Overview of publications

**Published articles**


- De Wind A, Ybema JF, Van der Beek AJ. Psychosocial job characteristics and older persons' early exit from the workforce. [Psychosociale werkenmerken en vervroegde uittreding ouderen] Economische Statistische Berichten 2013;98(4655):152-155. [Dutch]


- de Wind A, Geuskens GA, Ybema JF, Bongers PM, van der Beek AJ. The role of ability, motivation, and opportunity to work in the transition from work to early retirement - testing and optimizing the Early Retirement Model. *Scand J Work Environ Health* 2015 Jan;41(1):24-35.


- van der Meer L, Leijten FR, van den Heuvel SG, Ybema JF, de Wind A, Burdorf A, Geuskens GA. Company Policies on Working Hours and Night Work in Relation to Older Workers' Work Ability

- Sanders J, Blonk R, Geuskens G, de Grip A. Learning lags behind events; does training help older employees recover from perceived skills shortages? [Achter de feiten aan leren. Helpt scholing oudere werknemers te herstellen van kennisontzeg? Tijdschrift voor Arbeidsvraagstukken 2015;31. [Dutch]
- de Wind A, van der Pas S, Blatter BM, van der Beek AJ. A life course perspective on working beyond retirement-results from a longitudinal study in the Netherlands. BMC Public Health 2016(10);16:499.
- Sewdas R, van der Beek AJ, de Wind A, van der Zwaan LGL, Boot CRL. Determinants of working until retirement compared to a transition to early retirement among older workers with and without chronic diseases: Results from a Dutch prospective cohort study. Scand J Public Health 2018;46(3):400-408.
- Havermans BM, Boot CRL, Hoekstra T, Houtman ILD, Brouwers EPM, Anema JR, van der Beek AJ. The association between exposure to psychosocial work factors and mental health in older employees, a 3-year follow-up study. Int Arch Occup Environ Health 2018;91(1):57-66.
Other reports
Ybema JF, Geuskens G, van den Heuvel S. Sustainable employability of older persons: Results from the first STREAM measurement [Duurzame inzetbaarheid van ouderen: Resultaten van de eerste meting van STREAM]. 2011, TNO. [Dutch]
Van den Heuvel S, Ybema JF, Leijten FRM, De Wind A. Sustainable employability of older persons: results from the first two STREAM measurements [Duurzame inzetbaarheid van ouderen: Resultaten van de eerste twee metingen van STREAM]. 2012, TNO. [Dutch]

Newsletters
No 1 - 2013 June; Introduction
No 2 - 2013 September; Qualitative studies
No 3 - 2014 January; Transitions out of work
No 4 - 2014 June; Employment transitions and health
No 5 - 2014 September; Personal resources and sustainable employability
No 6 - 2015 March; Mobility
No 7 - 2015 November; New PhD projects
No 8 - 2016 April; The fifth wave/transitions
No 9 - 2016 August; Wellbeing at work conference
No 10 - 2017 March; Mental retirement, employability low skilled workers
No 11 - 2017 June; Introducing CODI: A new cohort study
No 12 – 2017 December; Working beyond the retirement age
No 13 – 2018 April; Working with a chronic disease
Background
Due to the aging of the population, there is a societal need for workers to prolong their working lives. In the Netherlands, many employees still leave the workforce before the official retirement age of 65. Previous quantitative research showed that poor self-perceived health is a risk factor of (non-disability) early retirement. However, little is known on how poor health may lead to early retirement, and why poor health leads to early retirement in some employees, but not in others. Therefore, the present qualitative study aims to identify in which ways health influences early retirement.

Methods
Face-to-face semi-structured interviews were conducted with 30 employees (60-64 years) who retired before the official retirement age of 65. Participants were selected from the Study on Transitions in Employment, Ability and Motivation. The interviews were transcribed verbatim, a summary was made including a timeline, and the interviews were open coded.

Results
In 15 of the 30 persons, health played a role in early retirement. Both poor and good health influenced early retirement. For poor health, four pathways were identified. First, employees felt unable to work at all due to health problems. Second, health problems resulted in a self-perceived (future) decline in the ability to work, and employees chose to retire early. Third, employees with health problems were afraid of a further decline in health, and chose to retire early. Fourth, employees with poor health retired early because they felt pushed out by their employer, although they themselves did not experience a reduced work ability. A good health influenced early retirement, since persons wanted to enjoy life while their health still allowed to do so. The financial opportunity to retire sometimes triggered the influence of poor health on early retirement, and often triggered the influence of good health. Employees and employers barely discussed opportunities to prolong working life.

Conclusions
Poor and good health influence early retirement via several different pathways. To prolong working life, a dialogue between employers and employees and tailored work-related interventions may be helpful.

Data
Qualitative interviews

Link:
PMID: 23551994

Objectives
This study aimed to investigate the relative contribution of health, job characteristics, skills and knowledge, and social and financial factors to the transition from work to (non-disability) early retirement.

Methods
Employees aged 59-63 years (N=2317) were selected from the Study on Transitions in Employment, Ability and Motivation in the Netherlands (STREAM). Individual characteristics, health, job characteristics, skills and knowledge, and social and financial factors were measured using a questionnaire at baseline. Information on early retirement was derived from the one-year follow-up questionnaire. Logistic regression analyses were used to identify predictors of early retirement. Population Attributable Fractions (PAF) were calculated.

Results
Older age [odds ratio (OR) 1.79], poor physical health (OR 1.78), a positive attitude of the partner with respect to early retirement (OR 3.85), and the financial possibility to stop working before the age of 65 (OR 10.2) predicted the transition to early retirement, whereas employees that reported high appreciation at work (OR 0.58) and higher focus on development of skills and knowledge (OR 0.54) were less likely to retire early. PAF were 0.75 for the financial possibility to stop working, 0.43 for a positive attitude of the partner with respect to early retirement, 0.27 for low appreciation at work, 0.23 for a low focus on development, and 0.21 for poor health.

Conclusions: The financial possibility to stop working before the age of 65 importantly contributes to early retirement. In the context of rapidly diminishing financial opportunities to retire early in the Netherlands, the prolongation of working life might be promoted by workplace health promotion and disability management, and work-related interventions focusing on appreciation and the learning environment.

Data
T1+T2

Link
PMID: 24132500


Purpose
The goal of this qualitative study was to gain insight into how older employees remain productive at work in spite of health problems.

Methods
Twenty-six semi-structured telephone interviews were conducted with older employees, 46–63 years of age, who reported a poor health in the Study on Transitions in Employment, Ability, and Motivation. Demographic, health, and work information was gathered, followed by information on adjustments made in response to health problems. Inductive and deductive analyses were done independently by two researchers.

Results
Four pathways through which poor health could influence productivity were identified: (1) poor health did not influence productivity; (2) poor health created a temporary imbalance in demands and external and internal resources after which adjustments were made and productivity was maintained; (3) adjustments were made in response to an imbalance, but productivity remained reduced; and (4) no adjustments were made and productivity was reduced. Whether and which adjustments occurred was influenced by factors in various domains, such as: visibility of the problem (health), autonomy (work-related), support (relational), and the ability to ask for help (personal). Sustainable productivity was influenced by internal factors that enhanced or hindered the creation of a balance, and by whether appropriate adjustments were made.

Conclusions
The influence that health can have on productivity depends on the individuals’ unique imbalance and personal disposition. Helpful a priori work place characteristics and personal well-being should be promoted so that a balance between demands and resources can be found in times of poor health.

Data

Objectives
The aim of this study was to (i) assess how common chronic health problems and work-related factors predict sickness absence and (ii) explore whether work-related factors modify the effects of health problems on sickness absence.

Methods
A one-year longitudinal study was conducted among employed persons aged 45-64 years from the Study on Transitions in Employment, Ability and Motivation (N=8984). The presence of common chronic health problems and work-related factors was determined at baseline and self-reported sickness absence at one-year follow-up by questionnaire. Multinomial multivariate logistic regression analyses were conducted to assess associations between health, work factors, and sickness absence, and relative excess risk due to interaction (RERI) techniques were used to test effect modification.

Results
Common health problems were related to follow-up sickness absence, most strongly to high cumulative sickness absence (>9 days per year). Baseline psychological health problems were strongly related to high sickness absence at follow-up [odds ratio (OR) 3.67, 95% confidence interval (95% CI) 2.80-4.82]. Higher job demands at baseline increased the likelihood of high sickness absence at follow-up among workers with severe headaches [RERI 1.35 (95% CI 0.45-2.25)] and psychological health problems [RERI 3.51 (95% CI 0.67-6.34)] at baseline. Lower autonomy at baseline increased the likelihood of high sickness absence at follow-up among those with musculoskeletal [RERI 0.57 (95% CI 0.05-1.08)], circulatory [RERI 0.82 (95% CI 0.00-1.63)], and psychological health problems [RERI 2.94 (95% CI 0.17-5.70)] at baseline.

Conclusions
Lower autonomy and higher job demands increased the association of an array of common chronic health problems with sickness absence, and thus focus should be placed on altering these factors in order to reduce sickness absence and essentially promote sustainable employability.


Purpose
This study aims to provide the following empirical and theoretical contributions to the literature. First, the study provides an empirical test of theories proposed in the literature stating that turnover and retirement (two kinds of work withdrawal) involve different employee decisions. Second, it aims at providing a more general theoretical framework understanding turnover and retirement intentions integrating insights from different theories.

Design/methodology/approach
Research hypotheses are tested using the Study on Transitions in Employment, Ability and Motivation (STREAM). This dataset includes information from approximately 15,000 respondents in the Netherlands. Respondents between the age of 45 and 64 were the target group in order to model transitions in the labour market for older workers. This dataset provides a unique opportunity to test turnover and retirement intentions.
Findings
First, the results show that personal characteristics such as income, age or health add more to the explanation of retirement intentions compared to turnover intentions and that work characteristics provide a better explanation of the turnover intention compared to retirement intention. Secondly, by focusing more closely on retirement intentions, the results show that organizational motivators can increase older workers labour market participation.

Data
T1
Link
Emerald


Background
Due to the aging of the population and, subsequently, higher pressure on public finances, there is a need for employees in many European countries to extend their working lives. Factors predicting early retirement have been identified in quantitative research, but little is known on why and how these factors influence early retirement. Therefore, the present quantitative study aimed to explore which factors influence retirement before the age of 65 in Dutch employees, and why and how these factors influence early retirement. Focus was on non-health related factors.

Methods
A qualitative study among 30 employees (60-64 years) who retired before the age of 65 was performed by means of face-to-face interviews. Participants were selected from the Study on Transitions in Employment, Ability and Motivation (STREAM).

Results
For most employees, a combination of factors played a role in the transition from work to early retirement, and the specific factors involved differed between individuals. Participants reported various factors that pushed towards early retirement (‘push factors’), including organizational changes at work, conflicts at work, high work pressure, high physical job demands, and insufficient use of their skills and knowledge by others in the organization. Employees who reported such push factors towards early retirement often felt unable to find another job. Factors attracting towards early retirement (‘pull factors’) included the wish to do other things outside of work, enjoy life, have more flexibility, spend more time with a spouse or grandchildren, and care for others. In addition, the financial opportunity to retire early played an important role. Factors influenced early retirement via changes in the motivation, ability and opportunity to continue working or retire early.

Conclusion
To support the prolongation of working life, it seems important to improve the fit between the physical and psychosocial job characteristics on the one hand, and the abilities and wishes of the employee on the other hand. Alongside improvements in the work environment that enable and motivate employees to prolong their careers, a continuous dialogue between the employer and employee on the (future) person-job fit and tailored interventions might be helpful.

Data
Qualitative interviews
Link: PMID: 23714371


Abstract
Continued employment is an important challenge for lower educated persons aged 45 and above. Job changes are a meaningful and sometimes necessary strategy for continued employment. Voluntary external job mobility is rare among lower educated persons aged 45 and above. In this report the central question is whether increasing confidence in ability (self-efficacy) to find a new employer is important for stimulating voluntary external mobility among lower educated employees aged 45 to 64. To answer this question we use data of 11,987 employees aged 45 to 64, of which 3,212 were had a lower education. The data come from the Study on Transitions in Employment, Ability and Motivation (STREAM). It appears that confidence in ones own ability is positively related to the intention to change jobs and with actual job changes. Higher educated persons aged 45 and above appear to score higher in both confidence in own ability and the intention to change jobs. The association between both concepts however does not differ for lower and higher educated persons. This finding suggests that confidence among lower educated employees aged 45 and above in successful job-job transitions could lead to an increase in voluntary external mobility. An important further research question is then if such mobility leads to a less susceptible position in the labor market.

In Dutch:
[Langer doorwerken vormt een belangrijke uitdaging voor laagopgeleide 45-plussers. Verandering van baan is daarbij een zinvolle, soms zelfs noodzakelijke, strategie. Vrijwillige externe mobiliteit is echter onder laagopgeleide 45-plussers zeldzaam. In deze bijdrage staat de vraag centraal of de versterking van vertrouwen in eigen kunnen (self-efficacy) bij het vinden van een nieuwe werkgever een aangrijpingspunt is voor bevordering van vrijwillige externe mobiliteit onder laagopgeleide 45- tot 64-jarige werknemers. Om de vraag te beantwoorden gebruiken we data van 11.987 werknemers van 45 tot 64 jaar, van wie er 3.212 laagopgeleid zijn. De data zijn afkomstig van de Study on Transitions in Employment, Ability and Motivation (STREAM). Uit het onderzoek blijkt dat vertrouwen in eigen kunnen een positief verband heeft met zowel de intentie tot baanverandering als met daadwerkelijke baanverandering. Hoger opgeleide 45-plussers blijken hoger te scoren op zowel vertrouwen in eigen kunnen als op intentie tot baanverandering. De relatie tussen beide concepten verschilt echter niet tussen laag- en hoger opgeleiden. Deze bevinding impliceert dat versterking van het vertrouwen bij laagopgeleide 45-plussers in een succesvolle baan-baantransitie kan leiden tot een versterking van de vrijwillige externe mobiliteit. Een belangrijke vervolgvraag is dan of die mobiliteit ook tot een minder kwetsbare arbeidsmarktpositie leidt.]

**Objective**
This study examines whether mental and physical health relate differently to work ability and whether these associations vary with coping style.

**Methods**
A 1-year longitudinal study was conducted among 8842 employees aged 45 to 64 years from the Study on Transitions in Employment, Ability and Motivation. On-line questionnaires measured self-perceived mental and physical health at baseline and coping and work ability at follow-up. The data were analyzed using hierarchical regression analysis.

**Results**
Active coping and good mental and especially physical health predicted high work ability at follow-up. Avoidant coping was negatively related to work ability. Seeking support was unrelated to work ability. Interaction effects of coping and health on work ability were weak.

**Conclusions**
Successful coping styles and good health predict high work ability, and thus, promoting such factors can help improve sustainable employability.

Aims
The objective of the Study on Transitions in Employment, Ability and Motivation (STREAM) is to acquire knowledge on determinants of transitions in employment and work productivity among persons aged 45-64 years.

Research framework
A research framework was developed, in which transitions in employment (e.g. leaving the workforce, entering the workforce, job change) and work productivity are influenced by the following determinants: health, job characteristics, skills and knowledge, social factors, and financial factors. Central explanatory variables in the framework are the ability to work, the motivation to work, and the opportunity to work.

Study Design
STREAM is a prospective cohort study among 12,055 employees, 1,029 self-employed persons, and 2,034 non-working persons, all aged 45 to 64 years at baseline. The study sample was stratified by age and employment status (employed, self-employed, non-working), and was drawn from an existing internet panel. The baseline measurement was carried out in 2010 (response: 70%), and with yearly follow-up measurements in 2011 (response: 82%), 2012 (response: 80%), and 2013. At each wave, participants fill out an online questionnaire covering all aspects of the research framework.

Place and Duration of Study
The Netherlands, between October 2010 and December 2013.

Methodology
Quantitative data on all aspects of the research framework were assessed with an online questionnaire, qualitative data were assessed with interview studies, and the questionnaire data can be linked to register data at Statistics Netherlands for 89% of the participants.

Results: Transitions in employment between the first three waves of data among the participants are described.

Conclusion
STREAM will provide insight in the determinants of healthy and productive labour participation among persons aged 45 years and older, which will support the development of interventions prolonging working life in good health, while maintaining good work productivity.

Link
http://sciencedomain.org/download


Abstract
Recently, the Dutch government raised the retirement age of workers in the Netherlands. In this study we focused on the work values of low-skilled older workers, the extent to which their jobs fulfill these values, and the effect of work values on the willingness of these workers to extend their working life. This study is based on a literature review and a secondary analysis on a large database of persons aged 45 and older (STREAM). The study shows that extrinsic work values are more important for low-skilled older workers, and intrinsic work values more relevant for high-skilled older workers. The most important work values for low-skilled older workers are fulfilled slightly more often than those of high-skilled older workers. The extent to which important work values are fulfilled in the jobs of low-skilled older workers is positively correlated with job
satisfaction and with their own assessment of whether or not to continue working for another 12 months. Based on this research, we formulated recommendations for HR practices on the employability of low-skilled older workers.

In Dutch:

Het kabinet heeft besloten om vanaf 2013 de AOW-leeftijd versneld te verhogen. Dit heeft tot gevolg dat werknemers in Nederland langer door zullen moeten werken. Dat lijkt moeilijker voor laagopgeleide werknemers dan voor hun hoger opgeleide collega’s. In deze studie hebben we gekeken naar de werkwaarden van laagopgeleide oudere werknemers en deze vergeleken met die van middelbaar en hoogopgeleide oudere werknemers. We hebben gebruik gemaakt van een literatuurstudie en van secundaire analyse op basis van een grote database van personen van 45 jaar en ouder. Vastgesteld is dat oudere laagopgeleide werknemers extrinsieke werkwaarden belangrijker vinden dan oudere hoogopgeleide werknemers. Ook hebben wij geconstateerd dat de belangrijkste werkwaarden bij laagopgeleide oudere werknemers iets vaker in het werk vervuld worden. Laagopgeleide oudere werknemers blijken meer tevreden met hun werk en zijn beter in staat om te blijven werken naarmate (belangrijke) werkwaarden meer vervuld worden in hun werk. Voor de gewenste pensioenleeftijd is het belang van werkwaarden en de vervulling daarvan gering. Op basis van deze resultaten zijn aanbevelingen geformuleerd voor de HR-praktijk, gericht op de inzetbaarheid van laaggeschoolde oudere werknemers.

Data
T1


Objectives:
This study aimed to assess the influence of chronic health problems on work ability and productivity at work among older employees using different methodological approaches in the analysis of longitudinal studies.

Methods:
Data from employees, aged 45-64, of the longitudinal Study on Transitions in Employment, Ability and Motivation was used (N=8411). Using three annual online questionnaires, we assessed the presence of seven chronic health problems, work ability (scale 0-10), and productivity at work (scale 0-10). Three linear regression generalized estimating equations were used. The time-lag model analyzed the relation of health problems with work ability and productivity at work after one year; the autoregressive model adjusted for work ability and productivity in the preceding year; and the third model assessed the relation of incidence and recovery with changes in work ability and productivity at work within the same year.

Results:
Workers with health problems had lower work ability at one-year follow-up than workers without these health problems, varying from a 2.0% reduction with diabetes mellitus to a 9.5% reduction with psychological health problems relative to the overall mean (time-lag). Work ability of persons with health problems decreased slightly more during one-year follow-up than that of persons without these health problems, ranging from 1.4% with circulatory to 5.9% with psychological health problems (autoregressive). Incidence related to larger decreases in work ability, from 0.6% with diabetes mellitus to 19.0% with psychological health problems, than recovery related to changes in work ability, from a 1.8% decrease with circulatory to an 8.5% increase with psychological health problems (incidence-recovery). Only workers with musculoskeletal and psychological health problems had lower productivity at work at one-year follow-up than workers without those health problems (1.2% and 5.6%, respectively, time-lag).

Conclusions:
All methodological approaches indicated that chronic health problems were associated with decreased work ability and, to a much lesser extent, lower productivity at work. The choice for a particular methodological approach considerably influenced the strength of the associations, with the incidence of health problems resulting in the largest decreases in work ability and productivity at work.
de Wind A, Geuskens GA, Ybema JF, Bongers PM, van der Beek AJ. The role of ability, motivation, and opportunity to work in the transition from work to early retirement - testing and optimizing the Early Retirement Model. Scand J Work Environ Health 2015 Jan;41(1):24-35.

Objectives:
Determinants in the domains health, job characteristics, skills, and social and financial factors may influence early retirement through three central explanatory variables, namely, the ability, motivation, and opportunity to work. Based on the literature, we created the Early Retirement Model. This study aims to investigate whether data support the model and how it could be improved.

Methods:
Employees aged 58-62 years (N=1862), who participated in the first three waves of the Dutch Study on Transitions in Employment, Ability and Motivation (STREAM) were included. Determinants were assessed at baseline, central explanatory variables after one year, and early retirement after two years. Structural equation modeling was applied.

Results:
Testing the Early Retirement Model resulted in a model with good fit. Health, job characteristics, skills, and social and financial factors were related to the ability, motivation and/or opportunity to work (significant β range: 0.05-0.31). Lower work ability (β=-0.13) and less opportunity to work (attitude colleagues and supervisor about working until age 65: β=-0.24) predicted early retirement, whereas the motivation to work (work engagement) did not. The model could be improved by adding direct effects of three determinants on early retirement, ie, support of colleagues and supervisor (β=0.14), positive attitude of the partner with respect to early retirement (β=0.15), and not having a partner (β=-0.13).

Conclusions:
The Early Retirement Model was largely supported by the data but could be improved. The prolongation of working life might be promoted by work-related interventions focusing on health, work ability, the social work climate, social norms on prolonged careers, and the learning environment.


Purpose
The goals of this study were to determine whether, among older employees, unfavourable physical and psychosocial work-related factors were associated with poorer mental and physical health and whether high work engagement buffered the associations between unfavourable work-related factors and poorer health.

Methods
A 1-year longitudinal study with employed persons aged 45-64 was conducted within the Study on Transitions in Employment, Ability and Motivation (n = 8,837). Using an online questionnaire, work-related factors (physical: physical load; psychosocial: psychological job demands, autonomy, and support) and work engagement were measured at baseline and health at baseline and 1-year follow-up. General linear models were used to assess associations of work-related factors and work engagement with health. Tests of interaction terms assessed whether work engagement buffered the work-related factor-health associations.

Results
Unfavourable psychosocial work-related factors at baseline were associated with poorer mental health at follow-up. Higher physical load, higher psychological job demands, and lower autonomy at baseline were associated with poorer physical health at follow-up. Higher work engagement at baseline was related to better
Physical and especially better mental health during the 1-year follow-up. Work engagement had a small effect on the associations between work-related factors and health.

**Conclusions**

Among older employees, especially the promotion of a high work engagement and, to a lesser extent, favourable work-related factors can be beneficial for mental health in particular.

**Data**

T1+T2

**Link**

PMID: 24928413

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**Purpose**

To longitudinally investigate (1) whether lower work ability and work engagement predict the use of company policies on reduced working hours and exemption from evening/night work among older workers, and (2) whether using such policies subsequently contribute to higher work ability and work engagement.

**Methods**

In total 6922 employees (45-64 years) participating in the first three waves of the Study on Transitions in Employment, Ability and Motivation were included. Participants yearly filled out an online questionnaires. Regression analyses were applied to study the influence of baseline work ability and work engagement on the incident use of policies during the first year of follow-up, and the incident use of these policies on work ability and work engagement during the second year of follow-up.

**Results**

Employees with a higher work ability were less likely to start using the policy 'reduced working hours' [OR 0.91 (95% CI 0.83-0.98)]. Starting to use this policy was in turn related to lower work ability 1 year later [B -0.28 (95% CI -0.47 to -0.08)]. Starting to use the policy 'exemption from evening/night work' was related to higher work engagement 1 year later [B 0.23 (95% CI 0.07-0.39)].

**Conclusions**

Low work ability precedes the use of some company policies aiming to support sustainable employability of older workers. Further research is needed to explore whether company policies result in a (longstanding) improvement, or reduced deterioration, of older workers' employability.

**Data**

T1+T2+T3

**Link**

PMID: 26250870

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**Background**

With an ageing society and increasing retirement ages, it is important to understand how employability can be promoted in older workers with health problems. The current study aimed to determine whether (1) different chronic health problems predict transitions from paid employment to disability benefits, unemployment and early retirement, and (2) how work-related factors modify these associations.

**Methods**

Self-report questionnaire data was used from the Dutch longitudinal Study on Transitions in Employment, Ability and Motivation with 3 years of follow-up (2010-2013), among employees aged 45-64 years (N=8149). The influence of baseline chronic health problems and work-related factors on transitions from paid employment to disability benefits, unemployment and early retirement during follow-up was estimated in a
competing risks proportional hazards model. Relative excess risk of transitions due to the interaction between chronic health problems and work-related factors was assessed.

**Results**

Severe headache, diabetes mellitus and musculoskeletal, respiratory, digestive and psychological health problems predicted an increased risk of disability benefits (HR range 1.78-2.79). Circulatory (HR=1.35) and psychological health problems (HR=2.58) predicted unemployment, and musculoskeletal (HR=1.23) and psychological health problems (HR=1.57) predicted early retirement. Work-related factors did not modify the influence of health problems on unemployment or early retirement. Psychosocial work-related factors, especially autonomy, modified the influence of health problems on disability benefits. Specifically, among workers with health problems, higher autonomy, higher support and lower psychological job demands reduced the risk of disability benefits by 82%, 49%, and 11%, respectively.

**Conclusions**

All health problems affected disability benefits to a similar extent, but psychological health problems especially predicted unemployment and early retirement. For older workers with health problems, promoting an optimal work environment has the potential to contribute to sustainable employment.

**Data**

T1+T2+T3+T4

**Link**

PMID: 26112957

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**Abstract**

Employees who hold multiple jobs are no exception on the Dutch labour market. However, little is known about the motives behind ‘multi-jobbing’. This study addresses a qualitative exploration among twenty multi-jobbers of 45 years and older who recently made a transition from one job in paid employment to multiple jobs – either with multiple employers or in combination with self-employment. We examine whether multi-jobbing in a late career phase is a relevant alternative to regular job mobility which is far less common among older workers. We describe push and pull motives for making a transition toward multiple jobs that we found to characterize multi-jobbing as either an ‘emergency situation’, ‘ideal situation’ or a ‘transition situation’. Furthermore, the multi-jobbers in this study were found to use their second job as a personal employability-strategy. We discuss multi-jobbing as late career labour market behaviour which averts the insecurities that come with job change.

**In Dutch:**

[Werkenden voor wie de werksituatie bestaat uit een combinatie van twee of meer banen, vormen geen uitzondering op de Nederlandse arbeidsmarkt. Toch weten we nog weinig over de motieven voor het combineren van meerdere banen – ofwel multi-jobbing. Dit artikel betreft een kwalitatieve verkenning onder twintig multi-jobbers van 45 jaar en ouder die recentelijk een transitie hebben gemaakt van één baan in loondienst naar meerdere banen in loondienst of een baan gecombineerd met een zzp-schap. Multi-jobbing als alternatieve (tussen)vorm van arbeidsmobielheid is nog een erg onderbelicht onderzoeksthema en relevant voor werken in een latere loopbaanfase waarvoor reguliere baanmobielheid veel minder vanzelfsprekend is. We beschrijven de diverse push- en pullmotieven voor het aangaan van een combinatiebaan of hybride baan die duiden op multi-jobbing als noodzakelijkheid, ideaalsituatie of overgangssituatie. De studie maakt verder duidelijk dat een groot deel van de geïnterviewden een tweede baan bewust gebruikt als persoonlijke employability-strategie. We bediscussiëren multi-jobbing als arbeidsmarktgedrag dat in een latere loopbaanfase inspeelt op de onzekerheid die gepaard gaat met mobiliteit.]

**Data**

Qualitative interviews

**Link**

Boom Lemma tijdschriften
Sanders J, Blonk R, Geuskens G, de Grip A. Learning lags behind events; does training help older employees recover from perceived skills shortages? [Achter de feiten aan leren. Helpt scholing oudere werknemers te herstellen van kennistekorten? Tijdschrift voor Arbeidsvraagstukken 2015;31. [Dutch]

Abstract
Organizational and technological changes are occurring ever more rapidly, and employees are faced with increasing deficits in their knowledge. Because of this, not only is individual employability under pressure, but also the competitiveness and innovativeness of companies and institutions. Remedy or even preventing these knowledge deficits are therefore an important challenge for both employer and employee. The need to address these deficits is even more applicable for the vulnerable group of workers that are low skilled and older. Using data from more than 7,000 older workers who participated in the longitudinal STREAM panel study, this study shows that only substantial training contributes to the reduction of a knowledge deficit. Instructions at work and short courses do not. Between older workers with lower levels of education and intermediate or highly educated older workers and between older workers in stable organizations and older workers in unstable organizations were found in the contribution of substantial training to the reduction of knowledge deficits.

In Dutch:
[Organisatorische en technologische veranderingen volgen elkaar steeds sneller op. Werknemers zien zichzelf daardoor in toenemende mate geconfronteerd met tekorten aan kennis. Niet alleen de inzetbaarheid van werknemers, maar ook de concurrentiekracht en innovativiteit van bedrijven en instellingen staan daarmee onder druk. Het herstellen of zelfs voorkomen van kennistekorten is daarom een belangrijke uitdaging voor zowel werkgever als werknemer, zeker in zeer instabiele organisaties. Dat geldt mogelijk in versterkte mate voor de kwetsbare groep van laagopgeleide oudere werknemers. Dit artikel laat aan de hand van data, afkomstig van ruim 7.000 oudere werknemers (45-64 jaar) die deelnamen aan het longitudinale STREAM-onderzoek, zien dat alleen deelnemen aan substantiële leeractiviteiten bijdraagt aan het herstel van een kennistekort. Instructies op de werkplek en korte trainingen doen dat niet. Dat geldt voor zowel laagopgeleide oudere werknemers als voor middelbaar en hoger opgeleide oudere werknemers en dat geldt voor zowel oudere werknemers in stabiele organisaties als voor oudere werknemers in instabiele organisaties.]

Data
T1+T2+T3

Link
Boom Lemma tijdschriften


Purpose:
The aim of this study was to assess whether organizational justice lowers productivity loss and sickness absence, and whether there are reverse effects of productivity loss and sickness absence on organizational justice.

Method:
A longitudinal study with 2 years of follow-up was conducted among employed persons aged 45-64 years from the Study on Transitions in Employment, Ability and Motivation (STREAM). Participants (N = 7011) yearly filled out an online questionnaire. Structural equation modeling in LISREL was conducted to assess the longitudinal relationships between distributive justice of salary, distributive justice of appreciation, procedural justice, productivity loss, and sickness absence.

Results:
Both distributive justice of appreciation and procedural justice contributed to lower productivity loss and lower sickness absence at 1-year follow-up. Productivity loss increased perceptions of distributive justice of appreciation at 1-year follow-up, whereas sickness absence lowered both perceptions of distributive justice of appreciation and procedural justice at follow-up.

Conclusion:
Improving organizational justice lowers the risk of productivity loss and sickness absence and may be a useful
A life course perspective on working beyond retirement-results from a longitudinal study in the Netherlands. BMC Public Health 2016(10);16:499.

**Background**
There is a societal need that workers prolong their working lives. By adopting a life course perspective, this study aimed to investigate the influence of work motives and motivation, health, job characteristics, skills, and financial and social situation on working beyond retirement, and differences between ‘on time’ and ‘off time’ retirees (retirement age 65 and <65 years, respectively).

**Methods**
Retirees aged 57 to 67 years (N = 1,054) who participated in the Dutch Study on Transitions in Employment, Ability and Motivation were included in this study. Participants filled out a questionnaire in 2010, 2011, 2012, and 2013. Predictors of working beyond retirement were identified using logistic regression analyses, and stratified analyses were performed to investigate differences between ‘off time’ and ‘on time’ retirees.

**Results**
High work engagement (OR = 1.3), good physical health (OR = 1.8), poor financial situation (OR = 2.4), and voluntary work (OR = 1.5) predicted working beyond retirement. For ‘off time’ retirees, no financial possibility to retire early (OR = 1.8) and not having a partner (OR = 1.9) predicted working beyond retirement. ‘On time’ retirees reporting more support at work (OR = 0.7) and without the financial possibility to retire early (OR = 0.5), worked beyond retirement less often.

**Conclusions**
The results indicated that especially the motivation to work, physical health and the financial situation were the most relevant aspects with regard to working beyond retirement, which supports the idea that the principle of ‘human agency’ of the life course perspective is useful to understand factors that impact working beyond retirement. Most aspects of the life course principles of ‘linked lives’ and ‘timing’ seemed to be less relevant.

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**Objectives**
Before actual retirement, employees may already distance themselves from work, which could be referred to as “mental retirement”. However, trajectories of work motivation, ie, work engagement, have not been studied yet. The present study aimed to (i) identify different trajectories of work engagement among older workers approaching the retirement age, and (ii) examine their associations with actual retirement.

**Methods**
In total 3171 employees aged 55–62 years, who participated in the Dutch Study on Transitions in Employment, Ability and Motivation were included in this study. Participants completed questionnaires in 2010, 2011, 2012, and 2013. Latent class growth mixture modeling was performed to identify groups of employees with similar three-year trajectories in work engagement. Logistic regression analyses were performed to study whether trajectory membership was associated with retirement.

**Results**
Of the 3171 employees, 16.2% made a transition from work to (early) retirement (N=513). Four trajectories of work engagement were identified: steady high (76.3%), steady low (12.7%), decreasing (6.2%), and increasing (4.8%). A steady low work engagement trajectory was associated with retirement [odds ratio (OR) 1.46], compared to a steady high work engagement trajectory. Although not statistically significant, an
increasing work engagement trajectory seemed to be associated with retirement as well (OR 1.60).

**Conclusions** This study did not support the concept of mental retirement before actual retirement, ie, a decrease in work engagement among those facing retirement. However, as one in eight employees did experience steady low work engagement in the years before retirement, interventions promoting work motivation are recommended to support the employability of these employees.

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**Oakman J, de Wind A, van den Heuvel SG, van der Beek AJ.** Work characteristics predict the development of multi-site musculoskeletal pain. *Int Arch Occup Environ Health* 2017;90(7):653-661.

**Purpose:**
Musculoskeletal pain in more than one body region is common and a barrier to sustaining employment. We aimed to examine whether work characteristics predict the development of multi-site pain (MSP), and to determine differences in work-related predictors between age groups.  

**Methods**
This study is based on 5136 employees from the Study on Transitions in Employment, Ability and Motivation (STREAM) who reported no MSP at baseline. Measures included physical, emotional, mental, and psychological job demands, social support and autonomy. Predictors of MSP were studied by logistic regression analyses. Univariate and multivariate analyses with age stratification (45-49, 50-54, 55-59, and 60-64 years) were done to explore differences between age groups.

**Results**
All work characteristics with the exception of autonomy were predictive of the development of MSP, with odds ratios varying from 1.21 (95% CI 1.04-1.40) for mental job demands to 1.63 (95% CI 1.43-1.86) for physical job demands. No clear pattern of age-related differences in the predictors of MSP emerged, with the exception of social support, which was predictive of MSP developing in all age groups except for the age group 60-64 years.

**Conclusions**
Adverse physical and psychosocial work characteristics are associated with MSP. Organisations need to comprehensively assess work environments to ensure that all relevant workplace hazards, physical and psychosocial, are identified and then controlled for across all age groups.

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**Objectives**
No study so far has combined register-based socioeconomic information with self-reported information on health, demographics, work characteristics, and the social environment. The aim of this study was to investigate whether socioeconomic, health, demographic, work characteristics and social environmental characteristics independently predict working beyond retirement.

**Methods**
Questionnaire data from the Study on Transitions in Employment, Ability and Motivation were linked to data from Statistics Netherlands. A prediction model was built consisting of the following blocks: socioeconomic, health, demographic, work characteristics and the social environment. First, univariate analyses were performed (P0<.15), followed by correlations and logistic multivariate regression analyses with backward selection per block (P0<.15). All remaining factors were combined into one final model (P0<.05).

**Results**
In the final model, only factors from the blocks health, work and social environmental characteristics remained. Better physical health, being intensively physically active for >2 days/week, higher body height, and working in healthcare predicted working beyond retirement. If respondents had a permanent contract or worked in handcraft, or had a partner that did not like them to work until the official retirement age, they were less likely to work beyond retirement.

**Conclusion**
Health, work characteristics and social environment predicted working beyond retirement, but register-based socioeconomic and demographic characteristics did not independently predict working beyond retirement. This study shows that working beyond retirement is multifactorial.

**Data**
T1+T2+T3+T4

**Link**
PMID: 28560378

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**Purpose**
In our ageing workforce, the increasing numbers of employees with chronic diseases are encouraged to prolong their working lives. It is important to prevent health deterioration in this vulnerable group. This study aims to investigate whether work characteristics predict health deterioration over a 3-year period among employees with (1) chronic diseases, and, more specifically, (2) musculoskeletal and psychological disorders.

**Methods**
The study population consisted of 5600 employees aged 45–64 years with a chronic disease, who participated in the Dutch Study on Transitions in Employment, Ability and Motivation (STREAM). Information on work characteristics was derived from the baseline questionnaire. Health deterioration was defined as a decrease in general health (SF-12) between baseline and follow-up (1–3 years). Crude and adjusted logistic regression analyses were performed to investigate prediction of health deterioration by work characteristics. Subgroup analyses were performed for employees with musculoskeletal and psychological disorders.

**Results**
At follow-up, 19.2% of the employees reported health deterioration (N = 1075). Higher social support of colleagues or supervisor predicted health deterioration in the crude analyses in the total group, and the groups with either musculoskeletal or psychological disorders (ORs 1.11–1.42). This effect was not found any more in the adjusted analyses. The other work characteristics did not predict health deterioration in any group.

**Conclusions**
This study did not support our hypothesis that work characteristics predict health deterioration among employees with chronic diseases. As our study population succeeded continuing employment to 45 years and beyond, it was probably a relatively healthy selection of employees.

**Data**
T1+T2+T3+T4

**Link**
Springer

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Bouwhuis S, Geuskens GA, Boot CRL, Bongers PM, van der Beek AJ. Predictors of transitions from single to multiple job holding: Results of a longitudinal study among employees aged 45-64 in the Netherlands. Am J Ind Med 2017;60(8):696-710.

**Objectives**
To construct prediction models for transitions to combination multiple job holding (MJH) (multiple jobs as an employee) and hybrid MJH (being an employee and self-employed), among employees aged 45-64.

**Methods**
A total of 5187 employees in the Netherlands completed online questionnaires annually between 2010 and 2013. We applied logistic regression analyses with a backward elimination strategy to construct prediction
Results
Transitions to combination MJH and hybrid MJH were best predicted by a combination of factors including: demographics, health and mastery, work characteristics, work history, skills and knowledge, social factors, and financial factors. Not having a permanent contract and a poor household financial situation predicted both transitions. Some predictors only predicted combination MJH, e.g., working part-time, or hybrid MJH, e.g., work-home interference.

Conclusions
A wide variety of factors predict combination MJH and/or hybrid MJH. The prediction model approach allowed for the identification of predictors that have not been previously studied.

Data
T1+T2+T3+T4

Link
PMID: 28692193

Havermans BM, Boot CRL, Hoekstra T, Houtman ILD, Brouwers EPM, Anema JR, van der Beek AJ. The association between exposure to psychosocial work factors and mental health in older employees, a 3-year follow-up study. Int Arch Occup Environ Health 2018;91(1):57-66.

Purpose
Unfavourable exposure to psychosocial work factors threatens older employees' mental health, and their sustained employment. This study assesses whether an improved compared to stable unfavourable and stable favourable exposure to psychosocial work factors is associated with a change in mental health in older employees at 3-year follow-up.

Methods
The current study used data from the Study on Transitions in Employment, Ability and Motivation (STREAM), in workers aged 45-65 years (n = 5249). Two-year (2010-2012) exposure was assessed for psychological demands, autonomy, support, mental load, and distributive justice. Linear regression analyses were performed to compare improved exposure to unfavourable psychosocial work factors with stable unfavourable and stable favourable exposure and mental health at follow-up (2013), corrected for confounders. Analyses were stratified for age groups (45-54 and 55-65 years) and gender.

Results
In certain subgroups, stable unfavourable exposure to psychological demands, autonomy, support, and distributive justice was associated with a significantly lower mental health score than improved exposure. Stable favourable exposure to support was associated with a higher mental health score than improved support, whereas stable favourable exposure to autonomy was associated with a lower mental health score compared to improved exposure.

Conclusions
There is a longitudinal association between changes in exposure to psychosocial work factors and mental health. Improvement in unfavourable exposure to psychosocial work factors was associated with improved mental health. This is important information for organisations that consider deploying measures to improve the psychosocial work environment of older workers.

Data
T1+T2+T3+T4

Link
Springer

Background
The aims of the present study were to: 1) gain insight into reasons for working beyond the statutory retirement age from older workers' perspectives, and 2) explore how the domains of the research framework Study on Transitions in Employment, Ability and Motivation (STREAM) can be applied to working beyond retirement age.

Methods
A qualitative research design included individual interviews (n = 15) and three focus groups (n = 18 participants) conducted with older workers aged 65 years and older continuing in a paid job or self-employment. Interview participants were recruited from an existing STREAM cohort study. Focus group participants were recruited from companies and employment agencies. The data were subjected to thematic analysis.

Results
The most important motives for working beyond retirement age were maintaining daily routines and financial benefit. Good health and flexible work arrangements were mentioned as important preconditions. The themes emerging from the categorization of the motives and preconditions corresponded to the domains of health, work characteristics, skills and knowledge, and social and financial factors from the STREAM research framework. However, our analysis revealed one additional theme - purpose in life.

Conclusion
This study offers important new insights into the various preconditions and motives that influence working beyond retirement age. In addition, the five domains of the STREAM research framework, including the additional domain of 'purpose in life', seem to be applicable to working beyond retirement age. This knowledge contributes to the development of work-related interventions that enhance older workers' motivation to prolong their working lives.

Data
Qualitative interviews

Link
PMID: 28830399

Sewdas R, van der Beek AJ, de Wind A, van der Zwaan LGL, Boot CRL. Determinants of working until retirement compared to a transition to early retirement among older workers with and without chronic diseases: Results from a Dutch prospective cohort study. Scand J Public Health 2018;46(3):400-408.

Aim
The ageing society and recent policy changes may lead to an increase of older workers with chronic diseases in the workforce. To date, it is unclear whether workers with chronic diseases have specific needs while employed. The aim of this study is to explore the differences in determinants of working until retirement compared to a reference group who have transitioned to early retirement among workers with and without chronic diseases.

Methods
Dutch workers aged 57-62 years (n = 2445) were selected from an existing prospective cohort study, 'STREAM'. The potential determinants were categorized into: individual, health, work-related and social factors. Logistic regression analyses were performed to determine the associations between these determinants and working until retirement - once for workers with and once for those without chronic diseases. To test differences, we included an interaction term between the determinant and the covariate 'having a chronic disease yes/no' in the analyses of the total population.

Results
In total, 1652 (68%) persons were employed from 2011 to 2013. The majority of the determinants appeared to be similar for workers with or without a chronic disease; the interaction terms for these determinants and the covariate 'having a chronic disease' showed a p-value higher than 0.05, except for one individual factor (i.e. mastery) and one work-related factor (i.e. autonomy), which showed a p-value below 0.05. Higher mastery
and higher autonomy were statistically significantly associated with working until retirement for those with chronic diseases, whereas they were not for those without chronic diseases.

**Conclusions**

Differences between workers with and without chronic diseases may exist for working until a statutory retirement age. Interventions aimed at encouraging work participation of older workers should make a distinction between the two groups. Autonomy at work and mastery were found to be factors that may promote work participation until higher age, specifically for older workers with chronic diseases.

**Data**

T1+T2+T3+T4

**Link**

PMID: 29059016

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**Background**

An increasing number of retirees continue to work beyond retirement despite being eligible to retire. As the prevalence of chronic disease increases with age, working beyond retirement may go along with having a chronic disease. Working beyond retirement may be different for retirees with and without chronic disease. We aim to investigate whether demographic, socioeconomic and work characteristics, health and social factors predict working beyond retirement, in workers with and without a chronic disease.

**Methods**

Employees aged 56-64 years were selected from the Study on Transitions in Employment, Ability and Motivation (N = 1125). Questionnaire data on demographic and work characteristics, health, social factors, and working beyond retirement were linked to registry data from Statistics Netherlands on socioeconomic characteristics. Separate prediction models were built for retirees with and without chronic disease using multivariate logistic regression analyses.

**Results**

Workers without chronic disease were more likely to work beyond retirement compared to workers with chronic disease (27% vs 23%). In retirees with chronic disease, work and health factors predicted working beyond retirement, while in retirees without a chronic disease, work, health and social factors predicted working beyond retirement. In the final model for workers with chronic disease, healthcare work, better physical health, higher body height, lower physical load and no permanent contract were positively predictive of working beyond retirement. In the final model for workers without chronic disease, feeling full of life and being intensively physically active for \( \geq 2 \) days per week were positively predictive of working beyond retirement; while manual labor, better recovery, and a partner who did not support working until the statutory retirement age, were negatively predictive of working beyond retirement.

**Conclusions**

Work and health factors independently predicted working beyond retirement in workers with and without chronic disease, whereas social factors only did so among workers without chronic disease. Demographic and socioeconomic characteristics did not independently contribute to prediction of working beyond retirement in any group. As prediction of working beyond retirement was more difficult among workers with a chronic disease, future research is needed in this group.

**Data**

T1+T2+T3+T4

**Link**

PMID: 29454334

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**Background**
Multiple job holding (MJH) is a common and growing phenomenon in many countries. Little is known about experiences with MJH among older workers. The objective of the present study is to gain insight in experiences with MJH among Dutch workers aged 45 years and older.

**Methods**

Multiple job holders were selected from the Study on Transitions in Employment, Ability, and Motivation (STREAM), a Dutch cohort study among persons aged 45 years and older. Purposive sampling was applied to assure heterogeneity regarding gender, educational level, health, financial situation, willingness to continue MJH, and type of MJH (only jobs as employee or also being self-employed). Interviews were conducted until data saturation occurred. Fifteen multiple job holders participated in this study (eight men, seven women). Interviews were digitally recorded, transcribed verbatim and analyzed, along with field notes, using thematic content analysis. The data were openly coded, after which codes were aggregated into themes, which formed a thematic map. In each phase of the analysis at least two researchers were involved to increase reliability.

**Results**

Experiences with MJH varied from positive to negative. They were influenced by characteristics of individual jobs, e.g. social support at work, as well as characteristics of the combination of jobs, e.g. positive spill-over effects, and conflicts between work schedules. The personal context of multiple job holders, e.g. their age, or reason for MJH, affected how work characteristics influenced experiences. Negative experiences with one job often coincided with negative experience in the other job(s), and problems in the personal context. Some multiple job holders were able to make changes to their situation when desired. For some, this was not possible, which augmented their negative experience.

**Conclusions**

This study adds to existing knowledge that experiences with MJH are not only influenced by work characteristics but also by the personal context of multiple job holders, and that some workers are able to change their situation when desired, while others are not. Future research should study how different combinations of work and personal characteristics influence sustainable employability of multiple job holders. Policies facilitating life-long learning could increase opportunities to change the MJH situation when desired.

**Data**

interviews

**Link**

PMID: 30134871

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**Purpose**

To identify distinct groups of older multiple job holders and to explore health differences between these groups.

**Methods**

We selected respondents from STREAM, a Dutch cohort study among persons aged 45 years and older, who reported having multiple jobs (N = 702). We applied latent class analysis to identify groups of multiple job holders. The association between these groups and health, measured with the SF-12, was studied cross-sectionally and longitudinally (1 year of follow-up), using linear regression analyses.

**Results**

Four groups of older multiple job holders were identified: (1) a vulnerable group (N = 145), who preferred having one job, and had jobs with high demands and low resources; (2) an indifferent group (N = 134), who did not experience many benefits or disadvantages of multiple job holding (MJH); (3) a satisfied hybrid group, who were all self-employed in their second job (N = 310); and (4) a satisfied combination group, who all had a second job as an employee (N = 113). Both the satisfied hybrid and satisfied combination groups preferred MJH and experienced benefits of it. At baseline, the vulnerable group experienced significantly lower physical and mental health than the other groups. We found no significant differences regarding changes in health after 1 year.

**Conclusions**

Four groups of older multiple job holders could be distinguished. The vulnerable group experienced lower physical and mental health at baseline than the other three groups. Policies and interventions supporting
vulnerable multiple job holders may need to be developed. Future research is recommended to take heterogeneity among multiple job holders into account.

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Other reports

Ybema JF, Geuskens G, van den Heuvel S. Sustainable employability of older persons: Results from the first STREAM measurement [Duurzame inzetbaarheid van ouderen: Resultaten van de eerste meting van STREAM]. 2011, TNO. [Dutch]

Abstract

In this report we focus on findings that depict the sustainable employability of employees, self-employed persons, and non-employed persons using the first STREAM measurement. We use three indicators: health, education, and mobility in the labor market. Among employees those persons with a lower education and those work-disabled score less well on certain aspects of sustainable employability and good health and little skills obsolescence are related to higher work ability, working because it is pleasurable, and with more opportunities to work. Concerning the sustainable employability of self-employed persons it appears that persons became self-employed because they were looking for new challenges and thus they are a positive selection of employed persons. They are, compared to employees and self-employed persons motivated by a different reason, higher educated and have higher vitality scores. Concerning non-employed, their work ability is strongly related to their vitality scores. Alongside unemployed persons, work disabled, retired, and housewives, are focused on trying to find paid employment.

Dutch:

[In deze notitie richten we ons op bevindingen die een beeld schetsen van de duurzame inzetbaarheid van werknemers, zelfstandigen en niet-werkenden, waarbij we gebruik maken van de eerste meting van STREAM. Daarbij richten we ons op drie pijlers: gezondheid, scholing en vorming en mobiliteit op de arbeidsmarkt. Wat betreft werknemers blijkt dat laagopgeleide en arbeidsgehandicapte werknemers minder goed scoren op een aantal aspecten van duurzame inzetbaarheid, en dat een goede gezondheid en weinig kennisveroudering samenhangen met een hoger werkvermogen, met werken omdat dit plezierig is en met meer de gelegenheid krijgen om te werken. Wat betreft de duurzame inzetbaarheid van zelfstandigen blijkt dat personen die als zelfstandige aan de slag gingen omdat zij een nieuwe uitdaging zochten een positieve selectie vormen van werknemen. Zij zijn vergeleken met werknemers en met zelfstandigen die om andere redenen als zelfstandige gingen werken hoger opgeleid en vitaler. Wat betreft de niet-werkenden blijkt hun werkvermogen sterk samen te hangen met hun vitaliteit. Naast werklozen blijkt ook een deel van de arbeidsongeschikten, gepensioneerden en huisvrouwen gericht te zijn op het verkrijgen van betaalde arbeid.]

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Van den Heuvel S, Ybema JF, Leijten FRM, De Wind A. Sustainable employability of older persons: results from the first two STREAM measurements [Duurzame inzetbaarheid van ouderen: Resultaten van de eerste twee metingen van STREAM]. 2012, TNO. [Dutch]

Abstract

In this report we focus on determinants of sustainable employability, we use results from the first and second STREAM measurements and from interview studies carried out within STREAM. Specifically, we focus on how
persons with health problems can remain productive and how sickness absence can be avoided. Furthermore, we explore what determines whether persons will continue participating in the labor market or exit the labor market. The most important findings with regard to maintaining productivity is that favorable work-related factors and personal well-being should be stimulated before health problems occur because these factors are important when adjustments need to be made and when a new balance in demands and ability has to be found in light of health problems. With regard to the influence of work-related factors and health on sickness absence it appears that especially favorable work-related factors (i.e. lower task demands, high autonomy) should be stimulated among persons with health problems. Concerning work-related factors that of influence on continued labor market participation, it appears that especially a good social climate contributes. Poor physical and mental health are important predictors of exit to unemployment and work disability. For exit to early retirement only physical health and financial opportunity play an important role.

In Dutch:

[In deze notitie richten we ons op voorspellers van duurzame inzetbaarheid, waarbij we gebruik maken van de resultaten van de eerste twee metingen van STREAM en van een interviewstudie bij deelnemers aan STREAM. Meer specifiek gaan we na hoe personen met gezondheidsproblemen toch productief kunnen blijven en hoe verzuim voorkomen kan worden. Daarnaast gaan we na wat bepaalt of mensen blijven participeren in arbeid dan wel uitstromen uit arbeid. De belangrijkste bevindingen met betrekking tot het behoud van productivité zijn dat positieve werkkenmerken en persoonlijke welzijn gestimuleerd moeten worden voordat er gezondheidsproblemen optreden omdat deze factoren van belang zijn bij het doen van aanpassingen en het vinden van een balans wanneer er wel gezondheidsproblemen aanwezig zijn. Met betrekking tot de invloed van werkkenmerken en gezondheid op ziekteverzuim blijkt dat vooral bij mensen met gezondheidsproblemen het van belang is om goede werkomstandigheden (niet te hoge taakbehoeften, veel autonomie) te bevorderen. Met betrekking tot werkkenmerken die van invloed zijn op blijvende participatie in het werk blijkt met name een goed sociaal klimaat een bijdrage te leveren. Slechte fysieke en mentale gezondheid zijn belangrijke voorspellers voor de uitstroom naar werkloosheid en arbeidsongeschiktheid. Voor de uitstroom naar vroegpensioen geldt dit alleen voor fysieke gezondheid en speelt de financiële mogelijkheid om met werken te stoppen ook een hele belangrijke rol.]

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Abstract
This report contains the results of the first 19 studies, carried out with STREAM data. The focus is on three topics: ‘work ability and productivity’, ‘job mobility’ and ‘early retirement and working longer’. Conclusions:

• Health, in particular mental health, and work related factors affect work ability and productivity of older workers.
• Multi-jobbing may affect sustainable employability positively as well as negatively; a negative effect of demotion was found.
• A wide range of factors – health, work factors, skills, social and financial factors, work ability, motivation, and opportunity to work – affect early retirement and working longer.

In Dutch:
[Dit rapport bevat de resultaten van de eerste 19 studies die met de STREAM data zijn uitgevoerd. Drie onderwerpen staan centraal: ‘werkvermogen en productiviteit’, ‘baanmobiliteit’ en ‘vroegpensioen en doorwerken’. Conclusies:

• Gezondheid, met name mentale gezondheid, en werkgerelateerde factoren beïnvloeden het werkvermogen en de productiviteit van oudere werknemers.
• Het combineren van meerdere banen kan de duurzame inzetbaarheid zowel positief als negatief beïnvloeden, terwijl voor demotie een negatief effect is gevonden.
• Een brede range van factoren, namelijk gezondheid, werkkenmerken, kennis en vaardigheden, sociale en financiële factoren, werkvermogen, werkmotivatie en gelegenheid om te werken, zijn van invloed op vroegpensioen en doorwerken na pensioen.]
Duurzame inzetbaarheid is geoperationaliseerd met de indicatoren werkvermogen, productiviteit, verzuim, arbeidsmarktpositie, arbeidsongeschiktheid, werkloosheid en vroegpensioen. Een ongunstige score op één of meer van de indicatoren van duurzame inzetbaarheid wordt voorspeld door een brede range determinanten: Gezondheid, werkenmerken, kennis en vaardigheden, sociale factoren, financiële factoren en werkmotivatie. Met name gezondheid en, in iets mindere mate, bevlogenheid zijn relatief sterke voorspellers voor meerdere indicatoren van duurzame inzetbaarheid. Een slechte mentale en fysieke gezondheid hangen bijvoorbeeld relatief sterk samen met een laag werkvermogen (OR 1,7 en 2,0), verzuim (OR 1,6 en 2,3) en arbeidsongeschiktheid (OR 1,9 en 6,0). Een lage bevlogenheid hangt bijvoorbeeld relatief sterk samen met een laag werkvermogen (OR 1,9). De relaties tussen determinanten en DI-indicatoren lijken niet (sterk) te verschillen tussen verschillende groepen werknemers.

Ook op populatieniveau hebben gezondheid en bevlogenheid relatief veel impact op duurzame inzetbaarheid. De potentiële impact van het verbeteren van specifieke werkenmerken, leergedrag en de financiële situatie van het huishouden is op populatieniveau in het algemeen (iets) kleiner.

Abstract
Quality of work seems to be decreasing in the past few years. Longitudinal data of the Study on Transitions in Employment, Ability and Motivation (STREAM) were analysed to study the effect of quality of work on exit from work during 2010 and 2016. Results showed that quality indicators physical work environment, social work environment and job control seemed to prevent an early exit from work. The quality of work of lower educated persons was less than of higher educated persons. The effect of quality indicators on exit from work was not dependent on the educational status.

In Dutch:
[De laatste jaren lijkt er een neergaande trend te zijn in de kwaliteit van werk. In dit hoofdstuk gaan we in op wat deze kwaliteit inhoudt en wat de invloed is van de kwaliteit van werk op het langer doorwerken van oudere werknemers (45 jaar en ouder). Met behulp van onderzoek met de longitudinale data van de Study on Transitions in Employment, Ability and Motivation (STREAM) hebben we gekeken naar de invloed van de kwaliteit van werk op de uitstroom uit werk tussen 2010 en 2016 van personen die in 2010 werkzaam waren. Uit de resultaten blijkt dat de kwaliteitsindicatoren goede fysieke werkomgeving, goede sociale werkomgeving en voldoende regelmatigheden beschermend lijken te werken tegen vervroegde uitstroom. Verder zien we dat laag opgeleiden een mindere kwaliteit van werk hebben dan midden en hoog opgeleiden en dat er grote verschillen per sector zijn. De invloed van de verschillende kwaliteitsindicatoren op uitstroom lijkt niet of nauwelijks per opleidingsniveau te verschillen.]

Data
T1-T6

Publication type
Chapter in:

Link
TNO monitorarbeid


Abstract
Informal caregiving is a potentially attractive alternative to formal care but may entail health costs for the caregiver. We examine the mental and physical health impact of providing informal care and disentangle the caregiving effect – the effect of caring for someone in need – from the family effect – the effect of caring about someone in need. We account for potential endogeneity in the caregiving decision and control for previous health status using Arellano-Bond difference GMM models. We use four waves (2010-2013) of panel data from the Dutch Study on Transitions in Employment, Ability and Motivation (STREAM).

We find that caregiving harms the mental health of caregivers; this effect is mainly present for spousal caregivers. A negative health shock of a family member also has a direct negative effect on mental health, providing evidence of a family effect. These findings imply that most studies may have overestimated the negative health effects of caregiving by not accounting adequately for the family effect. As the caregiving effect differs strongly between various types of caregivers, policies to counteract this effect should specifically target subgroups of caregivers that carry the largest burden of informal caregiving.

Data
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