



**ETUI-ETUC**

**„THE WORLD OF WORK IN TRANSITION”**

27-29 JUNE 2018

PANEL 2

**„WORKING CONDITIONS IN AN AGEING SOCIETY”**

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# PRESENTATION PLAN

## Age management research in CIOP-PIB:

- Two studies **at the individual level**: predictors of intention to continue working after the retirement age
- Study **at the organisational level**: age management activities in Polish organisations



# EMPLOYMENT RATE OF OLDER WORKERS IN POLAND (%)

	2010	2011	2012	2013	2014	2015	2016	2017
<b>total</b>	34.1	36.9	38.7	40.6	42,5	44,3	46,2	<b>48,3</b>
<b>men</b>	45.2	47.8	49.3	51.3	53,1	54,2	55,7	58,3
<b>women</b>	24.2	27.2	29.2	31.0	32,9	35,5	37,6	39,3

<http://epp.eurostat.ec.europa.eu/tgm/refreshTableAction.do?tab=table&plugin=0&pcode=tsdde100&language=en>



# WELLBEING AND JOB ATTITUDES IN EMPLOYEES 50+

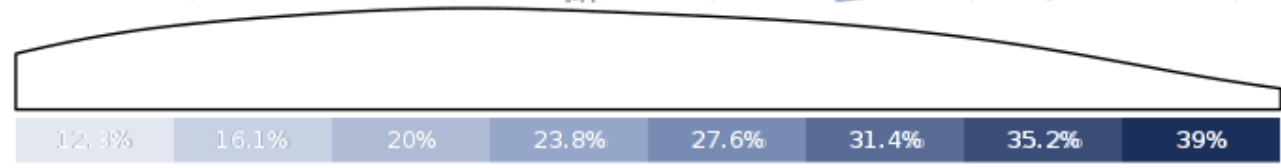
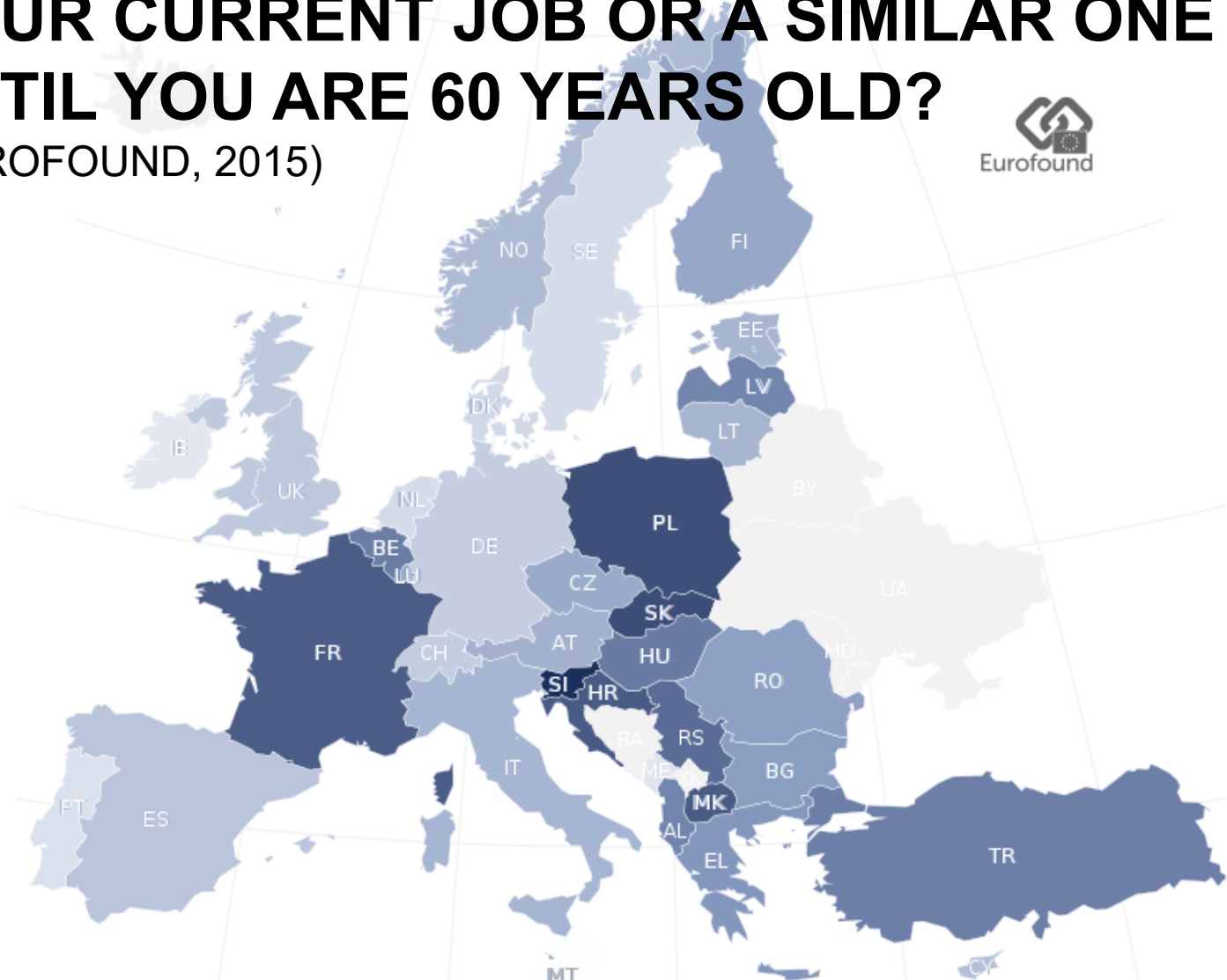
## Starting points:

- At the same time, a percentage of Polish workers within the age bracket of 50-59 who do not think they will be able to do the same job at 60 is one of the highest in EU (Eurofund, 2015).
- A very low percentage of employees aged 50+ is willing to participate in professional training or other forms of development.



# DO YOU THINK YOU WILL BE ABLE TO DO YOUR CURRENT JOB OR A SIMILAR ONE UNTIL YOU ARE 60 YEARS OLD?

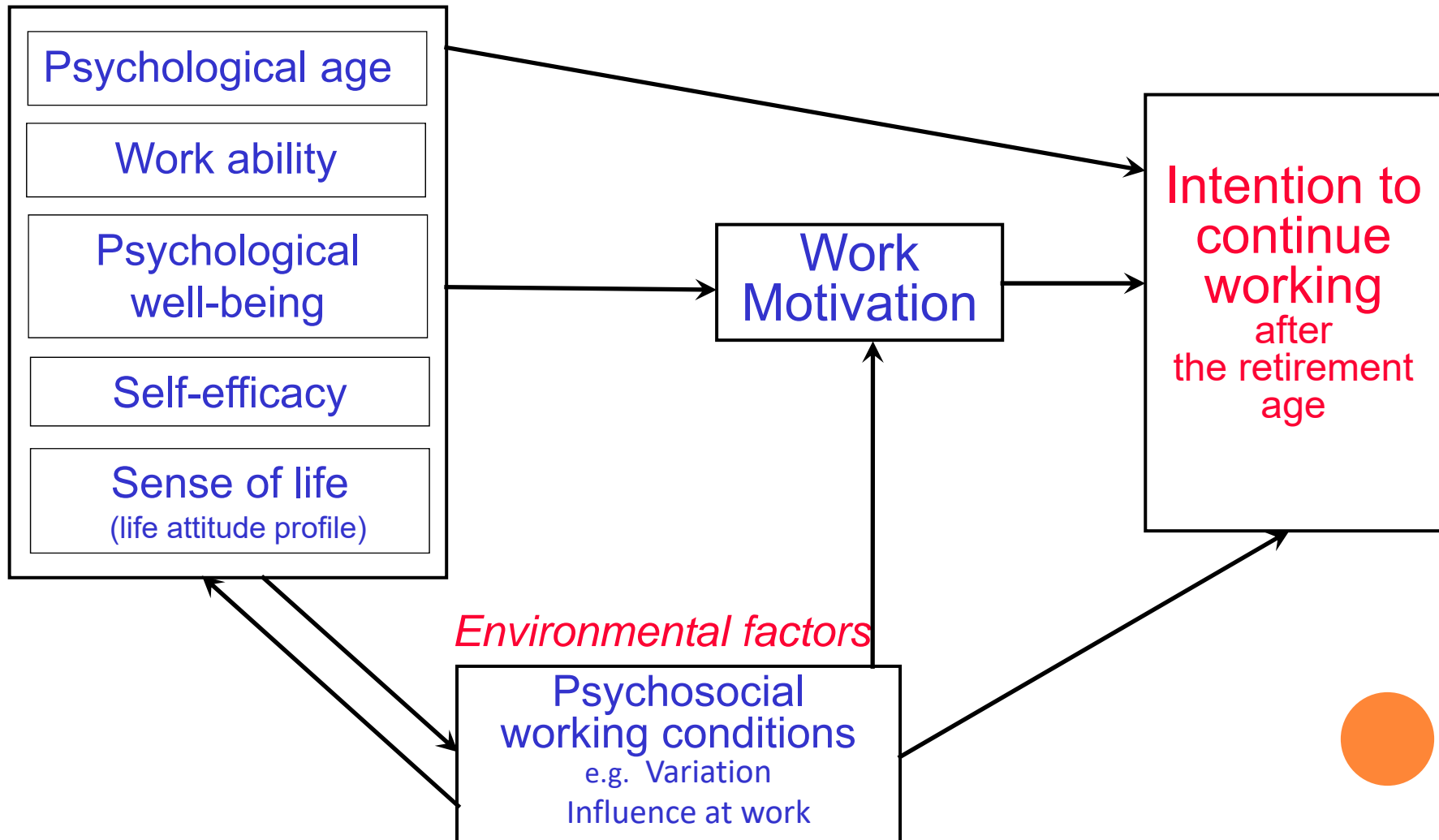
(EUROFOUND, 2015)



# STUDY 1: PREDICTORS OF THE INTENTION TO CONTINUE WORKING AFTER THE RETIREMENT AGE

(M. Warszewska-Makuch, 2016, CIOP-PIB)

## Individual factors



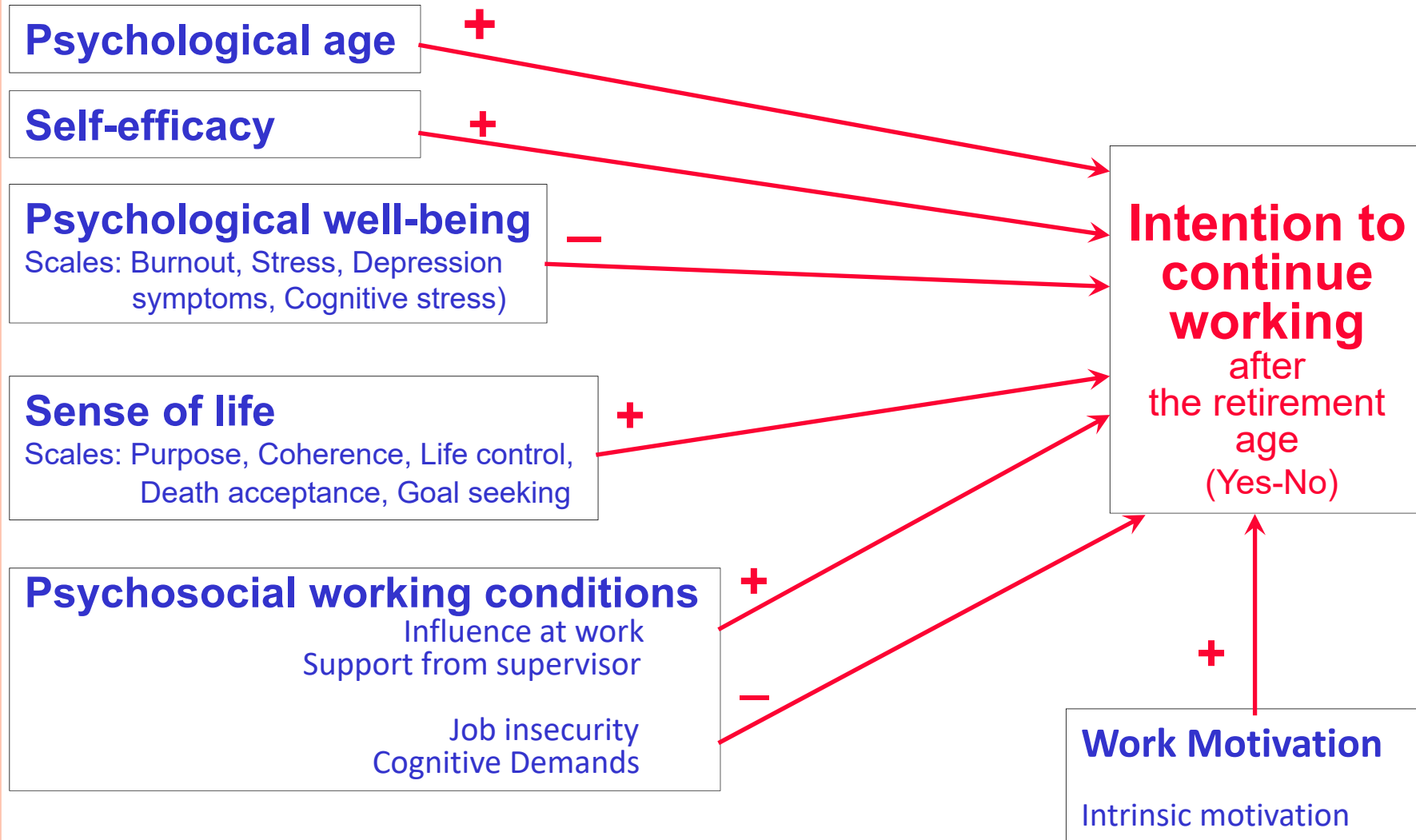
# SAMPLE

- 1,270 Polish employees (19-64 years old)
- 46% of employees intend to continue working after retirement



# RESULTS:

Intention to continue working after the retirement age and its associations





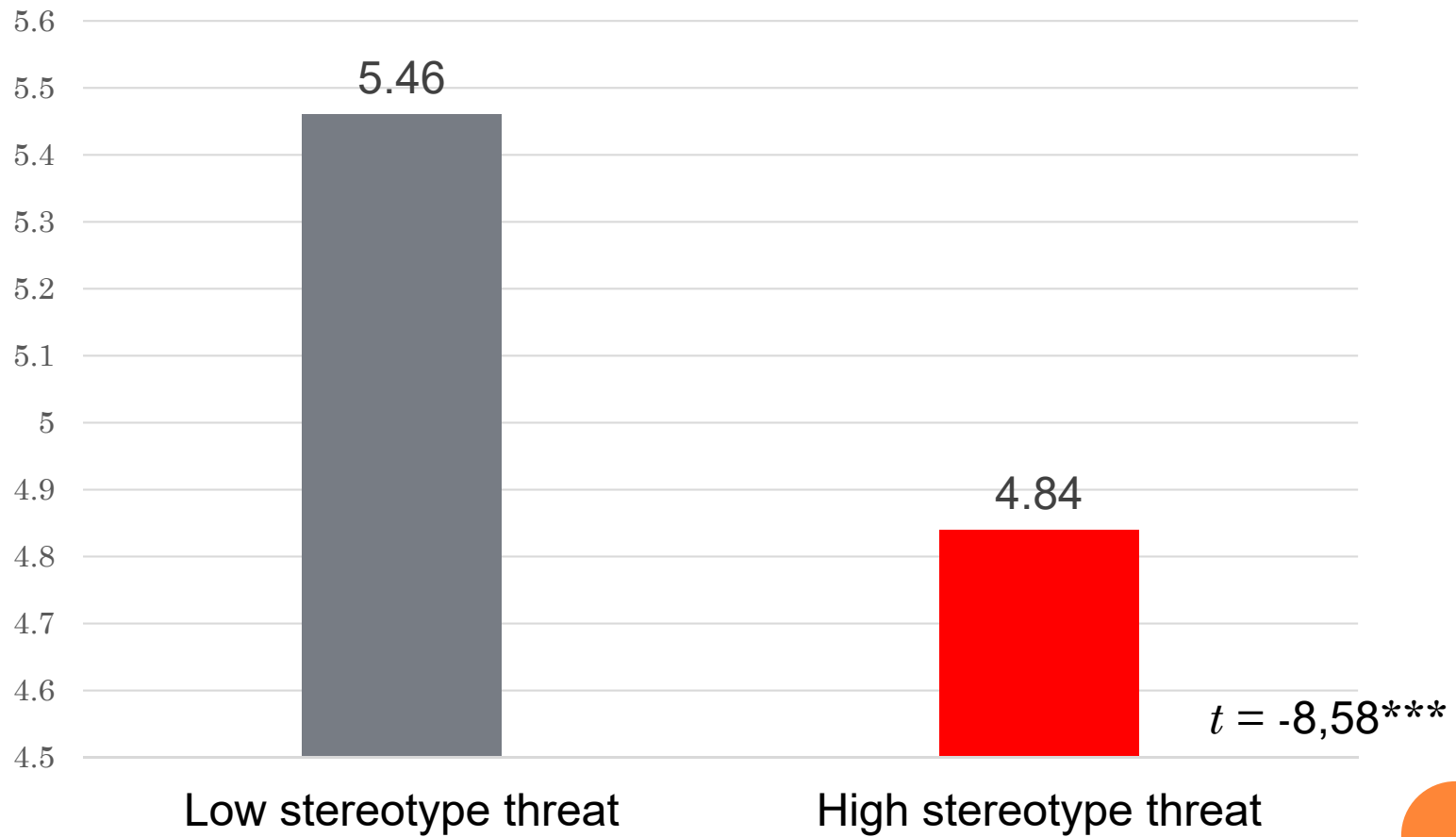
# **STUDY 2: AGE STEREOTYPES AND WELL-BEING OF EMPLOYEES OF 50+YEARS OF AGE**

(Z. Mockała, 2016, CIOP-PIB)

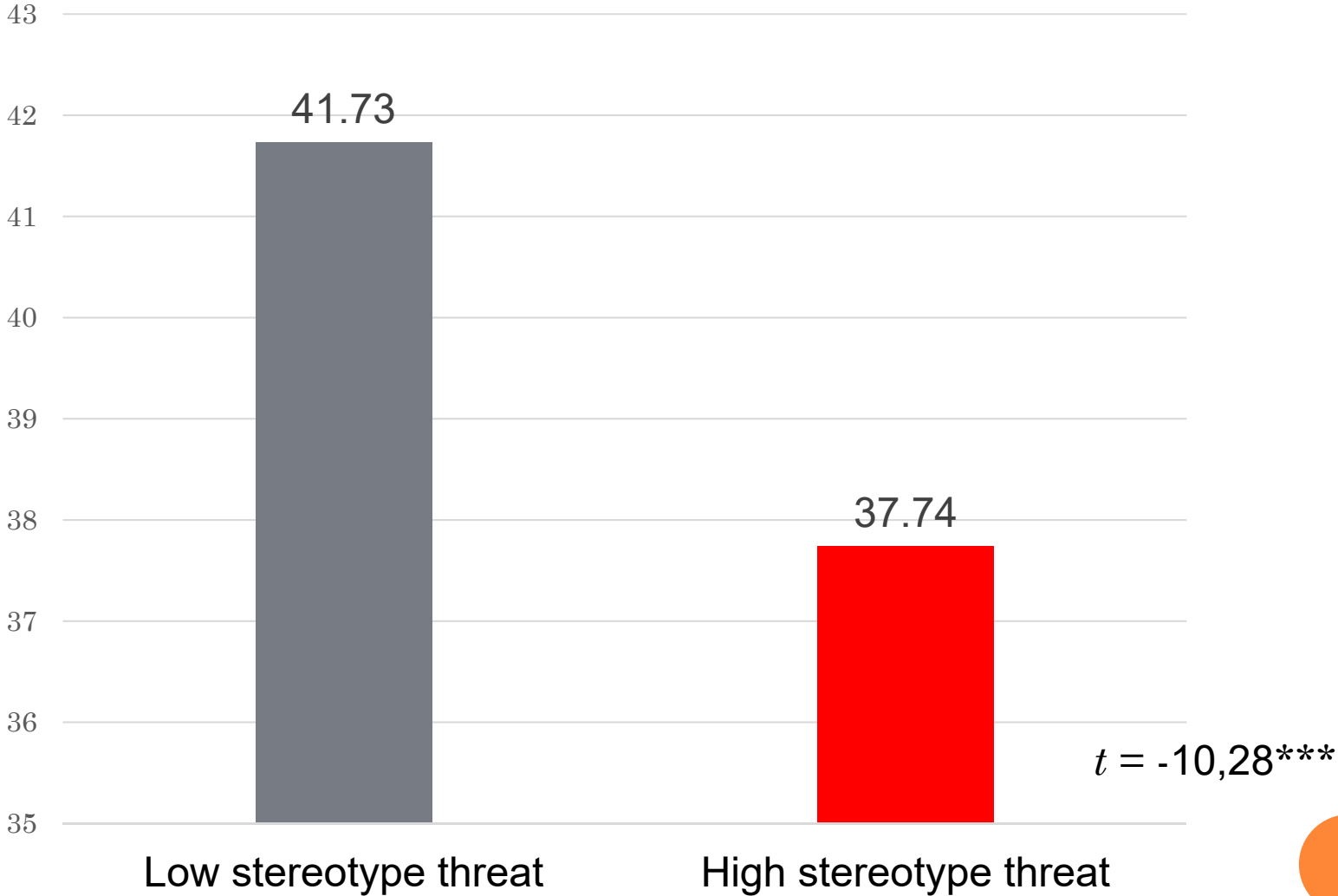
- The aim was to study the relationship between a stereotype threat at work and wellbeing and work attitudes of employees aged 50+
- Stereotype threat – perception of people of given social group (older employees) of being stereotyped by people from other social groups (e.g. younger employees)
- A study group comprised 1007 white and blue collar employees aged 50-72 (M = 56,3; SD = 4,17), women (56,7%) and men (41,7%)



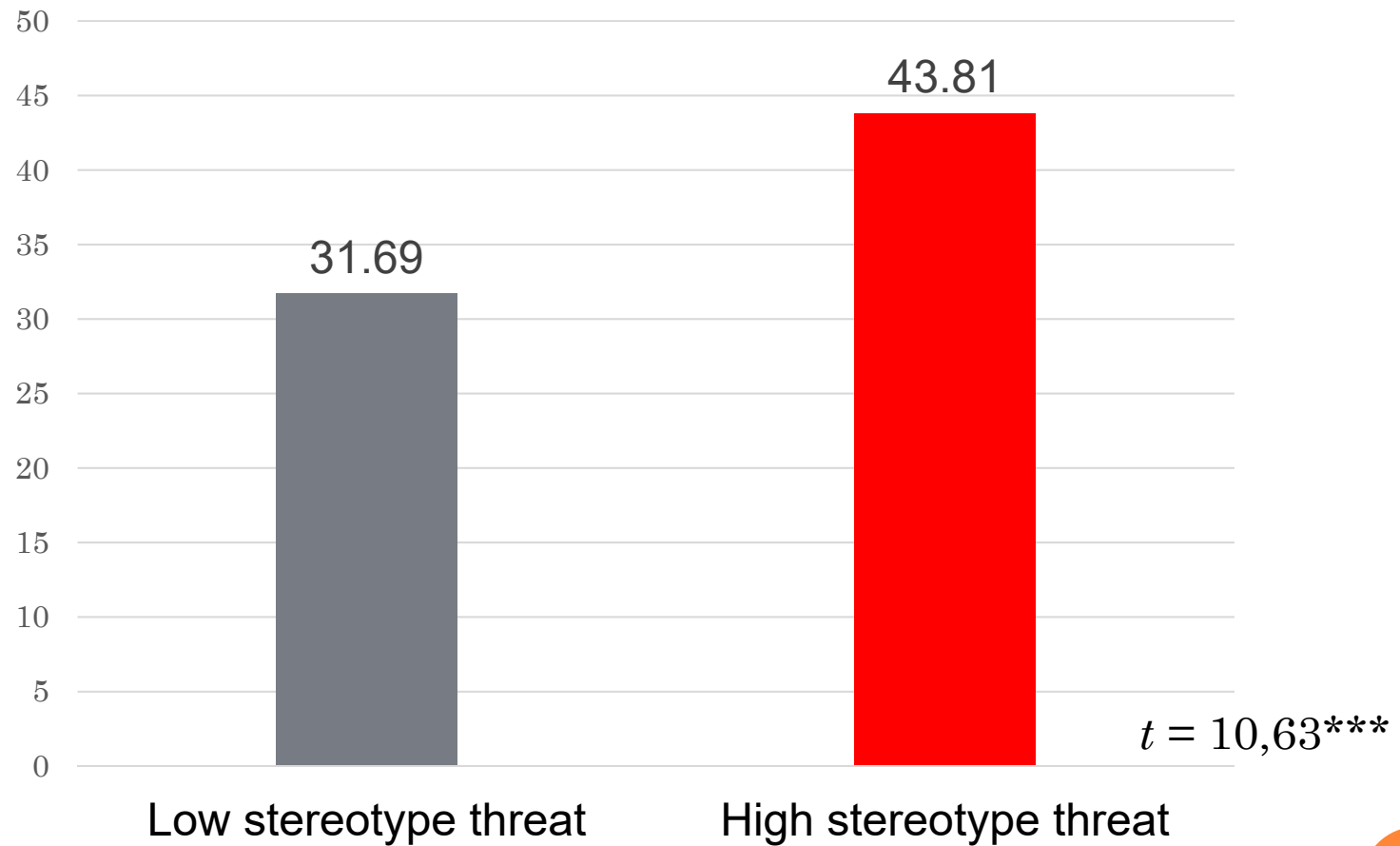
# INTRINSIC MOTIVATION TO WORK



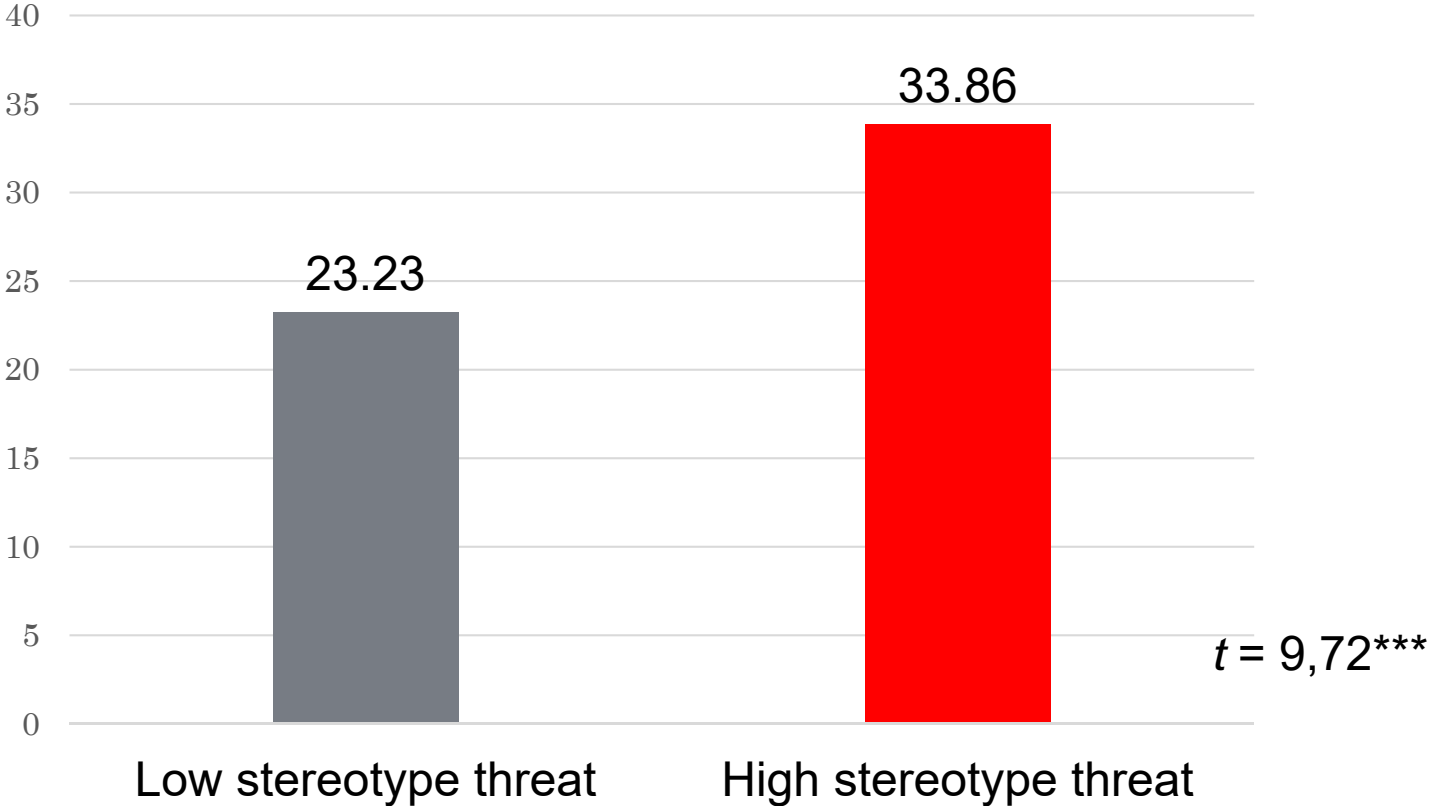
# WORK ABILITY



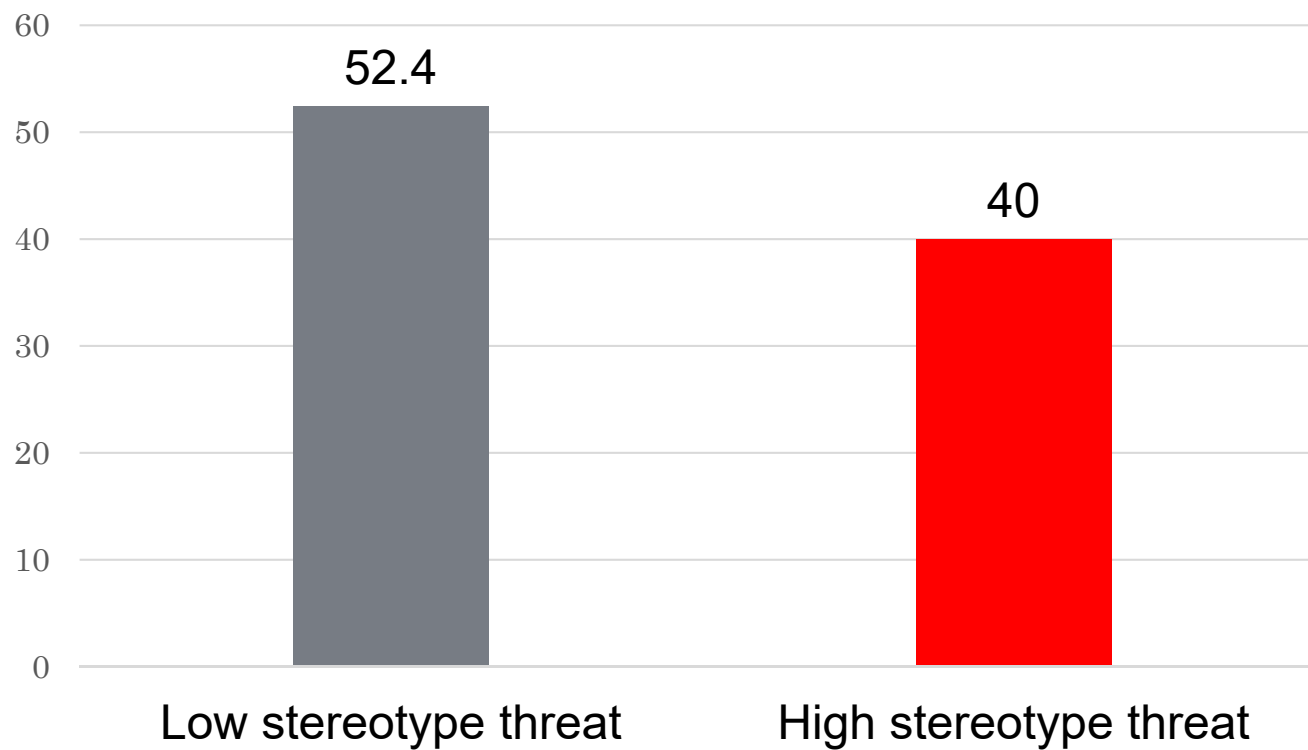
# STRESS



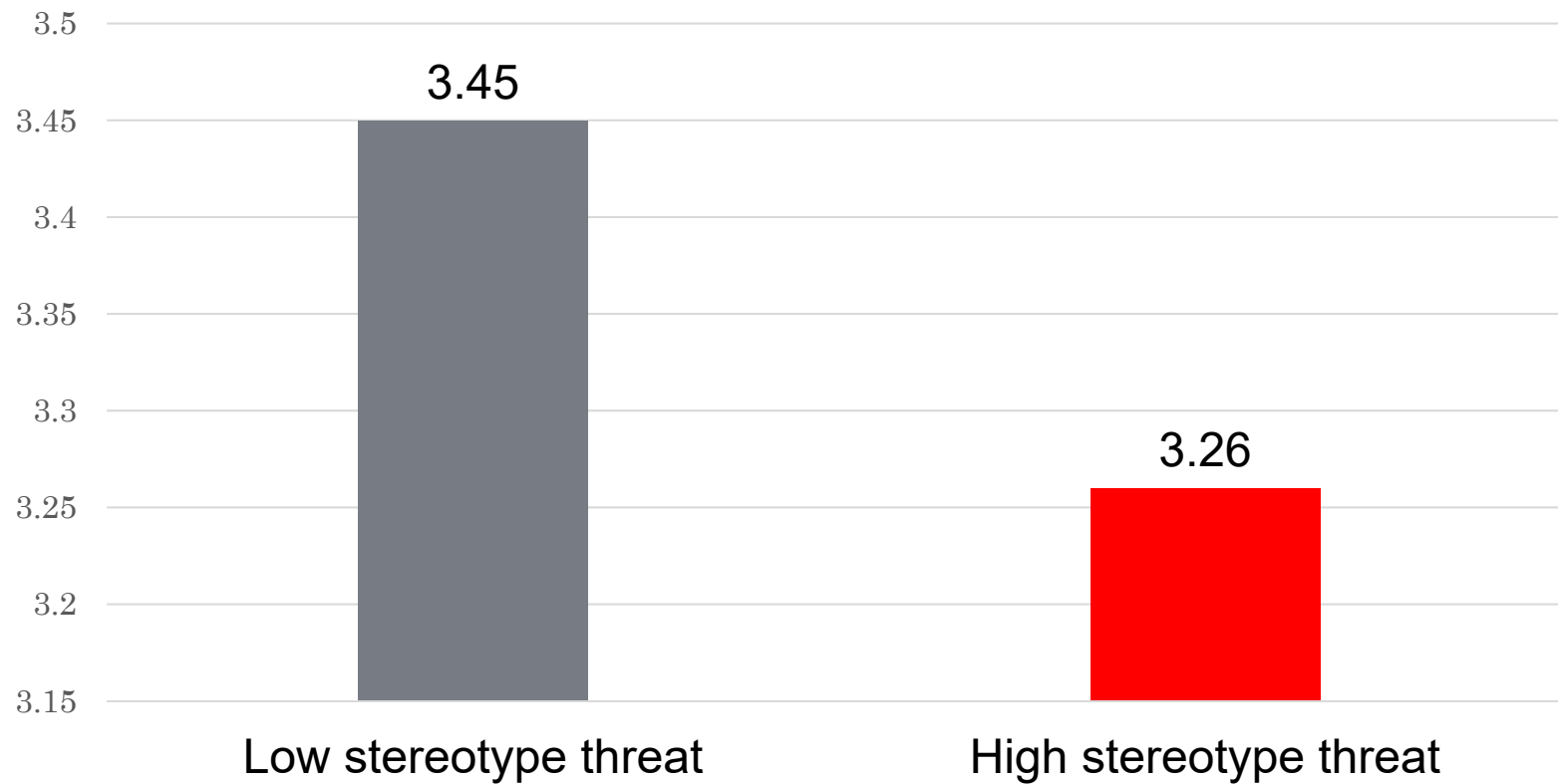
# DEPRESSION



# INTENT TO CONTINUE WORK (% YES)



# INTENT TO PARTICIPATE IN PROFESSIONAL DEVELOPMENT



# CONCLUSIONS:

- Results indicate that feeling of stereotype threat is related to wellbeing and work attitudes of employees aged 50+
- This may be an important message for practitioners as it seems that stereotypes at workplace are related to employees physical and psychological health and work attitudes which may result in leaving the labor market early





# TRANSLATING RESULTS OF STUDY 1 AND 2 INTO PRACTICE

- Guidebook for practitioners: employers, OSH specialists, managers
- Workshops for practitioners:
  - on predictors of employees' intention to continue working after the retirement age, stressing the importance of favourable working conditions (e.g., autonomy, support from supervisor) in relation to this intention; stressing the different roles of intrinsic and extrinsic work motivation (Study 1)
  - on age-related stereotypes and their impact on well-being and professional performance of employees of 50+years of age e.g. providing wise feedback in mentoring relationships, adding meaning to work tasks, encouraging self-affirmation (Study 2)



# **STUDY 3: AGE MANAGEMENT ACTIVITIES IN POLISH ORGANISATIONS** (K. Hildt-Ciupińska, 2012, CIOP-PIB)

**Age management** = „measures that combat age barriers and/or promote age diversity. These measures may entail specific initiatives aimed at particular dimensions of age management; they may also include more general employment or human resources policies that help to create an environment in which individual employees are able to achieve their potential without being disadvantaged by their age” (Walker, 1999).

## **Dimensions of age management studied:**

- job recruitment
- learning, training and lifelong learning
- career development
- flexible working time practices
- health protection and promotion, and workplace design
- redeployment
- employment exit and the transition to retirement
- comprehensive approaches



# SAMPLE

500 workers of 50+ years of age (F=250)

- from 200 enterprises (small, medium and large)
- 5 economic sectors:
  - ✓ Manufacturing
  - ✓ Construction
  - ✓ Trade
  - ✓ Health care
  - ✓ Administration



# AGE MANAGEMENT ACTIVITIES – SOME RESULTS

% (N=200 firms)



# TRANSLATING RESULTS OF STUDY 3 INTO PRACTICE

- Recommendations for employers on age management in organisations
- Review of good practices on age management at work
- Workshops for employers, workers' representatives, HR specialists on age management
- Brochure



Zarządzanie wiekiem – promowanie aktywności  
zawodowej osób 50+  
Przykłady dobrych praktyk

Centralny Instytut Ochrony Pracy – Państwowy Instytut Badawczy  
Warszawa 2013 r.



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**Thank you for your attention!**

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