

# News from the

lidA  
leben in der Arbeit

Study

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# 1 Publications

Breckenkamp, J., Dyck, M., Schröder, C.C., Schönfeld, S.S., du Prel, J.-B., Razum, O., Hasselhorn, H.M. (2020). **Inanspruchnahme medizinischer Rehabilitation und Zugangshindernisse bei Personen mit Migrationshintergrund - Ergebnisse der lidA-Kohortenstudie** (Utilisation of medical rehabilitation and access barriers for persons with a migrant background – results of the lidA Cohort Study). *Rehabilitation*. <https://doi.org/10.1055/a-1276-6811>

➡ It was examined as to what extent differences in utilisation of medical rehabilitation can be attributed to migration background and to migration-independent personal access barriers.

Borle, P., Boerner-Zobel, F., Voelter-Mahlknecht, S., Hasselhorn, H. M., & Ebener, M. (2020). **The social and health implications of digital work intensification. Associations between exposure to information and communication technologies, health and work ability in different socio-economic strata.** *International Archives of Occupational and Environmental Health*. <https://doi.org/10.1007/s00420-020-01588-5>

➡ The use of internet and communication technologies (ICT use) for work is relatively high among the study sample of older employees. But, unlike some previous research has suggested, our findings indicate that a high level of ICT use is not harmful when it is not experienced as digital work intensification.

Dettmann, M.-M. & Hasselhorn, H. M. (2020). **Helpfulness of workplace accommodations in maintaining health and work ability in older employees with poor health in Germany.** *Journal of Occupational and Environmental Medicine*. <https://doi.org/10.1097/JOM.0000000000002069>

➡ The article examines the perceived helpfulness of workplace accommodations in maintaining health and work ability in older employees with poor health in Germany.

Du Prel, J.-B., Borchart, D. (2020). **Betriebliche Gesundheitsförderung und Prävention bei älteren Beschäftigten im Geschlechtervergleich** (Gender comparison of workplace health promotion and prevention among older employees). In H. Jürges, J. Siegrist, M. Stiehler (Eds.), *Männer und der Übergang in die Rente. Vierter Deutscher Männergesundheitsbericht der Stiftung Männergesundheit* (pp. 107-121). Gießen: Psychosozial-Verlag. ISBN-13:978-3-8379-3023-8

➡ This study investigates health behaviour, the utilisation of workplace health promotion and prevention programmes and its barriers, as well as the motivation to change health behaviour, comparing older male and female workers in Germany.

Garthe, N., & Hasselhorn, H. M. (2020). **Leaving and staying with the employer—Changes in work, health, and work ability among older workers.** *International Archives of Occupational and Environmental Health*. <https://doi.org/10.1007/s00420-020-01563-0>

➡ This article compares four groups of occupational change: those voluntarily or involuntarily changing their employer and those who voluntarily or involuntarily stayed with their employer over the past four years. The effects on working conditions, health and work ability over time are examined.

Hasselhorn, H. M. (2020). **Gesundheit und Erwerbsperspektive bei Männern und Frauen im höheren Erwerbsalter** (Health and employment perspectives for men and women of advanced working age). In H. Jürges, J. Siegrist, M. Stiehler (Eds.), *Männer und der Übergang in die Rente. Vierter Deutscher Männergesundheitsbericht der Stiftung Männergesundheit* (pp. 93-105). Gießen: Psychosozial-Verlag. ISBN-13:978-3-8379-3023-8

➡ Health is known to affect how long workers want to stay in employment. This report examines whether this mechanism is different for men and women. Contrary to expectations, this is not the case.

Hasselhorn, H. M., Stiller, M., du Prel, J.-B., & Ebener, M. (2020). **Work profiles of older employees in Germany - results from the lidA-cohort study.** *BMC Public Health*, 20(1). <https://doi.org/10.1186/s12889-020-09542-3>

➡ The article identifies five work quality profiles among the older work force in Germany, based on nine job quality characteristics. The classification enables to monitor the baby boomer generation in its transition from work to retirement.

Schröder, C.C., Hasselhorn, H.M., du Prel, J.-B., Breckenkamp, J. (2020). **Subjective employment perspective among older workers with and without migrant Background in Germany- Results of the lidA cohort study.** *Journal of Occupational Health* 62:e12166. <https://doi.org/10.1002/1348-9585.12166>

➡ The aim of this study was to investigate the subjective employment perspective at higher working age for different employee groups with and without a migrant background, willing to, being able to, and planning to work until the individual state pension age.

## New lidA-Fact Sheets

### Flexible Working Time

- **Working time discrepancies** and **working time** preferences among baby boomer occupational groups
- Professional requirement levels and **Work Time Control** – Are employees who are more flexible timewise, **healthier**?

### Digitised Work

- **Email communication**: Can it be a strain on older employees?
- **Working location flexibility**: Baby boomer telework before the coronavirus pandemic
- Expected availability and **contact outside working hours**: The effects on work ability and motivation
- Digitised work and **work intensification** as experienced by baby boomers

### Migration and Rehabilitation

- Are **employees with a migrant background** at a **disadvantage** in terms of work-related factors?
- Utilisation of, and **access barriers** to rehab measures among older employees with or without a migrant background
- Employees with and without a migrant background - how many **want** to work up until retirement age, how many **can** and how many are planning to do so?

### Health Promotion

- **Workplace Health Promotion** measures: Utilisation, participation barriers and preference of older employees

### Change of Tasks

- „**I would like to take on other tasks.**“ – How the desire to change tasks can affect the health and work ability of older employees
- Older employees who would like to **change their profession** – Who are they and how is their health and ability to work?
- **Change of profession and the desire to change** among older employees – how does it affect employment prospects?
- Health, in relation to a **change of profession or change of task** - focussing on older employees
- **Change of employer** by older workers – How are health, ability to work and working conditions affected by a voluntary/involuntary change or continuation?

### Quality of Work

- How is the baby boomers **quality of work**? Extract from Hasselhorn, Stiller et al. (2020) Work profiles of older employees in Germany - BMC Public Health

[Download](#)

Further publications, including the lidA-brochure (in German) can be found here [www.lidA-studie.de](http://www.lidA-studie.de).



## lidA in the Media

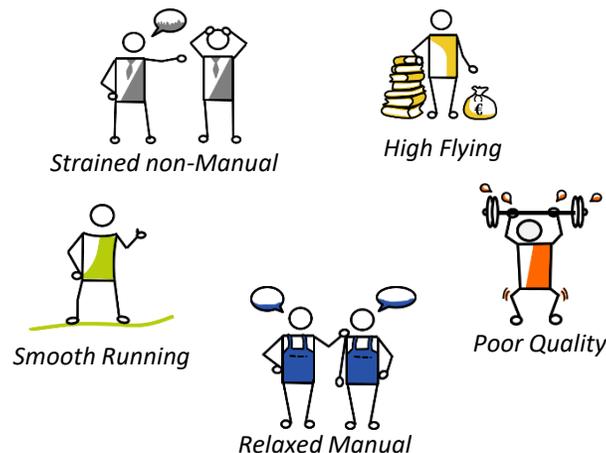
The nationwide newspaper, „Welt am Sonntag“, published an article on October 25, 2020, both in print and online, reporting new lidA results under the heading, „Wir sind dann mal weg“ (“We’re off then”). The news was based on the scientific [publication](#), „Work profiles of older employees in Germany - results from the lidA-cohort study“ in *BMC Public Health* journal.

The focus is on five profiles – two on poor („Poor Quality“, „Strained non-Manual“) and three on good quality of work („Relaxed Manual“, „Smooth Running“ and „High Flying“), in which the working baby boomers in Germany can be classed. Overall, about one third have a poor quality of work and – not surprisingly – many of those asked can imagine retiring early.

In-depth analysis shows that it does not depend on the profession itself as to whether employees find themselves in a good or in a bad profile – but on the actual working conditions. Organisations and politics could and should take up on this if they want to keep this generation of employees in working life for longer.

Various media and platforms published the results of this article (see links below):

- [Online article Welt am Sonntag](#)
- [Press release Uni Wuppertal](#)
- [Twitter Uni Wuppertal](#)
- [Bergzeit Uni Wuppertal](#) (university magazine)
- [Finanznachrichten.de](#) (financial news)
- [Wuppertaler Rundschau](#) (local newspaper)
- [Olderburger Online Zeitung](#)
- [Hasepost](#)
- [Press Augsburg](#)
- Rheinische Post Bergisches Land 30.10.20 (only in print)
- Handelsblatt 30.10.20 (only in print)



## The Julius-Springer-Prize for Occupational Medicine 2020

The Julius-Springer-Prize was jointly awarded to Daniela Borchart (lead author), Jean-Baptist du Prel and Hans Martin Hasselhorn for their [publication](#), „Older workers` participation in health promotion and prevention programs“ (see lidA-newsletter 2019/2, p. 2).

The prize, named after the founder of Springer Publishing, is awarded annually for the best freely submitted work from the previous year in the category, „Original Work“ in the „Zentralblatt für Arbeitsmedizin, Arbeitsschutz und Ergonomie“. The award was presented at a ceremony – Corona-safe – on 11th November, by PD Dr. Matthias Jäger, the journal’s editor in chief.

The award winning article examines older employees and their participation in health promoting and preventive measures, with regard to exercise, relaxation and a healthy diet, using selected sociodemographic, health and work-related factors.



Award Ceremony (left to right): PD Dr. Matthias Jäger presented the Julius-Springer-Prize to Daniela Borchart, M.Sc., lead author and her co-authors, Prof. Dr. Hans Martin Hasselhorn and Dr. Jean-Baptist du Prel. Photo: Lorena Henftling

## DGAUM 2020

The DGAUM (German Society for Occupational and Environmental Medicine) annual meeting took place in Munich from September 2<sup>nd</sup> – 5<sup>th</sup>. Due to the Coronavirus pandemic, it was hosted for the first time as a hybrid event.

Besides a limited amount of participants at the conference, there were also speakers and participants who took part online. The innovative format showed a number of advantages, such as higher participation at certain events.

The lidA Study was well represented with contributions from Hans Martin Hasselhorn and Michael Stiller on typical work profiles in Germany, and from Jean-Baptist du Prel and Daniela Borchart on the potential use of digitally supported offers for workplace health promotion for older workers.

## 16th World Congress on Public Health 2020

Due to the Coronavirus pandemic, this year's 16th World Congress on Public Health unfortunately did not take place in Rome as had been planned. Instead, it took place virtually from October 12<sup>th</sup> – 16<sup>th</sup>. An innovative and interactive conference platform was developed for this purpose, which gave the feeling of an actual conference with exhibition stands, a networking lounge and plenary rooms (see photos). The conference participants therefore had the advantage of being able to view lectures which ran parallel at a later point, as some sessions were made available on video afterwards.

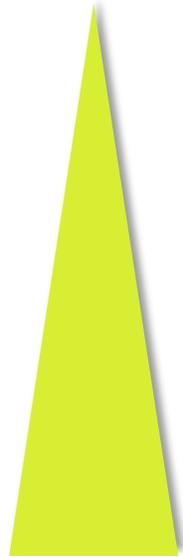


Screenshots from the WCPH2020 (<https://wcp2020.com/>). Co-organisers and partners were WFPHA, EUPHA and Siti and Triumph Group International (TGi)

A poster contribution by Chloé Charlotte Schröder (and co-authors), represented the lidA Study. The subjective employment perspective among older workers with and without a migrant background in Germany was examined in detail.

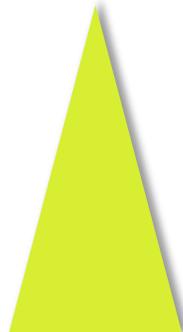
More details on this publication: Schröder, C.C., Hasselhorn, H.M., du Prel, J.-B., Breckenkamp, J. (2020). Subjective employment perspective among older workers with and without migrant background in Germany- Results of the lidA cohort study. *J Occup Health* 2020;62:e12166. [doi.org/10.1002/1348-9585.12166](https://doi.org/10.1002/1348-9585.12166)

### What workplace accommodations do older employees with poor health perceive as *helpful* in maintaining health and the ability to work?



**OR 11.15**

Discussions \* The importance of employee health within the company (interaction)



**OR 6.59**

Adjustments to working hours



**OR 3.50**

Adjustments to work tasks



**OR 2.57**

Adjustments in the workplace

### What we found:

Older employees with poor health find the following measures helpful in maintaining health and ability to work:

- Adjustments to working hours,
- Adjustments to work tasks and
- Adjustments in the workplace.

In addition, the company plays a major role:

- Surprisingly, „discussions“ were not rated as helpful at all. An in-depth look then showed:
- Discussions are perceived as helpful, even extremely helpful, if employee health is a high priority within the company.

The direct supervisor also has an influence:

- Measures are perceived as more helpful if employee health is a high priority for the supervisor.

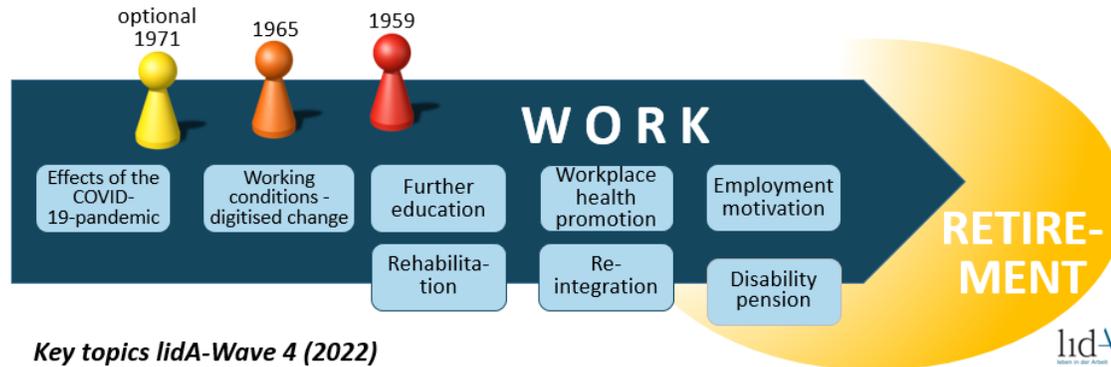
*Results of a logistic multiple regression analysis (dependent variable: 0 = Measure(s) not helpful, 1 = Measure(s) helpful). Odds Ratios (OR) are reported.*

*Control variables: Age, gender, education, working hours, physical work, importance of employee health in the company, importance of employee health with direct supervisors, social support from colleagues. The measures „further training“ and „other measures“ did not produce any significant results.*

**Source:** Dettmann, M.-M. & Hasselhorn, H. M. (2020). **Helpfulness of workplace accommodations in maintaining health and work ability in older employees with poor health in Germany.** *Journal of Occupational and Environmental Medicine.* <https://doi.org/10.1097/JOM.0000000000002069>

Wave 4 of the lidA Study was originally supposed to take place in 2021. Due to the COVID-19-pandemic, it will now be postponed by one year to summer 2022.

The main emphasis in wave 3 was on “changes in the working world” - in wave 4 we plan to focus on the topics outlined in the figure below.



**Key topics lidA-Wave 4 (2022)**

We intend to fill up both groups from the two birth cohorts (1959 and 1965) to 3000 participants each. If all potential funders contribute to the financing of wave 4, the 1971 birth cohort will also be included in the survey for the first time, so that another focus of wave 4 will be on “changing society” and comparison of generations.

### Development of a COVID-19 question module

In the last issue, we informed you about our development of a specific question module, on the long term effects of the COVID-19 pandemic on workers.

In the meantime, the „Data Harmonisation Working Group“ of the EU-COST-Action OMEGA-NET (Network on the Coordination and Harmonisation of European Occupational Cohorts), headed by Prof. Vivi Schlünssen (Aarhus University, Denmark), Prof. Damien McElvenny (The University of Manchester, UK) und Dr. Jean-Baptist du Prel (The University of Wuppertal, Germany) have put together a comprehensive survey instrument that, in addition to various aspects of the Coronavirus pandemic, also includes aspects of the long term effects of this crisis.

A first version of the survey instrument can currently be viewed and commented here:

<https://omeganetcohorts.eu/news/covid19-questionnaires-omeganet/>

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