



INCOSE

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The complexity of employment participation at higher working age

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Research Topic

- „Work, Age, Health and Employment“

Studies

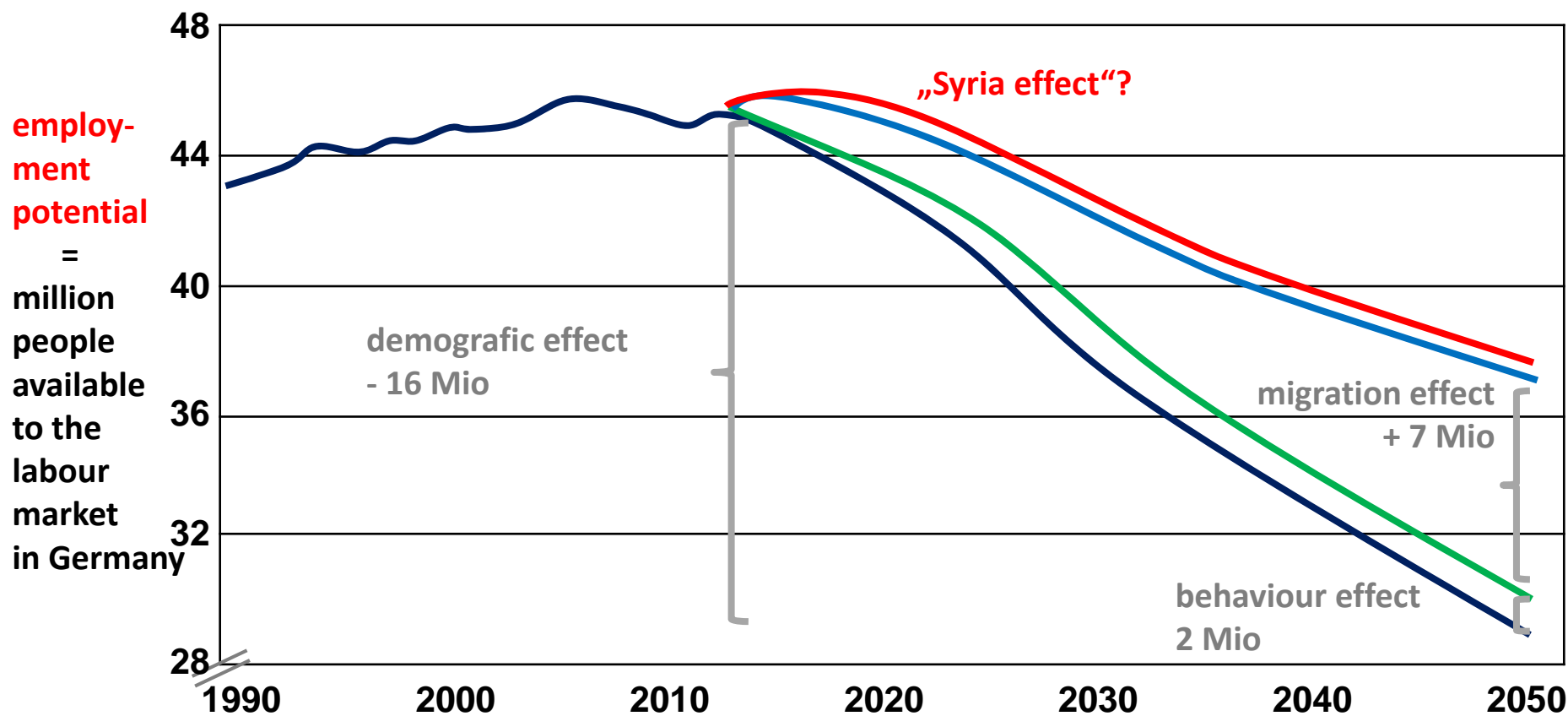
- lidA-Studie (www.lida-studie.de)
- NRW Competence Cluster „*Employment Participation at higher Working Age*“
- JPI UEP Project - Understanding employment participation of older workers

- *lidA – leben in der Arbeit*
“German Cohort Study on work, age, health and work participation”
- participants
 - birth cohorts 1959 and 1965
 - representative for socially insured workers of that age
 - $N_{2011} = 6.585$ and $N_{2014} = 4.244$
- all three years: personal interview (CAPI) at home covering: work, health, perspectives, private life...

more about lidA: www.lida-studie.de and Hasselhorn et al. 2014



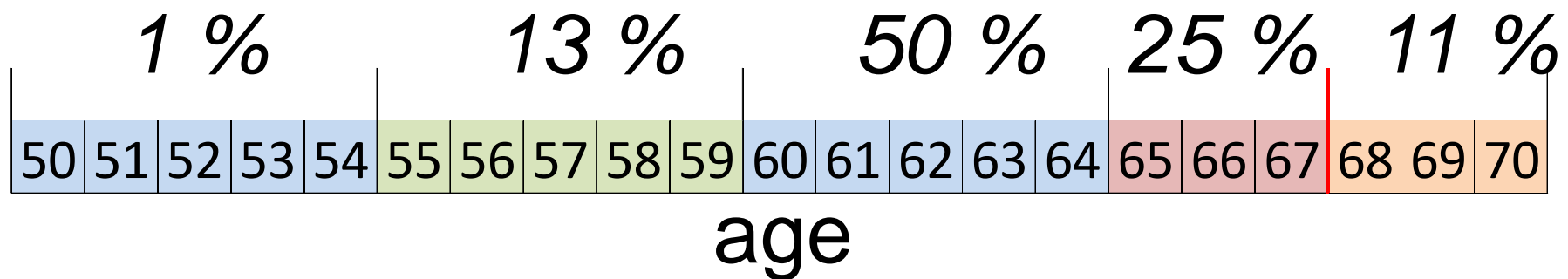
Employment potential in Germany 1990 - 2050



older workers in Germany

(48 & 54 years old):

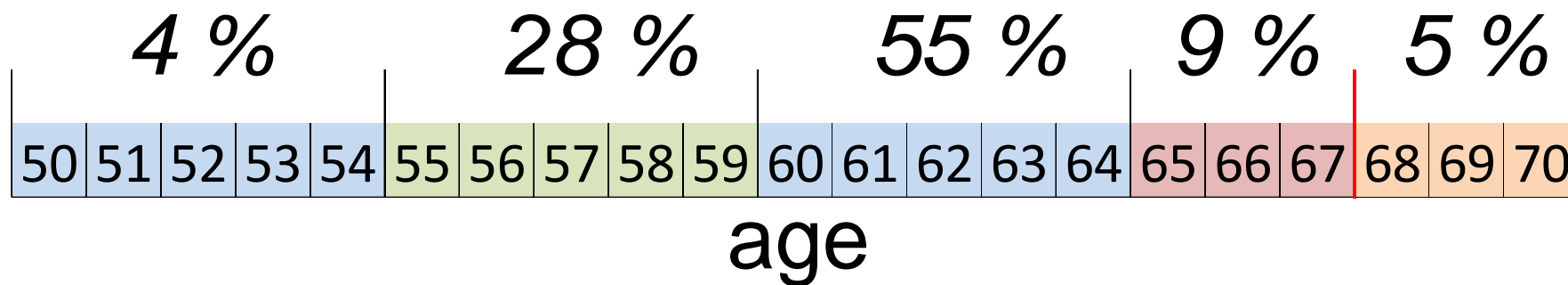
I can work until ...



older workers in Germany

(48 & 54 years old):

I want to work until ...



67

full retirement

early old age



59

disability



52

„Why?“



... The **health** of the older working population will be relevant for the future economic and social development of the ageing society

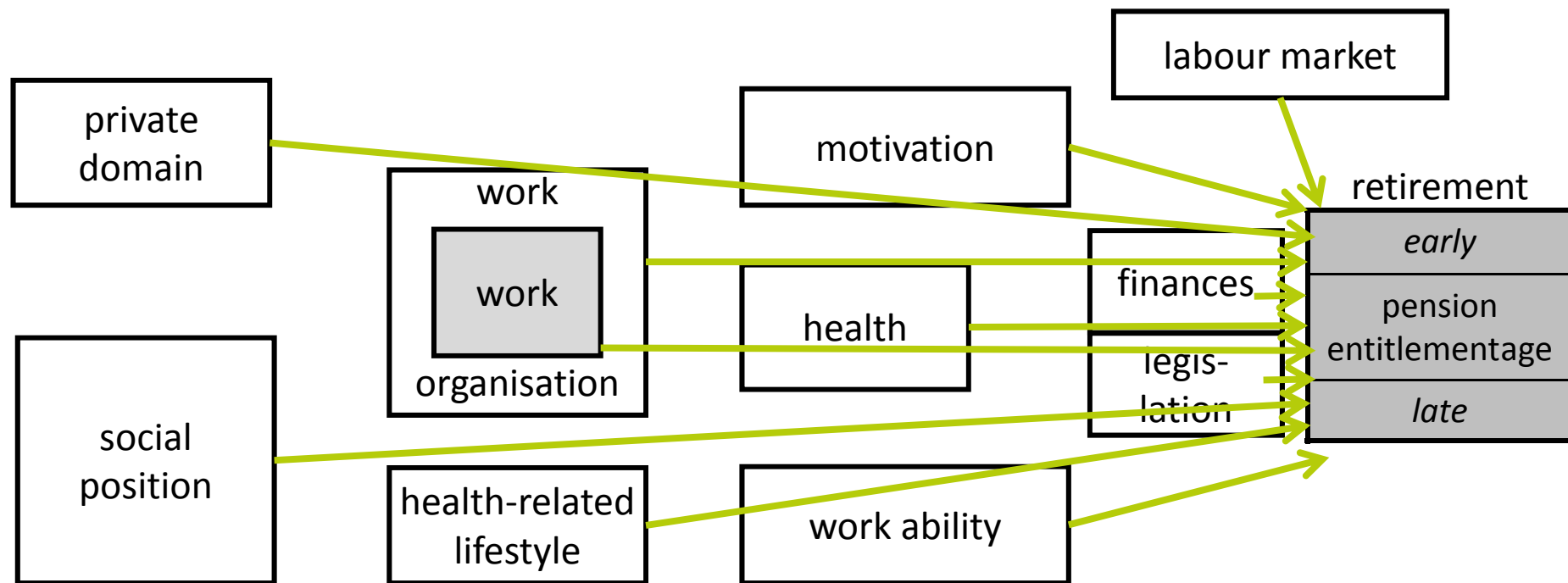
...



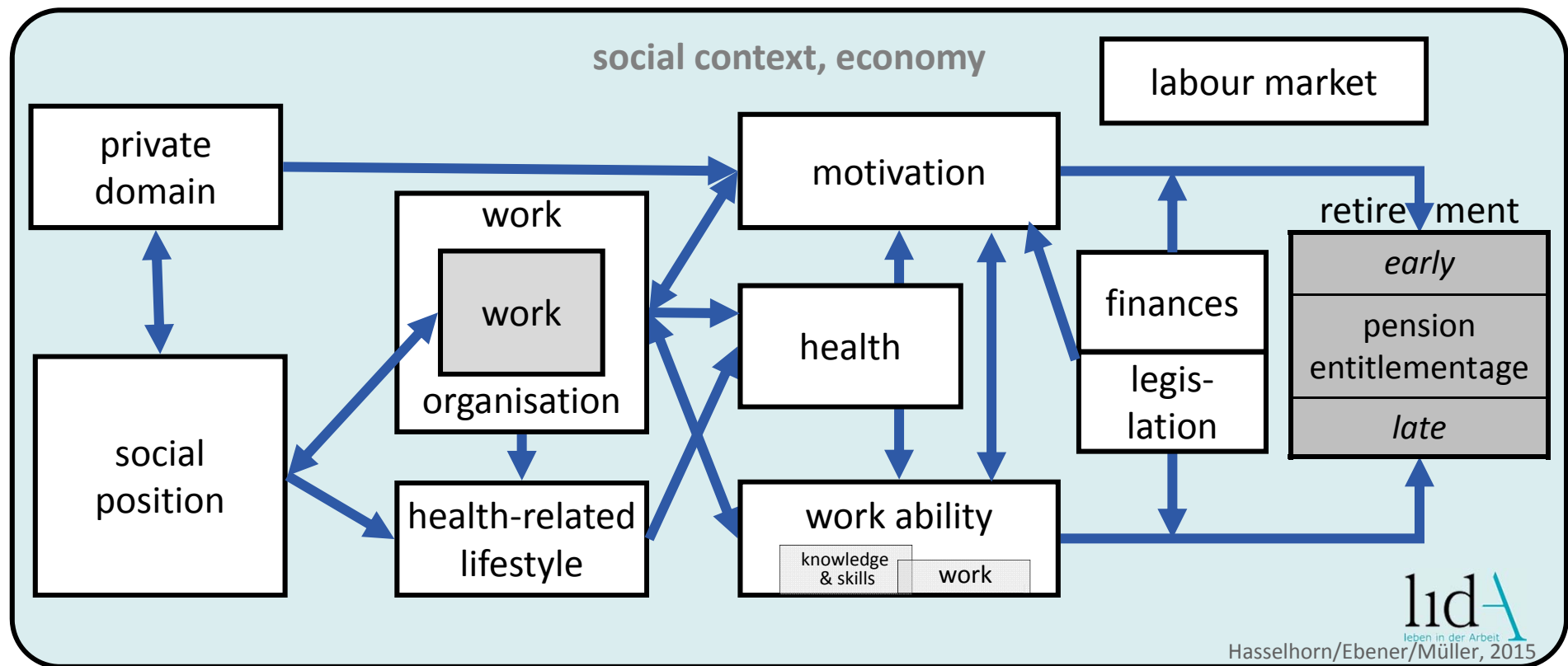
determinants of employment participation at higher working age

→ Validity? Relevance?

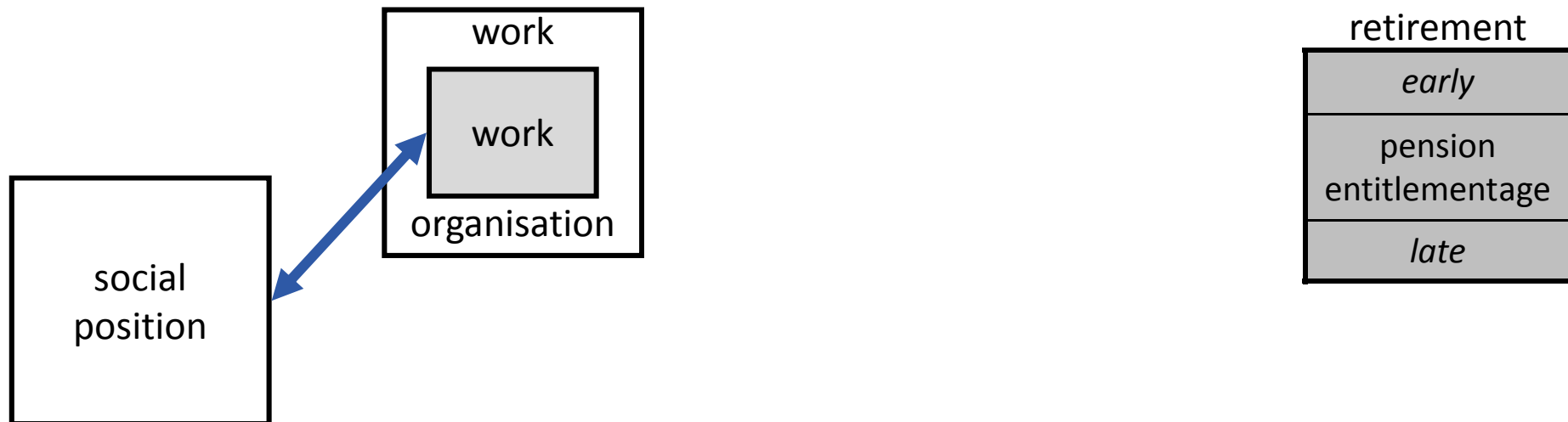
(Phillipson/Smith 2005; Szinovacz 2013, Hasselhorn/Rauch 2013)



lidA conceptual framework on work, age and employment

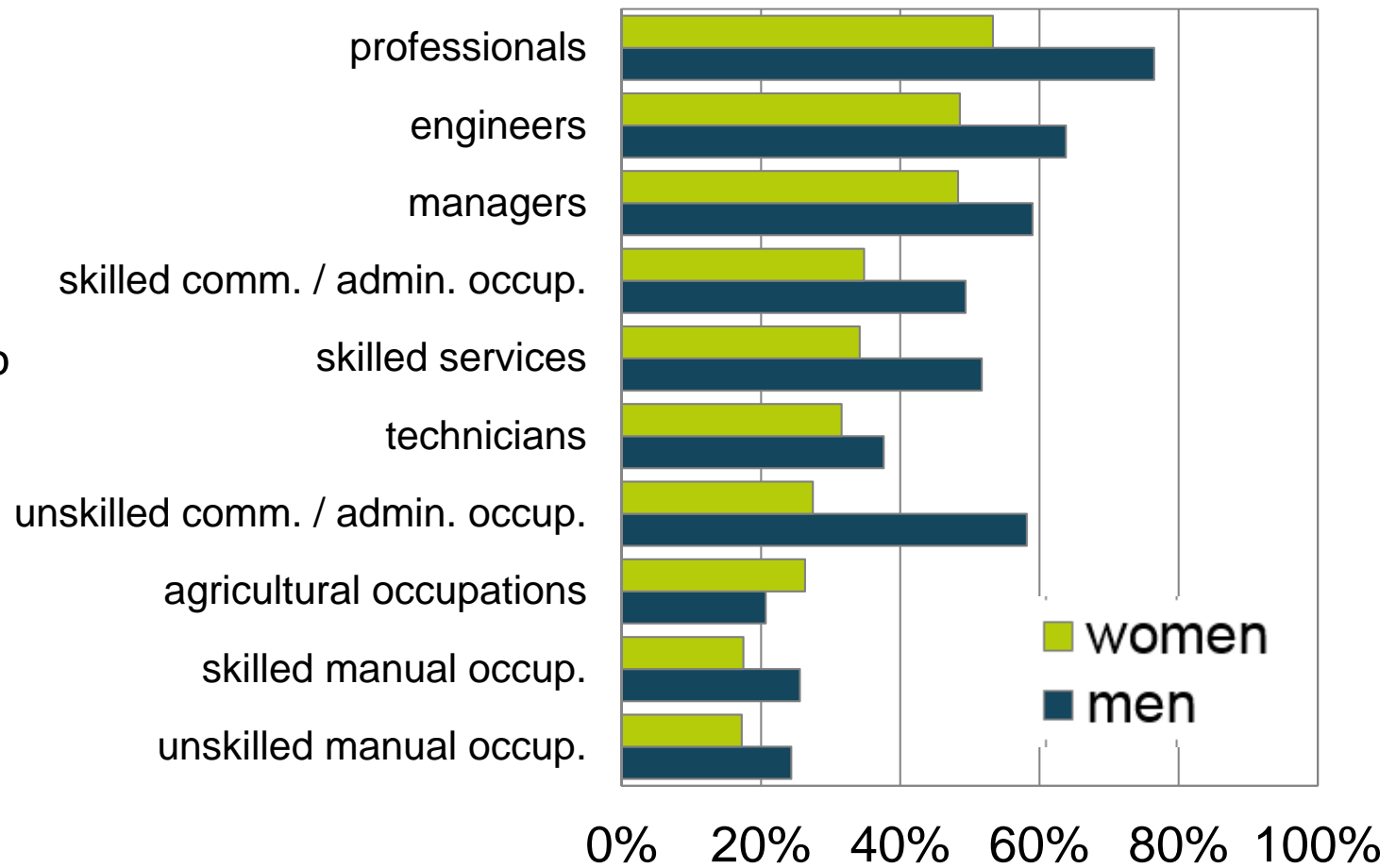


lidA conceptual framework on work, age and employment

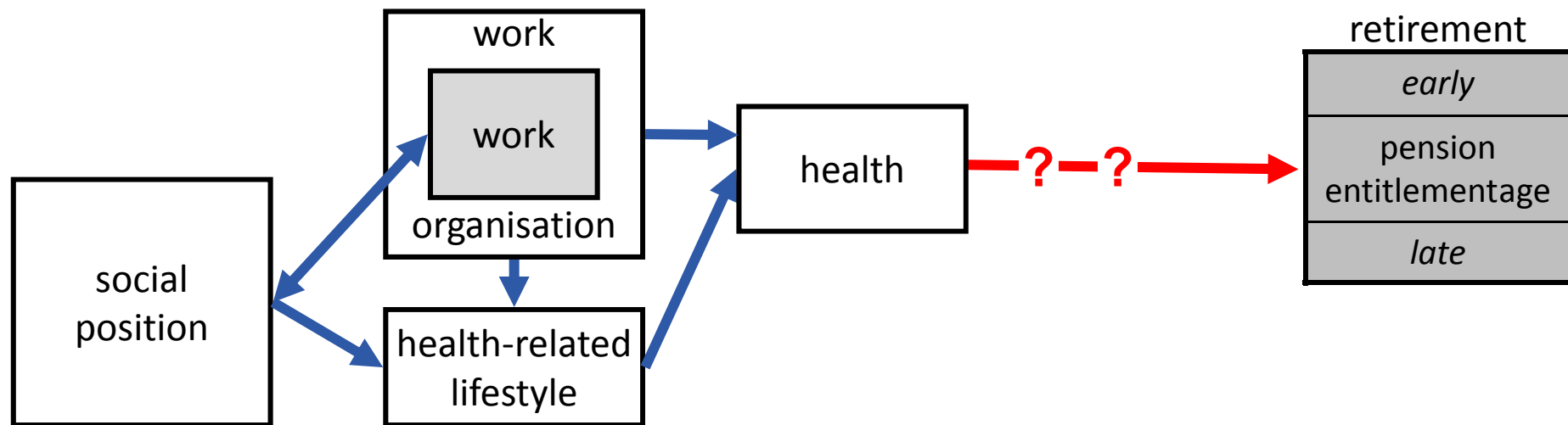


... by professional group ...

proportion of participants who **CAN work** at least until 65 years



lidA conceptual framework on work, age and employment



Self-rated health in the German population aged 51 to 65 years (data from 2008-10)

health	good/ very good	poor	
working (9 Mio)	6,3 Mio	2,7 Mio	9,0 Mio
not working (5.9 Mio)	3,0 Mio	2,9 Mio	5,9 Mio
	9,3 Mio	5,6 Mio	

1. do not want
2. not allowed

1. can
2. want
3. have to



- impaired pathway

„... the practical reality is I do have health limitations. I'm not commercially viable in my old profession and I couldn't sustain full-time work anyway, purely for health reasons now.“



Pond et al. (2010) How health affects retirement decisions:
three pathways taken by middle-older aged New Zealanders



- protective pathway

„I think keeping fit is probably more of a priority for me than it's been in the past and that will have a bearing on time I put into employment or work.“



- maximisation of life pathway

„So I came back to work and told the boss,
‘It’s a nice cruisy job ... and I can do it for a
few more years but in a few years time I
will be 70, and when I turn 70 I am not
going to be able to climb trees with the
grand kids.’“

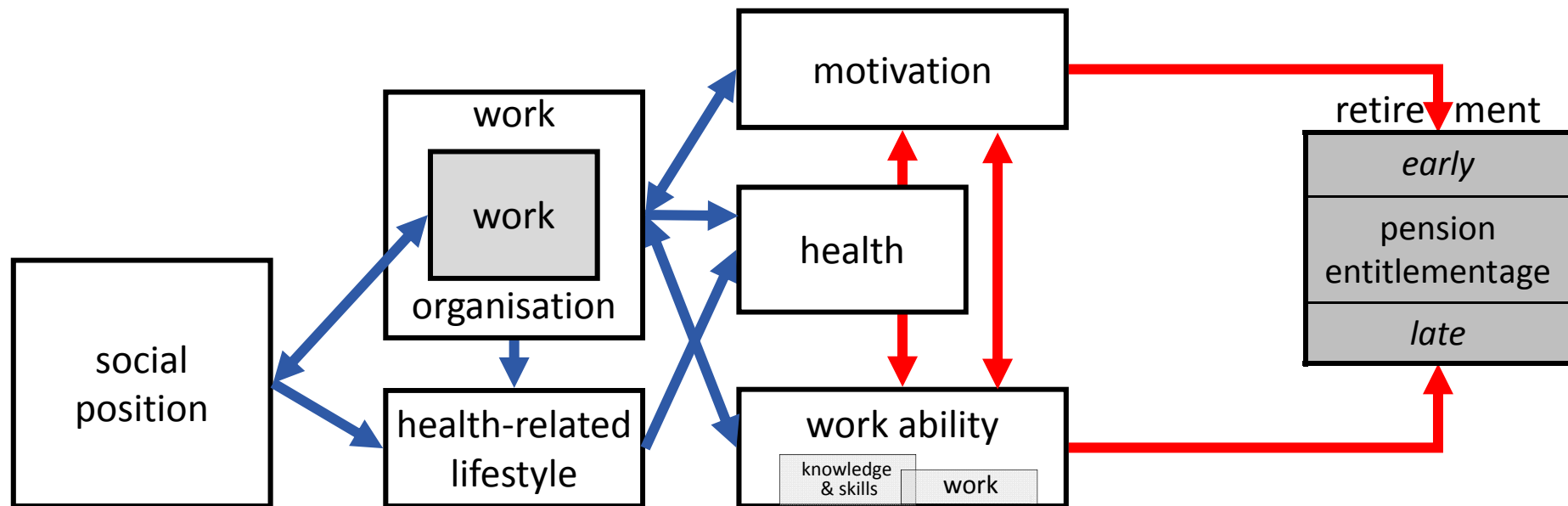


Relation *health and retirement?* – a summary

- POOR health leads to retirement if people
 - can't work any more **CAN I?**
 - are afraid of deterioration **WANTING**
- GOOD health leads to retirement if people
 - don't want to work any more **WANTING**
 - are afraid of further health decline **WANTING**
- POOR health *DOES NOT* lead to retirement if people
 - can work **CAN I?**
 - want to work **WANTING**
 - have to work **finances**



lidA conceptual framework on work, age and employment



Börse + work ability

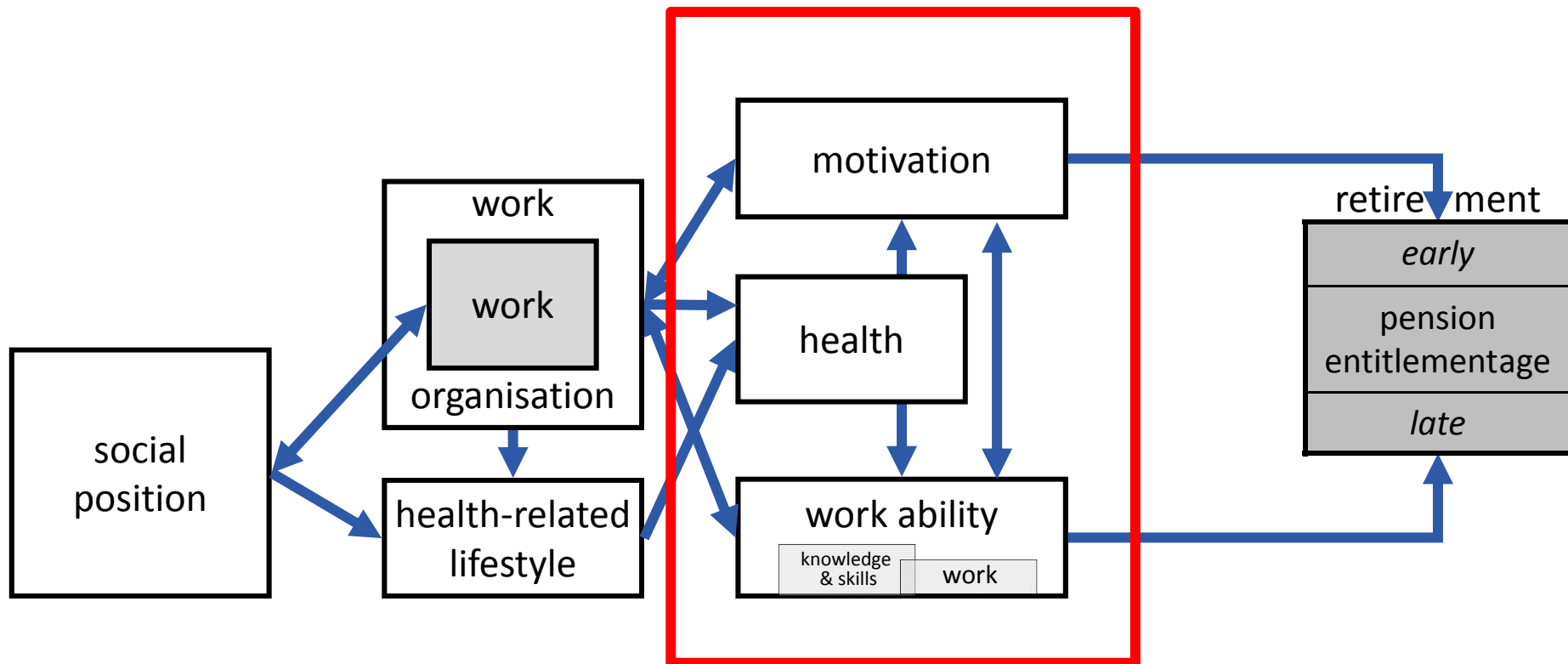
and motivation to
keep working

... The **health** of the older working
population will be relevant for the
future economic and social
development of the ageing society

...



lidA conceptual framework on work, age and employment



4.029 older workers in Germany

(48 & 54 years old, 2014)

work ability

		poor	good
health	poor	N = 1059 (26 % of all) WA ↓ Hlth ↓	N = 875 (22 % of all) WA ↑ Hlth ↓
	good	N=289 (7 % of all) WA ↓ Hlth ↑	N = 1806 (45 % of all) WA ↑ Hlth ↑



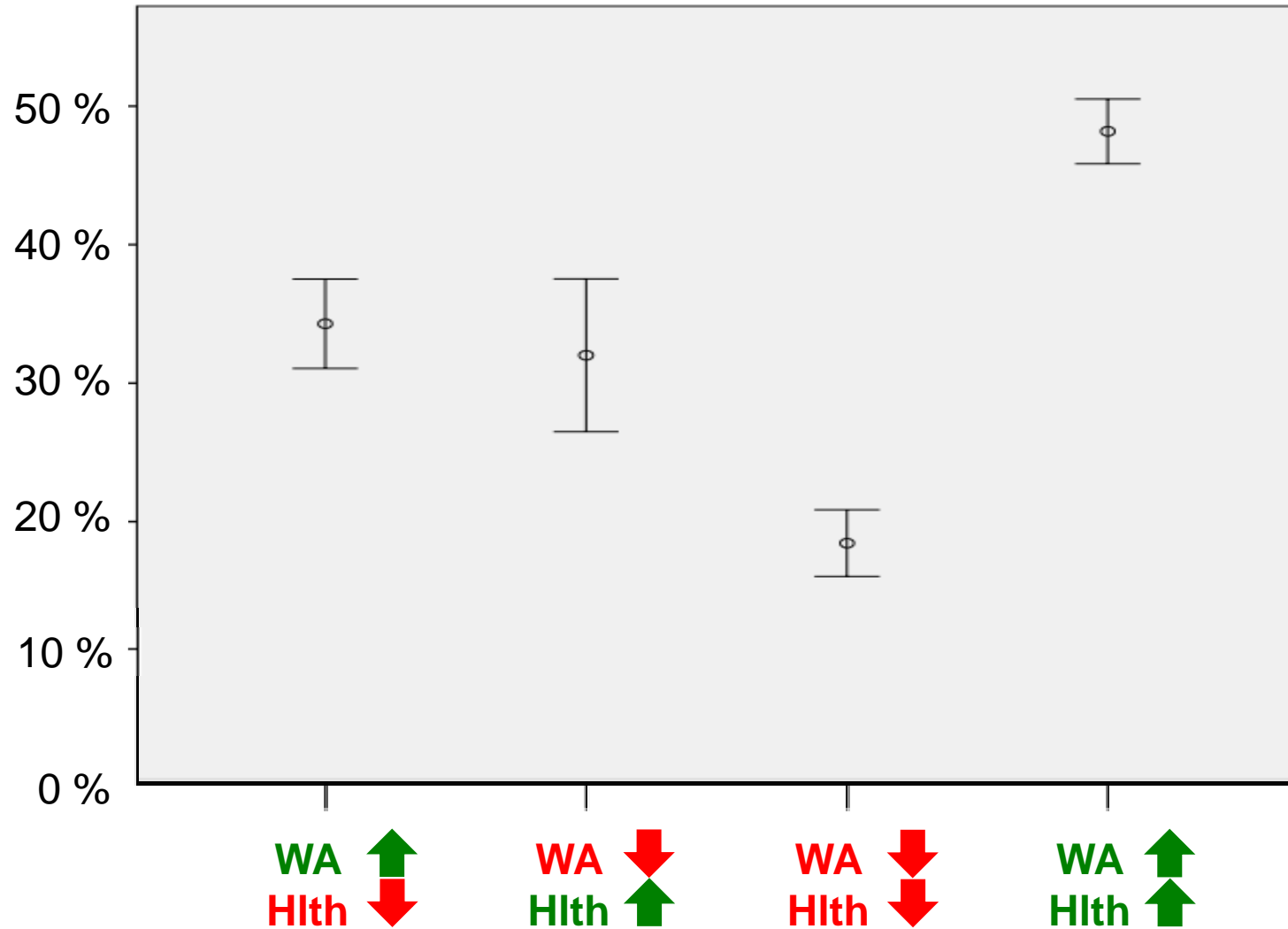
4.029 older workers in Germany (48 & 54 years old, 2014)

„I **want** to keep working until at least 65 years of age“



4.029 older workers in Germany (48 & 54 years old, 2014)

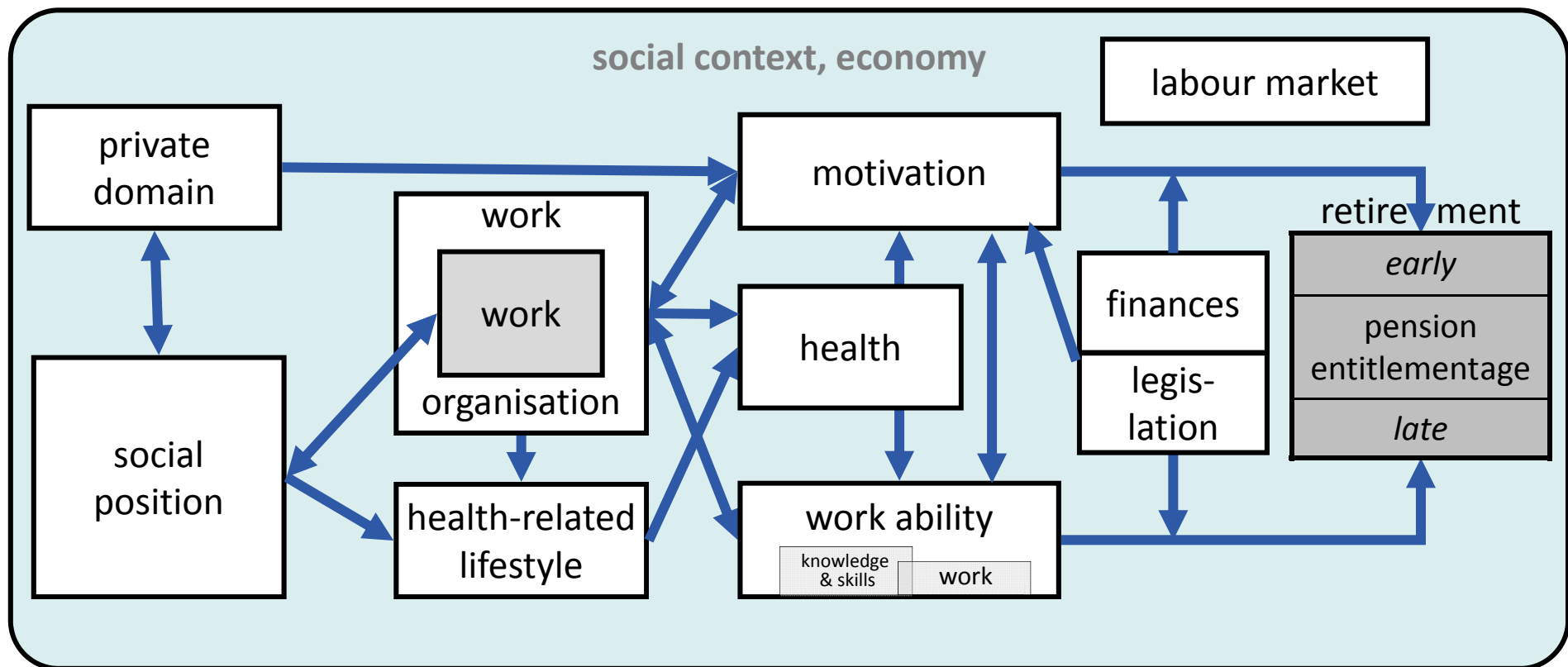
„I can
keep working
until at least
65 years of age“



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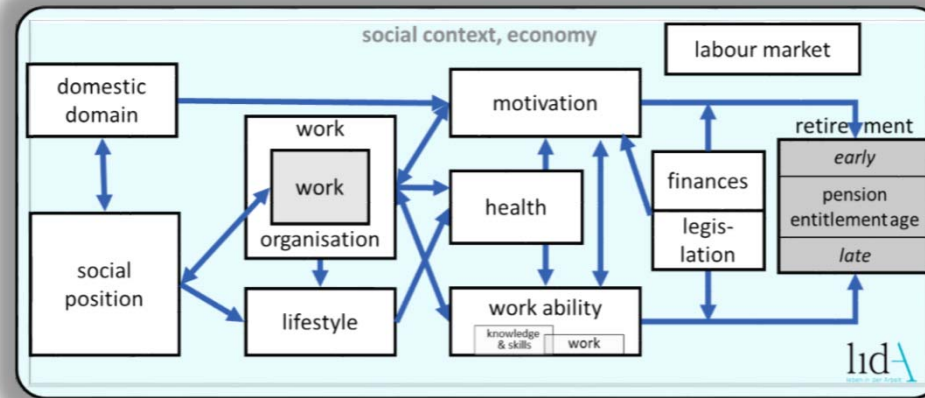
Four characteristics of retirement

complexity

process

individual level

structural level



lidA conceptual framework on work, age and employment

Four characteristics of retirement

Implications for **policy** (selected)

complexity

- degree of influence?

process

- (very) early determinants to be considered

individual
level

- effectiveness of preventive national policy measures?

structural
level

- regulations affect exit, but also stayers (the „Non-Retired“)



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Four characteristics of retirement

Implications for **enterprises** (selected)

complexity

- core role of WORK for keeping workers at work?
- relativize HEALTH impact

process

- continuous preventive action? (HRD) (prevent alienation)

individual
level

- preventive measures with focus on individual

structural
level

- consider the stayers (the „Non-Retired“)



lidA conceptual framework on work, age and employment

Four characteristics of retirement

Implications for **research** (selected)

complexity

- interdisciplinary research
- consider work content and limited role of health
- indicators?

process

- longitudinal assessments
- life course perspective
- data linkage

individual level

- qualitative research approaches

structural level

- research topic: the „Non-Retired“



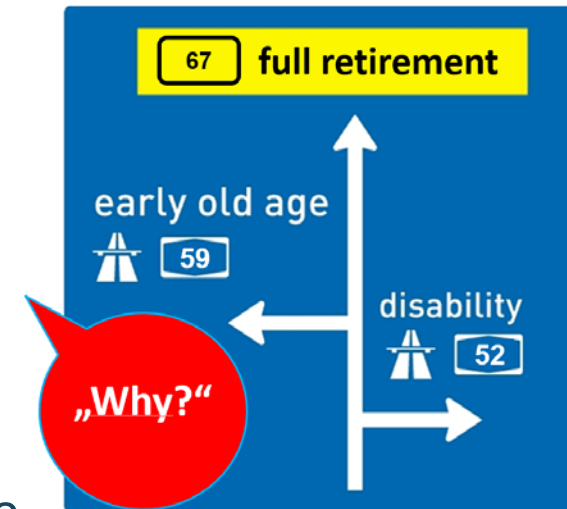
main messages of this presentation

Whether or not people at higher working age are still working ...

- is complex:
 - health is certainly relevant,
 - work ability possibly even more so,
 - motivation to keep working possibly even more so,
 - and clearly many more underlying factors ...

Employment participation at higher working age

- is possibly not so easy to influence
- needs to be monitored and understood
- is not easy to capture by research



Conference Announcement



*Work, age, health and employment
- evidence from longitudinal studies*
19 - 21 September 2016
University of Wuppertal, Germany

Conference Topics

- “Work and retirement”
- “Work, age and health”
- “Life course approaches in retirement research”
- “Measuring change in longitudinal research”
- “Cross national assessments – opportunities and challenges”

Target Audience

- researchers of all scientific disciplines
- professionals and policy makers in the field.

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Thank you!

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