

News from the

lidA
leben in der Arbeit

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1 Publications

Borchart, D., Du Prel, J.-B., & Hasselhorn, H. M. (2021). **Effects of health behaviour on the subjective employment perspective of older workers in Germany.** *Zentralblatt für Arbeitsmedizin, Arbeitsschutz und Ergonomie*, 10(2), 141. <https://doi.org/10.1007/s40664-021-00422-0>

➔ The article examines the effects of physical activity, smoking and being overweight and the employees' own estimation on how long they think they can continue working. (In German)

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 and Society*, 1–21. <https://doi.org/10.1017/S0144686X21000088>

➔ An overview on the frequency and reasons for change of profession, employer and work tasks, as well as the desire for occupational change in later working life in the older workforce. In addition, employees who had changed or wanted such a change were characterised based on socio-economic features.

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. <https://doi.org/10.1186/s12651-021-00294-0>

➔ This article takes a look at the short and long-term effects of employer change on the work ability among older workers. It investigates the so called "honeymoon-hangover effect" in which work ability initially improves after a change, but over time deteriorates again. You can read more about it on page 6 of this newsletter.

Hasselhorn, H. M. (2020). **How long do employees in Germany want to work and how long can they work?** *Deutsche Rentenversicherung (German Statutory Pension Insurance)*, (04/2020), 485–506.

➔ It is a well known fact that only very few older workers want to keep working up to the legal retirement age. This article shows that in younger employees it is even fewer. Yet, these findings do not allow us to estimate the extent of future labour market participation. However, they do raise the question of what it means when a "culture of early exit" dominates across all age groups.

Hasselhorn, H. M. (2021). **Transition from Work to Retirement.** *Mittendrin am Rande – Zeitschrift für Arbeit und soziale Gerechtigkeit*, 34, 14-15 → [Link](#)

➔ In this short article for a church journal, the author examines the diverse public reactions to his work and tries to understand and explain them. The article finishes with a plea for all for "transition in dignity". (In German)

Hasselhorn, H. M., Müller, B. H. (2021). **Work and Health – an assessment from 25 years of occupational epidemiological research.** In: Richter, G. (Ed.). *Arbeit und Altern 2020. Herausforderungen für Wirtschaft und Gesellschaft*, Baden-Baden: Nomos, 171-198, ISBN 978-3-8487-6838-7 → [Link](#)

➔ Research on "work and health" - what has been happening in the last 25 years and where is it going? The authors answer this from their own perspective, predominantly shaped by more than two decades of occupational epidemiological research. (In German)

Weber, J., Hasselhorn, H. M., Borchart, D., Angerer, P., & Müller, A. (2020). **The moderating role of psychosocial working conditions on the long-term relationship between depressive symptoms and work ability among employees from the Baby Boom generation.** *International Archives of Occupational and Environmental Health*. <https://doi.org/10.1007/s00420-020-01570-1>

➔ This study indicates that changes in psychosocial working conditions do not lessen or intensify the effect of depressive symptoms on work ability among older employees, but can have an effect on work ability irrespective of depressive symptoms.

New lidA Factsheets

Flexible Working Time

- Work Time Control satisfaction – even with night and shift work?

Digitised Work

- Work intensification through digitisation - a risk for baby boomer's employment perspectives?

Migration and Rehabilitation

- Survey on the development of the medical rehabilitation process

Health Promotion

- „Let go of stress!“ – The roll of physical leisure activity over time on work-related stress
- Health-promoting leadership: health culture, leadership behaviour and the health of older employees
- Participation of older employees in workplace health promotion measures: sociodemographic differences

Working with Poor Health

- Stay at work – can older employees in Germany work in spite of poor health?
- What influence does pain have on employment prospects of older employees?

Work – Further Topics

- Full disability pension – how and why?
- Company reorganisation: how are older employees affected?
- Repeated company re-organisation: effects on the employment prospects of older employees

[Download](#)

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



AmtEa-Brochure just published – Workshop on 8th July

Retaining older employees in the company? – The new AmtEa brochure combines the results of the AmtEa interview study with current lidA results, providing impulses for company managers and HR.

AmtEa is a project within the framework of the NRW Competence Cluster, “Work participation among older employees” („Arbeitsmarktteilhabe im höheren Erwerbsalter“), in cooperation with the University of Wuppertal and the University of Duisburg-Essen (Prof. Dirk Hofäcker).

The »Science meets Practice« workshop, “Keep older employees in the company?” will take place online on 08.07.2021, in cooperation with the Demography Network (ddn) and the Initiative New Quality of Work (INQA). The results and impulses of the brochure will be presented and discussed. Information on the workshop and registration details can be found on our website (www.arbwiss.uni-wuppertal.de).

The brochure is available [online](#) und also in print (Please contact arbwiss@uni-wuppertal.de).



lidA in the Media



Interviews with Prof. Hasselhorn

→ [Podcast with Margaret Heckel \(10.11.20\)](#)

Prof. Hasselhorn talks to the working environment journalist Margaret Heckel about the baby boomers, why they have a „culture of early exit“, where this can lead to and what can be done about it. A 22 minute intensive interview. (in German)

→ [Radio programme on SWR1 \(12.06.21\)](#)

„Pension at 68?“ – what can Prof. Hasselhorn say about it in five minutes? (in German)

Quo vadis Occupational Medicine? DGAUM 2021

The DGAUM (German Society for Occupational and Environmental Medicine) annual meeting took place - in line with the times - online from March 17th to 20th.

In the forum, "Quo vadis occupational medicine?", Professor Hasselhorn had the opportunity to present his critical "Heidelberg Theses" on Occupational Medicine. In his report, he analysed and criticised the current state of occupational medicine - also based on lidA data - making constructive suggestions for the organisation of future-oriented occupational medical care. You can download the Heidelberg Theses [here](#) (in German).

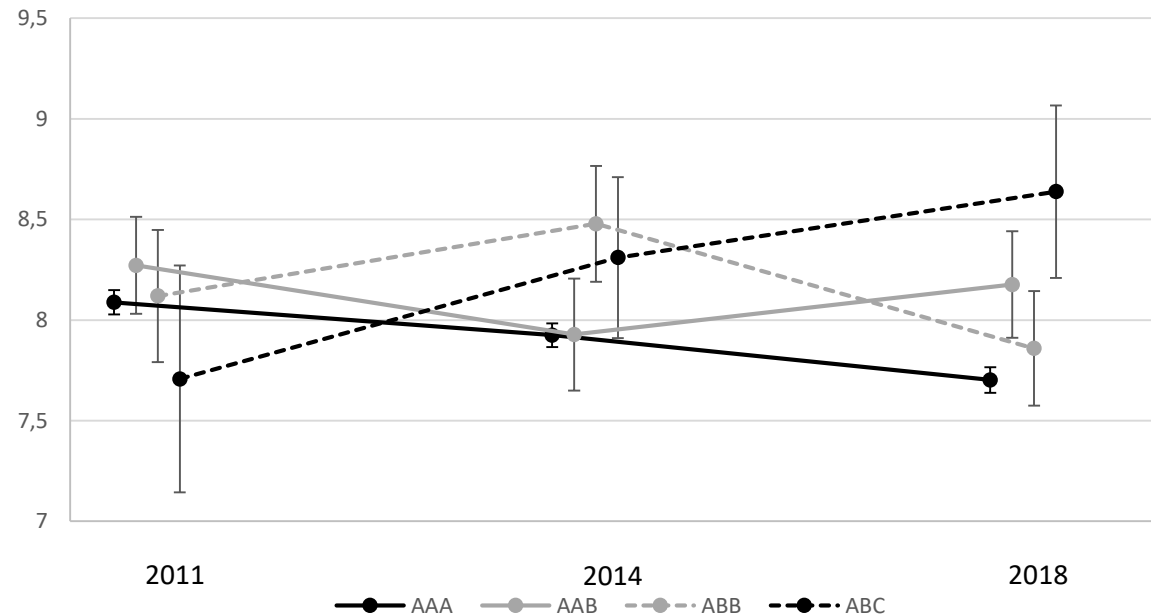
Reha-Colloquium 2021

Due to the Corona pandemic, this year's 30th Rehabilitation Science Colloquium on the topic of "Work participation and the world of work in these unprecedented times" was held for the first time as an online congress from March 22nd to 25th, 2021. Posters and presentations were made available via an innovative and interactive conference platform. This enabled the participants of the conference to watch some of the parallel running lectures on video afterwards.

The lidA study was well represented with a poster by Chloé Charlotte Schröder (and co-authors), which provided findings on the utilisation of rehabilitation in relation to the rehabilitation needs of older workers with and without a migration background. The corresponding article was submitted for publication.

3 Unexpected Findings

The relationship between voluntary employer change and work ability among older workers: investigating the honeymoon-hangover effect



Work ability: Measured with WAI2, the second dimension of the Work Ability Index (WAI); the sum scale ranges from 2 (no work ability) to 10 (high work ability). Group mean values are shown.

Employer change: Four groups of employees with or without a voluntary change of employer are differentiated in relation to three measurement times (2011, 2014, 2018). AAA: At all times in Job A; AAB: 2011 and 2014 in Job A, 2018 in Job B; ABB: 2011 in Job A, 2014 and 2018 in Job B; ABC: In different jobs at all times A/B/C.

What we noticed:

The work ability in all four groups, with or without a voluntary change of employer, changes differently over time:

- The work ability of those who stayed with the same employer continuously decreased over time (AAA).
- However, for those who changed multiple times, the work ability increased after each change (ABC).
- The work ability of those who initially stayed with their employer and then changed initially decreased with the old employer and significantly increased after the change (AAB).
- A sharp increase in work ability can be seen in those who changed and then stayed with the employer. This, however, decreased sharply over time (ABB).

The trend that can be seen in the ABB group can also be referred to as the *honeymoon-hangover effect*. This effect can be described by three phases:

- (1) A deterioration in the old job which can be a reason to change (*deterioration*).
- (2) A sharp increase in the new job as it is in stark contrast to the old one. Initially the positive aspects and advantages are taken into account (*honeymoon*).
- (3) As routine returns, there is a decline over time and negative aspects of the new job become noticeable (*hangover*).

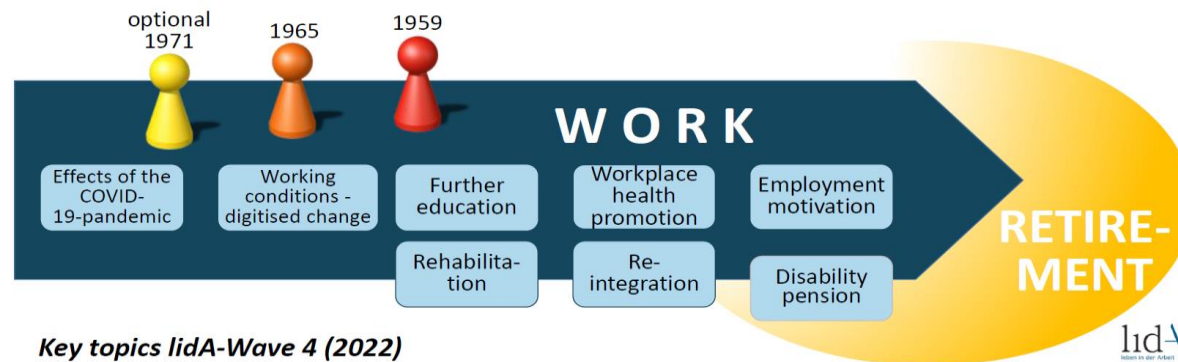
Quelle: Garthe, N., & Hasselhorn, H. M. (2021). The relationship between voluntary employer change and work ability among older workers: investigating the honeymoon-hangover effect. *Journal for Labour Market Research*, 55(12), 1–12. <https://doi.org/10.1186/s12651-021-00294-0>

lidA-Wave 4 is coming!

The fourth wave of the lidA study, which was postponed due to the COVID-19 pandemic, has now been confirmed. In addition to BARMER, the German Statutory Pension Insurance Association (DRV-Bund) has now also agreed to provide funding. The survey will take place in the summer of 2022 as planned.

In Wave 4, a "refreshment" of the two existing birth cohorts (1959 and 1965) will take place. Of the initial 6,585 participants from Wave 1 (2011), only 3,586 participated in the last survey (2018). Now - in addition to the previous participants - new participants will be recruited so that ultimately 3,000 people can be interviewed per birth cohort. This is important so that there are sufficient study case numbers for the upcoming retirement transition. Should further sponsors agree to provide funding, an additional 1971 birth cohort will be interviewed (n=3000).

The lidA team is currently preparing the modular survey instrument for the fourth wave. The figure below provides an overview of the key topics of lidA-Wave 4.



Key topics lidA-Wave 4 (2022)

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