Work, age, health and employment – a conceptual framework

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Work force and needs of work force in Germany

Source: Fuchs & Zika 2010 und Fuchs 2013
... The **health** of the older working population will be relevant for the future economic and social development of the ageing society ...
overview

1. The health status of the older work force in Germany
2. What keeps older people working?  
   - a conceptual framework
3. Conclusions
Work force in Germany: proportion of men with poor health

- Agricultural Professions
- Engineers
- Managers
- Professionals
- Technicians
- Qualified administrative Prof.
- Semi Professionals
- Basic administrative Professions
- Qualified Services
- Qualified manual Professions
- Low skilled Services
- Low skilled manual Workers
- ALL

source: Burr, Kersten, Kroll & Hasselhorn 2013
Work force in Germany: proportion of women with poor health

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source: Burr, Kersten, Kroll & Hasselhorn 2013
1. The health of the older work force
1. The health of the older work force

Summary:
• There are professions who keep surprisingly healthy until higher working age.
• There are professions with a clearly increased risk for poor health in higher working age.
• The health differences between professions increase with increasing age group
• (Cross validations with different epidemiological approaches confirm the findings)

Conclusions:
• There is no such “THE older worker”
• Working with poor health is reality for individuals and organisations
• Multiple factors contribute to good/poor health in professions
2. What keeps older people working?
- The lidA conceptual framework on work, age and employment

sources: Hasselhorn & Peter 2013, Ebener & Hasselhorn submitted
## Self Rated Health in the German Population Aged 51-65

### Table: Self Rated Health

<table>
<thead>
<tr>
<th>Health Status</th>
<th>Good/Very Good</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working (9 Mio)</td>
<td>6.3 Mio</td>
<td>2.7 Mio</td>
</tr>
<tr>
<td>Not Working (5.9 Mio)</td>
<td>3.0 Mio</td>
<td>2.9 Mio</td>
</tr>
</tbody>
</table>

### Notes

1. don't want
2. not allowed to
1. can
2. want
3. have to

Source: GEDA09, RKI 2010, weighted data, own calc.
2. What keeps older people working?
- The lidA conceptual framework on work, age and employment

sources: Hasselhorn & Peter 2013, Ebener & Hasselhorn submitted
Summary:

- **Retirement** ... is complex,
  - is a process,
  - is ‘individual’ AND
  - has a strong structural component.
- **Health** ... is NOT automatically determining employment participation.
- The question is rather, whether older people
  - CAN work *(Work Ability, Qualification)*
  - WANT to work *(Motivation to work)*
  - are ALLOWED TO WORK *(Labour market)*
3. Conclusions: “Ageing workforce - Is it possible without better working conditions?” Measures – where, what and when?

1. For some groups: **YES, no additional measures needed**  
   For others: **NO, measures needed**

2. Interventions: What is the aim?  
   - To keep the workers healthy?  
   - To keep the workers productive?  
   - To prevent early exit?  
   - To make workers work longer?
references quoted