STREAM spring/summer 2017

STUDY on TRANSITIONS in EMPLOYMENT, ABILITY and MOTIVATION

The months before summer recess tend to be filled with a buzz of plans and activity. This is also the case for STREAM and the reason for this 11th edition of our newsletter!

In this newsletter we will get you acquainted with a new cohort study on sustainable employability: Cohort Onderzoek Duurzame Inzetbaarheid (CODI). Although in terms of content this study is similar to STREAM, a main difference is the study population. As work on STREAM was progressing, we could not disregard the fact that sustainable employability is not only relevant for older employees, but for all employees. Therefore, CODI was set up to include all age groups of the working population (15 – 75 years). On the next pages you can read more about the survey and data collection. We will make sure to keep you posted on further news about CODI in future editions of this newsletter!

In the current edition of the newsletter we will also highlight three studies recently published (or accepted for publication) that were (partly) based on STREAM data.

First, Jodi Oakman and colleagues published a study on the relation between work characteristics and the development of multi-site musculoskeletal pain. Second, Stef Bouwhuis and his team conducted a study on predictors of multiple job holding, which was recently accepted for publication. Third, a study by Micky Scharn et al. on predictors of working beyond the retirement age was also recently accepted for publication.

We wish you an interesting read and not to mention a very nice summer!

The STREAM/CODI-team

STREAM TNO STAFF

DR. SWENNEKE VAN DEN HEUVEL
DR. GOEDELE GEUSKENS
DR. KAREN OUDE HENGEL
DR. LINDA KOOPMANS
DR. IRENE NIKS
DR. ERNEST DE VROOME
LENNART VAN DER ZWAAN
STEF BOUWHUIS
PROF. DR. PAULIEN BONGERS

IN COLLABORATION WITH

PROF. DR. ALLARD VAN DER BEEK, VUMC
PROF. DR. KÈNE HENKENS, NIDI
PROF. DR. ALEX BURDORF, ERASMUS MC
CODI: A new cohort study on sustainable employability

Sustainable employability at all ages

Improving sustainable employability is important among workers of all ages. Therefore, TNO has started a new longitudinal study, called CODI (Cohort Onderzoek Duurzame Inzetbaarheid, or cohort study sustainable employability). The figure below represents the theoretical framework of CODI. According to the framework sustainable employability is influenced by human capital, while human capital will be influenced by work and personal factors.

Study population and response

The study population of CODI consists of (self-) employed and unemployed persons between the ages of 15 and 75. In 2016, approximately 34,000 persons were asked to participate in CODI. They had previously (2015) participated in either the Netherlands Work Conditions Survey1 or the Netherlands Employer Work Survey2. Of the contacted persons, about 18,000 participated (53%): 15,000 employed persons, 1,500 self-employed persons, and 1,500 unemployed persons.

Questionnaire

Like STREAM, the CODI questionnaire contains questions about work and health. However, differences between the questionnaires do exist. The following themes are included in the CODI questionnaire: sustainable employability, human capital, work characteristics and personal factors.

Human capital
To capture human capital the questionnaire contains the individuals health, knowledge, skills, motivation and resilience.

Work characteristics
Work characteristics included in the questionnaire refer to mental and physical load, job characteristics, and company characteristics.

Personal factors
Personal factors refer to education, lifestyle, social and financial factors and societal participation.

Sustainable employability
Sustainable employability refers to work status, work ability, mobility, self assessed employability and capability.

Results

The first results of CODI are expected in autumn of 2017. We will keep you updated on any new information and results from CODI!

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1 In Dutch: nationale enquête arbeidsonstehdens (NEA)
2 In Dutch: zelfstandigen enquête arbeid (ZEA)
Work characteristics predict the development of multi-site musculoskeletal pain

Authors: J Oakman1, A de Wind23, SG van den Heuvel4, AJ van der Beek23

International Archives of Occupational and Environmental Health (full-text now online available)

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 if work-related predictors varied between age groups. Measures included physical, emotional, mental, and psychological job demands, social support and autonomy. The results showed that all work characteristics with the exception of autonomy were predictive of the development of MSP. No clear pattern of age-related differences were found.

Predictors of transitions from single to multiple job holding: results of a longitudinal study among employees aged 45 - 64 in the Netherlands

Authors: S Bouwhuis23, GA Geuskens23, CRL Boot12, PM Bongers12,4, AJ van der Beek12

American Journal of Industrial Medicine (accepted)

In many industrialized countries a substantial proportion of workers holds multiple paid jobs. We aimed to identify predictors from one job as an employee to multiple jobs as an employee (combination MJH) or one or more jobs as an employee and being self-employed (hybrid MJH). We found that a great variation of predictors predicted combination MJH and hybrid MJH. Not having a permanent contract and a poor financial situation of the household predicted both transitions. Some factors only predicted combination MJH, such as working part-time. Other factors only predicted hybrid MJH such as higher mastery, and work-home interference.

Predicting working beyond retirement in the Netherlands: an interdisciplinary approach involving occupational epidemiology and economics

Authors: M Scharn1, AJ van der Beek12, M Huismann34, A de Wind12,6, M Lindeboom5, CTM Elbers6, GA Geuskens26, CRL Boot12

Scandinavian Journal of Work Environment and Health (full-text now online available)

Due to pressure on the social security systems, governments are seeking changes in legislation to encourage older workers to work longer. The aim of this study is to investigate whether socioeconomic, health, demographic, work characteristics and social environmental characteristics independently predict working beyond retirement. 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.
**Other selected publications**


Full list of publications: [LINK](http://example.com)
What is STREAM?

STREAM is a longitudinal study among persons aged 45-64 in the Netherlands. Participants fill in an online questionnaire on topics such as: health, work, knowledge and skills, social circumstances, and financial situation. More than 12,000 employees, 1,000 self-employed persons, and 2,000 non-employed persons participated at baseline (2010). In 2016, almost half of them had participated in each wave. In 2015, a new cohort was invited to participate, to again include persons aged 45-49 and to include more working persons in the other age groups (N=6,738). For data collection an existing Intomart GfK internet panel is used. For 89% of baseline participants, data linkage with information from Statistics Netherlands is possible.

In addition to STREAM, TNO started a new cohort study in 2016: CODI. Participants had previously participated in either the Netherlands Working Conditions Survey or the Netherlands Employers Work Survey.

STREAM and CODI are conducted by TNO. Collaborating partners are VU University Medical Center, Erasmus Medical Center and the Netherlands Interdisciplinary Demographic Institute. STREAM and CODI are funded by the Dutch Ministry of Social Affairs and Employment.

STREAM is interested in (inter)national and multidisciplinary collaborations to conduct innovative research with practical implications. Contact us for possible partnerships!

More information on STREAM is available at: www.monitorarbeid.nl/STREAM

Contact: infostream@tno.nl