



Work, age, health and employment – a conceptual framework

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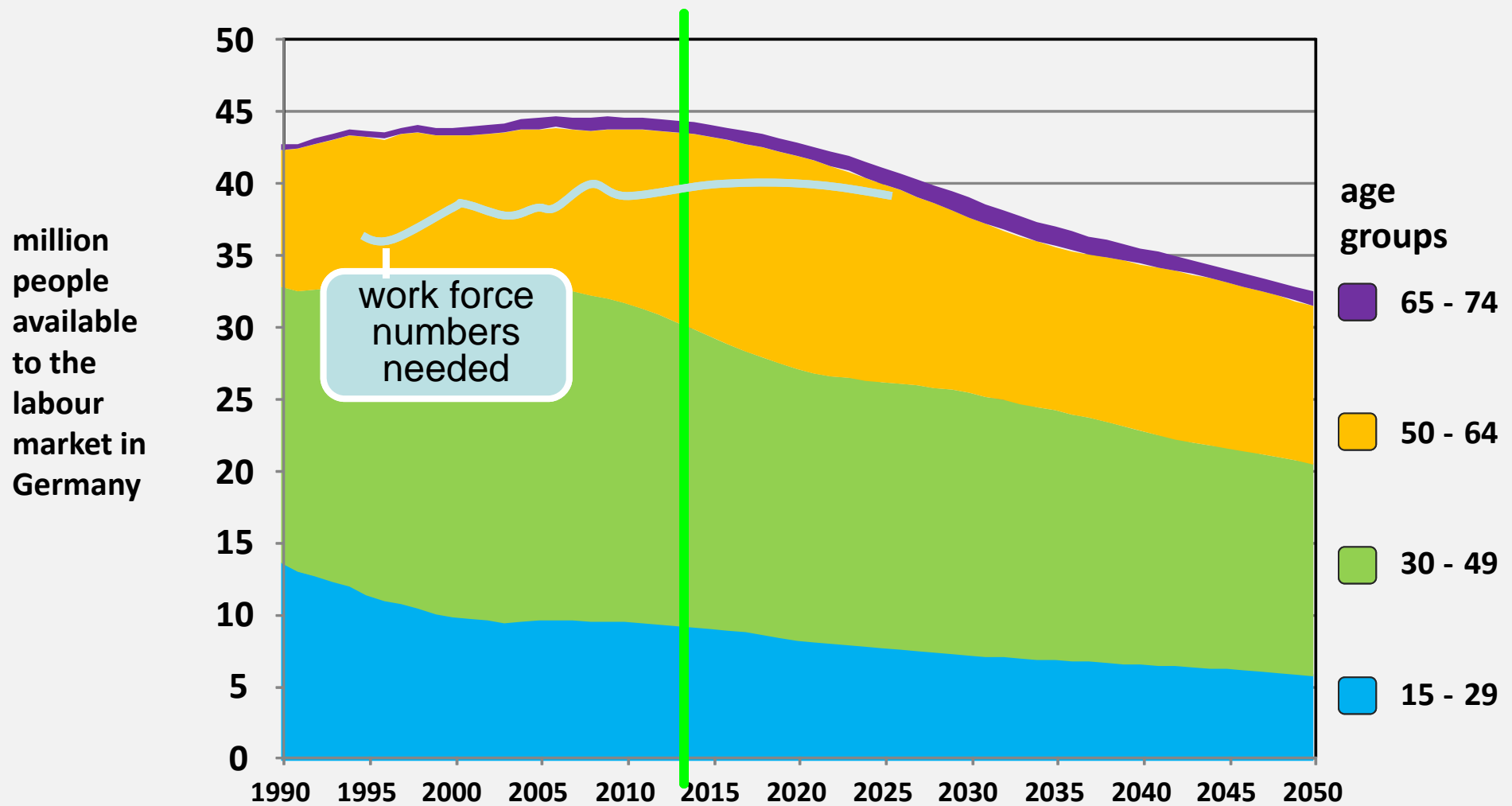
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The logo for BAuA (Federal Institute for Occupational Safety and Health) consists of the letters 'b', 'a', 'u', 'a' in a bold, lowercase, sans-serif font, followed by a colon. The letters are dark grey.

Work force and needs of work force in Germany



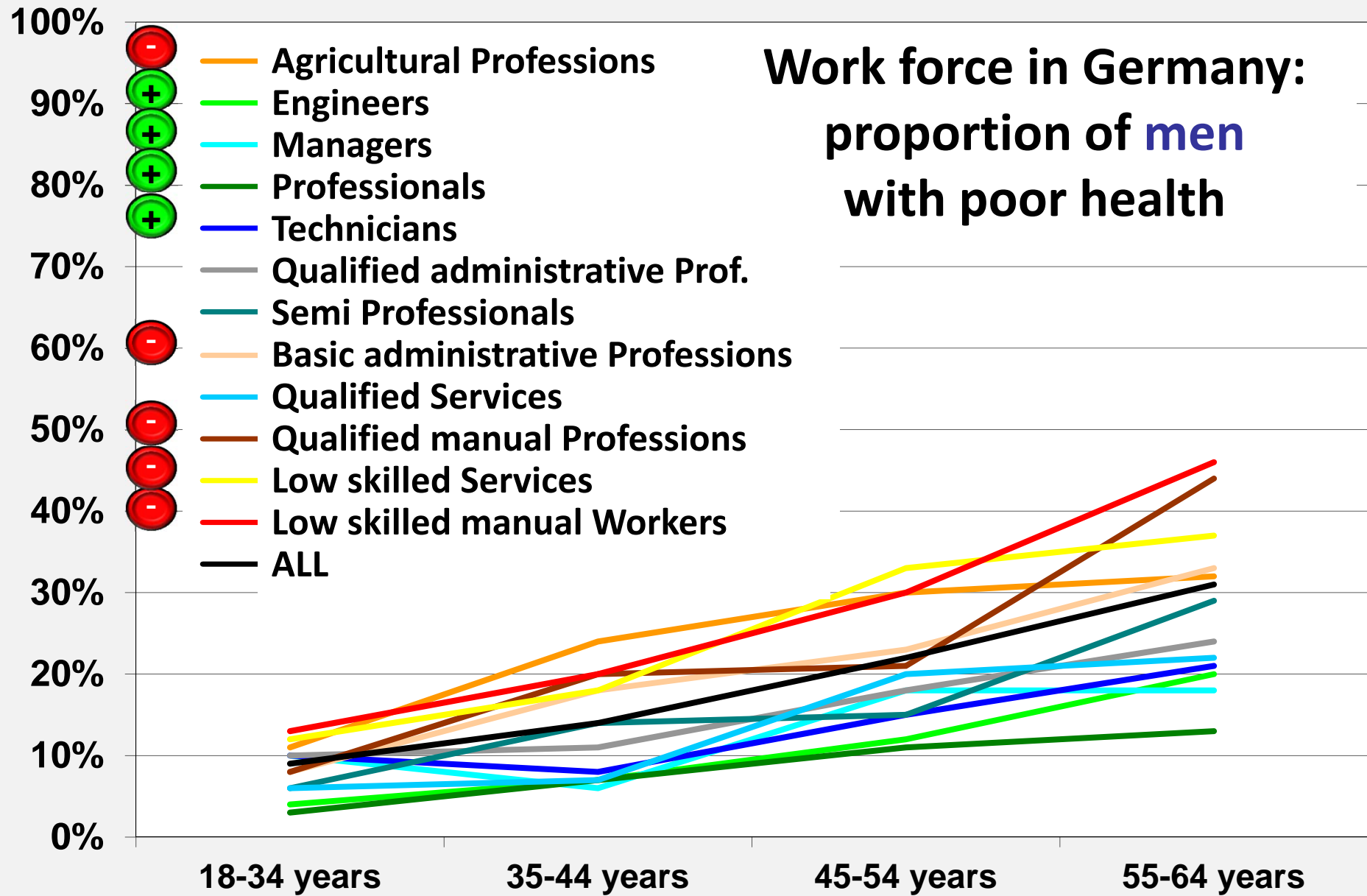
... The **health** of the older working population will be relevant for the future economic and social development of the ageing society

...

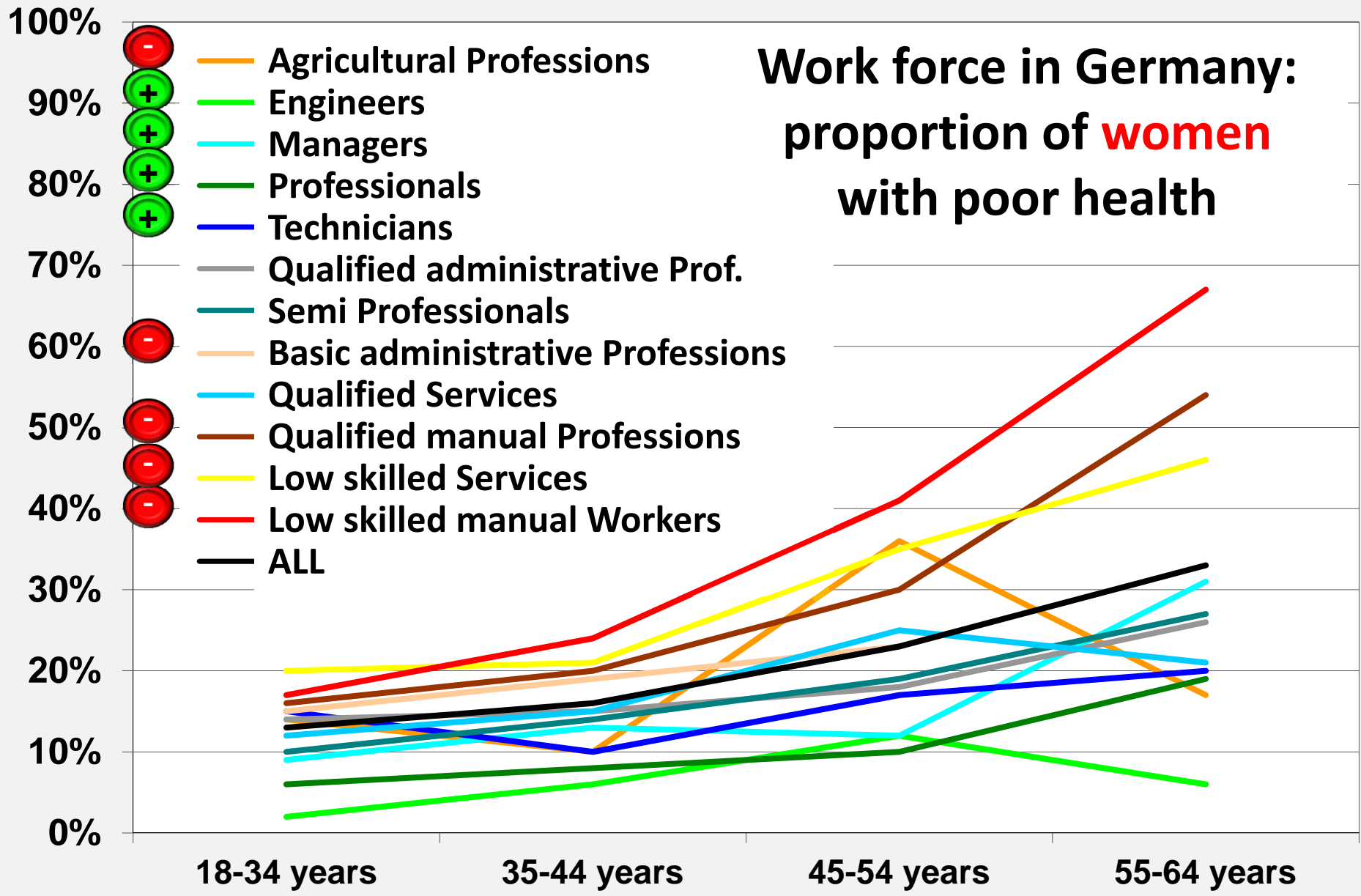
overview

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

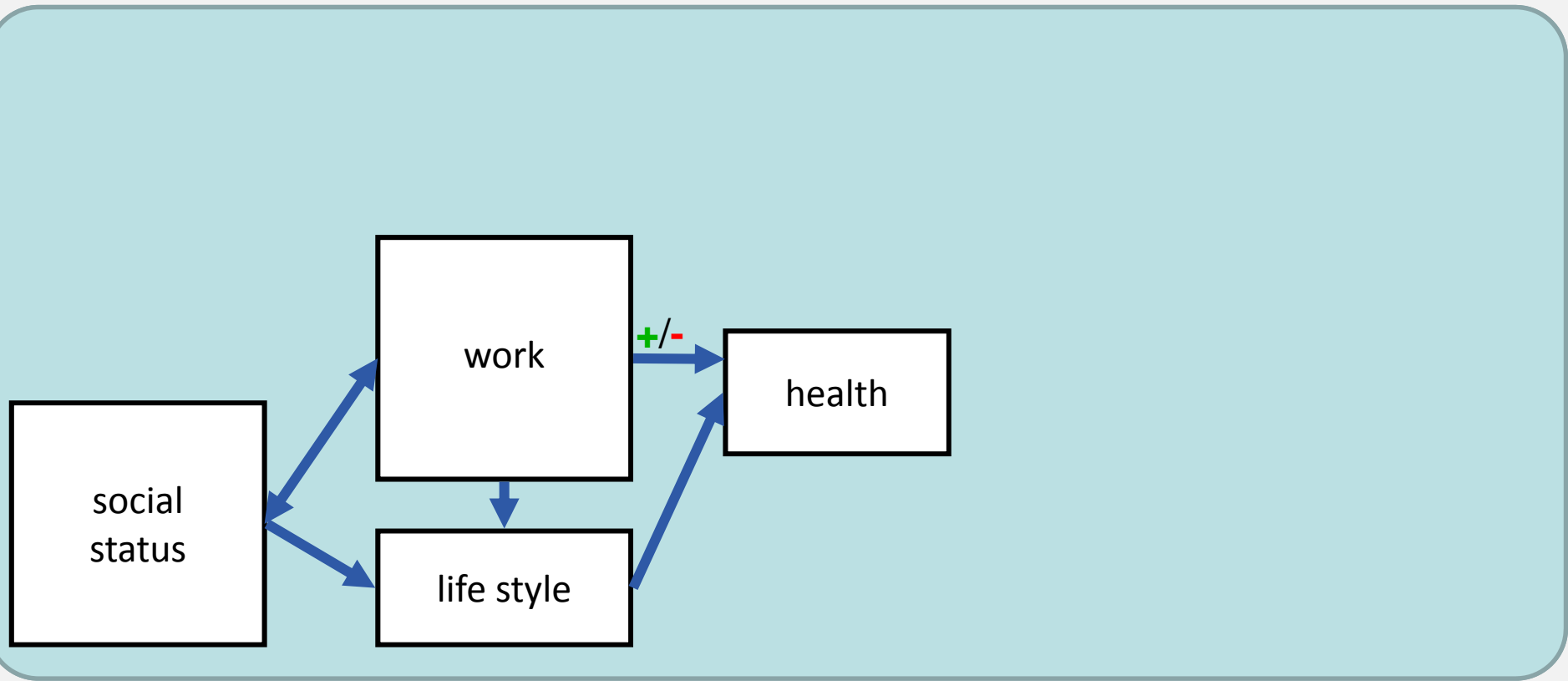
Work force in Germany: proportion of men with poor health



Work force in Germany: proportion of **women** with poor health



1. The health of the older work force



1. The health of the older work force

Summary:

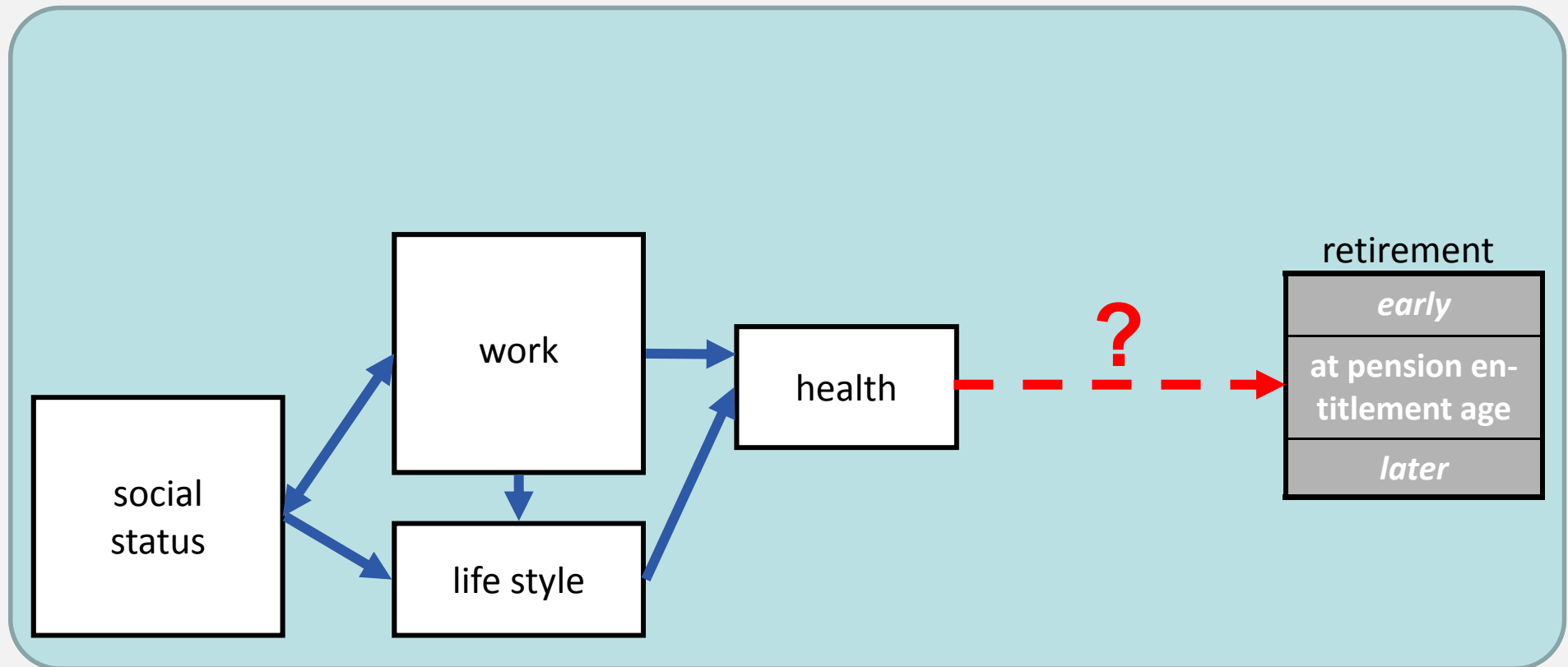
- There are professions who keep surprisingly healthy until higher working age.
- There are professions with a clearly increased risk for poor health in higher working age.
- The health differences between professions increase with increasing age group
- (Cross validations with different epidemiological 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



self rated health in the German population aged 51-65

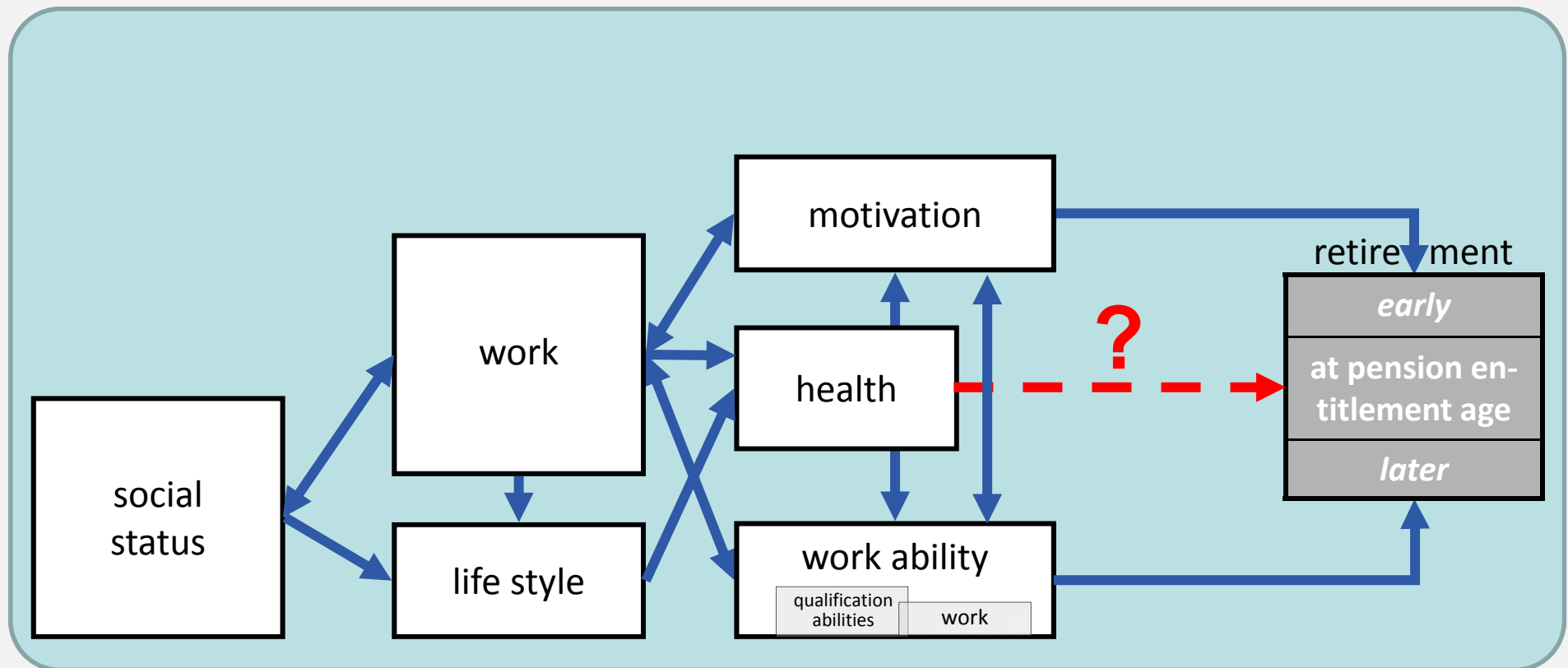
1. don't want
2. not allowed to

1. can
2. want
3. have to

health	good/ very good	poor
working (9 Mio)	6.3 Mio	2.7 Mio
not working (5.9 Mio)	3.0 Mio	2.9 Mio

2. What keeps older people working?

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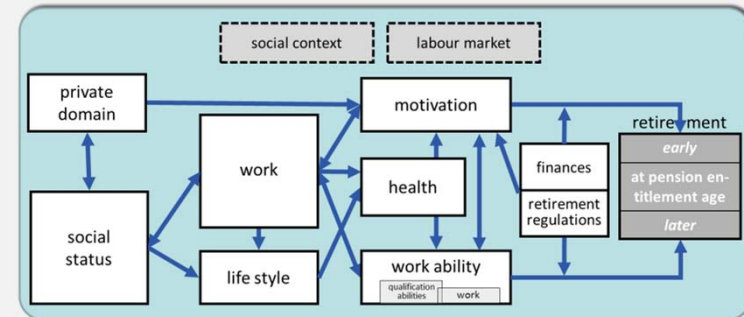


2. What keeps older people working?

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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

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