

News from the

lidA

leben in der Arbeit

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Study

2018:
3rd wave
accomplished
successfully!

1 The lidA Study

Background and Relevance

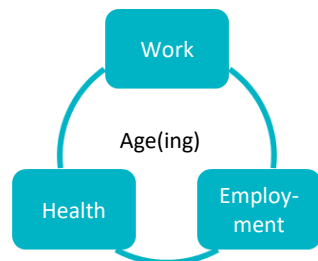
The **world of work is changing**. New technologies, altered work processes, increasing flexibilisation and other factors have led to a change in working conditions, which can be especially challenging for older employees.

At the same time, an **extended working life** is a key socio-political concern.

If **older workers** are to work to a greater extent and for longer than before, then the following questions arise for society, policy and organisations:

- ? (How) can health, motivation and the ability to work be maintained among older workers?
- ? What working conditions, employment histories and also what personal circumstances influence their ability and readiness to work (longer)?
- ? How do men and women differ?
- ? What does an extended working life mean for those that no longer can or want to work?

The lidA Cohort Study looks for answers to these questions.



Sample

The population of the lidA Cohort Study consists of participants **born in 1959 or 1965**, who were in employment (subject to social security contributions) on 31st December 2009.

The sample is **representative** for the German working population of same age.

So far, surveys have taken place in 2011 ($n=6.585$), 2014 ($n=4.244$) and 2018 ($n=3.586$). They will be repeated about every three years.

Study Contents

Survey data (Computer Assisted Personal Interview, CAPI)	<ul style="list-style-type: none">• Socio-demography• Work exposures• Employment• Measures to maintain work ability• Private life• Physical & mental health and functioning
Hand grip strength	<ul style="list-style-type: none">• Measurement of hand grip strength
Data from German Federal Employment Agency (if agreed)	<ul style="list-style-type: none">• Individual employment history• Size of company• Branch of industry• Regional indicators
Data from statutory pension insurance – association (if agreed)	<ul style="list-style-type: none">• Pension insurance benefits, such as rehabilitation measures• Pensions

Potential

Due to its size, the focus on two birth cohorts of older employees and its three data collection waves, the lidA Cohort Study can:

- describe conditions and changes in work, health and employment of the German "baby boomer" generation,
- describe and explain individual changes and their effects,
- identify factors which influence health, employability, motivation and working life,
- look at individual groups, as well as time and cohort effects in a differentiated way.

Cooperation partners

- University of Duisburg-Essen
- University of Düsseldorf
- University of Bielefeld

Funding

- German Statutory Accident Insurance, DGUV
- German Statutory Pension Insurance Association, DRV-Bund
- BARMER health insurance
- Ministry of Culture and Science for the State of North Rhine-Westphalia

Science Lab „Work Participation Among Older Employees – new research results“

The lidA team enjoyed a lively exchange of experts at the Science Lab, “Work participation among older employees – new research results”, which took place between 18th and 20th July at the University House of the Heinrich Heine University, Düsseldorf. The Science Lab was organised by the NRW-Competence Cluster ‘[Work participation among older employees](#)’ which we manage. The almost 30 participants were made up of researchers from the Universities of Düsseldorf, Duisburg-Essen, Bielefeld, Dortmund, Vechta and Wuppertal.

During the three day event, young researchers had the opportunity to present their current projects to an audience of experts and to receive suggestions and feedback.

Nina Garthe presented current lidA Cohort Study research results on „Employer change and mental health“, Maria Dyck and Chloé Charlotte Schröder on „Benefits of medical rehabilitation for people with a migrant background“ and Daniela Borchart on „Utilisation of preventive measures“.

The presentations were rounded off by keynotes from Hans Martin Hasselhorn, Johannes Siegrist, Katja Möhring and Andreas Mergenthaler. Furthermore, Leila Akreimi presented the Research Network on old age pension schemes (FNA).

There was plenty of opportunity between the presentations and especially during dinner together, for a variety of exchanges. After three exciting days many of the participants indicated that the chosen format was so successful that it should be ongoing.



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lidA represented at EUROEPI 2018

The European congress for epidemiology of IEA-EFF (International Epidemiologic Association – European Federation) took place in Lyon, France from 4th – 6th July 2018. Focus was on health crises, the epidemiological transition and the role of epidemiologists.

The lidA Cohort Study was represented with a poster on gender differences in retirement intentions (abstract volume S365, download here: <http://www.euroepi2018.com>).

OMEGA-NET expert meeting in Wuppertal

OMEGA-NET (<http://omeganetcohorts.eu>) is an EU-funded COST project linking researchers aiming to improve the coordination of cohort studies on work and health in Europe. The department of Occupational Health Science contributes with a sub-project, dealing with the transition from working life to retirement.

From 7th to 9th of November 2018, researchers from all over Europe were guests in Wuppertal to discuss the collection of concepts relevant for the work-retirement transition, such as "motivation to work", "retirement" or "technological innovations at work" and their assessment in work and retirement cohorts.

Further information on OMEGA-NET can be found here: [Flyer](#).



Current publications

J.-B. du Prel, 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. doi: 10.1007/s00420-017-1253-8

In this publication, the authors look at the question of whether the intrinsic component of the model of occupational gratification crises 'overcommitment', a coping strategy, which amongst others is associated with the inclination for excessive spending, excessive need for recognition and compulsion to control, is a primary predisposition, or if is alterable by working conditions.

H.M. Hasselhorn & Ebener, M. (2018). [The Differentiated Role of Health for Employment Participation Among Older Workers - A Discussion Based on the "lidA Conceptual Framework on Work, Age and Employment"](#). In Eva Maria Hohnerlein, Sylvie Hennion, & Otto Kaufmann (Eds.), *Employment Biographies and Social Protection in Europe*. Springer Verlag.

This publication addresses the role of health for work participation of older employees. The article has been published in three languages: German, English and French.

J.-B. du Prel, Schrettenbrunner, C. & Hasselhorn, H.M. (2018). [Vertical and horizontal social inequality and motivation to retire early](#). *Zeitschrift für Gerontologie und Geriatrie*. doi: 10.1007/s00391-018-1450-4

Based on three different measures of social inequality (gender, migration background and education), the authors examine the extent to which employees from different social groups differ in their motivation to retire early.

Flyer

The new lidA flyer is here: [Flyer](#)

Factsheets

Four 2-page fact sheets, each presenting new results from lidA, have been published. [To the Factsheets](#)

- Change of employer among older workers - effects on health and work ability
- Change of employment when older - what does this mean for the importance of work and the occupational perspective?
- Utilisation of medical rehabilitative services by older employees with a migration background in the lidA study
- Working hours of older workers in Germany - An overview of the baby boomers

4 Unexpected Findings

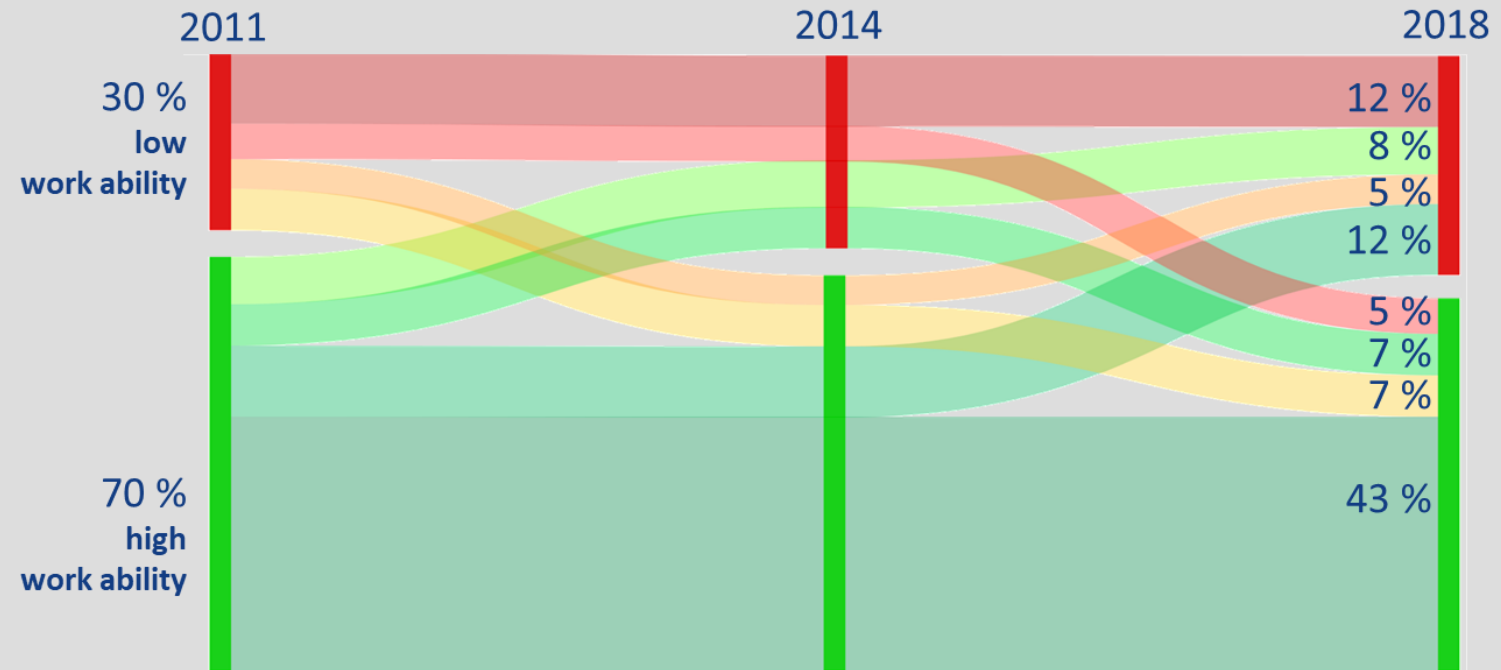
This has consequences:



What stands out:

- 70 % of lidA participants in work estimated their own work ability in 2011 as high.
- Overall, the proportion of employees with a high work ability decreases slightly over the survey waves.
- 12 % of respondents rated their work ability all three times as low, 43 % as high. The remaining 45 % showed changes in their work ability between 2011 and 2018.
- 32 % of employees who described high work ability on all survey waves would like to work until at least the age of 65.
- Participants who more often reported a high work ability, would like to work to a greater extent until at least 65 years of age. When comparing these percentages between the eight groups, a rising gradient from top to bottom is recognisable.

Work Ability - Trajectories

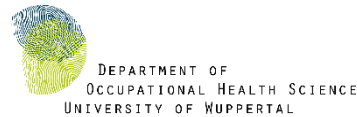


(2839 workers participating in all three lidA waves, in the third wave 53 or 59 years old)

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