

# Study on Transitions in Employment, Ability and Motivation



## Why STREAM?

Due to the ageing population, there is a societal need for workers to extend their working lives. To support this with interventions and policies, more insight is needed in determinants of sustainable employability. STREAM meets this need by providing knowledge about the conditions in which persons of 45 and older are able to participate longer, healthy, and productively in paid jobs.

## Design

STREAM is an annual longitudinal online survey study among persons aged 45-64 in the Netherlands. The study includes topics such as: health, work, knowledge and skills, social circumstances, and financial situation.

## Participants

At baseline in 2010 over 12,000 employees, 1,000 self-employed persons, and 2,000 non-employed persons participated. In 2016, in each wave almost half of them had participated. 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).

## Data

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.



## Opportunities

STREAM data can be used to answer a wide variety of research questions regarding transitions in employment, productivity, and health of older persons. As such, it provides unique opportunities for **researchers** to gain more insight in sustainable employability. For **policy makers**, STREAM can provide valuable knowledge to promote sustainable employability in practice.

### Highlights 2010 - 2017



#### ***The myth of “mental retirement”***

*Decreasing work engagement is not associated with actual retirement*

#### ***Effects of different coping styles***

*An active or a support seeking coping style predicts a higher work ability than a passive (avoidant) coping style*



#### ***Mind over body***

*Particularly psychological health problems may lead to a decreased work ability and productivity*



#### ***Partner influence***

*A positive attitude of the partner with respect to early retirement predicts the transition from work to early retirement*



## Context

STREAM is a project funded by the Dutch Ministry of Social Affairs and Employment and carried out by TNO. In this project, TNO collaborates with various universities and knowledge institutes.

**TNO** innovation  
for life

## Requests for collaboration

Interested in collaborating with STREAM? The study has an open policy with regard to collaboration with other research groups. Contact us for possible partnerships!

Contact:  
infostream@tno.nl

More information on STREAM:  
[www.monitorarbeid.nl/STREAM](http://www.monitorarbeid.nl/STREAM)