

News from the

lidA
leben in der Arbeit

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Does “work” have a bad image? Contribution by Professor Hasselhorn

Does “work” have a bad image?

HM Hasselhorn: The lidA study does show contradictions: for most of the baby boomers, their own work means „a great deal“ to them. But only a very few actually want to work up until the legal retirement age. I believe this can be interpreted as follows: Even though „my work“ is important to me, I do not find „working“ good. In my opinion the image of “work” is not good in Germany.



Foto © Uni Wuppertal

Why do we need a discussion on this?

HM Hasselhorn: “Work” in this country is discussed under value. Health and personality enhancing functions which work can have, are not recognised enough – by all stakeholders. There are many reasons for this, often it is simply that the working conditions are poor. However, where the conditions at work are good, which going by our results is often the case, it could just be that we are not aware of these important functions. It would be too late if you only realised what employment has given you once you’re retired.

What could a discussion about the image of work bring about?

HM Hasselhorn: A serious discussion in politics, social partners and professional society could contribute to a better, „positive working culture“ in Germany. This, in turn, would raise the expectation levels on the quality of work: bad work would become less acceptable and tolerable. That this does not need to be just a vision, is proven with the significantly more positive working culture in Scandinavian countries.

A detailed discussion in the „Tagesspiegel“ can be found [here](#).

NEW: lidA-Brochure

The new lidA-Brochure with information about the study, our conceptual framework, as well as numerous results. (in German)



[leaf-through brochure](#)

[Download brochure](#)

lidA makes the headlines

On Sunday, 24.02.2019, the results of the lidA study dealing with the topic, „Most of the baby boomers in Germany would rather retire earlier than later“, were being talked about all over Germany. Since then our results have been reported on radio, television and online. Here are some examples:

[Tagesschau](#)

[WELT](#)

[Tagesspiegel](#)

[MDR](#)

[DLF](#)

Poster prize

Our colleague R Ruhaas won second prize in March 2019 at the DGAUM annual conference (German Society of Occupational and Environmental Medicine) for her lidA-poster on „Work Time Control – the key to longer work participation?“

Congratulations!

[To this poster and others](#)



Congress Poverty and Health

As part of the NRW-Competence Cluster, "Work participation among older employees", Prof. Dr. N Dragano (Institute for Medical Sociology, University of Düsseldorf) organised a workshop at the congress "Poverty and Health". The congress was held in March 2019 in Berlin and the workshop was titled "Work Health and Migration – details on the current state of research". Our colleagues, J Breckenkamp and CC Schröder presented their scoping review and lidA empirical results on "Utilisation of medical rehabilitation by older employees with and without a migration background".

Further lectures were given by Prof. Dragano on an outline of empirical research on work health and by Prof. Dr. med. S Völter-Mahlknecht (Institute Occupational Medicine, Charité, University Medical Centre Berlin) on a current project which aims to improve workplace health promotion offers for employees with a migration background in small and medium-sized companies.

One conclusion was that there was little research on this subject and that the aspect of migrational backgrounds should increasingly be included in health monitoring. The Robert Koch Institute is already trying to achieve this. Further research with-lidA data is planned.

Department of Occupational Health Science – Internal Meeting 2019

The lidA team has grown to 13, including six doctorate positions. In February 2019 the team met up in the Sauerland region for a three day internal meeting, to reflect on past and to plan future lidA study developments.



Foto © JB du Prel

EPICOH Conference 2019

The [27th International Symposium on Epidemiology in Occupational Health \(EPICOH 2019\)](#) dealing with „Health and the Environment at Work: The need for solutions“, took place from 29th April – 2nd May in Wellington, New Zealand. Participants from more than 50 countries took part. The lidA study was represented with a presentation on the relation between work stress (“effort-reward imbalance”) and physical activity. The presentation was held by JB du Prel, funded by DAAD. The abstracts and conference contributions will be published in the *Occupational and Environmental Medicine* journal.



Foto © JB du Prel

lidA at the DGAUM 2019 in Erfurt

This year's 59th DGAUM (German Society for Occupational and Environmental Medicine) annual meeting took place from 20th – 22nd March in Erfurt, Germany. The lidA team held presentations in the sessions "methodological aspects", "work ability among older workers - science meets practice" and "working when older".

Lectures:

- "Work Time Control (WTC) – key to longer work participation?" (R Ruhaas)
- "Stay at Work – measures in the workplace for older employees with health restrictions" (MM Dettmann)
- "Do they know what they are doing? Correlation of how older workers assess their own health behaviour with socio-demographic and health factors" (D Borchart)
- "6 out of 10 have one in the company and 5 out of 10 have seen one – representative results on the degree of occupational health provision for older workers in Germany" (HM Hasselhorn)
- "Occupational changes among older workers – what, how often and why?" (HM Hasselhorn)
- "Assessing health in surveys: The choice of construct can be crucial – results from the lidA Study" (HM Hasselhorn)
- "Work ability in spite of depression among older workers: Do psychosocial working conditions moderate a negative connection between depression and work ability?" (J Weber, University of Düsseldorf)

OMEGA.NET COST Action Meeting in Stockholm

The EU-COST Action OMEGA.NET promotes the scientific communication between work-epidemiological cohort studies. The Department of Occupational Health Science was represented by JB du Prel at a meeting for work groups 2 und 3 from 3rd – 4th May in Stockholm, Sweden. The topics were: „Healthy ageing and work participation“ (task group 3.1) and „Psychosocial determinants on mental health“ (task group 3.5). At this meeting group work was in the foreground, in addition to presentations, discussions and networking. Both task groups record an increase of 11 members each. (current status: TG 3.1: 36 and TG 3.5: 24 members).

More information here:

<http://omeganetcohorts.eu/news/omeganet-wg2-wg3-meeting-in-sweden/>

„Motivation to work“ – what is it and how to capture it?

This was the title an international interdisciplinary workshop organised by the Department of Occupational Health Science at the University of Wuppertal in November 2018. The starting point was the observation that traditional work motivation measures can only to low degree forecast how long older employees will remain in gainful employment. The workshop looked into what aspects on "motivation to work" have already been recorded in retirement studies, what aspects should alternatively or additionally be taken into account and also how surveys can be improved. Bram Fleuren's presentation (Maastricht, NL) on "Motivation to work from a reflective v. formative measurement perspective" provided important information on the selection of suitable motivational measures. M Ebener (Wuppertal, DE) presented a new short scale "motivation to work". The 15 participants from Germany, the Netherlands, Denmark and Ireland contributed with their experience on *work and retirement studies*. These include: LASA (NL), STREAM (NL), TOP (DE), lidA (DE) and EWCS (EU). The heterogeneity of disciplines and the respective national pension systems contributed to a wide variety of informative discussions.



Foto © L Brühn

Some participants enjoying the „active break“ [l-r.: T Claußen (DK), D Deeg (NL), B Fleuren (NL), M Wilkens (IR), F Eiffe (IR), D Hofäcker (DE)].

3 Unexpected Findings

Source: lidA brochure, 2019

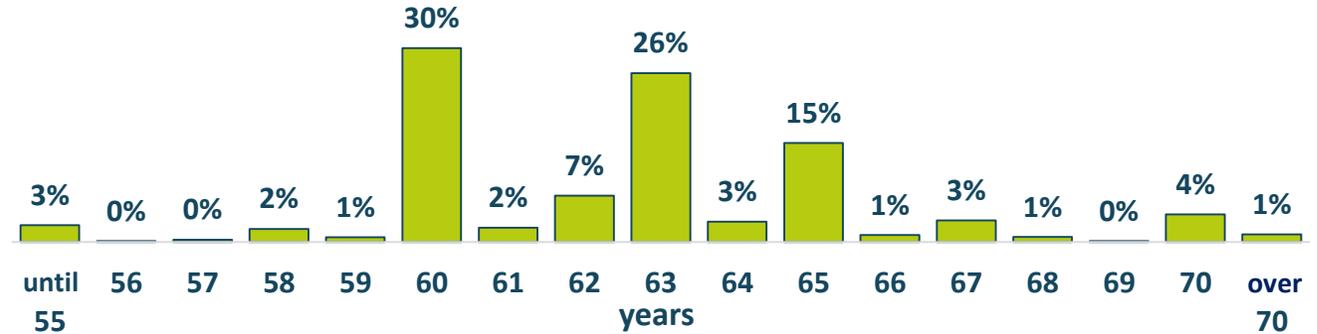
30 %



What stands out:

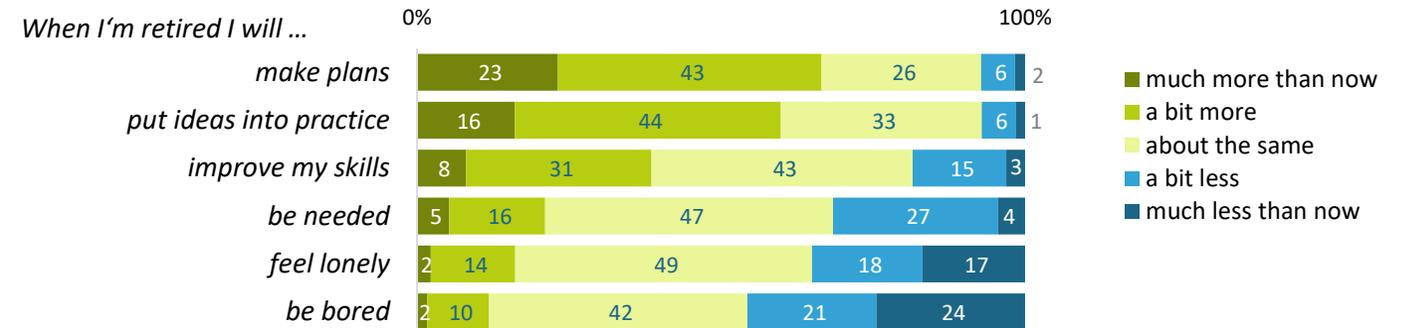
- Only 10 % of respondents in employment would like to work right up until the legal retirement age.
- The typical preferred time for retirement is based on age norms: 60 years (previous longstanding female retirement age), 63 years (so-called "pension from 63") and 65 years (old age retirement age for many years).
- The baby boomers assume they will be better off when retired.

Up to what age would you like to work?



Distribution of the preferred retirement age of all respondents in employment, lidA-Wave 3, 2018, n = 3,436, Total = 100 %

The baby boomers look (positively) toward their retirement:



Respondents in employment in wave 3 2018, n = 3,363-3,413

Background und Relevanz

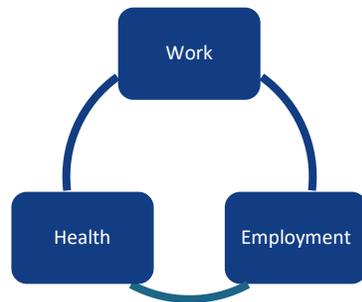
The **world of work is changing**. New technologies, altered work processes and content, increasing flexibilisation and other factors have led to a change in working conditions, which can be especially challenging for older employees.

At the same time, an **extended working life** is a key socio-political concern.

If **older workers** are to work to a greater extent and for longer than before, then the following questions arise for society, policy and organisations:

- ? How can health, motivation and the ability to work be sustained among older workers?
- ? What working conditions, employment histories and also what personal circumstances influence their ability and readiness to work (longer)?
- ? How do men and women differ?
- ? What does an extended working life mean for those that no longer can or want to work?

The lidA study looks for answers to these questions.



Sample

The population of the lidA study consists of participants **born in 1959 or 1965**, who were in employment (subject to social security contributions) on 31st December 2009.

The sample is representative for the socially insured working population in Germany of same age.

So far surveys have taken place in 2011 ($n=6,585$), 2014 ($n=4,244$) and 2018 ($n=3,586$). They will be repeated about every three years.

Contents

Survey data (Computer Assisted Personal Interview, CAPI)	<ul style="list-style-type: none">• Socio-demography• Work exposures• Objective and subjective aspects of employment• Measures to sustain work ability• Private life• Physical & mental health and functioning
Hand grip strength	<ul style="list-style-type: none">• Measurement of hand grip strength
Data from the German Federal Employment Agency (with approval)	<ul style="list-style-type: none">• Individual employment history• Commercial sector• Regional indicators
Data from the statutory pension insurance – association (with approval)	<ul style="list-style-type: none">• Pension insurance benefits, such as rehab measures (where required)• Pension period (where required)

Potential

Due to its size and focus on two birth years of older employees and its three data collection waves, the lidA study can:

- describe conditions and changes in work, health and employment of German "baby boomer" cohorts,
- describe and explain individual changes and their effects,
- identify factors which influence health, employability, motivation and working life,
- look at individual groups, as well as time and cohort effects in a differentiated way.

Cooperation partners

- University of Duisburg-Essen
- University of Düsseldorf
- University of Bielefeld

Funding

- German statutory accident insurance, DGUV
- German pension insurance association, DRV-Bund
- BARMER health insurance
- Ministry of Culture and Science for the state of North Rhine-Westphalia

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