

Publications

Journal Articles
Fact Sheets
Brochures
lidA Publicity

Events

Conference and
Congress
Contributions

lidA
leben in der Arbeit

**Newsletter
2026**

New Findings

Leave Early or Stay
longer?

Outlook

Project „ÜbergangsWeise“
lidA wave 5
lidA Follow-Up Survey

Publications

Journal Articles

Borchart, D., Galatsch, M., Bruschini, M., & Garthe, N. (2025).

Contributing factors of the **preferred retirement age** in nursing professionals: Cross-sectional results of the German lidA cohort study. *Journal of Public Health*. Advance online publication.

<https://doi.org/10.1007/s10389-025-02511-3>

Brünger, M., Brzoska, P., du Prel, J.-B., Ellert, S., Exner, A.-K., Knoop, T., Leinberger, S., March, S., Mika, T., Reims, N., Rohrbacher, M., Schuler, M., Wahidie, D., & Hetzel, C. (2025). Nutzung von **Routinedaten in**

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Chiang, H.-Y., Cheng, Y., Hasselhorn, H. M., Hsu, C.-C., Yang, Y.-C., & Cheng, W.-J. (2025). Influence of **pension availability** on the association between work conditions and labor market exit for health reasons: Evidence from a Taiwanese older adults cohort. *BMC Public Health*, 25, Article 1022. <https://doi.org/10.1186/s12889-025-22215-3>

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Ebener, M. (2025). Wie erleben ältere Beschäftigte **digitalisierte Arbeit**? *DGUV Forum*, 1–2/2025. [\[Link\]](#)

Garthe, N. (2025). Wie lange wollen ältere Beschäftigte im

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Garthe, N., & du Prel, J.-B. (2025). Die **Arbeit während der COVID-19-Pandemie** und ihre Auswirkungen auf Gesundheit und Arbeitsfähigkeit. *Zentralblatt für Arbeitsmedizin, Arbeitsschutz und Ergonomie*, 75, 259–269. <https://doi.org/10.1007/s40664-025-00580-5>

Hasselhorn, H. M. (2025). Eher früher als später? Der **Übergang in den Ruhestand** in Zahlen. *Forschung und Lehre*, 32(12), 12–15. [\[Link\]](#)

Hasselhorn, H. M. (2025). **Betriebliche Maßnahmen** zur Förderung von Gesundheit und Arbeitsfähigkeit. *DGUV Forum*, 1–2/2025. [\[Link\]](#)

Publications

Journal Articles

Hasselhorn, H. M., & Borchart, D. (2025). Wie lange **können, wollen und planen sie (zu) arbeiten**? Eine Typisierung der älteren Beschäftigten in Deutschland. *Deutsche Rentenversicherung*, 2, 133–153. [\[Link\]](#)

Hasselhorn, H. M., du Prel, J.-B., Borchart, D., & Ebener, M. (2025). **Arbeiten mit Krankheit** jenseits der 50 – vieles ist möglich (lidA-Broschüre). Bergische Universität Wuppertal. [\[Link\]](#)

Hasselhorn, H. M., & Rohrbacher, M. (2025). **Stay at work** – Ein ressourcenorientiertes Konzept füllt eine Lücke. *Arbeitsmedizin, Sozialmedizin, Umweltmedizin*, 60(3), 164–169. <https://doi.org/10.17147/asu-1-426483>

Hasselhorn, H. M., Riechmann-Wolf, M., Wrage, W., Wegewitz, U., & Sikora, A. (2025). **Betriebliches Eingliederungsmanagement (BEM)** bei älteren Beschäftigten in Deutschland: Ergebnisse der lidA-(Kohorten-)Studie. *Die Rehabilitation*, 64, 101–110. <https://doi.org/10.1055/a-2536-3364>

Hasselhorn, H. M., & Ebener, M. (2025). **Early exit** of the baby boomer generation in Germany—Findings from the lidA study. In S. Bracke & R. Pieper (Eds.), *Safety engineering* (pp. 363–385). Springer. https://doi.org/10.1007/978-3-658-47473-7_16

Lavreysen, O., Bakusic, J., Abatzi, T. A., Geerts, A., Mateusen, M., Bashkin, O., du Prel, J.-B., Franić, Z., Guseva Canu, I., Kiran, S., Merisalu, E., Pereira, C. C., Roquelaure, Y., & Godderis, L. (2025). An overview of **work-related stress assessment**. *Journal of Affective Disorders*, 383, 240–259. <https://doi.org/10.1016/j.jad.2025.04.076>

Publications

Fact Sheets

Wie verändert sich die Erwerbsmotivation in den letzten Erwerbsjahren?

(lidA-Factsheet 2025/04)

Betriebliches Eingliederungsmanagement (BEM) in Pflegeberufen

(lidA-Factsheet 2025/03).

Wer sich den frühen Erwerbsausstieg nicht leisten kann, plant länger zu arbeiten

(lidA-Factsheet 2025/02).

Affordability of early retirement – And associations with the employment perspective

(lidA-Factsheet 2025/01).

Fact sheets on various topics are available for [download on our website.](#)



Foto: N. Garthe

Brochures

In conversation about the final working years

A guide for older employees and their supervisors

This brochure is intended to support older employees and their supervisors in starting a conversation about the final years of working life and how these can be shaped.

It helps with both the content-related and practical preparation for such discussions and addresses both perspectives.

The brochure therefore deliberately speaks to both groups – older employees and their supervisors.

Download



Interview with Prof. Hasselhorn on Deutschlandfunk (13 December 2025)

“Retirement based on contribution years – How can longer working lives be achieved?”

Retirement based on contribution years increasingly raises the question of how to encourage people to work longer. The focus is on whether and under what conditions employees would be willing to remain in employment until the statutory retirement age and beyond. What do they need to feel comfortable and motivated at work, and how can companies better recognize and support these employees? Journalist Stephanie Gebert moderated a discussion in the programme “*Campus und Karriere*” with **Prof. Hasselhorn**, Regina Lindig (Labour Market Specialist at IHK Dresden), and listeners of Deutschlandfunk.

Commentary featuring Prof. Hasselhorn in taz (12 December 2025)

“Still carrying parcels at 69?”

In a recent contribution to the pension debate in *taz*, **Hans Martin Hasselhorn** was interviewed. He points out that a blanket increase in the statutory retirement age fails to reflect the realities faced by many employees: in physically and psychologically demanding occupations, it is already difficult today to work until the regular retirement age. The article warns against further widening social and health inequalities and calls for differentiated solutions that give greater consideration to working conditions, health, and work ability.

Interview with Prof. Hasselhorn on HR Info (17 October 2025)

“Active pension (German: Aktivrente)”

What conditions contribute to early retirement? Under what circumstances can older people imagine continuing to work after retirement? **Hans Martin Hasselhorn** presents recent findings from the lidA study addressing these questions.

Feature on Tagesschau (11 October 2025)

“Active pension will not close the boomer gap”

The Tagesschau article highlights key findings from the **lidA study**: in Germany, people retire on average **at age 64** – well before the statutory retirement age of 67. **Two thirds of the surveyed baby boomers wish to leave working life before the age of 65**, mainly driven by a desire for greater self-determination and more time for life. Many also have the financial means to retire earlier.

Interview with Prof. Hasselhorn in WirtschaftsWoche (5 January 2025)

“Around half of baby boomers can afford to retire early”

WirtschaftsWoche reports on the planned “**active pension**” from 2026, intended to create incentives for working longer after retirement. According to **Hans Martin Hasselhorn**, however, the key to success lies less in the tax regulation itself and more in **whether companies create attractive working conditions and value older employees**. Only where work is experienced as meaningful, flexible, and respectful can baby boomers be motivated to remain in employment longer.

More on our outreach activities can be found on our [Website](#).

Events

Conference and Congress Contributions

Borchart, D. (2025, 12. Juni). **Berufliche Weiterentwicklung** nach dem 50. Lebensjahr – Konzeptionelle Grundlagen für neue berufsbiografische Optionen [Vortrag]. INQA-Fachkreis Demografie / ddn, Berlin, Deutschland.

Borchart, D., & du Prel, J.-B. (2025, 18. September). Wünsche und Teilnahmemürden an **BGF-Maßnahmen** von Beschäftigten 50 plus – Ergebnisse der lidA-Kohortenstudie 2022/23 [Vortrag]. 60. Jahrestagung der Deutschen Gesellschaft für Sozialmedizin und Prävention (DGSMP), Berlin, Deutschland.

Borchart, D., & Hasselhorn, H. M. (2025, 4. April). „Bis zu welchem Alter würden Sie gerne arbeiten?“ – Eine qualitative Untersuchung zum **Erwerbsausstiegswunsch** älterer Beschäftigter [Vortrag]. 65. Wissenschaftliche Jahrestagung der Deutschen Gesellschaft für Arbeitsmedizin und Umweltmedizin (DGAUM), Wuppertal, Deutschland.

du Prel, J.-B., Brzoska, P., Wahidie, D., & Breckenkamp, J. (2025, 18.–20. März). Inanspruchnahme **medizinischer Rehabilitation** durch ältere Beschäftigte nach beruflichem Qualifikationsniveau – Ergebnisse der 4. Welle der lidA-Studie [Konferenzbeitrag]. 34. Reha-Wissenschaftliches Kolloquium, Nürnberg, Deutschland. In *DRV-Schriften* (Bd. 131, S. 250–251). [https://www.deutsche-
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du Prel, J.-B., Siegrist, J., Rohrbacher, M., & Hasselhorn, H. M. (2025, 6.–9. Oktober). Repeated exposure to **work-related stress** and development of major **depression** over time in middle-aged employees – Results of the German lidA-Kohortenstudie [Konferenzbeitrag]. EPICOH 2025, Utrecht, Niederlande. *Occupational & Environmental Medicine*, 82(Suppl. 2). <https://doi.org/10.1136/oemed-2025-EPICOHabstracts.83>

du Prel, J.-B., Wahidie, D., Breckenkamp, J., & Brzoska, P. (2025, 7.–11. September). **Vom Reha-Wunsch zur Reha-Inanspruchnahme** bei Personen 50+ – Ergebnisse aus der prospektiven lidA-Kohortenstudie [Konferenzbeitrag]. 70. Jahrestagung der Deutschen Gesellschaft für Medizinische Informatik, Biometrie und Epidemiologie (GMDS), Jena, Deutschland. <https://conferences.publisso.de/de/conferences/gmds2025/25gmds051>

Garthe, N., & du Prel, J.-B. (2025, 2.–5. April). Die Auswirkungen **der COVID-19-Pandemie auf Arbeitsstress, Gesundheit und Arbeitsfähigkeit** älterer Beschäftigter im Gesundheitsdienst – Ergebnisse der lidA-Studie [Vortrag]. 65. Wissenschaftliche Jahrestagung der Deutschen Gesellschaft für Arbeitsmedizin und Umweltmedizin (DGAUM), Wuppertal, Deutschland.

Garthe, N., Rohrbacher, M., & Hasselhorn, H. M. (2025, 18.–19. September). Wie lange wollen, können und planen ältere Beschäftigte (zu) arbeiten? Eine Untersuchung persönlicher und arbeitsbezogener **Einflussfaktoren auf die subjektive Erwerbsperspektive** mit Daten der lidA-Studie [Vortrag]. Gemeinsame Fachtagung der Sektion III Sozial- und verhaltenswissenschaftliche Gerontologie und der Sektion IV Soziale Gerontologie und Altenarbeit der Deutschen Gesellschaft für Gerontologie und Geriatrie (DGGG), Jena, Deutschland.

Hasselhorn, H. M., & du Prel, J.-B. (2025, 18. März). Schnittstelle **medizinische Rehabilitation** und Betrieb – Die betriebliche Gesundheitskultur zeigt Einfluss, die betriebsärztliche Rolle dagegen nicht [Vortrag]. 34. Reha-Wissenschaftliches Kolloquium, Nürnberg, Deutschland.

Riechmann-Wolf, M., Wegewitz, U., Wrage, W., Sikora, A., & Hasselhorn, H. M. (2025, 18. März). **Betriebliches Eingliederungsmanagement** bei älteren Beschäftigten in Deutschland – Ergebnisse der lidA-(Kohorten-)Studie [Vortrag]. 34. Reha-Wissenschaftliches Kolloquium, Nürnberg, Deutschland.

Events at the Department of Occupational Health Science

“Working in Retirement – Research Needs”

Online Workshop

An increasing number of people continue to work after retirement. This online workshop brings together **researchers with expertise in work, ageing, and retirement** to discuss open research questions, recent developments (e.g. the “active pension”), and topics that have so far received little attention. The aim is to develop impulses for an **innovative set of questions** on working in retirement for the **5th wave of the lidA study (2027)**.

Following the workshop, all participants will receive a **structured summary of the results**. The newly developed question set will be published as **open access and made freely available for use**.



5 March 2026, 9:30 a.m.-12:30 p.m.

Location: Videoconference (Zoom)

Organisers: *Hans Martin Hasselhorn, Department of Occupational Health Science*

Participation / Registration: Please register via email at arbwiss@uni-wuppertal.de

“Reflecting Occupational Health in Times of Ageing Societies”

International Symposium of the ICOH Scientific Committee “Aging and Work” (auf Englisch)

How well is occupational health and safety prepared for ageing workforces? This international symposium brings together experts from research, practice, and policy to critically discuss the role and future of occupational health in ageing societies – with an international perspective, a strong link to practice, and a forward-looking focus.

In focus: sustainable work ability, older workers, bridging research and practice, international models, and innovative approaches



28-30 June 2026

Location: University of Wuppertal, Germany

Organisers: *ICOH Scientific Committee “Aging and Work” (Hans Martin Hasselhorn [DE], Karin Proper [NL], Jodi Oakman [AUS])*

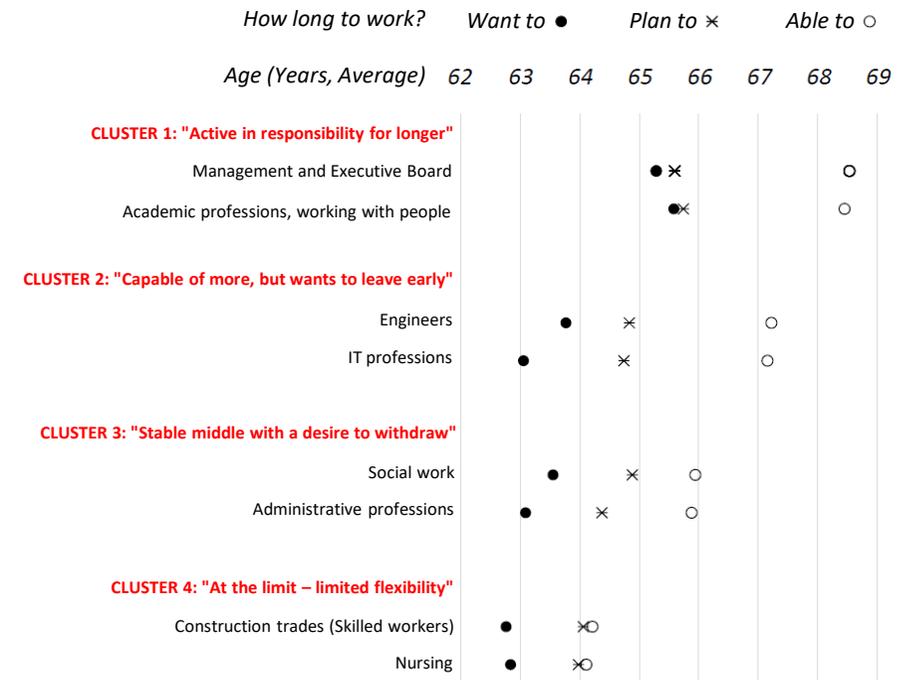
Participation / Registration: Information on participation and registration will be published on our [website](#)

lidA: new findings

Early exit or staying longer? Working life has many faces – we show four of them.

How long people **can**, **want to**, and **actually plan** to work depends strongly on their occupation. Our latest lidA analysis shows that working life at older ages is far from uniform – it can be grouped into **four distinct clusters**:

- **Cluster 1 (7 %): “Staying active in responsibility”**
Leadership and knowledge-intensive occupations with high levels of autonomy. Many could afford to retire earlier but choose to continue working out of conviction. Work as a vocation?
- **Cluster 2 (14 %): “Can work long, but prefer to leave earlier”**
Healthy, well qualified, and financially secure – *yet with a strong preference for early exit*. Technical or data-oriented jobs often create less emotional attachment to work.
- **Cluster 3 (50 %): “Stable middle with a wish to withdraw”**
The largest group: generally still able to work but would rather retire earlier. Between hopes and plans. Among bank employees, the wish to withdraw is clear, while among cleaners, financial necessity shapes what is possible, desired, and planned.
- **Cluster 4 (26 %): “At the limit – limited room for manoeuvre”**
Work continues up to the limits of endurance. Physically and often mentally demanding jobs, few prospects, and limited financial resources – working life often experienced as a constraint.



Here, sample results for eight professions are shown. **Where does your profession stand?** The full analysis is available here.

The findings highlight that **not all employees have the same opportunities to decide how long they remain in working life**. For employers, this underlines the importance of engaging older workers early in discussions about their **ability, willingness, and plans** to continue working. From a social policy perspective, one-size-fits-all approaches to retirement transitions risk reinforcing existing inequalities.

Creating Perspectives through Age-Sensitive Employee Dialogues in SMEs

Background

Early retirement remains the norm in Germany: by the age of 64, more than half of all people are no longer in employment. Two thirds of older employees would like to retire before the age of 65 (Hasselhorn & Ebener, 2023). In times of increasing labour shortages, this “culture of early exit” poses a risk to the competitiveness of the economy.

Project aim

The ÜbergangsWeise project therefore supports companies in identifying and creating career perspectives for employees in the final phase of their working lives through preventive, age-sensitive employee dialogues. The goal is to improve their work situation, work ability, and motivation, thereby strengthening their attachment to both the company and continued employment. The project is inspired by a successful concept from Scandinavia, which suggests that dialogue between employees and supervisors should begin years before retirement in order to shape the final working years in a supportive and attractive way.

Content

The project develops a conversation guide that can be used by managers quickly and flexibly, without the need for external training. Its aim is to overcome the “silence” that often exists between older employees and their supervisors regarding the final years of working life and the transition into retirement. Employees in the later phase of their careers, for example from the age of 55 onwards, are to be supported and encouraged through regular annual discussions.

Implementation

The conversation guide tool will be tested, evaluated, and further refined in workplace-based experimental settings in the Dortmund region. A key focus is its applicability in small and medium-sized enterprises (SMEs) and public administration. To achieve this, the project is carried out in cooperation with *Das Demographie Netzwerk* (coordination), the University of Wuppertal, the *Wirtschaftsförderung Dortmund*, the *Berufsförderungswerk Dortmund*, and six companies from the region.

Project duration

1 December 2025 – 30 November 2027

Funding

Federal Ministry of Labour and Social Affairs, within the funding programme
„Unternehmen und Verwaltung der Zukunft: INQA
Experimentierräume“

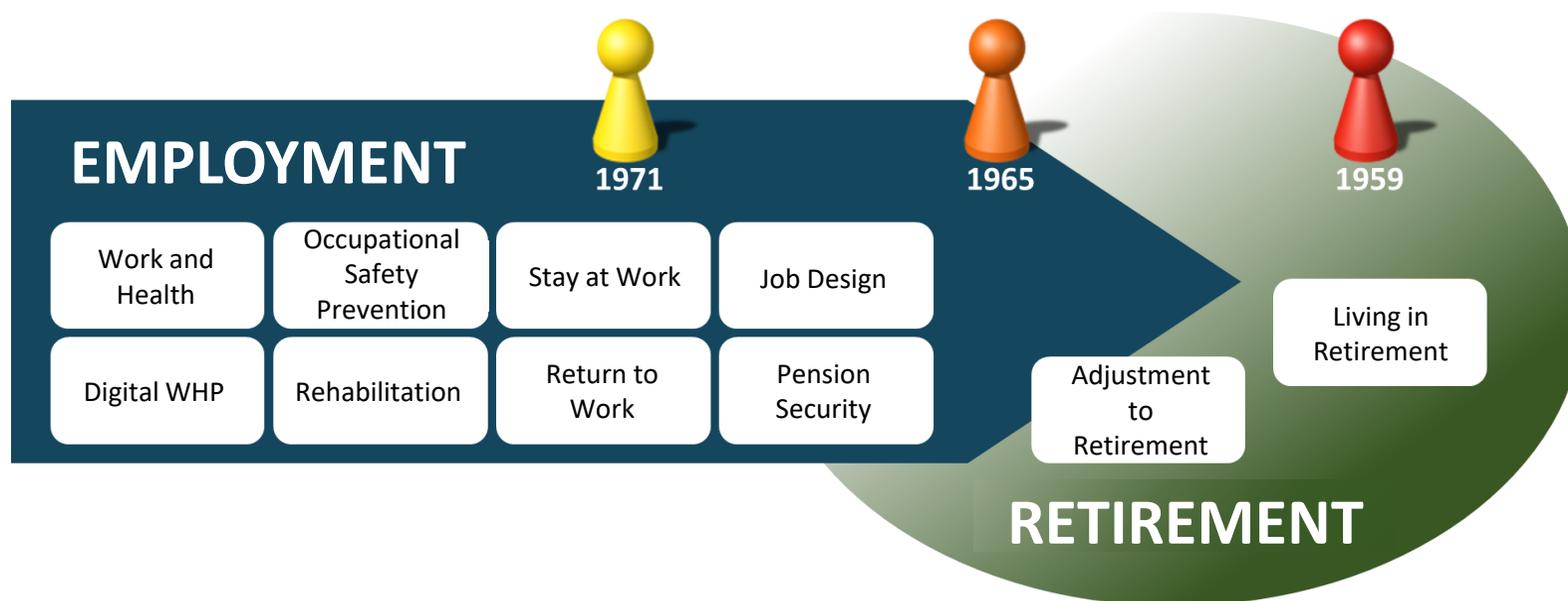
Outlook

5th wave of the lidA study

The 5th wave of the lidA study (2027) is titled *“Understanding People in Transition.”* For the first time, retirement wishes and plans can be linked to **actual labour market exits**, as the oldest cohort (born in 1959) will have passed the statutory retirement age. This makes it possible to examine how working and living conditions in the final years of employment relate to a **real transition outcome**. For the older cohorts, **longitudinal analyses covering up to 19 years** will also be available. We expect around 6,500 participants to take part in the fifth wave.

New feature: Follow-up survey

In addition to the main survey, employed participants from the **1965 and 1971** cohorts will be invited to take part in a quarterly online follow-up survey from **2027 to 2030**. This innovative approach will allow us to capture processes in later working life in a **timely and continuous** way and will include **open-ended questions** that can also be analysed with the support of AI. This makes it possible, for example, to explore reasons behind specific decisions or attitudes, such as individual explanations of retirement planning behaviour or perceptions of fairness in the transition to retirement.



Legal Notice

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