

News from the

lidA
leben in der Arbeit

Study

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New scientific articles

Borchart, D., Hasselhorn, H. M., & Du Prel, J.-B. (2020). [Zum Gesundheitsverhalten älterer Beschäftigter – inwieweit stimmen Selbsteinschätzung und Realität überein?](#) (Health Behaviour of older workers – how does self estimation and reality match?) *Prävention und Gesundheitsförderung*, 10(4).

How do physical activity, weight and smoking habits of older workers relate to their self estimation on doing enough for their health? Certain risk groups (including overweight smokers) rate their behaviour less accurately than others.

Hasselhorn, H. M. (2020). [Social inequalities in the transition from work to retirement](#). In T. Theorell (Ed.), *Handbook of Socioeconomic Determinants of Occupational Health. From Macro-level to Micro-level Evidence* (pp. 1–26). Springer Cham https://doi.org/10.1007/978-3-030-05031-3_32-1 (online 1st)

This review article investigates how current policies, aimed at extending working lives, may contribute to widening social inequality, particularly in terms of health, finances and social participation.

Hasselhorn, H. M. (2020). [Medizinische Berufe beim Übergang von der Arbeit in den Ruhestand](#) (Medical professions in the transition from work to retirement). In F. Hofmann, G. Reschauer, & U. Stöbel (Eds.), *Arbeitsmedizin im Gesundheitsdienst* (pp. 58–66). Freiburg: Edition FFAS.

In a comparison of occupational groups, this article shows that older nursing staff do not want to stay too long in employment. They also believe that they are unable to do so, but they expect that they will have to continue in employment for a long time.

Hasselhorn, H. M., Michaelis, M., & Kujath, P. (2020). [Die betriebsärztliche Betreuung von Erwerbstätigen – Ergebnisse der repräsentativen lidA-Studie](#) (Occupational health care for employees – results of the representative lidA study). *ASU Arbeitsmed Sozialmed Umweltmed*, 55(03), 186–191.

The lidA results from wave 3 do not directly indicate a shortage of occupational health physicians in Germany, but they do suggest an imbalance in the distribution of occupational health physician resources.

Hasselhorn, H. M., Ebener, M., & Vratzias, A. (2020). [Household income and retirement perspective among older workers in Germany – Findings from the lidA Cohort Study](#). *Journal of Occupational Health*, 62(1). <https://doi.org/10.1002/1348-9585.12130>

The article confirms what was expected: groups of workers with high incomes tend to want to work longer. However, it is much more common among those with low income - regardless of their health.

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](#). *International Journal of Environmental Research and Public Health*, 16(23). doi.org/10.3390/ijerph16234839

A common assumption is that leisure-time physical activity has a long term moderating effect on work-related stress (ERI). In accordance with this assumption, the results suggest that leisure-time physical activity can favourably influence work-related stress.

Hasselhorn, H. M., Dragano, N., Hofäcker, D., & Wahrendorf, M. (2019). [Soziale Ungleichheit beim Übergang von der Arbeit in den Ruhestand](#) [Social inequality in the workers' transition from work to retirement]. *Zeitschrift für Gerontologie und Geriatrie*, 52(Suppl 1), 1–2. <https://doi.org/10.1007/s00391-019-01508-4>

This editorial introduces into a special issue. It aims to steer the discussion about retirement transition away from the question of when to leave, but more towards the transition phase itself. The transition phase should be more about ensuring an adequate quality of life and work for as many older people as possible.

Schröder, C. C., Dyck, M., Breckenkamp, J., Hasselhorn, H. M., & Du Prel, J.-B. (2020). [Utilisation of rehabilitation services for non-migrant and migrant groups of higher working age in Germany - results of the lidA cohort study](#). *BMC Health Services Research*, 20(1), 31. doi.org/10.1186/s12913-019-4845-z

This publication compares the use of rehabilitation services among older workers. Those with a migrant background to those without a migrant background. Amongst other things, it shows that first-generation migrants, regardless of other influencing factors, have a lower likelihood of utilising outpatient rehabilitation services than non-migrants.

New lidA-Fact Sheets

Working with Poor Health

- Stay at Work – **Workplace measures** for older workers with health restrictions
- Stay at Work – other illnesses – different **workplace measures**?

Occupational Health and Safety

- **Occupational medical care** for older employees

Flexible Working Time

- Employer and employee **flexible working time requirements** – a mutual case of give and take?

Digitised Work

- Extended availability: A risk for older **nursing and teaching staff**?
- **Digitised Work** - how much support do older workers receive from their organisation?

Health Promotion

- **Staff Health** is important to us – or maybe not? Implementing a health-promoting culture in the workplace
- Healthy corporate culture – healthy staff? Working conditions, health and employment perspectives for older workers in the context of **corporate health culture**

Presenteeism

- *Not working or working when sick?* **Presenteeism** in older workers

Change of Tasks

- **Change of tasks** among older workers and the impact on occupational perspectives
- **Change of job, change of employer and change of tasks** among older workers – do these changes have different effects on health and work ability
- Those who voluntarily change want to work for longer!? **Change of employer** - older workers in a longitudinal section

Research Data

- **lidA - Leben in der Arbeit cohort study** on work, age, health and work participation

[Download here](#)

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



Department of Occupational Health Science – Internal Meeting 2020

In mid-February, the team once again met up in the Sauerland region, to reflect on the past year and to plan the upcoming year.

One focus lay on the next wave of the lidA study, which was planned to take place in 2021. At that time, however, the effects of the COVID-19 pandemic on the working world and the lidA study were not yet evident. Things have now turned out differently than planned. On page six you can find out how things are continuing with lidA as a consequence of COVID-19.



Department of Occupational Health Science (some of the staff)
Photo: Nina Garthe

We would have liked to have attended these events

Some of our scheduled conferences and events that we would have liked to attend, were cancelled due to the COVID-19 pandemic:

Our department planned to hold a session with the BAuA (Federal Institute for Occupational Safety and Health) on the topic "Dissemination and consequences of digitised work - evidence from large studies", at the 66th Spring Conference of the **Gesellschaft für Arbeitswissenschaft** (Society for Occupational Health Science) in March 2020. Although at the last minute, the annual meeting was held as an online conference, the session unfortunately had to be cancelled.

The following lidA topics would have been presented:

- Ebener, M. & Hasselhorn, H.M. *Coverage of digitised work in the lidA cohort study.*
- Ebener, M. & Stiller, M. *Workplace support for digital work: positive effects on safety when using technology and mental work ability.*

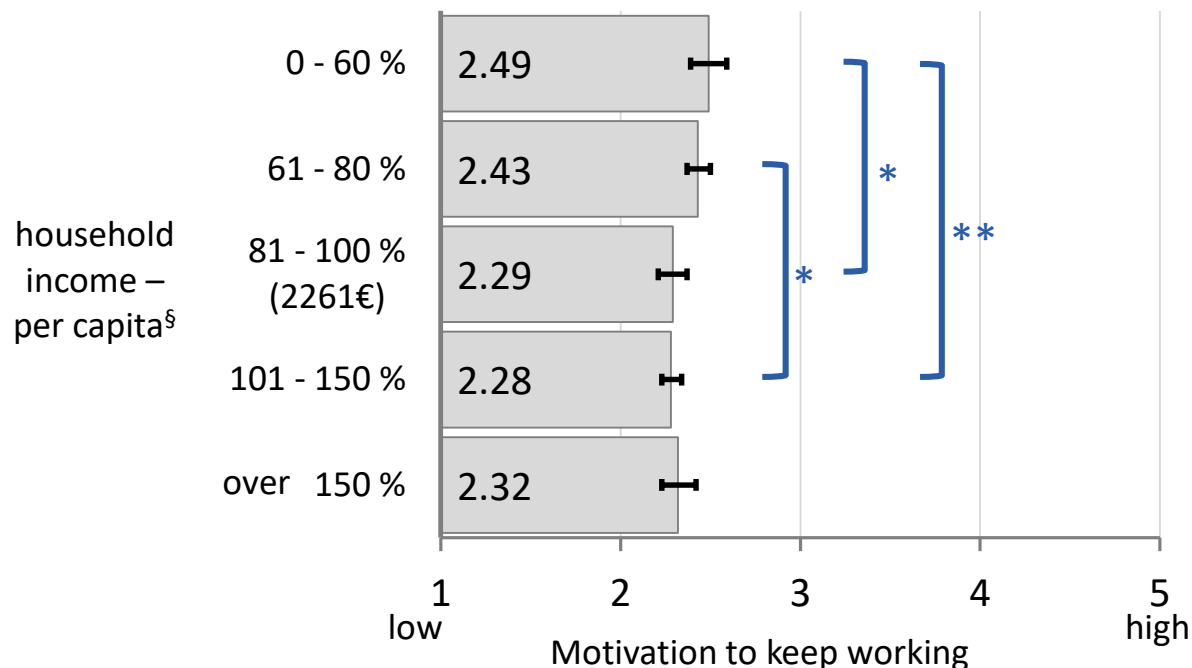
We had also planned two contributions at the **29th Reha-Colloquium** in Hannover, which was also cancelled:

- Schröder, C.C., Breckenkamp, J. & du Prel, J.-B. *Bedarf und Inanspruchnahme von Rehabilitationsleistungen bei älteren Arbeitnehmern mit und ohne Migrationshintergrund - Ergebnisse der lidA-Studie (Need and utilisation of rehabilitation services for older workers with and without a migrant background – results of the lidA study)*
- Dettmann, M.-M. & Hasselhorn, H.M. *Stay at Work - What workplace measures are helpful to older employees with health impairments?*

In addition, we would liked to have put our results up for discussion at both the 60th annual **DGAUM** (German Society of Occupational and Environmental Medicine) conference, which should have taken place in Munich and also at the 59th annual **DGSMP** (German Society of Social Medicine and Prevention) conference in Leipzig. Both were postponed.

3 Unexpected Findings

Workers with low income have the highest motivation to keep working - new lidA publication



Significance levels of group differences (ANOVA): * = $p < .05$, ** = $p < .01$

[§]Household equivalised net income in relation to sample mean. Error bars indicate 95% confidence intervals

Hasselhorn, H. M., Ebener, M., & Vratzias, A. (2020). [Household income and retirement perspective among older workers in Germany—Findings from the lidA Cohort Study](#). *Journal of Occupational Health*, 62(1).

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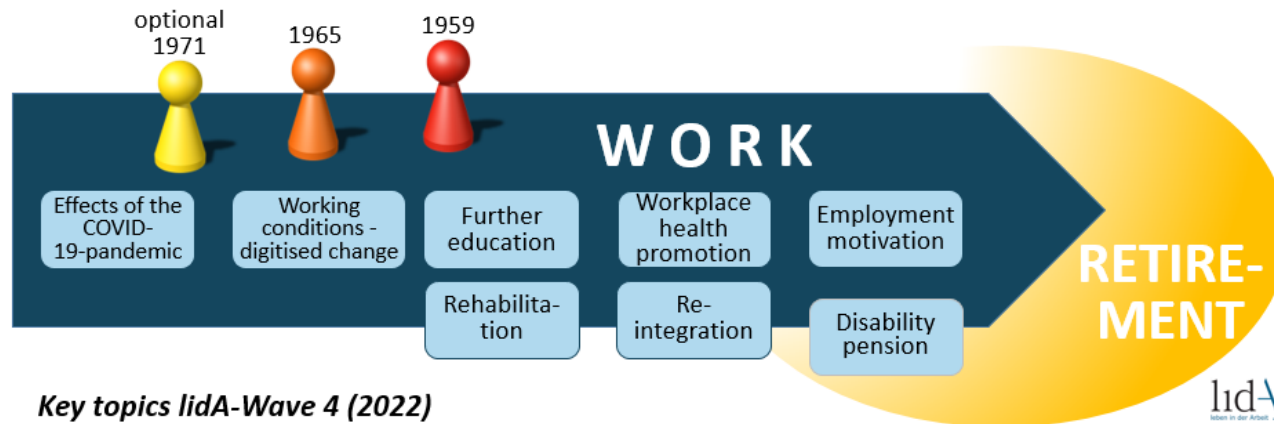
What did we notice?

The findings on the role of the financial situation of employees, when considering retirement timing are inconsistent. Therefore, we asked ourselves which groups on average have a higher motivation to work - employees with low or high household income per capita. Data from lidA wave 3 (2018) show that the two lowest income groups are more motivated to keep working longer than other income groups (see figure on the left). This is followed by the group with the highest net equivalent income per capita. However, the motivational difference between this and the other groups is insignificant.

In addition, the lowest income group exhibited the most adverse scores for all of the work factors, as well as for health. Furthermore, the health aspects in this group no longer showed any connection with motivation to work longer, which is in contrast to all other income groups.

Our results suggest that in Germany, older low-income workers are more often forced to stay in employment, irrespective of their health and despite poorer working conditions, than others. How will they experience the coming years of work and the retirement transition? lidA would like to take a closer look at this in the coming years.

Wave 4 of the lidA study was originally supposed to take place in 2021. Due to the COVID-19 pandemic, it will now be postponed by one year to summer 2022. The main emphasis in wave 3 was on “changes in the working world” - in wave 4 we plan to focus on the topics outlined in the figure below.



We intend to fill up both groups from the two birth cohorts (1959 and 1965) to 3000 participants each. If all potential funders contribute to the financing of wave 4, the 1971 birth cohort will also be included in the survey for the first time, so that another focus of wave 4 will be on “changing society” and comparison of generations.

Development of a COVID-19 question module

With regard to the fourth wave of the lidA study in 2022, the Department of Occupational Health Science (Dr. Jean-Baptist du Prel) is currently developing a specific question module on the long term effects of the COVID-19 pandemic on employees. This is in collaboration with national and international researchers. The aim is to compare future results on the occupational effects of the pandemic on the workforce with those of other national and international studies.

At international level, this cooperation takes place within the "Data Harmonisation Working Group" of the EU-COST-Action OMEGA-NET (Network on the Coordination and Harmonisation of European Occupational Cohorts).

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