and depression. A conflict between work and private life, in turn, mediates the effect of work stress on depression. Employees with a tendency to overexert themselves show an increased susceptibility to work stress. For older employees, leisure-time physical activities can help reduce work stress.

Du Prel J-B, March S, Schröder H & Peter R (2015) **Berufliche Gratifikationskrisen und Arbeitsunfähigkeit in Deutschland**. *Bundesgesundheitsblatt Gesundheitsforschung Gesundheitsschutz*, 58(9), 996-1004. <https://doi.org/10.1007/s00103-015-2207-5>

Peter R, March S, Schröder H & du Prel J-B (2015) **Besteht ein Zusammenhang von psychischen Erkrankungen und Arbeitsunfähigkeit unabhängig von soziodemografischen Faktoren?** *Das Gesundheitswesen*, 77(4), e70-e76. <https://doi.org/10.1055/s-0034-1398598>

Du Prel J-B, Iskenius M & Peter R (2014) **Are effort-reward imbalance and social isolation mediating the association between education and depressiveness? Baseline findings from the lidA-study**. *Int J Public Health*, 59(6), 945-955. <https://doi.org/10.1007/s00038-014-0613-3>

Du Prel J-B & Peter R (2015) **Work family-conflict as a mediator in the association between work-related stress and depressive symptoms – Results from the prospective lidA cohort study**. *Int Arch Occup Environ Health*, 88(3), 359-368. <https://doi.org/10.1007/s00420-014-0967-0>

Peter R, March S & du Prel J-B (2016) **Are status inconsistency, work stress and work-family conflict associated with depressive symptoms? Testing prospective evidence in the lidA study**. *Soc Sci Med*, 151, 100-109. <https://doi.org/10.1016/j.socscimed.2016.01.009>

Du Prel J-B, Runeson-Broberg R, Westerholm P, Alfredsson L, Fahlén G, Knutsson A, Nordin M & Peter R (2018) **Work overcommitment – Is it a trait or a state?** *Int Arch Occup Environ Health*, 91(1), 1-11. <https://doi.org/10.1007/s00420-017-1253-8>

Du Prel J-B, Siegrist J & Borchart D (2019) **The role of leisure-time physical activity in the change of work-related stress (ERI) over time**. *Int J Environ Res Public Health*, 16 (23), 4839. <https://doi.org/10.3390/ijerph16234839>

Joint Annual Meeting DGMS & DGMP (2023, Gießen)

Borchart D & du Prel JB (2023) **Angebote Betrieblicher Gesundheitsförderung (BGF) für ältere Beschäftigte während der SARS-CoV-2-Pandemie.** [Poster](#).

Garthe N (2023) **Vorzeitig in die Rente oder doch länger arbeiten? Warum ältere Beschäftigte in der Pflege vorzeitig das Erwerbsleben verlassen möchten und warum sie doch länger arbeiten würden.** [Poster](#).

Joint Annual Meeting DGMS & DGSMP (2022, Magdeburg)

Du Prel JB & Borchart D (2022) **Stellenwert der Mitarbeitergesundheit in Betrieben und Work-Life-Balance bei älteren Beschäftigten.** Vortrag. Publiziert in: *Das Gesundheitswesen*, 84: 751. doi: 10.1055/s-0042-1753682

Borchart D & du Prel JB (2022) **Die Motivation älterer Beschäftigter, zukünftig mehr für die eigene Gesundheit zu tun.** Poster. Publiziert in: *Das Gesundheitswesen*, 84: 805. doi: 10.1055/s-0042-1753810

Garthe N & Hasselhorn HM (2022) **Wie lange wollen, können und planen sie zu arbeiten? Der Gesundheitsdienst im Berufsvergleich.** Vortrag. Publiziert in: *Das Gesundheitswesen*, 84: 760. doi: 10.1055/s-0042-1753703

Hasselhorn HM & Garthe N (2022) **Einmal Basisarbeit – Immer Basisarbeit? – Ergebnisse der lidA-Studie.** Vortrag. Publiziert in: *Das Gesundheitswesen*, 84: 821. doi: 10.1055/s-0042-1753851

Rohrbacher M & Hasselhorn H (2022) **Welche Rolle haben Arbeit, Gesundheit und Arbeitsfähigkeit bei der Entwicklung sozialer Ungleichheit im Hinblick auf den vorzeitigen Austritt aus dem Erwerbsleben älterer Beschäftigter in Deutschland? Eine kausale Mediationsanalyse mit Daten der lidA Kohortenstudie.** Vortrag. Publiziert in: *Das Gesundheitswesen*, 84: 762. doi: 10.1055/s-0042-1753707

2nd International PEROSH Conference on Prolonging Working Life (2022, Oslo)

Garthe N & Hasselhorn HM (2022) **The two sides of change intentions - the impact of leaving and staying with the employer on work, health and work ability.** Presentation. Oslo, STAMI, Norway.

32. Rehabilitation Scientific Congress (2023, Hannover)

Du Prel JB, Rohrbacher M, Schröder CC, Razum O, Hasselhorn HM & Breckenkamp J (2023) **Welche Rolle spielen Gesundheitskompetenz und körperliche Gesundheit in der Beziehung von Bildungsniveau und subjektivem Rehabilitationsbedarf?** DRV-Schriften Band 128: S. 77

Discussion Forum: “Reintegration into work after a long-term illness”.

In collaboration with the BAuA, we initiated this discussion forum in order to present new results on “BEM”, “Return to Work” and the “role of the company environment in the return to work after illness”, and to discuss them intensively with the plenum.

Chair: Dr. Jean-Baptist du Prel and Dr. Uta Wegewitz with contributions from Prof. Hans Martin Hasselhorn, Dr. Uta Wegewitz, Ute Schröder (both BAuA, Berlin) and Merle Riechmann-Wolf (Institute für Occupational, Social and Environmental Medicine, University Mainz)

Webinars OMEGA-NET (2022)

Understanding The Transition From Work To Retirement – The Concepts Retirement, Healthy Working Life Expectancy And Health

The widespread and plausible assumption that “poor health leads to early exit from work” was put up to discussion by Prof. Hasselhorn. It is by no means always true and carries the risk that investments in keeping older people in working life could be misdirected and more vulnerable groups overlooked.

Online:

<https://omeganetcohorts.eu/events/omeganet-webinars-2022-transition-work-to-retirement/>

Work-Related Psychosocial Determinants On Mental Health

In addition to previous work, PD du Prel presented the results of a current scoping review which deals with work stress and mental health.

Online:

<https://omeganetcohorts.eu/events/webinar-work-related-psychosocial-determinants-mental-health-omeganet/>

lidA-Study Wave 4

New Data from 8,884 People

Who was interviewed?

In 2011, 2014 and 2018, the lidA study surveyed employees born in 1959 and 1965. In the most recent survey in 2022/23, **employees born in 1971 were added for the first time**. Additional employees born in 1959 and 1965 were also interviewed for the first time (**increased number**). The sample of the lidA study was representatively drawn in the four waves of the survey from all employees subject to social insurance, who were born in 1959, 1965 and 1971 in Germany.

How and when was the survey conducted?

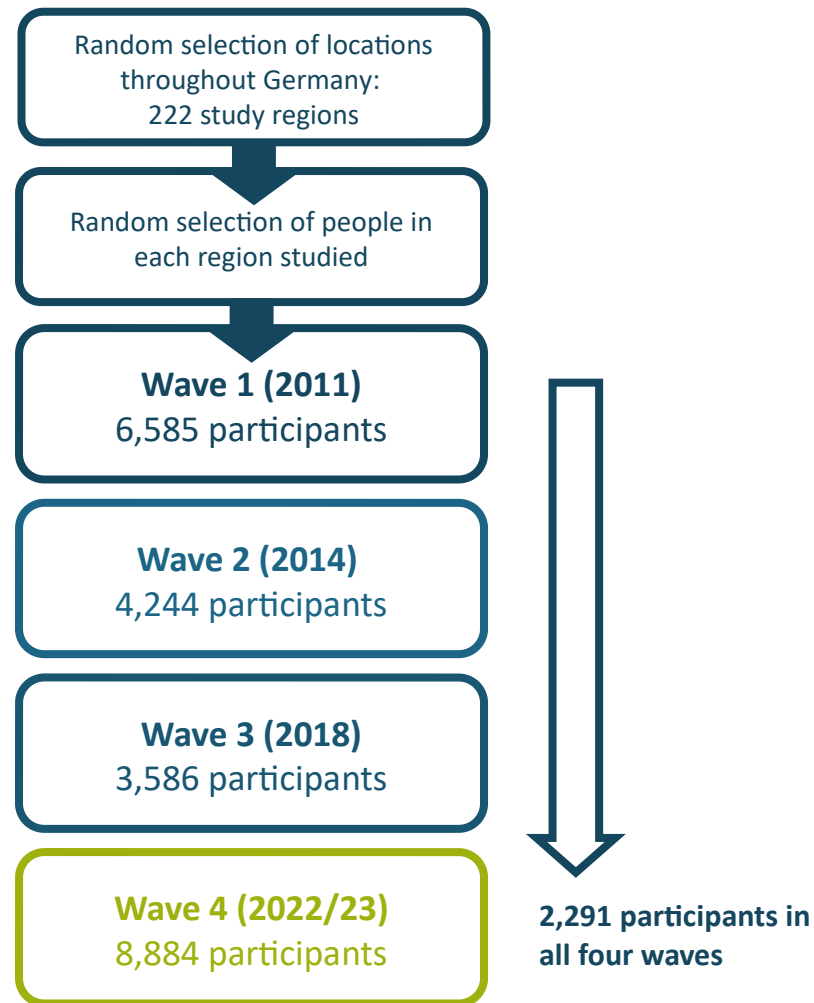
In the first three waves, the participants were interviewed in their homes by computer-assisted interviews (CAPI). In the fourth wave (2022/23), **due to the pandemic**, the surveys were carried out either by **computer-assisted interview (CAPI) in their homes or by computer-assisted interview by telephone (CAPI by phone)**. Due to the pandemic, the survey period extended beyond the annual limit, from **May 2022 to March 2023 (field phase 11 months)**.

What questions were asked?

The participants answered more than 100 questions on various topics, e.g. about their **personal background, profession, working conditions, work motivation and prospects for retirement, their health and work ability**, as well as **the effects of the COVID-19 pandemic** on work. The surveys will be repeated every four years.

Creation of a scientific use file

We are currently in the process of creating a **Scientific Use File (SUF)** that includes data from **all four waves**. The data should be available to external scientists at **the end of 2024**.

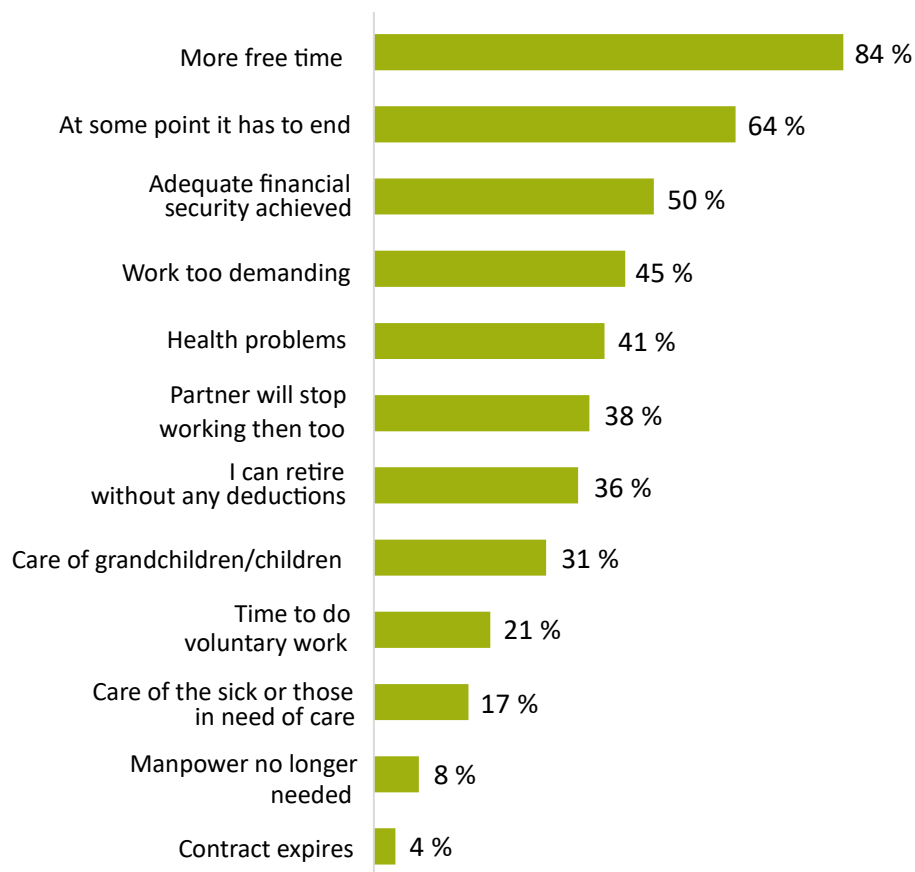


New results from Wave 4

Why do older employees want to retire early?

What role do the following reasons play in why you would like to retire before the age of 65?

(2022/23, only those employees who want to work until they are 64 years of age)



N = 4,680

Proportion of mentions (in %)
„this reason plays a big role“

Two thirds of those questioned in the fourth wave of the lidA study 2022/23, stated that they only want to work until they are a maximum of 64 years of age. We wanted to know why they wanted to retire early. Which reasons were top of the list and which were not?

Respondents were asked to indicate from twelve reasons what played a major role in their wish to leave employment. There are clear differences between the individual reasons.

Having more free time is important to a large majority of respondents (84 %). This reason is the top reason for men and women in all three birth cohorts (1959, 1965, 1971) and in different professional groups. This is followed by “at some point it has to end” with 64 %.

For half of those interviewed, it is important that adequate financial security has been achieved at this point. It is only possible for around a third to retire without deductions.

Strenuous work is crucial for four out of ten people. However, in individual professional groups such as nursing, this reason is mentioned more frequently (75 %). Four out of ten people also mention health problems.

The most common family reason, with 38 % agreeing, is that the partner will stop working then as well.

- ▶ **There are many reasons for wanting to retire early.**
- ▶ **The wish for more self-determination is in the foreground.**
- ▶ **Strenuous work and health problems are not top priority, but they do indicate that employers should take action.**

Information

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