



Sustainable work - for health and job longevity

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Ageing workforce

– by 2030 workers aged 55-64 are expected to make up 30% or more of the total workforce in many European countries

Extended working life – no and yes



Nio out of ten say no to higher retirement age. More than one of two does not manage to the new lower limit. Eight of ten have bodily pain. Survey of construction workers of age >55. Construction workers' paper Byggnadsarbetaren March 14, 2018



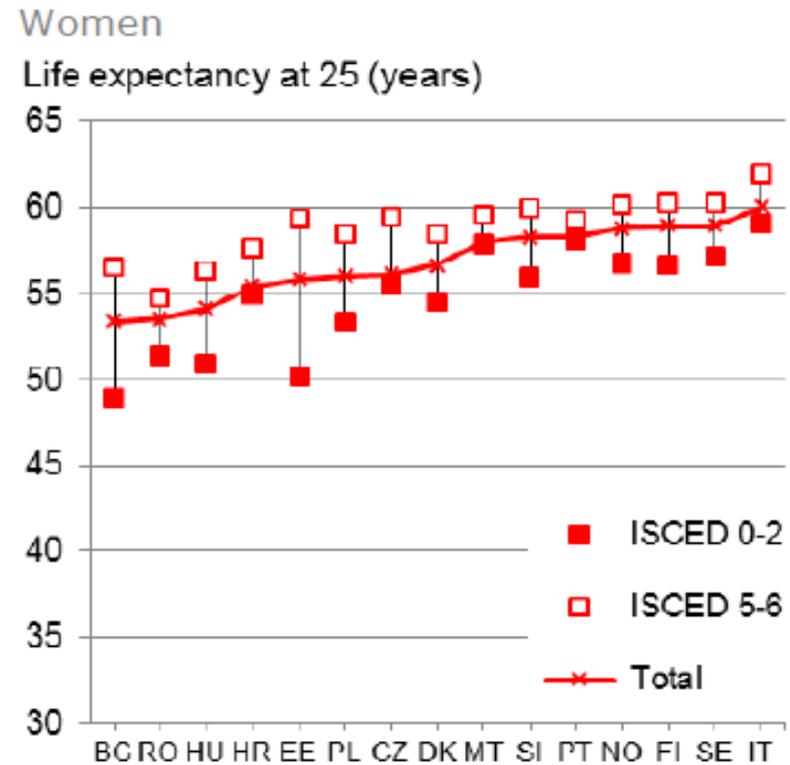
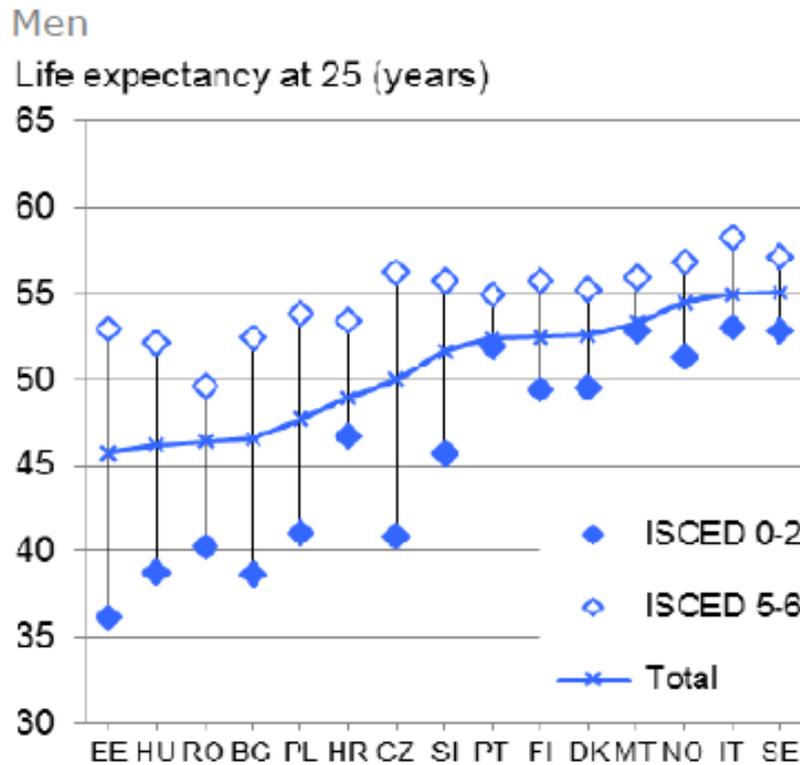
Published 2017-06-07 15:05 (KI, Internwebb)

New rules from July 1 for employment after age 67. The position as senior professor will require special recommendation from the dean ...

- Health inequalities
- Work and health inequalities
- National policies and their impact
- Ageing and work
- The wish to extend work
- Key challenges
- Suggestions

Health inequalities in Europe

- Large differences in life expectancy between and within countries
- Constant or widening among adults
- Similar patterns by educational level, income and deprivation

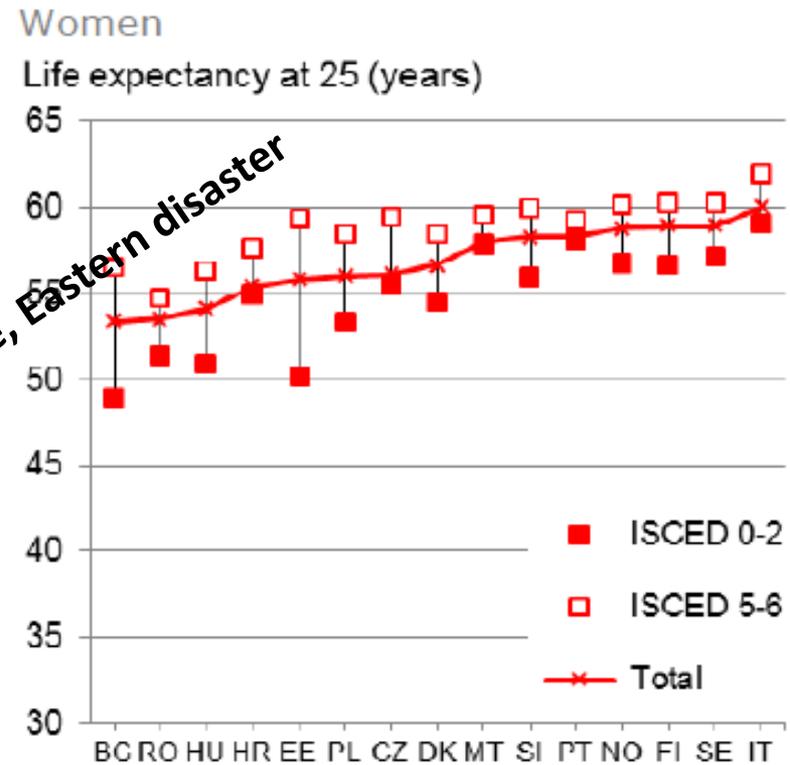
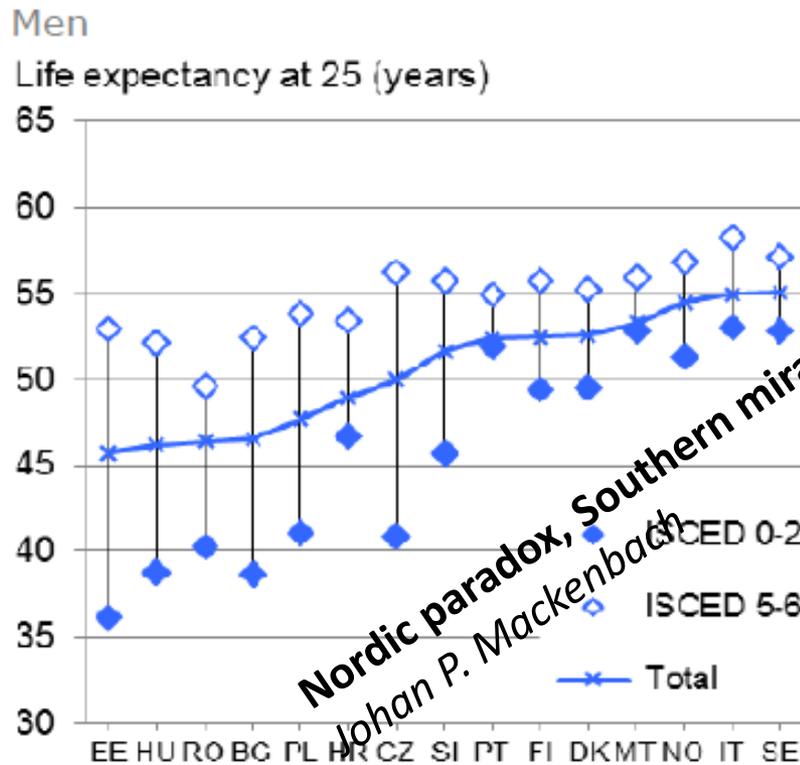


ISCED 0-2: Up to lower secondary, ISCED 5-6 tertiary education

Marmot M (2013). Health inequalities in the EU.

Health inequalities in Europe

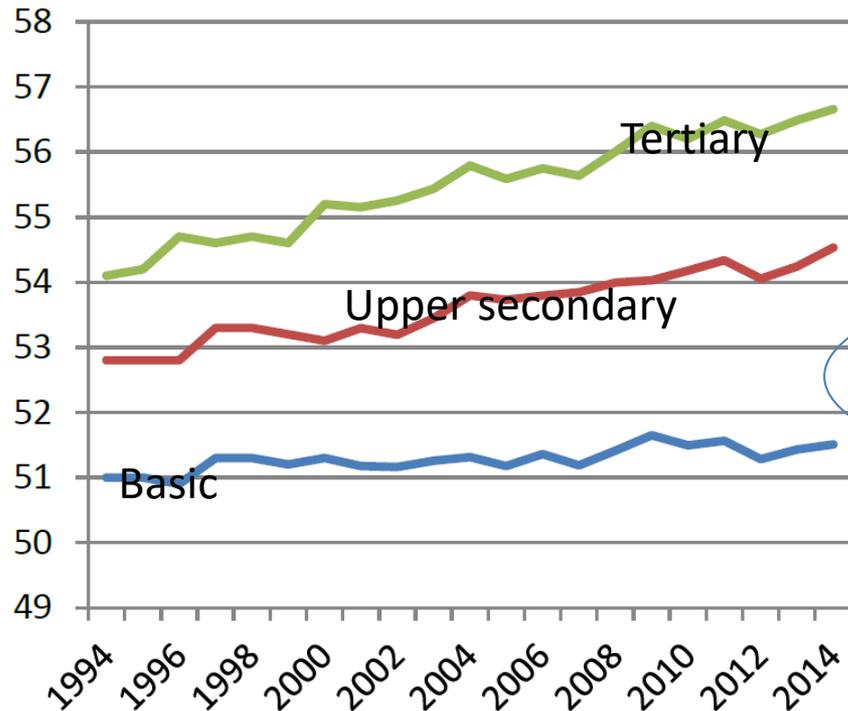
- Large differences in life expectancy between and within countries
- Constant (South Europe) or widening (West, North, East) among adults
- Similar patterns by educational level (below), income and deprivation



ISCED 0-2: Up to lower secondary, ISCED 5-6 tertiary education

Better health - but increasing health divides

Remaining life expectancy from age 30 by education. Women (Sweden)



Proportion (%) deceased (30+) by age and educational level 2013-15 (Sweden)

Age (ys)	Women			Men		
	Basic	Upper secondary	Tertiary	Basic	Upper secondary	Tertiary
50	4,4	1,6	1,0	6,3	2,6	1,3
60	9,6	4,7	2,8	12	6,9	3,8
65	14	7,6	4,6	17	11	6,3
75	26	19	13	34	27	19
85	54	46	37	67	60	51
95	92	89	85	97	95	93

Working conditions and health inequalities

- Gender – psychosocial conditions
 - Lower job control in female jobs - higher sick leave
 - Not higher risk in women than men, given same conditions
- Social - physical workload
 - Also other physical factors
 - Also dangerous substances

Swedish Commission for Equity in Health 2017

Social inequalities

- Self-reported health (Denmark)
 - Physical workload 34%
 - Other work conditions 25%
 - Life-style 17%
- Self-reported health (Europe)
 - Physical workload 50%
- Sick-leave (Norway)
 - Physical and psychosocial workload 31-54%

Demands exceeding capacity (WAI)

Physical	♂	Mental	Physical	♀	Mental
Cleaner 27%		Cleaner 27%	Cleaner 34%		Cleaner 26%
Driver 25%		Warehouse worker 24%	Kitchen- Restau. 43%		Kitchen- restaurant 31%
Construction Work 19%		Machine driver 21%	Care assistant 21%		Care assistant 21%
					Cashiers 23%
					Teachers 19-23%
					Nurse 20%

Increase in physically demanding work (+1SD) reduced self-rated health corresponding to
 -1 year of schooling
 +3 years of ageing

US panel study 1977-1987

OSH – mismatch

- Occupational Health Service access
 - Men 62% (Elementary 52%, mid and high 63%)
 - Women 54% (Elementary 32%, mid 52%, high 58%)
- Not able to work until retirement age*
 - Men 10% (Elementary 18%, mid 10%, high 7%)
 - Women 12% (Elementary 18%?, mid 14%, high 10%)

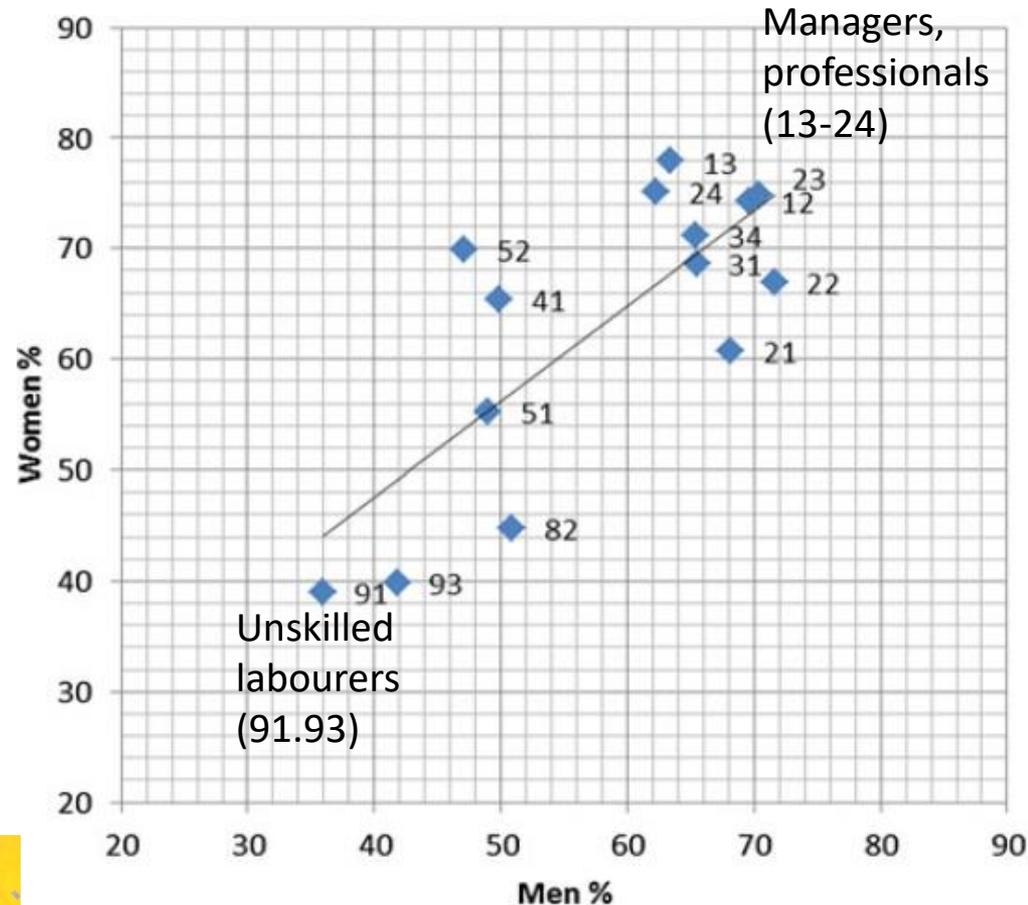
* Answered by age group 50-64 years

A key challenge:

The differential impact of extending working life

- Economic incentives to extend
 - Working conditions not changed
- Retirement may preserve health if work demands are excessive (or recovery insufficient)
- Inequalities in health may increase if workers with small economic means can not retire due to change in retirement benefits *Burdorf 2015*
- Wellbeing at end of working-life is a determinant of later frailty
 - Physical workload and job-strain are independent determinants of disability at old age *Prakash et al 2017*

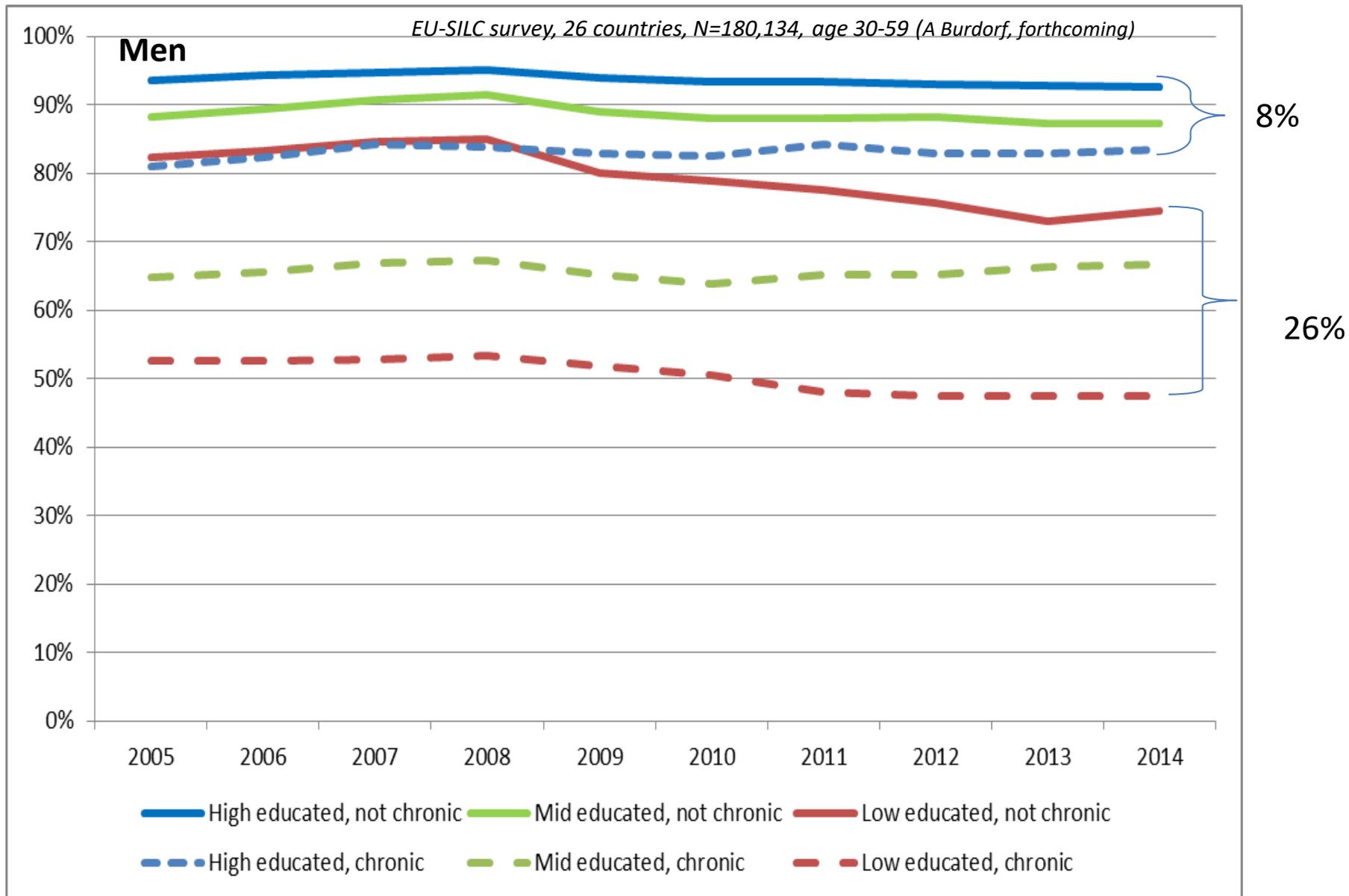
Percentage surviving in work until age 65.
Most common occupations Sweden 2007-2010



Kadefors et al (2017)



Chronic disease - critical for unskilled workers



Shift of economic burden

Access to disability pension

- Decrease 2006-2011
 - 74.4 % in women
 - 64.3 % in men
- Mental disorders
 - 64.9 % in women
 - 48.8 % in men,
- Musculoskeletal disorders
 - 91.1 % in women
 - 90.0 % in men

Premature age pension

Increase between 2004 and 2011:

- ✓ men 2.5% to 6.4%,
- ✓ women 1.7% to 5.5%.
- ✓ Blue collar occupations were most affected

Kadefors et al 2018 (in press)

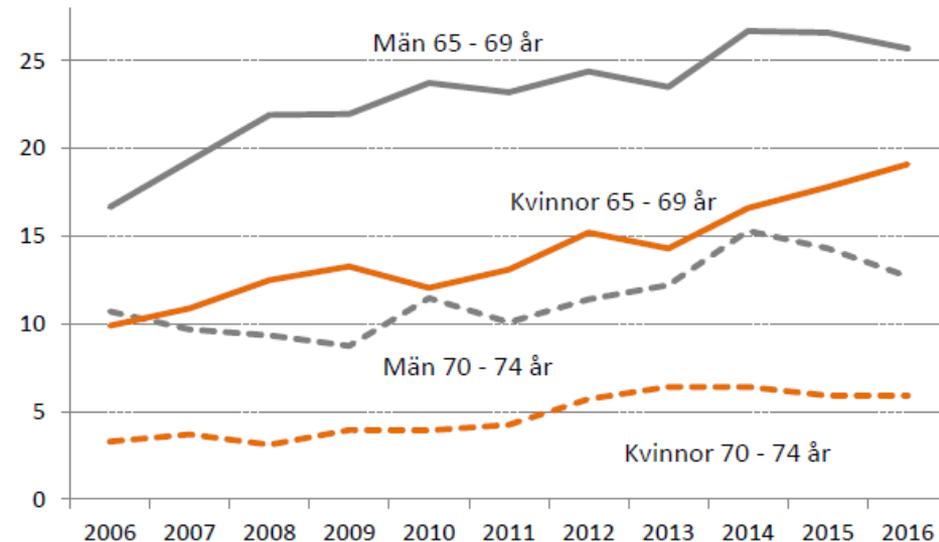
We work long – and longer

- Exit age in 2014 was 62 years
+3 years since 2001
- Entry age in 2014 was 28 years
+1 year since 2001

Pensionsmyndigheten
2016 and 2017

Workforce participation age 55-64 (2015)		
Denmark	65%	
Norway	72%	
Sweden	75%	
Iceland	84%	<i>OECD 2015</i>

Diagram 3. Arbetskraftsdeltagande i procent av befolkningen, 65-74 år



The wish to extend work....

- Organizational factors such as possibilities to influence work tasks, working time and skills development supports the willingness for an extended working life.
- Besides the economic contribution of an extended working life this may also contribute to occupational balance for older people.
- A supportive work environment with possibilities for employees to participate in decision making i.e. high control, is beneficial also after retirement, with regard to social participation.



Work worthy of the dignity of man

- The basic problem, affecting the elderly as much as the other age-groups, is how to make work worthy of the dignity of man, how to make work worth doing because of itself and not because of incentives, which however laudable are separate from work, and how to use the machine as an aid to human labour.

When this is done, the elderly will find in work a mode of life suitable and impelling.

TA Lloyd Davies. The employment of elderly persons.
Bulletin of the World Health Organisation 1955; 13:595-603

and skills upgrade....

Paid education ≥ 5 full days last 12 months

- Men 10%
 - Elementary 9%
 - High school 13%
 - University 21%
- Women 17%
 - Elementary 3%
 - High school 10%,
 - University 24%

and the welfare systems....

- It is important to take into account the different conditions among older people, and consequently there must be a variety of retirement options in order to support also the most vulnerable groups with health problems, those working in jobs with high strain and those with low education.

Pia Hovbrandt, Thesis Lund University 2018

Key challenges

- Current trends in working conditions, health, and OSH infrastructure undermine sustainability
- Interact with more restrictive welfare systems
 - Vulnerable groups get more vulnerable
- OSH is built on a tripartite system
 - Can it deal with the low-end labour market?
- We lack good data on what is going on
 - We lack measurement data
 - Lack data on vulnerable populations
 - Averages are not meaningful descriptors given increasing diversities

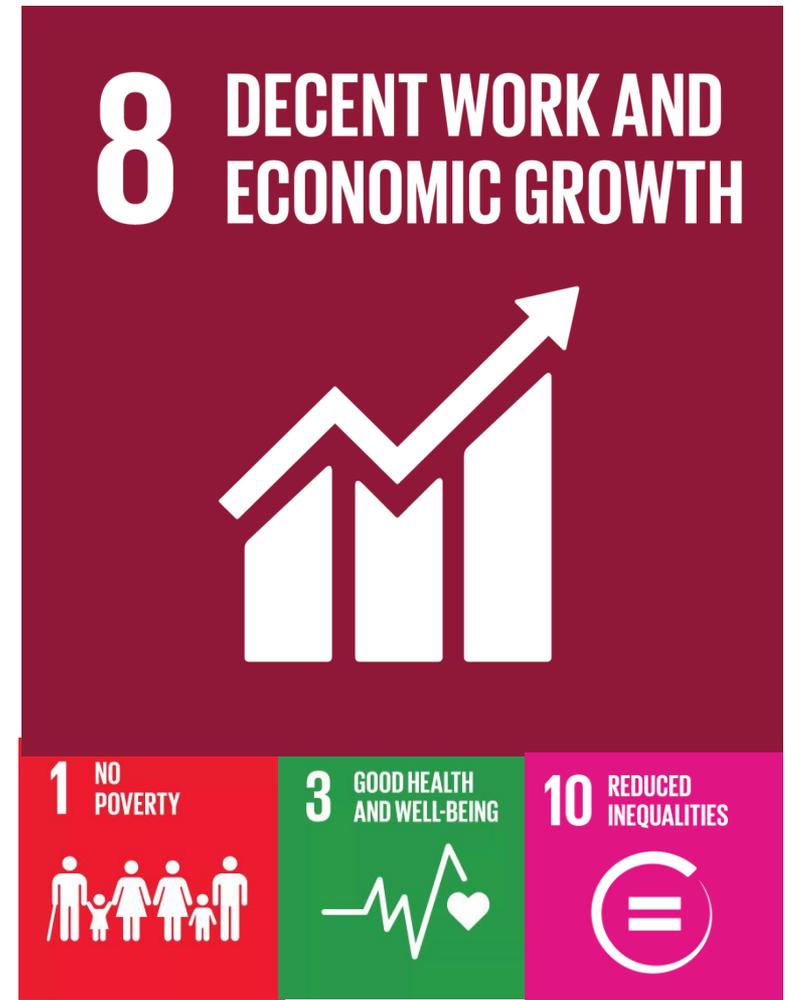
Productivity and inequalities

- Increasing inequalities are linked to declining growth in productivity
- Take an inclusive approach to productivity growth – invest in skills
- Supportive (generous) welfare systems

”There is a risk of a vicious cycle setting in, with individuals with fewer skills and poorer access to opportunities often confined to operate in low productivity, precarious work and, in many emerging market countries, in the informal economy. This reduces aggregate productivity, widens inequality ultimately undermines policy effort to increase productivity and growth. ”

Suggestions

- Rethink/improve mapping of what is going on
- Impact of current policies need to be assessed
 - Multidimensional perspective
- Strategies to enhance resilience to globalization, automation and digitization
 - Reduce vulnerability
 - Enhance productivity and inclusion and sustainability
 - Potential of tripartite model



Sustainable development goals

- Sustainable work and ageing workers (<http://swaw.se/>)
- A sustainable new working life – trends, health effects, and governance (<http://camm.sll.se/aktuellt/start-for-nya-forskningsprogrammet-ett-hallbart-nytt-arbetsliv/>)
- Platform for Sustainable work as a resource for health, innovation and growth in EU's Horizon 2020 (<http://sustainablework2020.se/>)

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