DEPARTMENT OF
OCCUPATIONAL HEALTH SCIENCE
UNIVERSITY OF WUPPERTAL

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2019/2

News from the

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Study

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lidA-Newsletter 2019/2   ✉ *lidabuw@uni-wuppertal.de*   🌐 *www.lidA-studie.de*   🌐 *Dept. of Occup. Health Science*

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Current Publications

Borchart D, Hasselhorn HM, du Prel JB (2019) **Older workers' participation in health promotion and prevention programs**. Zentralblatt für Arbeitsmedizin, Arbeitsschutz und Ergonomie, 2019, https://doi.org/10.1007/s40664-019-0346-5

> This publication examines older employees and their participation in health-promoting and preventive measures within the framework of work.

Dettmann M, Hasselhorn HM (2019) **Stay at work–received and desired work adjustment measures in older workers with poor health.** Zentralblatt für Arbeitsmedizin, Arbeitsschutz und Ergonomie, 2019 (online first).

> This publication provides data on the frequency and type of workplace measures received, to maintain work ability and health among older employees with health restrictions in Germany.

Ebener M, Hasselhorn, HM (2019) **Validation of Short Measures of Work Ability for Research and Employee Surveys**. Int. J. Environ. Res. Public Health, 16, 3386. https://doi.org/10.3390/ijerph16183386

> In this publication, the authors validate short forms of the Work Ability Index (WAI) 1 and WAI 2 for use in socio-epidemiological studies.

Hasselhorn HM, Müller BH (2019) **Older workers in the digital world**. In: Gesellschaft für Arbeitswissenschaft e.V. (Hrsg.) Dokumentation der Herbstkonferenz der Gesellschaft für Arbeitswissenschaft e.V. vom 12. bis 13. September 2019, Böblingen. GfA-Press, 2019. ISBN 978-3-936804-26-3

> This publication examines the frequency and type of use of digital work equipment in the older working population, as well as satisfaction and security in dealing with it.

lidA-Factsheets

New factsheets with current lidA results on various topics have been published (in German):

- Do you have pain in your musculoskeletal system? Why older people can't perform their work
- **Representativeness** of lidA data in the waves of data collection in 2011, 2014 and 2018
- Health promotion 4.0? Use of **digital health tools** by older employees
- Health in older employees with and without a **migration background** in the lidA study
- Stay at Work – utilisation of **workplace measures** by older workers with health restrictions
- From employment to unemployment - Why older people become **unemployed**
- Discussions and measures among older employees with long-term **inability to work** - Results of the lidA study
- Extended work-related **availability** among older employees - scope and satisfaction
- **Work Time Control** (WTC) and working hours - the structure makes the difference
- **Maintaining** measures for older employees with high absenteeism due to illness
- Do employees see their **medical officer** as a contact person for health questions?

 Download

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

Media response on the results of the lidA Study

- Hasselhorn HM. If nobody wants to work until 67 - Germany needs a discussion on the image of work – guest contribution on Labour Day, 1 May. Tagesspiegel, 30th of April 2019

- Deutschlandfunk - Is work becoming more and more of a burden? Radio interview 17 May 2019, approx. 70 minutes

NRW-Competence Cluster closing event as part of the DGMS and the DGSMP joint annual conference

On September 16, 2019, the NRW-Competence Cluster closing event, "Labour Market Participation at a Higher Working Age" took place in Dusseldorf as part of the *German Society of Medical Sociology* (DGMS) and the *German Society* of *Social Medicine and Prevention* (DGSMP) joint annual conference.

The two sessions included keynote speeches on the wish to leave the labour market and on the commitment of older employees (speakers: Melanie Ebener (Wuppertal), Sina Schadow (Essen) & Martina Schmeink (ddn e.V., Dortmund); moderator: Hans Martin Hasselhorn) and on topics from the special issue on social inequality and work participation, which was published by the NRW-Competence Cluster in the "Zeitschrift für Gerontologie und Geriatrie" journal (speaker: Hans Martin Hasselhorn (Wuppertal), Simon Götz (Düsseldorf), Heribert Engstler (Berlin), Jean-Baptist du Prel (Wuppertal), Tatjana Mika (Berlin), Moderator: Christian Deindl (Düsseldorf).

Overall, the conference praised the successful work and thematic diversity of the NRW-Competence Cluster. The Competence Cluster comprises a network of a total of 11 research institutions in North Rhine-Westphalia headed by the Department of Occupational Health Science, University of Wuppertal, the Institute of Medical Sociology at the Dusseldorf University Hospital (HHU) and the Chair of Methods of Quantitative Social Research Institute for Social Work and Social Policy at the University of Duisburg-Essen. The Competence Cluster, as well as parts of the lidA study are funded by the Ministry of Culture and Science for the State of North Rhine-Westphalia.

Exchange 'Migration Background in Rehabilitation and Work'

On 1 July 2019 the professional exchange ''Migration Background in Rehabilitation and Work' took place at Bielefeld University. The event was organised by the Department of Occupational Health Science, University of Wuppertal (BUW) and the School of Public Health, Bielefeld University.

The exchange took place within the framework of the joint lidA project on the rehabilitation needs and claims among older workers, with and without a migration background. This was funded by the German Statutory Pension Insurance Association (DRV-Bund). Everyone involved agreed that the project should be continued in the future.


Speakers:

Jürgen Breckenkamp (Uni Bielefeld, far left), Heiko Becher (UKE, 3rd from left), Petia Genkova (HS Osnabrück, 4th from left), Navina Sarma (Charité, 6th from left), Chloé Charlotte Schröder (BUW, 7th from left), Leman Bilgic (RKI, 9th from left), Morton Warendorf (HHU, 6th from right.), Patrick Brzoska (Uni Witten/Herdicke, 2nd from right) und Pia Zollmann (DRV Bund, far right.). Moderation: Jean-Baptist du Prel (BUW, front).

What stands out:

- The comparison of occupational groups reveals a wide range of **mean life years** for all three endpoints: *ability* (3.3 years), followed by *planning* (2.1 years) and finally by *willingness* (1.9 years).

- Medical occupational groups (highlighted in grey) show very different and quite extreme patterns.

  - On average **qualified nursing staff** only *want* to work up to the age of 61.5 years. They only feel they are *able* to work up to the age of 63.3 years.
  - **Medical receptionists** tend towards average in all three questions.
  - In contrast, **physiotherapists** occupy the opposite extreme in occupational group comparison: they want to work for a relatively long time (63.4 years), they are able to work for a relatively long time (65.2 years) and above all, they plan to retire late – on average at 65.4 years.

Subjective employment perspective according to selected occupational groups:
How long would you want, be able to and plan to be employed?
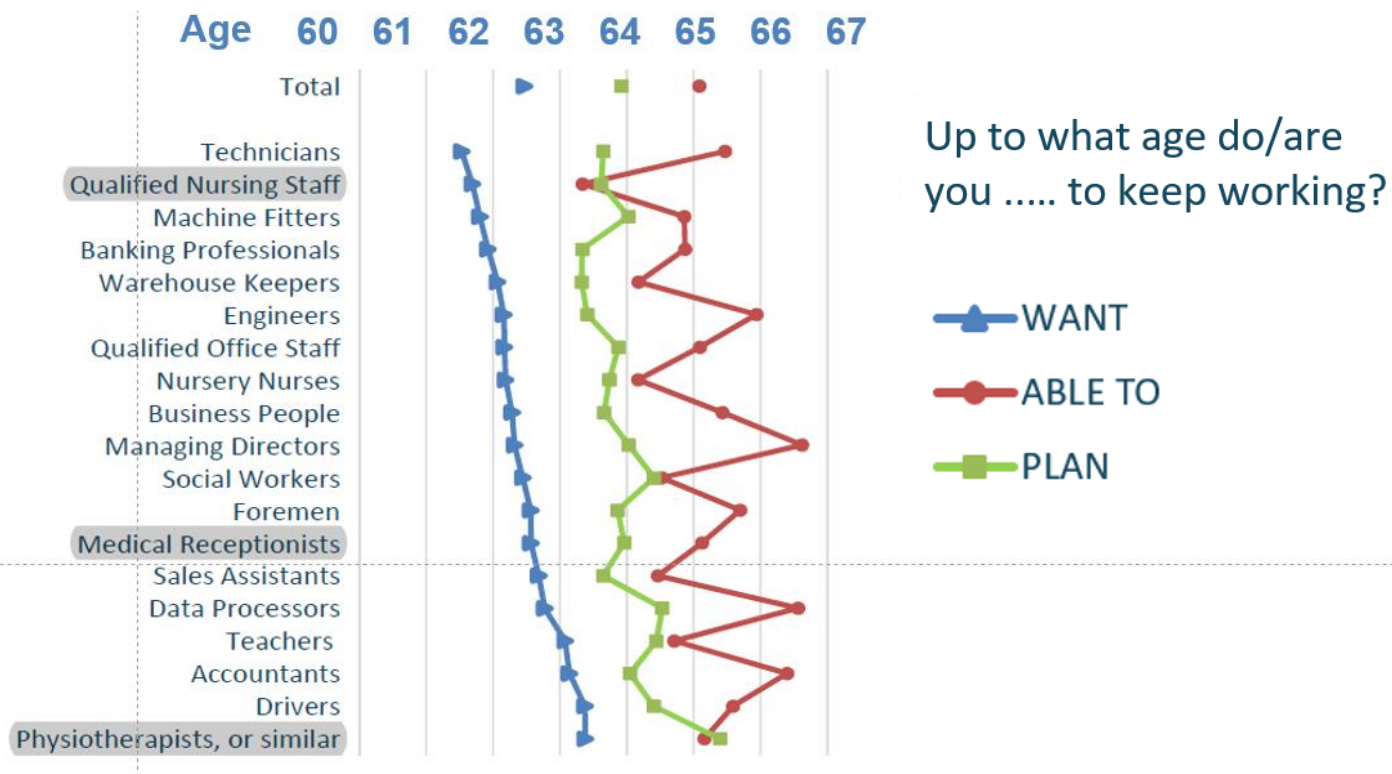
(Medical professions are highlighted in grey. lidA results wave 3, 2018, per occupational gorup n ≥ 38)

Source: Hasselhorn, H.M. (2019). Medizinische Berufe beim Übergang von der Arbeit in den Ruhestand, Freiburger Symposiumsband 2019 des 33. Freiburger Symposiums „Arbeitsmedizin im Gesundheitsdienst", 13 September 2019.

Background and Relevance

The **world of work** is changing. New technologies, altered work processes, increasing flexibilisation and other factors have lead 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.
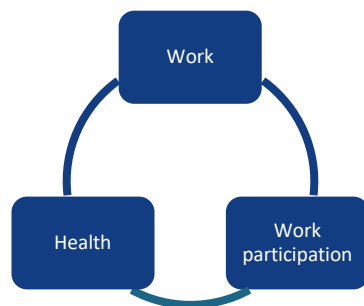
Sample

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)	• Socio-demography • Work exposures • Employment • Measures to maintain work ability • Private life • Physical & mental health and functioning
Hand grip strength	• Measurement of hand grip strength
Data from German Federal Employment Agency (*if agreed*)	• Individual employment history • Size of company • Branch of industry • Regional indicators
Data from statutory pension insurance – association (if agreed)	• 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

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