

News from the

lidA
leben in der Arbeit

Study

1 Publications

2 Events

3 Unexpected Findings

4 lidA-Wave 4 Outlook

1 Publications

Du Prel, J.B., Burek, K. & Hegewald, J. (2022). **Epidemiologie der Arbeitswelt**. Editorial. *Arbeitsmedizin Sozialmedizin Umweltmedizin* 02.2022, 57: 71.

- ➔ This editorial is the starting point of the ASU special issue 'Epidemiology in the world of work'. It briefly introduces the subject, gives an overview of the contributions on primary and secondary research, research on employees with a migration background, as well as an interview with W. Hoffmann on the aims of the guidelines for assuring good epidemiological practice.

Du Prel, J.B. & Schröder, C.C. (2022). **Primärforschung in der Arbeitsepidemiologie**. *Arbeitsmedizin Sozialmedizin Umweltmedizin* 02.2022, 57: 74-78. <https://doi.org/10.17147/asu-1-167084>

- ➔ The article gives an overview on primary research in occupational epidemiology, describing the main research goals, possibilities and limitations of occupational epidemiological research compared to those of experimental toxicology and emphasises the importance of occupational epidemiological research in setting health-related thresholds in the workplace.

Hasselhorn, H.M., Leinonen, T., Bültmann, U., Sivesind Mehlum, I., du Prel, J.B., Kiran, S., Majery, N., Solovieva, S. & de Wind, A. (2022). **The differentiated roles of health in the transition from work to retirement – conceptual and methodological challenges and avenues for future research. Discussion Paper**. *Scand J Work Environ Health*, 1-10. <https://doi.org/10.5271/sjweh.4017>

- ➔ This article discusses the differentiated roles of health in the transition from work to retirement. The strong association of poor health with early retirement makes it easy to overlook that this can be quite different in subgroups of the older workforce. Greater awareness of the different roles could help increase the contribution of science to both policy and practice with appropriate research questions and good research. The article concludes with research recommendations.

Hasselhorn, H.M. & Garthe, N. (2021). **Ältere Beschäftigte: einmal Basisarbeit, immer Basisarbeit? Erkenntnisse aus der deutschen lidA-Studie – leben in der Arbeit**. In: (Hrsg.) Große-Jäger, A., Hauser, R., Lauenstein, O. et al. *Basisarbeit – Mittendrin und außen vor*. Bundesministerium für Arbeit und Soziales, ISBN: 9783740606947

- ➔ Using data from the lidA study, we found that a small proportion of older workers do succeed in moving from basic work to skilled work. However, it seems to be workers who predominantly show high individual resources early on. Those who move from skilled work to basic work show clear limitations in terms of health and work ability at an early stage, so that the move to basic work appears to be the result of a long life course of heavy workload and individual pressures.

Hegewald, J., Burek, K. & du Prel, J.B. (2022). **Sicherung von Guter Epidemiologischer Praxis und arbeitsmedizinischer Forschung – Leitlinien und Empfehlungen (Interview)**. *Sozialmedizin Umweltmedizin* 02.2022, 57: 87-88. <https://doi.org/10.17147/asu-1-167087>

- ➔ In this interview with Wolfgang Hoffmann, the coordinator of the guideline group on the Guidelines and Recommendations to Assure Good Epidemiological Practice (GEP), central questions about the development process, the addressees and the most important goals of the GEP were clarified.

Schröder, C.C., Breckenkamp, J. & du Prel, J.B. (2022). **Medical rehabilitation of older employees with migrant background in Germany: Does the utilization meet the needs?** *PLoS ONE*, 17(2): e0263643. <https://doi.org/10.1371/journal.pone.0263643>

- ➔ This article compares the rehabilitation needs of employees with and without a migrant background and examines whether the rehabilitation utilization differs depending on the need. At first glance, our results showed a needs-based use of rehabilitation in all groups, but a detailed examination also showed a certain proportion of underuse and overuse.

Schönfeld, S., Schröder, C.C., du Prel, J.B., Razum, O. & Breckenkamp, J. (2021). **Arbeitsbelastungen und Rehabilitationsbedarf bei älteren Erwerbstätigen mit und ohne Migrationshintergrund – Ergebnisse der lidA Kohortenstudie**. *Das Gesundheitswesen*, 1-9. <https://doi.org/10.1055/a-1630-6628>

- ➔ This paper investigates whether workers with a migration background are more frequently exposed to high workloads, have greater rehabilitation needs and whether both factors are related. For workers with a first generation migration background, the increased rehabilitation needs can partly be explained by frequent higher workloads; this was not the case for those with a second generation background.

Stiller, M., Garthe, N. & Hasselhorn, H.M. (2021). **Job quality trajectories among baby boomers in Germany and their consequences for the motivation to work – results from the lidA cohort study**. *Ageing and Society*, 1-23. <https://doi.org/10.1017/S0144686X21001343>

- ➔ To better understand the role of the work environment in the years before retirement, the article draws on an established model of five job quality profiles for the older working population in Germany. A seven-year profile development was examined, linking selected trajectories of manual and non-manual job quality with motivation to work ("MTW"). The results show that older workers more often moved to less physically demanding profiles. Individual profile stability was evident in one-third of the workers. In 2018, MTW was higher when job quality remained favourable over time, or had improved earlier, while later improvements were associated with lower MTW.

Project completed - Final Report and Article in DGUV Forum

The changing working world – effects on health and employment among older workers in Germany

This project, funded by the German statutory occupational health insurance DGUV, has now been completed. The project covered four topics:

1. Impact of the use of digital work equipment
2. Time and spatial flexibility of work
3. Change of tasks as a means of maintaining employability
4. Job design participation / working with chronic disease

The detailed final report gives an overview of the contents covered, briefly summarises the results and refers to scientific publications and factsheets published within the project.

[Download the final report](#) (in German)

This article in the "DGUV *forum*" provides an insight into the key findings of the project.

[To the article](#) (in German)

New lidA Factsheets

Social Inequality

- How do different measures of socio-economic status explain health and work ability?
- Indicators of social status and their role when considering social inequalities in employment participation

Health Service

- How long do older workers in the health service want to work and what role does their quality of work play in this?

Health Promotion

- Employee health? Results of an interview study to understand two issues of corporate health culture

[Download](#)

Further publications, including the lidA-brochure (in German), can be found on www.lidA-studie.de.

The **printed version** of the lidA brochure is also available from us free of charge.



Dissertation „Leaving and Staying with the Employer in Later Working Life – Consequences for Work, Health, and Work Ability“

Nina Garthe successfully defended her doctoral thesis on 22nd February.

The **research objective** of her work was to examine the change of employer among older workers and its effects on working conditions, health, ability to work and remaining in employment. Not only was a distinction between voluntary and involuntary changes of employer made, but also whether the older workers wanted to stay with their employer or not.

The **results** show that particularly voluntary, but also involuntary changes of employer can have a positive effect on working conditions, health and work ability of the changing workers. In contrast, older workers who remain involuntarily with their employer, reported deteriorating working conditions, health and work ability. While those who change employers potentially stay longer in employment, those who stay involuntarily are a risk group for an early exit from employment.

The cumulative dissertation is composed of three publications and a framework paper:

- Garthe, N. & Hasselhorn, H. M. (2021). Changes of profession, employer and work tasks in later working life: an empirical overview of staying and leaving. *Ageing & Society*, 1–21. doi.org/10.1017/S0144686X21000088
- Garthe, N. & Hasselhorn, H. M. (2021). Leaving and staying with the employer—Changes in work, health, and work ability among older workers. *International Archives of Occupational and Environmental Health*, 94(1), 85-93, doi.org/10.1007/s00420-020-01563-0
- Garthe, N. & Hasselhorn, H. M. (2021). The relationship between voluntary employer change and work ability among older workers: investigating the honeymoon-hangover effect. *Journal for Labour Market Research*, 55(12), 1-12. doi.org/10.1186/s12651-021-00294-0

[Download the entire dissertation](#)

lidA in the Media

The University of Wuppertal: BERGZEIT Newspaper No. 14

Langzeitstudie lidA – Wann Babyboomer in Rente gehen (Long-term study lidA - When baby boomers retire)

Selected results of the lidA study are briefly presented in an interview with Professor Hasselhorn.

[To the issue](#)

Apotheken Umschau: „Fit für die Langstrecke?“ ("Fit for the long-haul?")

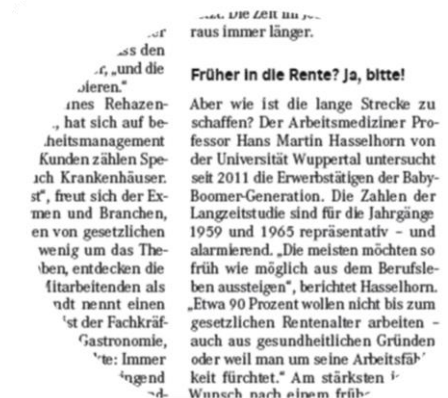
In February this year, the Apotheken Umschau (pharmacy magazine) also referred to our work in an article titled, "Fit for the long-haul? This free magazine reaches 10 million readers in Germany. Of course, we were interested to see whether this enormous coverage would reflect on hits on our website.

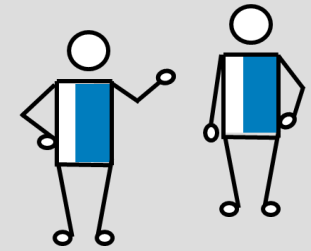
Indeed, the following week the number of hits and downloads doubled. The numbers did, however, soon return to normal.

We are currently thinking about how we can draw the public's attention to our internet pages and products in a more targeted and sustainable way. More on this later.



Source: Apotheken Umschau B 2/2022, Apotheken Umschau/Wort & Bild Verlag





„Possibilities and Limits of Epidemiology‘

DGAUM 2022

The German Society for Occupational and Environmental Medicine held their 62nd Annual Meeting on March 23th - 26th - once again this took place online.

Dr. du Prel was chairman of a symposium organised by him as spokesperson of the WG Epidemiology of the Working World, which focused on 'Possibilities and Limits of Epidemiology' - a symposium with well-known representatives from occupational epidemiology, toxicology and medical statistics.

It addressed the advantages and limitations of epidemiology compared to toxicology in research and its role in the occupational disease recognition process and in setting occupational exposure limits. Fittingly, the forum dealt with occupational epidemiology as a scientific discipline. Dr. du Prel lectured on occupational epidemiological primary research.

In addition, the Department of Occupational Health Science presented two current papers at the annual meeting:

- „Der Effekt kumulativer Arbeitsqualitätsexposition auf den frühen Erwerbsausstieg und die mediiierende Rolle von körperlicher und psychischer Gesundheit bei älteren Beschäftigten“ (Stiller, Hasselhorn) („The effect of cumulative work quality exposure on early exit and the mediating role of physical and mental health in older workers“)
- „Freiwilliger Arbeitgeberwechsel und Arbeitsfähigkeit bei älteren Beschäftigten – der honeymoon hangover effect“ (Garthe, Hasselhorn). („Voluntary employer change and work ability among older workers -the honeymoon-hangover effect“)

The last contribution in particular sparked an active discussion at this online meeting about the support of older workers in companies.

„lidA well represented‘

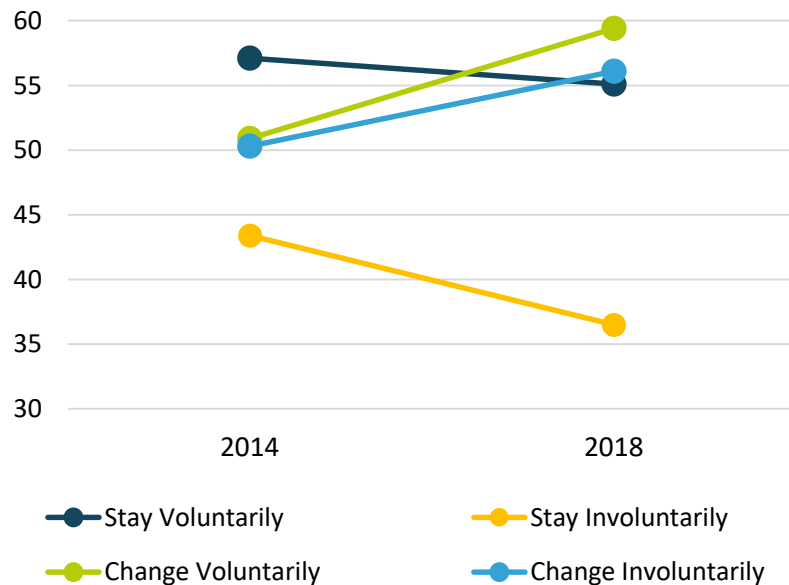
DGSMP 2021

Numerous contributions represented the lidA-study at the annual DGSMP (German Society of Social Medicine and Prevention) meeting from September 22th to 24th, 2021, which was held in digital format due to the pandemic.

- Prof. Dr. Hasselhorn chaired a scientific session on work and health in health and social care occupations.
- Dr. Garthe gave a presentation on the change in health, work ability and psychosocial working conditions, after a change of employer among older employees.
- Dr. Ebener gave a presentation on stress and workload in digitised work at the symposium 'Instruments for recording psychosocial/physical stress and workload in the context of digitisation' organised by the WG Epidemiology of the Working World and the BAuA.
- Chloé Charlotte Schröder addressed the need and utilisation of rehabilitation services among older workers with and without a migration background.
- Daniela Borchart gave a presentation on motivating older workers to do more for their own health.
- Dr. du Prel gave a presentation on the topic 'Male older employees as a vulnerable group in the context of workplace health promotion and prevention'.

To change or not to change employer? A change pays off.

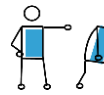
CHANGE IN LEADERSHIP QUALITY BETWEEN 2014 AND 2018
(N=2719), SCORE 0 (LOWEST) TO 100 (OPTIMAL)



HOW MANY OLDER WORKERS CHANGE
THEIR EMPLOYER OR STAY?
(N=2811)



7,1 %
change voluntarily



6,4 %
change involuntarily



73,4 %
stay voluntarily



13,2 %
stay involuntarily

What we noticed:

Less than one in ten older workers will voluntarily change employer in four years (7.1% of all respondents). However, more than one in ten would like to do so, but do not for various reasons (13.2% of all respondents).

Whether the older employees leave or stay voluntarily or involuntarily has an impact. The figure shows that the self-reported quality of leadership

- is slightly worse over time for **workers who stay voluntarily**.
- deteriorated significantly over time for **employees who stay involuntarily**. In 2014, they already reported a significantly lower quality of leadership than all other groups.
- significantly improved after the change for **employees who change voluntarily and involuntarily**. Before the change, both groups showed significantly lower scores for leadership quality than for those who **stay voluntarily**.
- Similar results were also found for work ability, work-life conflict and development opportunities (read more in the article).

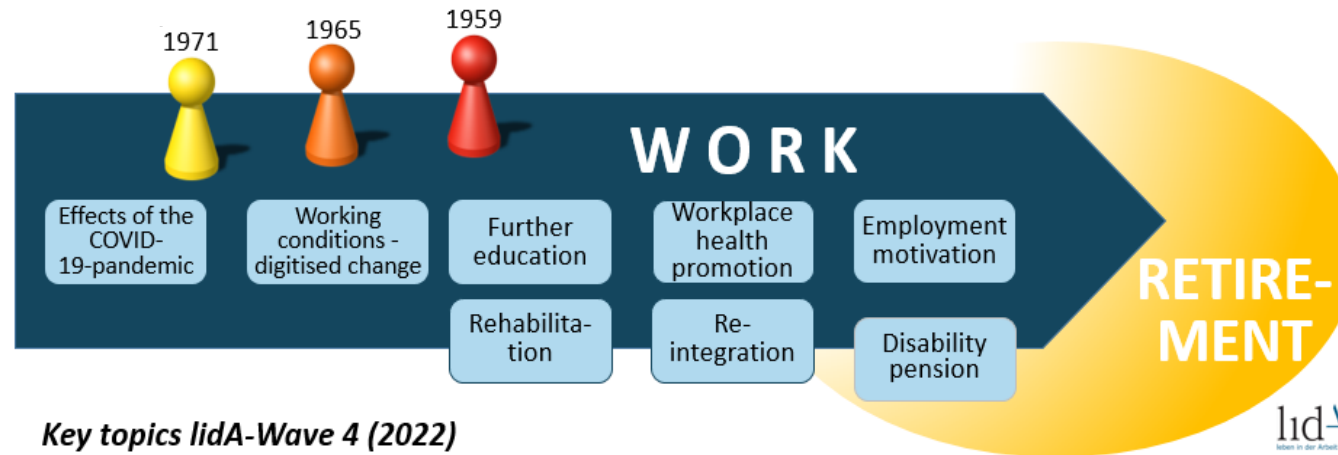
The results show that voluntary and – to some degree – also involuntary changes of employer among older workers have the potential to improve self-reported leadership quality, work ability and working conditions. However, employees who stay with their employer involuntarily are a risk group – probably also for remaining in employment.

Source: Garthe, N. & Hasselhorn, H. M. (2021). **Leaving and staying with the employer — Changes in work, health, and work ability among older workers**. International Archives of Occupational and Environmental Health 94(1), 85-93, doi.org/10.1007/s00420-020-01563-0

lidA-Wave 4 now entering the field study phase

The fourth lidA survey wave, which was postponed due to the COVID 19 pandemic, has now entered the field study phase. The new questionnaire was pretested at the start of 2022 and subsequently improved.

In addition to the existing participants of the 1959 and 1965 birth cohorts, new participants will be recruited so that ultimately 3,000 participants per cohort can be interviewed. In addition, 3,000 people born in 1971 will be interviewed for the first time.



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