

Rapport de veille n° 70

Vieillesse, retour au travail et prévention de la désinsertion professionnelle

19/07/2022

Objectifs : Veille bibliographique sur le vieillissement des salariés, le retour au travail et la prévention de la désinsertion professionnelle

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La validation des informations fournies (exactitude, fiabilité, pertinence par rapport aux principes de prévention, etc.) est du ressort des auteurs des articles signalés dans la veille. Les informations ne sont pas le reflet de la position de l'INRS.

Les liens mentionnés dans le bulletin donnent accès aux documents sous réserve d'un abonnement à la ressource.

Veille réglementaire

[PDF] [Prévention de la désinsertion professionnelle](#)

Une instruction du ministère chargé du Travail du 26 avril 2022 précise les modalités de mise en œuvre des cellules de prévention de la désinsertion professionnelle qui doivent être constituées au sein des services de prévention et de santé au travail en application de la loi du 2 août 2021 relative à la santé au travail. Elle rappelle les missions de ces cellules (accompagnement individuel des travailleurs vulnérables du fait d'un état de santé difficilement compatible avec leur activité professionnelle, accompagnement collectif des entreprises dont les salariés sont confrontés à un risque de désinsertion professionnelle). Elle précise également leur composition et leur fonctionnement (appui aux équipes pluridisciplinaires du SPST, collaboration avec les acteurs de la compensation du handicap, élaboration d'un plan de retour à l'emploi pour les salariés en arrêt en coordination avec les partenaires externes comme l'Assurance maladie, mise en place de dispositifs de reconversion professionnelle, aménagement du poste de travail, essai encadré etc.).

Généralités

[PDF] [Consensus Study on Understanding the Aging Workforce and Employment at Older Ages](#) [pp. 42 à 57]

The National Academies of sciences, engineering and medicine (Etats-Unis), mai 2022

The U.S. population is aging and so is its workforce, as many older workers are choosing to remain in the labor market rather than retire. A new body of research has emerged on the aging workforce and its implications for older workers, their families, employers, the workplace, and policy makers. As the landscape of what we know about the labor market decisions and experiences of older workers continues to evolve, now is an opportune time to assess the current state of knowledge and identify the most promising areas for future research and the data infrastructure that will be needed to address this growing field. The Committee on Population (CPOP) and Committee on National Statistics (CNSTAT) of the National Academies of Sciences, Engineering, and Medicine (National Academies) will therefore produce an authoritative scientific consensus report that will review and assess the available research and data on the labor market participation of older workers and propose the most promising areas for future intervention and research. This report will focus on the individual-level human capital and demographic characteristics associated with decisions to continue working at older ages, including work history, occupation, health, cognitive abilities, financial literacy, and financial resources; as well as the social and structural factors that inhibit or enable employment among older workers, such as economic insecurity, family structure, workplace and personnel practices, technological change, and accessibility of selfemployment opportunities. It will provide a concise overview of the status of research in these areas, including areas of consensus and disagreement, as well as conclusions and recommendations that can be used as a roadmap for future work by researchers, policy makers, and funding organizations.

[Résumé] [Demographic change as a European challenge. Solutions by Social Dialogue](#)

Harald Kohler (Hrsg.) Josef Schmid (Hrsg.)

doi.org/10.5771/9783845238463

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[HTML] [Differential underestimation of work-related reinjury risk for older workers: Challenges to producing accurate rate estimates](#)

JM Sears, D Fulton-Kehoe, S Hogg-Johnson - American Journal of Industrial Medicine

Older workers are increasingly represented in the U.S. workforce, but frequently work part-time or intermittently, hindering accurate injury rate estimates. To reduce the impact of reporting barriers on rate

comparisons, we focused on reinjury (both injury recurrence and new injury) among workers with a workers' compensation claim, assessing: (1) reinjury risk for workers age 65+ versus <65; (2) importance of work-time at-risk measurement for rate estimates and comparisons; and (3) age distribution of potential risk factors.

Methods : Washington State workers' compensation claims for a retrospective cohort of workers with work-related permanent impairments were linked to state wage files. Reinjury rates were calculated for the cohort (N = 11,184) and a survey sample (N = 582), using both calendar time and full-time equivalent (FTE)-adjusted time. Risk differentials were assessed using rate ratios and adjusted survival models.

Results : The rate ratio for workers age 65+ (vs. <65) was 0.45 ($p < 0.001$) using calendar time, but 0.70 ($p = 0.07$) using FTE-adjusted time. Survey-based rates were 35.7 per 100 worker-years for workers age 65+, versus 14.8 for <65. Workers age 65+ (vs. <65) were more likely to work <100% FTE, but were similar regarding job strain, their ability to handle physical job demands, and their comfort reporting unsafe conditions or injuries.

Conclusions : Accounting for work-time at risk substantially improves age-based reinjury comparisons. Although the marked elevation in self-reported reinjury risk for older workers might be a small-sample artifact ($n = 34$), workers age 65+ are likely at higher risk than previously appreciated. Ongoing workforce trends demand increased attention to injury surveillance and prevention for older workers.

[Table des matières] [The Impact of COVID-19 on the Older Workforce: Reforms to Ensure a Safer Future for Older Workers](#)

A Coco - NAELA J., 2022

... 2 The effects of the pandemic on older workers, however, are much more far-reaching than just unemployment. For the 54 million workers age 50 and older, many challenges unique to their age group exist that are both highlighted and ...

[Résumé] [The moderating role of age in the relationship between perceived overqualification, employability, job insecurity and global psychological needs satisfaction](#)

A Sabino, E Babilio, S Lopes, MJ Chambel, PC Dias... - ... Research: Journal of the ..., 2022

This study aims to examine the relationship between perceived overqualification, perceived employability, perceived job insecurity and global psychological needs satisfaction, considering the moderating role of age groups. Design/methodology/approach A cross-sectional survey design with a sample of 350 individuals was used in this study. Findings A cross-sectional survey design with a sample of 350 individuals was used in this study. Originality/value By addressing the moderating role of age, this study is original and has practical implications for age diversity management.

[PDF] [Will the Jobs of the Future Support an Older Workforce?](#)

GT Sazenbacher, G Wettstein – 2022, Ideas, [Issues in Brief](#) ib2022-6, Center for Retirement Research.

In recent decades, older workers have generally been working longer, which boosts prospects for a secure retirement. However, continued progress could run into headwinds in the coming years. On the supply side, some individuals may be reaching the physical limits of longer worklives. And even if workers can work longer, they must find employers willing to hire or retain them. This brief, based on a recent paper, looks ahead to 2030 and assesses how amenable the future labor market will be to older workers.¹ By linking projections of future jobs to the types of jobs that are a good fit for older workers' abilities, the analysis goes beyond simply looking at what jobs older workers do today to explore what they could do going forward. The discussion proceeds as follows. The first section provides background on trends in working longer and potential obstacles. The second section summarizes the data and methodology for the analysis. The third section reports the results. The initial analysis indicates that jobs currently employing older workers are projected to grow relatively slowly. However, for the jobs that older workers could do, the analysis finds a lack of statistically significant results, suggesting that these jobs are likely to grow at the same pace as jobs overall. The final section concludes that the jobs of the future should be able to support an aging workforce.

Retraite

[\[PDF\] Educational differences in extending working lives: Trends in effective exit ages in 16 European countries](#)

AJ Riekhoff, K Kuitto - 2022

In this study, we analyse educational differences in effective exit ages in 16 European countries during the period 2003–2020. The calculation of effective exit ages is based on comparing labour force participation rates of subsequent narrowly defined age groups between two timepoints. This makes it a more accurate and dynamic indicator of labour market exit than, for example, employment rates or labour market activity rates as such. This indicator is commonly used by the OECD and European Union institutions to compare exit from the labour market among the total population or by gender. To our knowledge, this study is the first to calculate effective exit ages by level of education for a large group of European countries. We based our calculations of the effective exit ages on European Union Labour Force Survey (EU-LFS) microdata for the population aged 40 and older. We calculated the effective exit ages for the total population, by gender and education level: low, intermediate, and high. In addition, we used macrolevel data from Eurostat on educational attainment levels and labour force activity rates to sketch the context of the development of older workers' education levels and labour market participation in the countries under study.

[\[PDF\] The Effect of Removing Early Retirement on Mortality](#)

C Belles, S Jiménez, H Ye - Documento de Trabajo, 2022

This paper sheds new light on the mortality effect of delaying retirement by investigating the Spanish 1967 pension reform that exogenously changed the early retirement age depending on the date individuals started contributing to the social security system. Those that contributed before January 1st, 1967, maintained the right to voluntarily retire early at age 60, while individuals who started contributing after could not voluntarily claim pension until age 65. Using the Spanish administrative social security data, we find that the reform delayed labor market exit by around half a year and increased the probability that individuals take up disability pensions, partial pensions, and no pensions. We show evidence that delaying existing employment increases the hazard of dying between ages 60 and 69. Heterogeneous analysis indicates that the negative impact is driven by those employed in low-skill, physically and psychosocially demanding jobs. Moreover, we show that allowing for flexible retirement schemes, such as partial retirement, mitigates the negative effect of delaying retirement on mortality.

[\[Résumé\] Gender differences in the mechanism of involuntary retirement affecting loneliness through vulnerability and coping resources \[Etude aux Etats-Unis\]](#)

O Shin, S Park, H Lee, JY Kang - Ageing & Society, 2022

Involuntary retirement is associated with diminished mental health. However, little is known about the mechanism that connects involuntary retirees' coping resources to their loneliness. Gender patterns in the mechanism of involuntary retirement are also ...

[\[PDF\] Personal and work-oriented characteristics distinguishing older nurses' partial or complete actual retirement behavior over three years](#)

J Rodwell - 2022

To retain nurses and prevent the worsening of the nursing shortage, especially given the ageing nurse workforce in many Western countries, a key opportunity is to better understand the drivers of complete and partial retirement of older working nurses. This study investigates the characteristics that distinguish older nurses' partial and complete actual retirement behavior, from those continuing to work, over a three year period. Methods: A quantitative longitudinal design comprising 217 female Australian nurses aged 50 years or over, from two samples working at Time 1 (2012 and 2016), responding three years later (Time 2). Multinomial regression was performed on the data. Checks confirmed that any missing values in the data were missing completely at random as well as that permutations of the age variable such as pension eligibility age did not affect the results. Results: Two different patterns of drivers emerged for each of completely retiring and partly retiring respectively. Age was the only variable distinguishing both partly and completely retired nurses from nurses who were not retired. The further variables distinguishing completely retired nurses were not being

prosperous, having impaired work ability, being partnered, not stressed at work and working part-time. The only variable beyond age distinguishing partly retired nurses was having a casual contract. Conclusions: Offering flexible work options in terms of working hours and contracts that suit the nurses' lifestyle and supporting nurses with health impairments to continue working are examples of options that may lessen the number of nurses completely retiring and instead either partly retiring or remaining at work. Recognizing diverse pathways to retirement, including by enabling part-retirement, can inform policies and nurse retention interventions that may ameliorate the shortage of nurses experienced in many countries.

[PDF] [La retraite: revenir sur quelques débats anciens aide-t-il à éclairer ceux du moment?](#)

D Blanchet - 2022

La question du moment est de savoir s'il faut en faire davantage, ou moins, ou ni plus-ni moins mais en réessayant de rénover, à terme, l'ensemble du système. Pour s'en distancier quelques instants, on se propose de plutôt revenir sur les questions qui avaient agité les premières années du débat sur la retraite, au tournant des années 1990 (1) La construction du diagnostic sur la nature du vieillissement démographique (2) Le débat répartition-capitalisation (3) Les interrogations sur la façon de présenter l'impact des gains de productivité Des questions qui tourneront autour des rôles comparés de EV (l'espérance de vie), et de n (taux de croissance démo), g (progrès de productivité) et r (taux d'intérêt) et donneront aussi l'occasion de réévoquer -entre autres- d'anciennes publications de l'INED Double intérêt Retour d'expérience sur les difficultés de l'expertise et de son expression en termes partageables Mais aussi, bien entendu, leurs résonances avec les débats actuels

[Résumé] [Transitioning out of work and metabolic syndrome incidence: a longitudinal study among 13 303 older workers from the Lifelines Cohort Study and Biobank](#)

K Runge, SKR van Zon, U Bültmann, K Henkens - J Epidemiol Community Health, 2022

This study investigates (1) whether different employment transition types (ie, unemployment, work disability, early retirement and regular retirement) are associated with metabolic syndrome (MetS) incidence among older workers (50–64 years) and (2) whether occupational group moderates the association between employment transition type and MetS incidence.

Methods A sample of 13 303 older Dutch workers from the Lifelines Cohort Study and Biobank was examined using longitudinal data from two comprehensive measurement waves with a mean follow-up time of 3.7 years. MetS components were based on physical measures, blood markers and medication use. Employment transitions were determined using questionnaires. Logistic regression analysis was performed to examine the association between employment transition type and MetS incidence.

Results Older workers who transitioned from employment to unemployment (adjusted OR 1.39, 95% CI 1.05 to 1.82) or work disability (adjusted OR 1.89, 95% CI 1.15 to 3.10) had a significantly higher MetS incidence than the working control group. No association between early retirement or regular retirement with MetS incidence was found after adjusting for sociodemographic, educational and occupational factors. Occupational group did not moderate the association between employment transition type and MetS incidence.

Conclusion The results suggest that older workers who transition from employment to unemployment or work disability are at risk for developing MetS. More awareness among occupational physicians and general practitioners about MetS incidence in late working life is needed in general and more specific among older workers who transition into unemployment or work disability.

Discrimination, précarité, chômage

[HTML] [Development and Initial Validation of a Word Fragment Completion Task to Measure Age Metastereotype Activation](#)

CL Thomas, LM Finkelstein - Work, Aging and Retirement, 2022

Researchers have shown growing interest in the age metastereotyping process and its potential impact in organizations. Research calls have been made for new measurement tools to help advance this work. This paper presents five studies that were conducted to develop and provide initial validation evidence for a new word fragment completion test to assess age metastereotype activation in an indirect manner. We followed suggestions for best practices in the development of this type of measure ([Koopman, J., Howe, M., Johnson,](#)

[R.E., Tan, J.A., & Chang, C.H. 2013](#). A framework for developing word fragment completion tasks. *Human Resource Management Review*, 23 (3), 242–253.) and used Finkelstein et al.'s ([Finkelstein, L.M., King, E.B., & Voyles, E.C. 2015](#). Age metastereotyping and cross-age workplace interactions: A meta view of age stereotypes and work. *Work, Age, and Retirement*, 1 (1), 26–40.) model of the age metastereotyping process as a basis for choosing correlates for the measure. We discuss the mixed pattern of relationships between the new measure and the variables proposed in that model and provide several suggestions for next steps toward continued validation and use of this measure. Further, we provide detailed information throughout the process that could serve as a springboard and time-saver for others interested in developing their own age metastereotype word fragment completion test to suit their own research needs.

[PDF] [Discourses of digital difference: a discursive study of the relationship between media representations of age and digital life and the identity work of 'older' digital ...](#)

C Shukis-Brown - 2022

This research explores the relationship between wider media discourses linking age and digital life and the identity work of 'older' professionals working in the digital technology sector. It synthesises wider discursive explorations of age-technology identifications with accounts from a professional group charged with designing, developing, and delivering contemporary digital platforms and products. The digital technology sector is the fastest growing sector in the UK economy (Department for Digital, Culture, Media and Sport, 2020). While age is firmly legislated for and located within a wider workplace diversity agenda, media reports of age discrimination and bias within this sector persist (Hymowitz & Burnson, 2016; Wickre, 2017) alongside speculation on whether, and to what extent such ideas are socially perpetuated (Iversen and Wilisńska, 2020). Through the analysis of UK online news media and participant interviews conducted via a longitudinal study, this study explores the recursivity and interdiscursivity of unifying age-technology discourses between online news media texts and the identity accounts of older digital technology professionals. Using a longitudinal critical discourse analysis, I explore how technology is enrolled in the reproduction and reification of age difference more broadly through the generational construct and how such discursive linkages persist and evolve over time. I describe the ways such discourses are manipulated by this professional group as they negotiate their identity work as an older digital technology worker. This study contributes to qualitative research through a methodologically original longitudinal study drawing on online data research methods. This research responds to calls for challenge to the generational construct particularly in work contexts (Parry and Urwin, 2021) and explores the identity work of a burgeoning, under-researched (and ageing) professional group (McMullin, Comeau & Jovic, 2007). Finally, it presents a fresh critical perspective on naturalised 'discourses of difference' in relation to age (Wodak, 1996, p.126) previously confined to studies of racism or sexism (van Dijk, 1996).

[PDF] [The Distributional Impacts of Worker Reallocation: Evidence from Europe](#)

J Bluedorn, MNJH Hansen, I Shibata, M Tavares ... - 2022

... We find that workers, particularly low-skilled and older workers during recessions, experience ... Women, older workers, and low-skilled workers are less likely to experience job-to-job ... being non-employed, while older workers are generally ...

[Résumé] [Mind the ad: How personality requirements affect older and younger job seekers' job attraction](#)

A Koçak, C Rooman, W Duyck, E Derous - *Journal of Occupational and ...*, 2022

... (2013, 2015) reported 'out of touch'/'technophobic'/'set in ways' as the most important negative metastereotypes of older workers, followed by ... Stage 2 consisted of a pilot study in which we empirically tested HEXACO- traits that older workers hold ...

[Résumé] [Questioning gendered ageism in job-related non-formal training and informal learning](#)

T Íñiguez-Berrozpe, F Marcaletti, C Elboj-Saso ... - *Studies in Continuing ...*, 2022

Age can lead to stigmatisation, which is aggravated in groups that are already at risk of exclusion, such as women. This intersectional bias between age and gender (gendered ageism) affects so-called mature workers (aged 50 and over) in different ways, including the prejudices of employers and workers regarding their skills and competencies, as well as regarding their motivation to participate in training. In this article we analyse

mature female workers' level of training, motivation, and use of job-related skills, with the aim of providing evidence that breaks with ageist gender prejudices on this issue. For this, we conducted a descriptive analysis using ANOVA, and we applied structural equation modelling in an analysis of the PIAAC data of the OECD (2016), dividing the entire sample (n. = 31,739) into four subsamples (women –50; women 50+; men –50; men 50+). In our descriptive analysis, female older workers achieve the highest scores in almost all the variables. Our proposed model, resulting from multigroup comparisons among the four subsamples, has a more optimal fit and structural coefficients of greater weight in mature female workers than in younger ones, especially regarding the influence of informal learning at work on the level of use of job-related skills.

[Extrait] [Reforming Age Discrimination Law: Beyond Individual Enforcement](#)

A Blackham - 2022

... Giving older workers the opportunity and incentive to participate in paid employment has personal, organizational, and societal benefits, and is a priority for governments. Simultaneously, high youth unemployment is a historical feature of the ...

[PDF] [Travailleurs âgés et protections sociales en fin de rapports de travail](#) [Suisse]

G Azemi, R Wyler

Ce travail de mémoire a pour objectif de présenter un panorama et aperçu des protections sociales qui sont accordées aux personnes âgées dans le contexte du droit du travail et de la sécurité sociale en Suisse. La protection des travailleurs âgés en fin de rapports de travail n'étant pas clairement définie, les questions à ce sujet sont multiples : À partir de quel âge un travailleur âgé est considéré comme tel ? Existe-t-il une protection spécifique contre le licenciement de ces travailleurs ? Quelles sont les solutions qui s'offrent aux chômeurs seniors arrivés en fin de droit ? Ou encore quelles sont les conséquences d'une retraite flexible ? Nous tenterons d'y répondre ci-après en suivant une chronologie des étapes pouvant intervenir en fin des rapports de travail.

Employabilité, maintien dans l'emploi des travailleurs vieillissants

[PDF] [LE 4EME PLAN RÉGIONAL SANTÉ AU TRAVAIL \(PRST4\)](#)

Drieets Ile-de-France

Le PRST4 s'articule autour de 4 axes (en cohérence avec le Plan Santé au Travail national), 10 objectifs et comprend 25 actions, sur la base d'un diagnostic territorial qui présente les conditions d'emploi et l'exposition aux risques professionnels des travailleurs franciliens. Il sera décliné jusqu'en 2025 et fera l'objet d'une communication régulière sur les productions et l'état d'avancée des actions.

L'axe 2 est « développer la prévention de la désinsertion, prévenir l'usure professionnelle et favoriser le maintien en emploi »

[Résumé] [Design of Human-Centered Adaptive Support Tools to Improve Workability in Older Workers. A Field of Research of Human-Centered AI](#)

P Abril-Jimenez, MF Cabrera-Umpierrez, S Gonzalez... - International Conference on ..., 2022

Advanced digitalization and other advanced technologies have proven their value to effectively address our social needs and have played a crucial role in the creation and transformation of society itself. Our daily life operates in an increasingly high-tech environment and revolutionize health provision, but also working conditions. Artificial intelligence (AI) related technologies can provide support at workplaces to compensate for the daily occupational dangers, reducing their impact on long-term worker health status. The purpose of this study is to identify relevant factors to improve long-term workability of aged workers that can be addressed through the use of new AI-based solutions, such as IoT, virtual reality, and interactive virtual coaches. In addition to a state-of-the-art research review, a set of workshop focus groups with the participation of middle-aged workers from different countries and an online European survey were conducted. An overview of the main factors that influence positive and negative on workability have emerged. This paper shows that factors in different working areas and how technology can provide skills and methods to cope with functional decline are relevant to improve workers' workability as they age. Further research is necessary to propose effective

technological-based solutions to address the identified results and measure their impact on worker's long-term health.

[PDF] [Employer benefits affecting the employees' intention to leave in different age groups](#)

P Masso, K Jaakson, K Põder

Demographic changes in the labour market have increased the importance of Human Resource Management strategies for designing benefit packages to be competitive in the labour market and to increase employee retention. The study objective is to examine the effect of specific employer-provided benefits on employees' intention to leave in different age cohorts. Informed by the psychological theories of aging we propose five age-specific hypotheses in three motivational domains: existence, relationships, and growth.

Design/methodology/approach. We use a large survey of employees in Estonia ($n=7209$) conducted in 2020 and test the effect of specific benefits and their interactions with age on employee's intention to leave. *Findings.* The results show that, in general, older cohorts are less prone to leave their job. Provision of certain benefits can decrease intention to leave, on average, but benefits' effects by age cohorts are heterogeneous. The hypotheses suggesting that existence and relational benefits are more important to older employees, were rejected. Similarly, there was no proof for the conjecture that older employees care less about benefits related to their development. *Practical implications.* The study informs the managers about the expectations of employees regarding benefit policies. Certain benefits – e.g., company events, compensation of sports events, massage, or remote work – are more effective in retaining younger cohorts of employees, but there is very little that employers can do for older employees specifically, using benefits. It might be unexpected that professional training is equally important to employees in all ages, thus, development programmes should be accessible to all employees. *Originality/value.* This study is one of the few that sheds light on the preferences of benefits among representative sample of the working population.

[HTML] [Measuring sustainable employability: psychometric properties of the capability set for work questionnaire](#)

S Gürbüz, MCW Joosen, DTAM Kooij, AB Bakker... - BMC Public Health, 2022

The capability set for work questionnaire (CSWQ) is being used to measure the new model of sustainable employability building on the capability approach. However, previous studies on the psychometric properties of the instrument are limited and cross-sectional. This two-way study aimed to (1) evaluate the convergent validity of the CSWQ with the theoretically related constructs person-job fit, strengths use, and opportunity to craft and (2) test the predictive and incremental validity of the questionnaire for the well-established work outcomes, including work ability, work engagement, job satisfaction, and task performance.

Methods A representative sample of 303 Dutch workers, chosen with probably random sampling, were surveyed using a one-month follow-up, cross-lagged design via the Longitudinal Internet Studies for the Social Sciences panel. The convergent validity was assessed by exploring the strength of associations between the capability set for work questionnaire and the theoretically related constructs using Pearson's correlations. The predictive and incremental validity was evaluated by performing a series of linear hierarchical regression analyses.

Results We found evidence of the convergent validity of the capability set score by moderate correlations with person-job fit, strengths use, and opportunity to craft ($r = 0.51-0.52$). A series of multiple regression analyses showed that Time 1 capability set score and its constituents (i.e., importance, ability, and enablement) generally had predictive and incremental validity for work ability, work engagement, job satisfaction, and task performance measured at Time 2. However, the incremental power of the CSWQ over and above conceptually related constructs was modest.

Conclusions The findings support the convergent, predictive, and incremental validity of the capability set for work questionnaire with not previously investigated work constructs. This provided further evidence to support its utility for assessing a worker's sustainable employability for future research and practical interventions.

[PDF] [Morbidities Among Older Workers And Work Exit: The Heaf Cohort](#)

K Walker-Bone, S D'Angelo, CH Linaker, M Stevens... - Occupational Medicine, 2022

Governments need people to work to older ages but the prevalence of chronic disease and comorbidity increases with age and impacts work ability.

Aims: To investigate the effects of objective health diagnoses on exit from paid work amongst older workers. Methods: Health and Employment After Fifty (HEAF) is a population cohort of adults aged 50-64 years recruited from English GP practices which contribute to the Clinical Practice Research Datalink (CPRD). Participants have completed questionnaires about health and work at baseline and annually for 2-years: their responses were linked with their objective health diagnoses from the CPRD and data analysed using Cox regression.

Results: Of 4888 HEAF participants ever in paid work, 580 (25%) men and 642(25%) women exited employment, 277 of them mainly or partly for a health reason (HRJL). Amongst HEAF participants who remained in work (n=3666) or who exited work but not for health reasons (n=945), there was a similar prevalence of background health conditions. In men and women, HRJL was associated with inflammatory arthritis, sleep disorders, common mental health conditions and musculoskeletal pain. There were however gender differences: widespread pain and lower limb osteoarthritis were associated with HRJL in women but hypertension and cardiovascular disease in men.

Conclusions: Improved diagnosis and management of common conditions might be expected to increase working lives. Workplace wellbeing interventions targeting obesity and increasing mobility might contribute to extended working lives. Employers of predominantly female, as compared with male workforces may need different strategies to retain older workers.

[HTML] [\(Un-\) healthy ageing: Geographic inequalities in disability-free life expectancy in England and Wales](#)
 P Norman, D Exeter, N Shelton, J Head, E Murray - Health & Place, 2022

Health expectancies are an indicator of healthy ageing that reflect quantity and quality of life. Using limiting long term illness and mortality prevalence, we calculate disability-free life expectancy for small areas in England and Wales between 1991 and 2011 for males and females aged 50–74, the life stage when people may be changing their occupation from main career to retirement or alternative work activities. We find that inequalities in disability-free life expectancy are deeply entrenched, including former coalfield and ex-industrial areas and that areas of persistent (dis-) advantage, worsening or improving deprivation have health change in line with deprivation change. A mixed health picture for rural and coastal areas requires further investigation as do the demographic processes which underpin these area level health differences.

[Résumé] [Work, Digital Devices and Later Life: A Quanti-qualitative Research](#)
 S Carlo, G Buscicchio - International Conference on Human-Computer ..., 2022

This article presents the results of a qualitative-quantitative research on the relationship between work background and digital media use among the elderly. The aim of the study is to investigate the relationship between gender, employment status and professional level, and the technological endowments, skills, use and appropriation processes of ICT by the elderly. A sample of 900 Italians between 65 and 74 years old was used for quantitative analysis, together with 20 in-depth interviews. The research was conducted between December 2013 and April 2014. From the results it emerges that gender, working condition and professional level differently influence technological endowment, frequency of use of Internet and PC and Social Networks, while gender, income and educational qualification determine IT competence. This evidence was further corroborated and enriched by the ethnographic investigation.

Conditions de travail et d'emploi des femmes (50 ans et +)

[PDF] [... by Gender, Work and Organization, 28 February 2022 Title: Intersectional identities and career progression in retail: the experiences of minority-ethnic women](#) [l'âge est aussi étudié]

J Kele, C Cassell, J Ford, K Watson

Contributing to scholarship on diversity and inclusion (D&I) and careers within UK retailing, this paper documents the lived experiences of minority-ethnic women working in retail. Given the extensive research on both the career obstacles faced by women in a highly feminised sector and the disadvantages experienced by minority-ethnic workers in the UK labour market more broadly, consideration of social identity categories beyond gender and their impact on retailing careers in the existing literature is limited. Here we use intersectionality theory to explain how individual-level identity categories, such as gender, ethnicity and religion, intersect with wider organisational practices, which disadvantage the career progression of minority-

ethnic women in UK retail. In a service-driven sector dependent upon consumers, we conclude that there is a need to consider intersectional identity experiences and power relations within the customer-employee relationship, as this disproportionately affects minority-ethnic women and the realisation of their career goals in retail.

[Résumé] [Caring, collaboration, confidence and constraint in the working lives of older women filmmakers in the UK](#)

S Cobb, LR Williams - 2022

What circumstances sustain and constrain women working in the UK film and TV industries? What support and conditions enable women to maintain careers through to a retirement age equivalent to that their male counterparts might attain? These questions, and a range of diverse answers, developed and grew as the authors of this chapter undertook qualitative research focused on a cluster of interviews which formed part of the work for the project Calling the Shots: Women in the contemporary UK film industry 2000-2015. It has become clear that the study of older workers in the UK screen industries is vastly under-researched and that the study of older women workers is an even a larger gap in the field. This chapter takes initial steps in filling this gap through an analysis of the way some women have spoken of their experiences of being a filmmaker during the mid and later life stages. We begin with the most common difficulty older women face - caring responsibilities – and consider how caring for both parents and children is a gendered pressure specific to middle-age that they felt was largely overlooked. Our subjects are largely career-established, so the rest of the chapter is about the ways they talked about building, navigating and sustaining that success. We begin with the collaborations and networks with other women that these interviewees have drawn on throughout their careers and then turn to the individual experience of finding one's confidence that those most successful women who build current work on long careers come to feel and recognize when past the age of 50. We conclude with some questions and thoughts about future research on those women who are no longer able to find work the film industry by late-career and do not have voices in our study.

[Résumé] [Meaningfulness and self-integrity at work amongst older, self-employed women entrepreneurs](#)

S Lindström, H Ansio, T Steel - International Journal of Gender and Entrepreneurship, 2022

This study identifies how self-employed older women experience and represent self-integrity – an element and source of meaningfulness – in their work, and how these experiences are intertwined with gendered ageing. Design/methodology/approach :The authors used thematic analysis, influenced by an intersectional lens, to scrutinise qualitative data generated during a development project, with ten over 55-year-old self-employed women in Finland.

Findings :The study reveals three dominant practices of self-integrity at work: “Respecting one's self-knowledge”, “Using one's professional abilities”, and “Developing as a professional”. Older age was mostly experienced and represented as a characteristic that deepened or strengthened the practices and experiences of self-integrity at work. However, being an older woman partly convoluted that. Self-integrity as a self-employed woman was repeatedly experienced and represented in contrast to the male norm of entrepreneurship.

Originality/value : The authors contribute to the literature on gender and entrepreneurship by highlighting the processual dimensions – how integrity with self is experienced, created and sustained, and how being an older woman relates to self-integrity in self-employment. The results show a nuanced interplay between gender and age: Age and gender both constrain and become assets for older women in self-employment through older women's experiences of self-integrity.

[PDF] [Neoliberal feminism in old age: Femininity, work, and retirement in the aftermath of the Great Recession](#)

E Fegitz - Gender, Work & Organization, 2022

This article illustrates how contemporary cultural discourses that place work as central to female empowerment and emancipation are not limited to younger women, but extend to older femininity through the normalization of the figure of the older entrepreneurial woman, with the articulation of a ‘neoliberal feminism in old age’.

[Powerpoint] "Travailler plus tard est-il aussi soutenable pour les femmes que pour les hommes?"

A Jolivet, communication le 7 juin 2022 lors du Congrès du CEET/CBAM "Genre et politiques de l'emploi et du travail"

Voir le powerpoint de la présentation en pièce jointe.

[Résumé] Travailler plus tard est-il aussi soutenable pour les femmes que pour les hommes ? Une analyse à partir des enquêtes Conditions de travail 2013 et 2016

A Jolivet, AF Molinié, *Socio-économie du travail*, Classiques Garnier, 2021, Genre et politiques de l'emploi et du travail, 2 (n° 8), pp. 127-162

Les conditions de travail des hommes et des femmes dans la dernière partie de leur vie professionnelle ont été peu étudiées. À partir de données des enquêtes Conditions de travail 2013 et 2016, une analyse des correspondances multiples puis une classification montrent que femmes et hommes seniors se répartissent inégalement entre les quatre configurations de travail moins favorables. La soutenabilité perçue de ces configurations est aussi liée aux parcours antérieurs. Des régressions logistiques révèlent que les femmes qui travaillent dans des configurations de travail difficiles en 2013 sont plus souvent encore en emploi et moins souvent à la retraite trois ans plus tard que les hommes. En raison de parcours heurtés, précaires, les femmes doivent en effet plus fréquemment travailler plus longtemps dans ces situations de travail pour atteindre un niveau de pension satisfaisant.

GRH et vieillissement

[PDF] Age management in Swedish organisations Thèse

F Kwasi Britwum, I Lindeberg Svensson - 2022

The population is ageing globally due to improved health care, better medication, and good socio-economic progress, therefore leading to the population ageing globally. A decrease in fertility has as well led to a new age structure of fewer younger populations to an older population. The continuous decrease in the potential support ratio is an indication that the ageing population will negatively affect the labour market. Therefore, leaving organisations with limited access to a competent and experienced workforce.

The purpose of this study is to develop insight into the approaches to age management practices and how it is applied in Swedish organisations. It will address the potential for organisations to create an enabling environment for older workers.

This is a qualitative study. Data collection was done through a process of semi-structured interviews of five personnel from organisations in different parts of Sweden to develop a further understanding of age management in Swedish organisations. The collected data was then compared with previous literature theories, analysed, and discussed.

The findings did not show any distinction in the older workforce in the Swedish organisation since Sweden as a country does not differentiate or give special attention to a particular age group but rather treats all persons equal; therefore, engagement of the workforce is basically dependent on the competence and capabilities, and not age. But nonetheless, the older workforce is a considerable part of the age group and therefore is covered.

[PDF] A lifespan development perspective and meta-analysis on the relationship between age and organizational training

MK Davenport, CK Young, MH Kim, JM Gilberto... - *Personnel Psychology*, 2022

The confluence of the aging population and economic conditions that require working longer necessitate a focus on how to best train and develop older workers. We report a meta-analysis of the age and training relationship that examines training outcomes and moderators with 60 independent samples (total $N = 10,003$). Framed within the lifespan development perspective, we expected and found that older trainees perform worse ($\rho = -0.14$, $k = 34$, $N = 5,642$; $\delta = -1.08$, $k = 21$, $N = 1,242$) and take more time ($\rho = 0.19$, $k = 15$, $N = 2,780$; $\delta = 1.25$, $k = 12$, $N = 664$) in training relative to younger trainees. Further, age was negatively related to post-training self-efficacy ($\rho = -0.08$, $k = 10$, $N = 4,631$), but not related to trainee reactions. Moderator analyses provided mixed support that training alone is related to increased mastery of skills and knowledge. No support

was found for the moderating effects of pacing or instructional approach. We call for future research examining the interactive effects of training design on older worker outcomes in ways that capitalize on age-related growth, compensate for decline, and consider the strategies workers use to mitigate the effect of age-related losses.

[PDF] [Activities of Organizations in the Field of Social Responsibility in the Context of Human Resource Management with a Focus on Age Management](#) [République tchèque]

P VRABCOVÁ, H URBANCOVÁ

Organizations are expected to be more actively engaged in the current issues within their respective focus field, including, but not limited to, social responsibility. The traditional business approach ignores social issues in management objectives. Determining the direction of the age management development is a criterion for the successful implementation of the concept of corporate social responsibility. Strategic documents support the implementation of age management at the society-wide level but not at the organizational level. Age management represents a specialized approach to management while taking into account the current unfavorable demographic conditions. The main aim of the paper is to identify problem areas of age management in the time of COVID-19 in the selected organizations in the Czech Republic and to make recommendations for their optimization. The research is based on the quantitative questionnaire survey ($n = 183$) and the statistical evaluation of data while looking for relations between the application of management practices with respect to the age of employees and identifying factors of organizations. The key findings of the study reveal that the greatest benefit of collaboration among all generations of employees in organizations lies in improving employee motivation and performance (67%), followed by the increased performance (59%).

[Résumé] [Age- and Aging-Appropriate Development](#)

H Troger - Resetting Human Resource Management, 2022

Development is about aligning the interests of the company or department with those of the employees. For the developer, career planning means reconciling the company's future needs for qualified management and specialist staff with the individual career aspirations of employees. The aim is to secure the company's long-term personnel strategy on the one hand and to support employees in achieving their professional and private goals on the other. In line with the strategic business objectives and the principles of HR policy, employees are accompanied and supported in their development by their respective supervisor or HR development expert on their internal career path. The central question: Is effective staff development a question of age?

[Résumé] [Can Specialized Attention from HR Backfire? The Role of Older Workers' HR Practices on Retention](#)

V Alterman, J Shi - Academy of Management Proceedings, 2022

Recognizing the potential labor shortage associated with older workers' imminent labor exit, organizations are beginning to implement older worker-specific HR practices as a strategy to retain this source of human capital. Nevertheless, the impact of these HR practices on older workers remains unclear. Drawing on the instrumental-symbolic framework, this study examines the potential countervailing effects of older worker-specific HR practices on older worker retention via two distinct mechanisms (i.e., POS and stereotype consciousness). Specifically, older worker-specific HR practices have a positive effect on older worker retention because of POS, as well as a negative effect on older worker retention because of stereotype consciousness. Further, I use three types of operationalizations to capture distinct ways in which older workers may intend to exit their organizations (i.e., retirement, bridge employment with a different organization, and turnover). Moreover, I incorporate two moderators as potential boundary conditions of the relationships between older worker-specific HR practices and the two mediating mechanisms. Using 192 sets of employees (1 older worker, 1 HR executive or HR manager, and 1 colleague per organization), I found partial support for the hypothesized countervailing effects of older worker-specific HR practices on retention-related outcomes. Theoretical and practical implications of the findings are discussed.

[Résumé] [Demography-Oriented Recruitment](#)

H Troger - Resetting Human Resource Management, 2022

At 60, you are old. Says who? None other than the United Nations at the Second World Assembly on Ageing in Madrid in 2002. But aging is not a homogeneous process—neither in sport nor in everyday working life. This

fact, which is well documented by age research, must be taken into account when designing future-oriented HR work within the framework of effective diversity management. Effective diversity management is not about eliminating differences within the workforce in terms of age, gender, education, ethnicity, or religious values but about using them as strategic success factors within the company. Age-homogeneous teams made up of young employees will soon be a thing of the past, and constructive cooperation between older and younger employees is already an important key to success.

[HTML] [Embodied ageism: “I don't know if you do get to an age where you're too old to learn”](#)

S Vickerstaff, M van der Horst - *Journal of Aging Studies*, 2022

More people are extending their working lives through choice or necessity and as a result there is an increasing focus on the experiences of older workers. Access to training and development at work are seen to be one way of maintaining the motivation, productivity and job satisfaction of older workers but at the same time we know that older workers typically get less training at work than younger members of the workforce. This article explores how ageist environments in society and in work organisations impact how older workers view the opportunities for training at work. Speech about training and development is analysed in semi-structured interviews conducted with 104 older workers, 25 line managers and 27 human resource and occupational health managers in the United Kingdom. Managers commonly spoke in ageist terms about older workers being less motivated or less able to undertake training and development. These stereotypes were also embodied/internalised by many older workers, who expressed the view that they were now ‘too old’ for training and/or promotion, either because of their career stage or because of the ‘inevitable’ physical and cognitive decline that comes with age and which makes learning new things more difficult. As access to training and development are recognised as one way of facilitating good and longer working lives, understanding the impact of ageist environments as well as direct discrimination against older workers is necessary to enable, encourage and motivate older workers to engage in development activities.

[PDF] [Examining the Relationship between an Aging Workforce and Logistics Performance Indicators](#)

D Parkhill - 2022

In the United States, 10,000 baby boomers (born 1946-1964) turn 65 every day. This will continue until the year 2030. The subsequent generation born between 1965 and 1976 is significantly smaller, colloquially referred to as the baby bust. As a result, this causes a talent shortage as Baby Boomers retire, leaving a workforce gap which the subsequent generation is not large enough to fill. This issue also has been recognized as a potential problem in the logistics community of the United States Air Force. The purpose of this study is to examine the impact of workers' age on key logistics performance indicators (LPIs) such as aircraft availability, product flow days, and production hours. This study finds that significant relationships exist between mean employee age and certain LPIs.

[HTML] [Goldilocks Work Conditions for All Ages: Age-Conditional Effects of Work Design Profiles on Well-Being](#)

E El Khawli, AC Keller, S Scheibe - *Work, Aging and Retirement*, 2022

Work design plays an important role in workers' job-related well-being, but not every employee responds to work design in the same way. Given trends toward longer working lives and higher age diversity in the workforce, worker age is an important factor to consider. However, knowledge about the interplay between worker age and work design is limited, especially when considering the multitude of job characteristics that people experience at the same time. Integrating the work design and lifespan/career development literatures and adopting a person-centered approach, we investigated how worker age affects membership in work design profiles and the relationship between work design profiles and occupational well-being. Using two independent samples ($N = 989; 980$), we conducted latent profile analysis to group workers into work design profiles based on 6 age-relevant job characteristics (autonomy, information-processing, workload, social support, emotional demands, and social conflicts). We identified 3 profiles and linked them to well-being: motivating (most favorable), moderately stimulating, and socially taxing (least favorable). Older workers were more likely to be in, and responded better to motivating work design profiles, and less likely to be in, and responded worse to socially taxing profiles. Meanwhile, younger workers seemed more tolerant of socially taxing work design profiles than older workers. Most age-contingent effects were robust after adding organizational tenure as a

covariate. Findings qualify lifespan development theories and shed light on workers' nuanced responses to work design profiles.

[PDF] [Growth Mindset Predicts Cognitive Gains in an Older Adult Multi-Skill Learning Intervention](#)

P Sheffler, E K  r  m, AM Sheen, AS Ditta, L Ferguson... - *The International Journal of ...*, 2022

Growth mindset (belief in the malleability of intelligence) is a unique predictor of young learners' increased motivation and learning, and may have broader implications for cognitive functioning. Its role in learning in older adulthood is unclear. As part of a larger longitudinal study, we examined growth mindset and cognitive functioning in older adults engaged in a 3-month multi-skill learning intervention that included growth mindset discussions. Before, during, and after the intervention, participants reported on their growth mindset beliefs and completed a cognitive battery. Study 1 indicated that intervention participants, but not control participants, increased their growth mindset during the intervention. Study 2 replicated these results and found that older adults with higher preexisting growth mindsets showed larger cognitive gains at posttest compared to those with lower preexisting growth mindsets. Our findings highlight the potential role of growth mindset in supporting positive learning cycles for cognitive gains in older adulthood.

[R  sum   et extrait] [The individual perspective on VPL. A comparison of experiences from Germany, Poland, Denmark and Turkey.](#)

A Lis, F Laudenbach, BL Husted,     nl  hisarcıklı - ... of validation of prior learning in ..., 2022

... –with a special track for adults aged 25 and over–includes compulsory ...

Employability potential The VPL (validation of prior non-formal and informal learning) system in Germany is closely linked to the labour market. Thus, the interviewees mostly cited job opportunities, explaining how the ...

[R  sum  ] [Leadership in Multigenerational Organizations: Strategies to Successfully Manage an Age Diverse Workforce](#)

MJ Urick, 18/07/2022, Emerald publishing

Many organizations struggle with perceived generational differences that cause workplace challenges.

Leadership in Multigenerational Organizations considers issues that arise in multigenerational organizations, suggesting strategies that can enable them to be more effective decision-makers in age diverse work environments.

[R  sum  ] [Lifelong Learning](#)

S Billett - *Oxford Research Encyclopedia of Education*, 2022

The concepts of lifelong learning and lifelong education are related to but different from each other. A corrective is required, as public and governmental discourses often mention lifelong learning when referring to lifelong education and these distinct concepts are frequently conflated. It is important, therefore, to make clear delineations between them as they are not consonant, but distinct and interdependent. Lifelong learning is advanced as being a personal fact, that is, learning and development that arises from and is secured by individuals through their experiencing in diverse ways and through activities and interactions in distinct settings (e.g., workplaces, community, and educational) across their lives. Lifelong education is an institutional fact, that is, its goals, concepts, and experiences arise from and are projected by the social world. In schooled societies, experiences in educational institutions and programs are privileged and sometimes seen as encompassing all the worthwhile learning that can occur. However, what shapes and directs that learning is premised upon individuals' readiness (i.e., what they already know, can do, and value) and their mediation of what they experience. Also, what constitutes lifelong education needs extending beyond the provision of taught courses offered through educational institutions to include educative experiences far more broadly. That is, it should include the educative experiences afforded by the communities and work practices in which adults participate and should engage in the activities and interactions through which they learn. These include experiences in which adults engage interpersonally and those that are more distant and indirect, such as through engaging with text, social media, and other sources of information. So, both concepts are important, as is the interdependence between them. However, without clarity about their distinctiveness and elaboration of these two concepts, they may well remain misunderstood and limited in their explanatory power and their interdependencies not fully elaborated. Identifying these can enhance the utility in guiding the provisions of

educative experiences required to support effective learning. Given the range of circumstances and means through which learning and development occurs across adults' working lives, accounting for the range of educative experiences and how they can support and sustain that learning is important.

[HTML] [Older Worker as More Expensive to Employ?—Tell 'em They're Dreamin'](#)

T Hessel, C Durant, Encourage Equality.com, 26 mai 2022

In absolute financial terms data supports a view that older workers are more costly for a business to employ than their younger counterparts. A 2015 AARP Report detailing a business case for workers aged 50 and over acknowledged that employees over the age of 55 are in fact between 1% and 10% more expensive than younger workers to hire. Yet to think in such a one-dimensional way is to miss the point about older workers and their value. The key question is whether wages rise faster than productivity for any given worker. According to a EU report, “there is no empirical evidence that older workers are more or less productive than other age groups” (European Commission, 2003).

Lost in the translation of this simplistic headline of older worker financial expense into a broader business consideration is the ignoring of the complexity of work roles older workers may be performing, the experience needed to perform these roles, the belief that older workers retain significant labour market bargaining power and the disregard of business cost offsets the older worker provides. As we are coming to learn in our articles exploring older worker misconceptions, a statement containing a small element of truth becomes misconstrued or misrepresented to create a false impression that ignores actual evidence about the value and capability of the older worker. Let's correct the record regarding older worker expense.

[HTML] [Performance Appraisal for Aging Employees](#)

KL Jenkins - 2022

The number of aging workers in the United States is increasing. One of the reasons older workers are exiting the workforce is because of the perceived inequity of performance appraisals for aging workers despite the physical and mental declines that accompany aging. A scholarly gap existed in the performance appraisal literature about a consensus by experts on forward-looking strategies for modification of performance appraisals for aging workers. The purpose of this qualitative modified Delphi study was to identify consensus among experts on forward-looking strategies for modifying performance appraisals for aging employees. The purposively selected panel included 23 experts with experience in conducting employee appraisals, employees nearing retirement age, and members of management. Data were collected via three rounds of iterative online survey questionnaires. The expert panel identified and reached a consensus on seven forwardlooking strategies for performance appraisals for aging employees. The results may be instrumental for employers in developing forward-looking strategies for performance appraisals for aging workers. The results may help to develop methods to ensure fairness and equity in performance appraisal systems for aging employees in the future. Developing forward-looking strategies for modification of performance appraisals for older workers may help slow the exodus of aging workers from the United States workforce.

[Résumé] [Shift Scheduling for the Effective Management of the Ageing Workforce](#)

I Chatzikonstantinou, A Papaprodromou, M Loeck... - International Conference on ..., 2022

Aiming to address the needs of the ageing workforce in the context of shift work, we introduce a Participatory Work Orchestration Support Tool, with the aim of supporting decision making in deriving the periodic shift schedule of an organization. The proposed tool comprises two main components, an extensive and intuitive web-based platform that enables managers to gain an overview of their workforce and schedule, and an optimizing shift scheduler that works in the background to propose suggestions to the managers to improve scheduling, based on considerations of worker welfare and specifically targeting the ageing workforce. Preliminary testing of the tool in simulation yields encouraging results.

[Résumé] [The Strategic Importance of ADEA Compliance on Older Workers: Formal and Informal Practices](#)

V Alterman, A Alonso - Academy of Management Proceedings, 2022

Despite the prominent use of the Age Discrimination in Employment Act (ADEA) of 1967 by employees to protect themselves from discrimination in terms of age, research has rarely examined the impact of the importance attached to legal compliance by organizations on outcomes related to older workers. We adopt the

institutional logic perspective to better understand the relationship of strategic importance of ADEA compliance on two formal (i.e., accommodation and development practices) and one informal (i.e., age diversity climate) older worker-related organizational practices. Moreover, we extend our model to examine outcomes of the three organizational practices as related to the accumulation of older worker-specific human capital reservoir. To test our theoretical model, we analyze two-wave data from a random sample of active members of the Society of Human Resource Management (SHRM). We found that, organizations that attached high strategic importance to ADEA compliance were more likely to implement both formal and informal older worker-related organizational practices. We further found that development practices for older workers were positively related to knowledge transfer from older workers, and age diversity climate was negatively related to retention and recruitment difficulty of older workers, but positively related to knowledge transfer from older workers. Implications of these findings are discussed.

[Résumé] [Strength-Based Deployment](#)

H Troger - *Resetting Human Resource Management*, 2022

From a deployment perspective, there can only be one way to respond to an aging workforce: strength-based deployment and support for the employee throughout their entire tenure with the organization. Employees' strengths are not a question of age but rather of their individual attributes, skills, and interests. These must be aligned with the requirements of the role. This alignment process has to be continuous, as both the tasks within the organization and the competencies and interests of the employees are constantly changing. The aim is to design work content and working conditions in such a way that employees can work without physical or mental impairments for the entire duration of their working lives and remain motivated and committed to the company's goals.

[Résumé] [Successful Aging at Work: The Role of Development/Maintenance Context and HR Attributions in Burnout](#)

E Aksoy, J Marcus - *Academy of Management Proceedings*, 2022

Fusing the lifespan perspective on age with organisational psychology theory on HR attributions, we examine the confluence of HR attributions, burnout, and the employee management context with regard to the study of work and ageing. Time-lagged, multi-level survey data were collected from a sample of N = 1,165 blue-collar employees working at the manufacturing plants of a large-scale firm operating in the Turkish energy industry. A cross-level moderated mediation model was tested using multi-level structural equation modelling (SEM). The results supported study hypotheses such that the positive association between age and burnout was mediated by well-being HR attributions, and this mediated association was moderated by the employee management context surrounding employee safety. At the organisational units level, development-oriented contexts—indicated by the degree of innovation strategy, safety training, and active unit safety leadership—weakened the positive association between age and well-being HR attributions, whereas a maintenance-oriented context indicated by passive unit safety leadership strengthened this association. The theoretical and practical implications of these findings for successful ageing at work are discussed.

[Résumé] [Understanding the Aging Workforce: Defining a Research Agenda](#)

T Becker, M Wang, J James, E Aguila, PB Berg, S Fiske... - *Academy of Management ...*, 2022

... The symposium is designed to highlight important research findings from the Committee's report and outline a new research agenda that is focused on further elucidating the heterogeneity of older workers' experiences and outcomes and identifying the role of workplaces in enabling and constraining work behaviors at older ages. To this end, the discussant will demonstrate how the conclusions reached by the four presentations together reveal a future research agenda and the methodological and data infrastructure needed to make this research agenda a reality.

- [Work and Retirement Pathways: A New Conceptual Framework](#)
- Presenter: Mo Wang; U. of Florida
- [A Life Course Perspective on Inequity in Work and Retirement](#)
- Presenter: Emma Aguila; U. of Southern California
- [The Effect of Workplace Practices on the Employment Decisions of Older Workers](#)
- Presenter: Peter B. Berg; Michigan State U.

- Age Discrimination: Several Anomalies in Search of Some Answers
- Presenter: Susan Fiske; Princeton U.

[PDF] [What Can Motivate Me to Keep Working? Analysis of Older Finance Professionals' Discourse Using Self-Determination Theory. Sustainability 2022, 14, 484](#)

S St-Onge, MÈ Beauchamp Legault - 2022

The twin issues of population aging and critical talent shortages induce employers to encourage older workers to prolong their professional lives. Over the past two decades, studies have mainly examined which human resources practices influence older workers' ability, motivation, and opportunity to continue working. Our conceptual lens rest on self-determination theory (SDT). This study explores how older professionals in the financial services sector may see how three psychological needs (i.e., autonomy, competence, and relatedness) are satisfied or frustrated through various management practices such as monetary rewards, benefits, career development, and work content and context. Our interviews with older finance professionals also show the relevance of a fourth need, beneficence, to understand their decision to continue to work. Results of this study are likely to be significant at both managerial and societal levels in the perspective of sustainable development or employability.

[HTML] [What \(not\) to add in your ad: When job ads discourage older or younger job seekers to apply](#)

A Koçak, E Derous, MP Born, W Duyck - International Journal of Selection and ..., 2022

Both older and younger job seekers face difficulties when entering the workforce. Qualification-based targeted recruitment (QBTR) might be used to attract older/younger job seekers, yet how this strategy is perceived by older/younger job seekers has not been considered before. The present study fills this gap and investigated effects of negatively metastereotyped information in job ads (i.e., personality requirements or traits) on application intention and self-efficacy of both older and younger job seekers. An experimental study ($N_{total} = 556$; 44.6% aged 50 or older, 55.4% aged 30 or younger) showed that negatively metastereotyped traits in job ads (e.g., "flexible") lowered older job seekers' application intention and that this effect was mediated by older job seekers' self-efficacy regarding that trait. No such effects were found among younger job seekers. Results showed that organizations can fail to attract older candidates because of the traits mentioned in job ads, which is particularly alarming when aiming to target age-diverse applicants. Suggestions for practitioners and future research are formulated.

[Résumé] [What Training? The Link between Older Workers and Innovation](#)

W Wang, M Bamber - Academy of Management Proceedings, 2022

With sharply growing numbers of older workers (those aged 50 or over, the 50+) in the workplace, various challenges and opportunities have been identified. In this article, we examine the veracity of the emergent concerns about the deleterious effects on firm-level innovation with an aging workforce. Using survey (1,300 UK firms) data, we study innovation across three domains: new products, new processes, and new ways of marketing. The empirical findings show that the effect of an aging workforce on firm innovation is domain-specific. There is a small positive association between having an older workforce and a firm's product and process innovativeness. However, there is a significant and negative correlation between an aging workforce and new ways of marketing. Next, we explore the possible mitigating effects of investment in training including both on-the-job (i.e., routine, role/task specific, in-work training) and off-the-job training (i.e., training that takes place outside normal working hours) on the above relationships. The empirical outcomes show that both forms of training have a positive moderating effect in terms of products and processes innovation which is statistically significantly when older workers were offered off-the-job training. However, the moderating effects of both forms of training in firms with an aging workforce on new ways of marketing are insignificant.

Conditions de travail / organisation du travail + santé des travailleurs vieillissants

[PDF] [How late-life working affects depression among retirement-aged workers? An examination of the influence paths of job-related \(non-job-related\) physical activity and ...](#)

J Li, B Yuan, J Lan, X Huang - *Journal of Occupational and Environmental Medicine*

... This study investigates the influence paths that late career participation affects depression of older workers.
 ... Besides, job-related physical activity may exacerbate depression symptoms among older workers (0.017, $p < 0.01$), whereas ...

[Résumé] [What Role Does Work Design Play in Adaptation to Unprecedented Change? Insights from COVID-19](#)

RA Matthews, D Andrei, N Baker, G Hay, A Keller... - *Academy of Management* ..., 2022

In this symposium, our goal is to explore adaptation to work during COVID-19 over time, and who was likely to adapt better than others, and why. Multiple studies have demonstrated that mental health and performance deteriorated during COVID-19 (Zacher et al., 2021), with increases in distress (e.g., O'Connor et al., 2020; Pierce et al., 2020), and loneliness (Wang et al., 2020) particularly salient. Yet our preliminary research also shows that not everyone had the same experience. Some employees and organisations were able to adapt to the unprecedented situation and fared better than others, in terms of well-being and performance. Specifically, we draw on a work design perspective to unpack some of the change processes involved. The five included papers highlight work design predictors of positive outcomes (e.g., manageable job demands), and individual (e.g., procrastination, detachment from work) and contextual (e.g., organisational factors) mediators and moderators implicated in positive adaptation.(...) Further, we explore predictors and moderators of these change processes for different groups of people, including younger and older workers, and entrepreneurs. We discuss important implications for designing work for these different groups of people. We hope to stimulate conversation around the importance of understanding processes underlying adaptation to work during unprecedented events, and the role of work design in adaptive processes.

- [How COVID-19 shaped the work perceptions of mature Australian employees](#)
- Presenter: Daniela Andrei; Curtin Business School
- Presenter: Jane Chong; Curtin Uni
- Presenter: Leah Zozsak; Curtin U.
- Presenter: Gretchen Petery; National Institute for Occupational Safety and Health
- Presenter: Marian Baird; The U. of Sydney Business School
- [The Impact of Aging Experiences and Coping Responses on Employees' Work Behaviors During COVID-19](#)
- Presenter: Nathan Baker; Michigan State U.
- Presenter: Chu-Hsiang Chang; Michigan State U.
- Presenter: Ruodan Shao; York U.-SSB

Parcours professionnel + capacités fonctionnelles, santé perçue, usure précoce

[PDF] [Cumulative exposure to psychosocial stressors at work and global cognitive function: the PROspective Quebec Study on Work and Health](#)

Caroline S. Duchaine, Chantal Brisson, Denis Talbot, and coll., *Occupational and Env Medicine*, 2021, 78/12
 Psychosocial stressors at work have been proposed as modifiable risk factors for mild cognitive impairment (MCI). Mild cognitive impairment (MCI) is defined as a noticeable decline in cognitive functioning without interference with independence in everyday activities. This condition emerges before the onset of dementia and is considered as a prodromal stage and a risk factor of dementia. Prevalence of MCI among people aged 60 and over was estimated to be 16%–20%, which is about three times the prevalence of dementia. Identifying modifiable risk factors of MCI and dementia is a priority for population health.
 This study aimed to evaluate the effect of cumulative exposure to psychosocial stressors at work on cognitive function.

Methods This study was conducted among 9188 white-collar workers recruited in 1991–1993 (T1), with follow-ups 8 (T2) and 24 years later (T3). After excluding death, losses to follow-up and retirees at T2, 5728 participants were included. Psychosocial stressors at work were measured according to the Karasek's questionnaire. Global cognitive function was measured with the Montreal Cognitive Assessment. Cumulative exposures to low psychological demand, low job control, passive job and high strain job were evaluated using marginal structural models including multiple imputation and inverse probability of censoring weighting.

Results In men, cumulative exposures (T1 and T2) to low psychological demand, low job control or passive job were associated with higher prevalences of more severe presentation of MCI (MSMCI) at T3 (Prevalence ratios (PRs) and 95% CIs of 1.50 (1.16 to 1.94); 1.38 (1.07 to 1.79) and 1.55 (1.20 to 2.00), respectively), but not with milder presentation of MCI. In women, only exposure to low psychological demand or passive job at T2 was associated with higher prevalences of MSMCI at T3 (PRs and 95% CI of 1.39 (0.97 to 1.99) and 1.29 (0.94 to 1.76), respectively).

Conclusions These results support the deleterious effect of a low stimulating job on cognitive function and the cognitive reserve theory. Psychosocial stressors at work could be part of the effort for the primary prevention of cognitive decline.

[HTML] [Gendered Work-Family Life Courses and Late-Life Physical Functioning: A Comparative Analysis from 28 European Countries](#)

D Uccheddu, T Emery, AH Gauthier, N Steverink - *Advances in Life Course Research*, 2022

Combining work and family roles can have beneficial effects on health but could also result in chronic stress and adverse health outcomes at older ages. This study aims to examine combined employment, parenthood, and partnership histories of men and women during the childbearing period (ages 15-49), and to investigate the links of these work and family roles with physical functioning later in life. We used data from the Survey of Health, Ageing and Retirement in Europe (SHARE) with retrospective information on employment, parenthood, and partnership histories for 18,057 men and 20,072 women ($n = 38,129$) living in 28 different countries belonging to six European welfare clusters. We applied multi-channel sequence analysis (MCSA) and hierarchical clustering to group work-family trajectories into 12 clusters for men and 15 clusters for women. We assessed the association between work-family life courses and grip strength by estimating multivariable linear regression models. Delayed work and family transitions, unstable employment, and the absence of combinations of work and family roles between age 15 and 49 are associated with weaker grip strength in later life for both men and women. Results differ by gender and are framed by the welfare context in which gendered work and family responsibilities unfold across individual life courses. The findings make an important contribution to the domain of gender and health in later life and stress the need to engage more with issues related to the mechanisms linking work and family trajectories to poor health in later life.

[Résumé] [Longitudinal associations of mid-life employment status with impaired physical function in the Study of Women's Health Across the Nation](#)

BM Appelhans, KP Gabriel, BS Lange-Maia... - *Annals of Epidemiology*, 2022

This study examined whether employment status during mid-life and older adulthood is associated with physical function impairment.

Methods Participants were 2,700 women in the multiracial/multiethnic Study of Women's Health Across the Nation. Time-varying, lagged, and cumulative exposure analyses modeled associations between self-reported employment status and the likelihood of severe physical function impairment across 19 years of follow-up.

Results Independent of demographic variables, women who were not working ($OR=1.58$, $95\%CI=1.22, 2.04$) or employed part-time ($OR=1.29$, $95\%CI=1.04, 1.61$) were more likely to report severe physical function impairments than women employed full-time. This same pattern was seen in lagged analyses predicting risk of physical function impairment from employment status at the prior assessment (not working vs. full-time: $OR=1.53$, $95\%CI=1.08, 2.18$; part-time vs. full-time: $OR=1.53$, $95\%CI=1.17, 2.00$). The likelihood of severe physical function impairment increased by 20% for every additional 10% of follow-up spent not working ($OR=1.02$, $95\% CI: 1.01, 1.03$). Associations were robust to adjustment for health-related variables, body mass index, and physical activity.

Conclusions Women with lower levels of employment from mid-life to older adulthood were more likely to experience severe impairment in physical function. However, the underlying mechanisms, and the timescales

over which associations unfold, require further study.

[HTML] [Work ability and physical fitness among aging workers: the Finnish Retirement and Aging Study](#)

K Suorsa, VM Mattila, T Leskinen, OJ Heinonen... - *European Journal of Ageing*, 2022

With advancing age, physical capacity gradually decreases which may lead to decreased work ability, if the physical work requirements remain the same. Examination of the importance of physical fitness for work ability among aging workers will help to find potential strategies to promote work ability in old age. The aim of this study was to investigate the association between physical fitness and work ability among aging workers.

Methods

Aging workers ($n = 288$, mean age 62.5, 83% women) from the Finnish Retirement and Aging study underwent cardiorespiratory, muscular fitness and functional testing. Work ability was inquired on a scale 0–10 from poor to excellent. Association between physical fitness indicators and work ability was examined using ordinary least squares regression, taking into account age, gender, occupational status, heavy physical work, body mass index and accelerometer-measured daily total physical activity.

Results

VO_{2peak} , modified push-up test and maximal walking speed were positively associated with work ability ($\beta = 0.51$, 95% confidence interval (CI) 0.29–0.74, $\beta = 0.46$, 95% CI 0.26–0.66 and $\beta = 0.23$, 95% CI 0.07–0.39, respectively), while chair rise test time was inversely associated with work ability ($\beta = -0.23$, 95% CI -0.39 – -0.06). No associations were found between hand grip strength or sit-up test and work ability.

Conclusions

Cardiorespiratory fitness, upper body strength, and lower extremity function were positively associated with work ability. Good physical fitness may help to maintain work ability among aging workers.

Retour au travail

[PDF] [Disability Insurance and the Effects of Return-to-work Policies](#)

C Dal Bianco - SocArXiv. June, 2022

I provide a quantitative assessment of the labor market and welfare effects of return-to-work policies targeted at disability insurance (DI) recipients by estimating a lifecycle model in which individuals with different health evolving over time choose consumption, labor supply, and DI application. I find that a wage subsidy incentivizing return to work is welfare improving, and the willingness to pay for such reform is increasing in sickness and decreasing in wealth. This policy increases labor force participation of DI beneficiaries by 3.6 percentage points, and decreases the DI rate by 4.6 percentage points. A policy mandating yearly eligibility reassessment with a 10% probability would decrease the welfare of individuals in bad health and worse economic condition, and force about 30% of the beneficiaries to exit the program, 56% of whom would return to work.

Travailleurs jeunes / âgés, relations intergénérationnelles

[Résumé] [A User Evaluation Study of Augmented and Virtual Reality Tools for Training and Knowledge Transfer](#)

EI Zacharaki, A Triantafyllidis, R Carretón, M Loeck... - *International Conference on ...*, 2022

Modern augmented and virtual reality (AR/VR) technology open multiple new capabilities in the way people interact, collaborate and deliver or receive information via digital interfaces. Industry workers and operators may especially benefit from such solutions that allow them to get trained, onsite or remotely, using digital copies of the workplace environment. This paper presents the development of AR/VR-based collaborative and telepresence tools, along with a web-based platform for knowledge exchange and interaction, as part of the Ageing@Work project, that enable easy transfer of know-how from experienced (possibly older) to novice workers. The remote collaboration tools facilitate variability in location and working hours, and thus promote age-neutralizing means of participation and cooperation, whereas the knowledge transfer tools support the ageing worker's leadership characteristics within the workplace community, allowing the company or work site

to capitalize on her/his experience and expertise gained through the years. The tools were developed in accordance to a user-centred design process and were evaluated by 126 participants in total through online surveys in two pilot sites with regard to core Industry 4.0 processes of mining and machines production, as well as through off-pilot studies. This paper presents analytic outcomes of the assessment of knowledge transfer tools illustrating very positive results on the level of technology acceptance, and the overall potential of the developed solutions to support healthy and productive ageing of workers with enhanced workability.

[PDF] [Innovative Use of EKR by Older Workers: The Mediating Role of Job Crafting](#)

S Tams, G Paré - 2022

As older workers retire, their rich knowledge of the organization and its environment literally walks out the door. By means of electronic knowledge repositories (EKRs), organizations can prevent this knowledge from disappearing. However, older workers do not contribute to these knowledge repositories as much as younger workers do, which is especially problematic once they reach retirement age. Drawing on the literature on proactive work behavior, we argue that older employees use EKRs less innovatively and that this reduces their knowledge contributions. We explain this age-related decline with decreases in job crafting behavior. Further, we hypothesize that there are three IT-related mitigating factors that boost the knowledge contributions of older workers, namely, EKR self-efficacy, Trust in EKR, and Perceived enjoyment when using EKRs. By reducing the relevance of job crafting for innovative use, these factors will allow older workers to exploit previously unused features of EKRs to support new tasks.

Lu dans la presse

[“Cherche professionnel de plus de 50 ans” : pourquoi les seniors ont la cote auprès des entreprises](#)

Courrier international

Travail. “Cherche professionnel de plus de 50 ans” : pourquoi les seniors ont la cote auprès des entreprises. Trop dépassés, trop chers

[Manifestation à Zurich: Plus de 15'000 maçons exigent de meilleures conditions de travail - Le Matin](#)

Le Matin

Samedi 25 juin, plus de 15'000 maçons venus de toute la Suisse se sont réunis à Zurich dans une importante manifestation dont l'objectif était «clairement de faire comprendre aux entrepreneurs qu'ils exigent une [amélioration de leurs conditions de travail](#)».

Alors que la Convention nationale (CN) de la construction, qui fixe les conditions de travail de près de 80'000 travailleurs de la construction, arrive à échéance fin 2022, «les maçons se battent pour une nouvelle convention de qualité. Ils revendiquent une meilleure protection de leur santé, des horaires de travail corrects, la fin du vol d'heures sur le temps de déplacement ou en cas d'intempéries et que les travailleurs âgés soient mieux protégés contre le licenciement», explique le syndicat Unia dans un communiqué de presse.

[Le ministre du Travail dit non à une hausse de l'âge de la retraite | JDM - Le Journal de Montréal](#)

Le Journal de Montréal

Le mois dernier, la baisse de l'emploi observée au pays a été presque entièrement attribuable à la diminution du nombre de travailleurs âgés de 55 ...

[Pour un travail soutenable, il faut réduire les pénibilités - Observatoire des inégalités](#)

Observatoire des inégalités

Pour un travail soutenable, il faut réduire les pénibilités ... Chaque fois qu'un recul de l'âge légal de départ à la retraite est envisagé

[Quelles solutions pour une avancée radicale dans le dossier des retraites? | L'Echo](#)

L'Echo

Un système de pensions abordable qui fait face au vieillissement de la population ... Ce groupe quitte également le marché du travail trop tôt.

[Quelles solutions pour prolonger la vie professionnelle des travailleurs plus âgés ?](#)

The Conversation

Notre entreprise mise plus sur le climat de travail et les valeurs. ... de relation et de développement des travailleurs âgés. Qui sait ?

[Recrutement d'un profil sénior, une opportunité ? | CPME](#)

CPME

Comment recruter un sénior sans casser sa tirelire ? ... propose différentes aides pour encourager leur embauche et leur maintien dans l'emploi

[Recrutement ou maintien en emploi: la séduction des 60-69 ans par le patronat | L'actualité \[Québec\]](#)

L'actualité

À ses côtés, le ministre du Travail et de l'Emploi, Jean Boulet, a souligné qu'il y avait déjà eu une augmentation du nombre de travailleurs âgés ...

[Retraites: l'aménagement des fins de carrière des seniors indispensable - Le Figaro](#)

Le Figaro

Les entreprises boudent les salariés âgés parce qu'ils coûtent plus cher compte tenu de leur carrière et de leur expérience, parce que leur ...

[Le travail post-retraite doit être intégré au discours de politique générale par Caroline Young](#)

Senior Actu

Sans attendre la réforme des retraites, le gouvernement peut faciliter le travail des seniors. La France manque cruellement de main-d'œuvre ...

[Voici les pistes à envisager pour développer l'emploi des seniors - Capital.fr](#)

Capital

«A l'âge moyen de liquidation, les travailleurs ne sont généralement déjà plus en emploi, mais au chômage, au RSA, en incapacité ou en invalidité» ...