

Rapport de veille n° 69

Vieillesse, retour au travail et prévention de la désinsertion professionnelle

13/06/2022

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

[HTML] [Décret n° 2022-395 du 18 mars 2022 relatif au document unique d'évaluation des risques professionnels et aux modalités de prise en charge des formations en matière de santé, de sécurité et de conditions de travail par les opérateurs de compétences](#), Journal officiel du 20 mars 2022, texte n°27 Pris en application de la Loi n° 2021-1018 du 2 août 2021 pour renforcer la prévention en santé au travail, le décret du 18 mars 2022 apporte diverses précisions concernant le document unique d'évaluation des risques professionnels (DUE).

[commentaire des collègues du pôle juridique d'EVAD dans le document « Bulletin d'actualité juridique » en pièce jointe]

Ce document, qui répertorie l'ensemble des risques professionnels auxquels sont exposés les travailleurs, retranscrit les résultats de l'évaluation des risques pour la santé et la sécurité des travailleurs mise en œuvre par l'employeur. Il doit en outre « assurer la traçabilité collective de ces expositions » tel que le précise désormais l'article L. 4121-3-1 du Code du travail. (...) L'employeur doit par ailleurs consigner, en annexe du document unique : - les données collectives utiles à l'évaluation des expositions individuelles aux facteurs dits de pénibilité, le cas échéant à partir de l'identification de postes, métiers ou situations de travail figurant dans un accord collectif étendu ou un référentiel professionnel de branche homologué ; - la proportion de salariés exposés aux facteurs de pénibilité, au-delà des seuils prévus au même article. Cette proportion est actualisée en tant que de besoin lors de la mise à jour du document unique.

[HTML] [Prévention de la désinsertion professionnelle : l'essai encadré](#)

Santé au travail en Limousin, 2 mai 2022

Présentation (et explications) de l'essai encadré afin de lutter contre la désinsertion professionnelle et de favoriser le maintien dans l'emploi des salariés dont l'état de santé est dégradé ([loi Santé au travail du 2 août 2021](#)). L'essai encadré a pour but d'évaluer la compatibilité d'un poste de travail avec l'état de santé d'un salarié qui se trouve en arrêt de travail. Cet essai pouvant être effectué dans l'entreprise qui emploie le salarié ou auprès d'un autre employeur.

Généralités

[PDF] [The Distribution of Occupational Tasks in the United States: Implications for a Diverse and Aging Population](#)

S Cole, Z Cowell, JM Nunley, RA Seals Jr - arXiv preprint arXiv:2205.00497, 2022

We document the age-race-gender intersectionality in the distribution of occupational tasks in the United States. We also investigate how the task content of work changed from the early-2000s to the late-2010s for different age-race/ethnicity-gender groups. Using the Occupation Information Network (O*NET) and pooled cross-sectional data from the American Community Survey (ACS) we examine how the tasks that workers perform vary with age and over time. We find that White men transition to occupations high in non-routine cognitive tasks early in their careers, whereas Hispanic and Black men work mostly in physically demanding jobs over their entire working lives. Routine manual tasks increased dramatically for 55-67 year-old workers, except for Asian men and women. Policymakers will soon be challenged by financial stress on entitlement programs, reforms could have disproportionate effects on gender and racial/ethnic groups due to inequality in the distribution of occupational tasks. Keywords: occupational tasks, race/ethnicity, gender, intersectionality, older workers.

[Extrait] [Guest editorial: Meanings, contexts and future of ageing studies: intersections of age and ageing with organizations](#)

S Ruel, I Aaltio, T Römer-Paakkanen, B Ozkazanc-Pan - Qualitative Research in ..., 2022

This special issue focuses on the critical qualitative methodological paths that explore this intersection of age and ageing with organizations and surfaces some critical meanings around this intersection.

Contributions :

Theme 1: Home care services/Sheltered accommodations/Nursing

Theme 2: Employers' context

Theme 3: Entrepreneurs and self-employment

Theme 4: viewpoint (the final paper)

[HTML] [Hippolyte d'Albis, Les seniors et l'emploi](#)

H Girard - Lectures, 2022

Commentaire du livre "Les seniors et l'emploi"; voir ci-dessous

Dans cet ouvrage de synthèse, l'auteur dresse un panorama des différents enjeux inhérents à l'emploi des seniors et y propose un certain nombre de réponses. S'il se concentre sur le cas de la France, il s'appuie également sur de nombreuses comparaisons internationales en abordant la situation de pays au profil économique similaire. Il défend par ailleurs une approche plus « académique » (p.8) que la plupart des rapports publics publiés sur la question, en mobilisant une vaste littérature économique ainsi que certains travaux historiques et sociologiques. L'ouvrage part du constat préoccupant selon lequel la France est l'un des pays européens où le taux d'emploi des seniors, c'est-à-dire des personnes âgées de 55 à 64 ans¹, est le plus faible, à hauteur de 53,8 % en 2020. À rebours des approches traditionnelles, Hippolyte d'Albis invite ainsi à appréhender l'évolution du taux d'emploi des seniors indépendamment de la question des retraites. Dans le deuxième chapitre, il identifie à cet égard trois paramètres majeurs qui influencent le taux d'emploi des seniors.

Malgré ces dynamiques favorables à une hausse de l'emploi des seniors, ces derniers font face à des discriminations persistantes sur le marché du travail, qui sont tout autant de freins à l'emploi. Qu'ils soient accusés de diminuer la productivité des entreprises, de prendre la place des nouveaux arrivants sur le marché de l'emploi ou de ne pas maîtriser suffisamment les outils numériques, les seniors sont victimes de nombreux préjugés « âgistes » que l'auteur explore dans le troisième chapitre de l'ouvrage.

Le quatrième chapitre aborde le dernier facteur qui influence le taux d'emploi des seniors : celui des systèmes de protection sociale. Contrairement à de nombreuses idées reçues, l'auteur montre tout d'abord que l'élévation de l'âge légal de départ à la retraite n'a paradoxalement pas eu d'effet positif net sur l'emploi des seniors car elle a participé d'une hausse du nombre de personnes au chômage, en invalidité et en congé maladie, en parallèle d'une augmentation du nombre de seniors en emploi.

L'auteur souligne cependant que cette augmentation statistique du taux d'emploi des seniors ne peut être une finalité en soi. La conclusion rappelle en effet à juste titre que la perception subjective qu'ont les individus de leur propre état de santé est en berne à partir de 55 ans, et que la France se distingue par des niveaux records d'insatisfaction au travail. Par conséquent, les réformes paramétriques mises en place pour accroître le taux d'emploi des seniors n'auront pas l'effet escompté si elles ne s'accompagnent pas d'efforts en direction de la formation et de la motivation des plus âgés. L'auteur souligne cependant que cette augmentation statistique du taux d'emploi des seniors ne peut être une finalité en soi. La conclusion rappelle en effet à juste titre que la perception subjective qu'ont les individus de leur propre état de santé est en berne à partir de 55 ans, et que la France se distingue par des niveaux records d'insatisfaction au travail. Par conséquent, les réformes paramétriques mises en place pour accroître le taux d'emploi des seniors n'auront pas l'effet escompté si elles ne s'accompagnent pas d'efforts en direction de la formation et de la motivation des plus âgés.

[Résumé] [Les seniors et l'emploi](#)

Hippolyte d'Albis, mai 2022, Presses de Sciences Po

Une manière entièrement nouvelle d'aborder l'emploi des seniors, qui prenne en compte les évolutions des métiers et dépasse les débats sur l'âge de la retraite. Les fins de carrière sont rarement perçues comme des périodes d'épanouissement professionnel pour les intéressés et comme une chance pour l'économie.

Beaucoup plus nombreux que les générations précédentes et comptant davantage de femmes dans leurs rangs, les travailleurs seniors sont en meilleure santé et généralement plus qualifiés. Pourtant les préjugés et les discriminations persistent à leur endroit : leurs compétences sont jugées obsolètes, leurs facultés déclinantes, leurs demandes négligées. Une manière entièrement nouvelle d'aborder leur emploi s'impose, qui prenne en compte les évolutions des métiers et dépasse les débats sur l'âge de la retraite. Une insertion professionnelle correcte, valorisante et productive des seniors ne peut s'obtenir qu'au moyen d'une politique globale qui inclut une qualification tout au long de la vie et une adaptation de l'environnement et du temps de travail à leurs

besoins.

[PDF] [Les seniors et le marché du travail. Activité des seniors et politiques d'emploi. Tableau de bord trimestriel](#)

Dares, avril 2022

Au sommaire : emploi, chômage et inactivité des seniors ; les seniors en emploi aidé ; les cessations anticipées d'activité ; taux d'emploi des seniors en comparaison internationale.

Retraite

[Résumé] [Determinants of \(in-\) voluntary retirement: A systematic literature review](#)

P Stiemke, M Hess - Journal of European Social Policy, 2022

Involuntary retirement transitions have a variety of negative consequences for individuals and society as they can lead to poorer health or lower wellbeing. Therefore, it is of high relevance to better understand the factors influencing the voluntariness of retirement transitions. A systematic literature review was conducted to identify the known determinants of the voluntariness of retirement. Our final review includes 14 studies that empirically investigate this topic. Differentiated by micro-, meso- and macro-levels, we present the identified factors and discuss different ways of operationalizing voluntary or involuntary retirement. We found that most studies analyse individual factors. There is a gap in research on influencing factors at the company level as well as the welfare state level. In addition, it is of interest to examine whether and to what extent pension and labour market policy reforms have led to changes over time.

[PDF] [Motives of retirement-aged workers and the importance of doing, being, becoming, and belonging: A systematic review of qualitative studies](#)

U Bratun, E Asaba, J Zurc - Journal of Occupational Science, 2022

Although extended work activity is often associated with active and healthy ageing, it meets with a polarized response. Studying workers' lived experience may provide important insights into their motives for working beyond typical retirement age. Objective: This systematic review aims to explore why people who could retire continue to work and applies the dimensions of doing, being, becoming, and belonging to describe prolonged participation in work. Methods: Our search strategy followed the guidelines of the Centre for Reviews and Dissemination (CRD, 2009). Original studies were identified from databases CINAHL, Web of Science, Business Source Premier, ERIC, and ProQuest. Data were analyzed from the perspective of doing, being, becoming, belonging. A thematic synthesis was applied to summarize key motives. Results: Eleven qualitative studies met the inclusion criteria and achieved the quality criteria of the The Qualitative Assessment Research Instrument. Eight motives were identified that were associated with extrinsic and intrinsic motivational factors. Health was a theme of salience and was both a prerequisite for work and an important motivator in itself. The dimensions of doing, being, becoming, belonging emerged in the description of workers' motives and formed an interwoven selection of motives that included achievement, positive relationships, helping others, and enjoying work. Conclusion: Retirement-aged workers appear to be a poorly represented population in the scientific literature on work motives. The main findings indicate that workers who prolong labour activity experience work as much more than the act of 'doing' or acquiring additional financial resources. This urges us to include the dimensions of 'being, becoming, belonging' into contemporary age management.

Discrimination, précarité, chômage

[Résumé] [A Lay Theory Perspective on Age-Based Stereotyping](#)

LA Keating, PA Heslin - Work, Aging and Retirement, 2022

... four older workers ... older workers ... [and that] it is clear from anecdotal data that bias in the workplace does exist" (p. 4, italics in original). We are thus puzzled about their relatively definitive overall conclusion that "the broad proposition that ...

[Résumé] [A Pluralist Theory of Age Discrimination. By Stuart Goosey.\[Oxford: Hart Publishing, 2021. xvi+198 pp. Hardback£ 75.00. ISBN 978-1-50993-376-1.\]](#)

H Collins - The Cambridge Law Journal, 2022

... that older workers are usually incapable of doing their jobs, and, I might add, it assumes the prejudicial stereotype that older workers are ... The idea is that older workers have had a “fair innings” and there comes a time when they should make ...

[PDF] [A trade-off between the employment of older and younger workers? An historical approach to the political framing and reframing of labour market crowding out in the ...](#)

MA Yerkes, J Lenitz, M de Graaf-Zijl - European Journal of Cultural and Political ..., 2022

ABSTRACT Against a background of population ageing, rising welfare state costs, and the potential for intergenerational conflict, there is continued belief in the unsubstantiated idea that older and younger workers crowd each other out in the labour market. Taking a longitudinal approach, we historically describe the framing and reframing of the idea of crowding out in Dutch political discourse between 1977–2017. Using a rich dataset of all political party manifestos for this period, we demonstrate the continued belief in employment as a zero-sum game, highlighting how this idea is politically framed and reframed against a backdrop of political and institutional welfare state development. These findings offer empirical evidence on an under researched topic, providing insights into political and policymaking processes.

[Résumé] [A two-study examination of age discrimination, work meaningfulness, and bridge employment intentions](#)

Y Peng - Career Development International, 2022

Based on the role theory, this study examines whether workplace age discrimination indirectly relates to older workers' bridge employment intentions through work meaningfulness.

Design/methodology/approach : Study 1 used two-wave time-lagged survey data from one hundred and seventy nurses (≥ 45 years old) from the Midwestern United States. Study 2 used three-wave time-lagged survey data from one hundred and eighty-six employees from a wide range of occupations in the United States. The online survey contains various self-reports on workplace age discrimination, work meaningfulness, affective commitment, and bridge employment intentions.

Findings : Results in Study 1 found that workplace age discrimination was negatively and indirectly related to older nurses' bridge employment intentions through their experiences of work meaningfulness. Results in Study 2 further confirmed the mediating role of work meaningfulness in the relationship between age discrimination and bridge employment intentions, above and beyond the role of affective commitment.

Originality/value : This study contributes to the research by testing the indirect relationship between workplace age discrimination and older workers' bridge employment intentions through work meaningfulness, further raising our awareness of the importance of social and interpersonal experiences in older workers' preretirement jobs to their late-career development.

[PDF] [Age Discrimination and Employability in Healthcare Work: A Double-Edged Sword for Older Workers? Sustainability 2022, 14, 5385](#)

K Pak, T Furunes, AH De Lange - 2022

Due to the aging workforce, older workers, especially in the healthcare industry, must remain employable. However, older healthcare workers may face age discrimination that can limit their employability chances. In this study, we examined (a) the causal direction of the relationship between age discrimination and internal employability and (b) differences between age groups (young (≤ 30), middle-aged (31–44), and older (≥ 45) healthcare workers) in this relationship. Based on the Selection Optimization Compensation theory, we postulated that (i,ii) internal employability and age discrimination are inversely negatively related to one another over time and that (ii–iv) this relationship would be strongest for older employees compared to other age groups. We conducted a two-wave complete panel study among 1478 healthcare professionals to test these hypotheses. The results of our multi-group structural equation modeling analyses suggested that internal employability is a significant negative predictor of age discrimination. Moreover, results suggested that internal employability and age discrimination have a reciprocal relationship among older workers but are unrelated for younger and middle-aged workers. Theoretical and practical implications of our results are

discussed

[HTML] [Age, Experience, and Business Performance: A Meta-Analysis of Work Unit-Level Effects](#)

RA Guzzo, HR Nalbantian, NL Anderson - Work, Aging and Retirement, 2022

Adopting an interdisciplinary perspective, this article reports new evidence on the impact of age and experience on work unit performance. Two types of experience that increase with age are “general” and “firm-specific.” The focus here is on the influence of general human capital (which increases with time spent in the workforce) and firm-specific human capital (which increases with tenure with the current employer) on work unit performance. Although age–performance relationships have been investigated extensively in two research literatures, psychology and economics, neither addresses such relationships at the unit-within-organization level of analysis, concentrating instead on age–performance relationships at individual, organizational, or national levels. Using a unique data set comprised of large-sample, long-duration, multivariate studies of unit performance within firms this meta-analysis synthesizes partial effect sizes for the effects of age and tenure. A key finding is that tenure positively affects unit performance whereas age has no effect. Work unit leaders’ tenure but not age was found to positively affect unit performance. The lack of evidence of an age–performance relationship is consistent with psychological research at the individual level but contravenes economics research literature which, at all levels of analysis, generally reports negative relationships between age and performance. Neither the heterogeneity of tenure nor age was related to performance nor was there evidence of nonlinearities in relationships. Practical implications of the findings are discussed regarding ageism and employers’ use of gig or contract workers. Implications for future research and theory focus on interdisciplinary theory development and the scientific contribution of organizationally based research.

[Résumé] [Age Stereotypes Do Matter: Looking Through the Lens of the Attraction–Selection–Attrition Model](#)

DM Cadiz, GM Brady, LM Yaldiz, S Zaniboni... - Work, Aging and Retirement, 2022

Murphy and DeNisi (2021) suggest that the real-world effects of age stereotypes on personnel decisions are weak, null, or inconsistent. However, we know that both conscious and unconscious age stereotypes exist (Fiske, 2017; Posthuma & Campion, 2009), and both seem to affect people’s hiring decisions (Zaniboni et al., 2019). For instance, a field experiment in Sweden in which 6,000 fictitious resumes were sent to open positions found that applicants over 40 received fewer callbacks and that callbacks decreased with applicant age (Carlsson & Eriksson, 2019). Moreover, the implementation of age discrimination laws worldwide suggests that age discrimination is generally recognized as an issue for workers and job applicants.

In this commentary, we draw on the attraction–selection–attrition (ASA) model to illustrate when age stereotypes do affect personnel decisions throughout the employee lifecycle, acting “under the radar” of current organizational research. Through this lens, we...

[PDF] [Ageism in hiring: A systematic review and meta-analysis of age discrimination](#)

L Batinovic, M Howe, S Sinclair, R Carlsson - 2022

We aimed to identify effect sizes of age discrimination in recruitment based on evidence from correspondence studies and scenario experiments conducted between 2010 and 2019. To differentiate our results, we separated outcomes (i.e., call-back rates and hiring/invitation to interview likelihood) by age groups (40-49, 50-59, 60-65, 66+) and assessed age discrimination by comparing older applicants to a control group (29-35 year-olds). We conducted searches in PsycINFO, Web of Science, ERIC, BASE, and Google Scholar, along with backward reference searching. Study bias was assessed with a tool developed for this review, and publication bias by calculating R-index, p-curve, and funnel plots. We calculated odds ratios for callback rates, pooled the results using a random-effects meta-analysis and calculated 95% confidence intervals. We included 13 studies from 11 articles in our review, and conducted meta-analyses on the eight studies that we were able to extract data from. The majority of studies were correspondence studies (k=10) and came largely from European countries (k=9), with the rest being from the U.S. (k=3) and Australia (k=1). Seven studies had a between-participants design, and the remaining six studies had a within-participants design. We conducted six random-effects meta-analyses, one for each age category and type of study design and found an average effect of age discrimination against all age groups in both study designs, with varying effect sizes (ranging from OR = 0.38, CI [0.25, 0.59] to OR = 0.89, CI [0.81, 0.97]). There was moderate to high risk of bias on certain factors, e.g., age randomisation, problems with application heterogeneity. Generally, there’s an effect of age discrimination and

tends to increase with age. This has important implications regarding the future of the world's workforce, given the increase in the older workforce and later retirement.

[Résumé et extrait] [Chapter II—Ageism in Italy](#)

A De Stefani, D Tuis - *Aging and Age Discrimination in Europe ...*, 2022

... The article also reveals the existence of a set of stereotypes that portray older workers as a burden. In view ... older workers, it shows that lack of flexibility, lack of motivation and the difficulty of accepting new proposals appear as the most diffused ...

[HTML] [Educational qualification differences and early labor market exit among men: the contribution of labor market marginalization measured across the working life](#)

E Thern, D Falkstedt, M Almroth, K Kjellberg... - *BMC Public Health*, 2022

... workers [18], we found that unemployment, especially among older workers was a strong predictor for leaving the labor force early and explained a ... the older workers in the workforce by promoting older workers' employability and creating ...

[PDF] [Etude des facteurs prédictifs de la désinsertion professionnelle: l'utilisation des données massives en santé au travail dans la prévention primaire des sorties d'emploi](#)

L Dogbla, C Gouvenelle, M Murcia, F Dutheil, B Pereira... - *56ème Congrès de la SELF ...*, 2022

Avec plus de 500 000 salariés par an concernés, la désinsertion professionnelle est un problème de santé publique. Si le maintien dans l'emploi, la pénibilité au travail et les facteurs prédictifs de la désinsertion professionnelle sont un enjeu majeur, ces thématiques restent peu étudiées. D'autre part, les rares travaux et publications internationales se focalisent sur un nombre très limité de facteurs, ne prennent pas en compte le salarié dans sa globalité (pas de prise en compte des trois dimensions de la santé de l'OMS). L'objectif est d'apporter des réponses dans l'identifications des facteurs prédictifs de la désinsertion professionnelle grâce aux données massives de Santé au travail. Les approches statistiques envisagées reposent sur des modèles pour données répétées (modèles mixtes et modèles de trajectoires), des modèles pour données censurées (modèles de survie et modèles multi-états de Markov), prenant en compte les différentes sources de variabilité latentes (effet « grappes » (entreprises) et effet « clusters » (profils de caractéristiques communes des salariés)).

[PDF] [Linking the health of older people in places with labour market outcomes for all: does it matter how we measure health?](#)

ET Murray, J Head, N Shelton, B Beach, P Norman - 2022

Older people who live in more economically disadvantaged areas have higher odds of retirement and take up disability pensions at earlier ages.²⁻⁴ The health of individuals who live in these places has been implicated as one of the main reasons for these geographic differences in employment outcomes.^{2,4} The policy implication is that if a higher proportion of persons in a place had better health, those older people would be able to stay in the labour market for longer. The financial benefit of extending their working lives not only accrues to those individuals but also spurs job creation for other age groups;⁵ boosting local economies through increased spending and reduced need for council services (e.g., social care). Up until now, most Extended Working Lives (EWL) policies have highlighted the need to address health in individuals, regardless of where they live geographically...

This study therefore aims to determine, in England and Wales, which measure(s) of population health-in-a-place are cross-sectionally associated with employment outcomes. In addition, we assess whether these associations differ depending on gender, age group (16-49 and 50-74y) and type of economic inactivity: sickness/disability, unemployment, retirement or other (includes students, homemakers and other categories)...

[PDF] [Long-term unemployment in Poland between 2015 and 2019](#)

L Kucharski, E Kwiatkowski - *Studia Prawno-Ekonomiczne*, 2022

This article presents an attempt to capture trends in long-term unemployment, determine its structure and intensity regarding labour force groups, and identify factors that contributed to long-term unemployment in Poland between 2015 and 2019. Research purpose: An economic, multifaceted analysis of long-term unemployment in Poland in the years of economic upturn from 2015 to 2019. Methods: An empirical analysis

using quarterly aggregate and individual data on unemployment sourced from LFS conducted from 2015 to 2019. Non-parametric and parametric methods (a logit model) were also used. Conclusions: The highest probability of long-term unemployment compared with the base categories characterised people aged 45 or older, people with junior secondary, elementary or incomplete elementary education, the unemployed seeking jobs through labour offices, urban residents, and the residents of voivodeships other than the Mazowieckie voivodeship (excluding Lubelskie). The lowest risk of long-term unemployment compared with the base categories occurred among people aged up to 24 years, higher education graduates, and people with postsecondary and secondary education, married people, active-job seekers, and the residents of the Lubelskie voivodeship.

[Résumé] [Older Age Discrimination at Work: Not So Weak and Feeble](#)

LA Marchiondo - Work, Aging and Retirement, 2022

In their focal article, Murphy and DeNisi (Murphy, K. R., & DeNisi, A. S. [2021]. Do age stereotypes predict personnel decision? The state of the evidence. Work, Aging, & Retirement. <https://doi.org/10.1093/workar/waab019>) contend that older age stereotypes do not appear to meaningfully shape organizational decisions in ways that disadvantage older workers. My commentary centers on several issues: (1) a critical assessment of effect sizes, including their labels (e.g., small, medium, large), practical significance, and compounding impact, and (2) consideration of targets' perspectives of ageism, including Equal Employment Opportunity Commission (EEOC) reports and self-report surveys, which provide important insight into the frequency and manifestation of workplace age discrimination. These issues challenge the notion that age stereotypes have minimal effects on the treatment of older workers. Three calls for future research are provided to guide readers in advancing scholarship on age stereotypes and discrimination.

[HTML] [Psychometric evaluation of age discrimination measures using classic test and item response theories](#)

Y Peng, H Min, A Rosenblatt, W Zhang - Work, Aging and Retirement, 2022

Although workplace age discrimination research has been recognized as increasingly important, much less agreement has been reached regarding the operationalization and measurement of age discrimination. There are multiple age discrimination scales, yet no systematic investigation of potential convergence across those scales exists. We conducted two investigations of age discrimination scales that differ in multiple measurement characteristics (e.g., content domain). Findings of confirmatory factor analyses from Study 1 (N = 248) indicated that although different age discrimination scales were related to the same higher-order construct, they were not interchangeable as they each accounted for idiosyncratic measurement variance. The usage of different scales resulted in different magnitudes of the relationships between age discrimination and its correlates. In addition to the replication of these results in Study 2 (N = 939), an item response theory approach was applied to demonstrate that different age discrimination scales possess different levels of test information at different places of the latent trait continuum. Taken together, our findings provide implications for researchers to thoughtfully choose their operationalization of age discrimination.

[HTML] [Les seniors et les technologies au travail \(étude 2022\)](#)

LiveCareer, 2022

Le secteur de l'emploi a quelques problèmes que la plupart des entreprises préfèrent passer sous silence. On parle surtout du harcèlement et de l'épuisement professionnel qui empoisonnent la vie de certains employés. Cependant, peut-être que le préjugé principal de nos jours est pourtant lié à l'âge. En effet, selon l'Insee, les salariés âgés sont stigmatisés à travers divers stéréotypes concernant leurs aptitudes et leur attitude envers le travail. Nous avons donc décidé de comparer les compétences des baby-boomers et des personnes de la génération X avec celles des milléniaux, afin de démystifier l'opinion selon laquelle les salariés seniors sont moins à l'aise avec les nouvelles technologies.

[Résumé] ["Small" Effects, Big Problems](#)

MK Davenport, MA Ruffin, TA Oxendahl... - Work, Aging and Retirement, 2022

... Although Murphy and DeNisi (2021) seem to discount evidence that age stereotypes and discrimination affect older workers in any ... discrimination and other potential mechanisms for differential job outcomes experienced by older ...

Employabilité, maintien dans l'emploi des travailleurs vieillissants

[HTML] [Age and Workplace Deviance: A Meta-Analytic Test and a Trait-Based Examination of Why Older Employees Engage in Less Workplace Deviance](#)

JL Pletzer, JK Oostrom, SC Voelpel - Work, Aging and Retirement, 2022

In the current meta-analysis, we examine the relation between age and workplace deviance, and find a small but significant negative correlation ($\rho = -.124$, $k = 198$). More importantly, we test several trait-based mechanisms to help explain this relation. Specifically, based on the neo-socioanalytical model of personality change, we hypothesized that those Big Five personality traits that change with age, HEXACO honesty–humility, and trait negative affect mediate this relation. These hypotheses were supported, as the Big Five traits conscientiousness, agreeableness, and neuroticism, as well as honesty–humility and trait negative affect simultaneously mediated the negative relation between age and workplace deviance. These findings highlight important underlying mechanisms for this relation and suggest several opportunities for organizations to reduce the occurrence of workplace deviance. Further theoretical and practical implications as well as limitations and future research ideas are discussed.

[HTML] [A team level participatory approach aimed at improving sustainable employability of long-term care workers: a study protocol of a randomised controlled trial](#) [l'âge des participants n'est pas mentionné]

CH Heijkants, MLM van Hooff, SAE Geurts, CRL Boot - BMC Public Health, 2022

Staff currently working in long-term care experience several difficulties. Shortage of staff and poor working conditions are amongst the most prominent, which pose a threat to staff's sustainable employability. To improve their sustainable employability it is important to create working conditions that fulfil workers' basic psychological need for autonomy, relatedness and competence in line with Self-Determination Theory. Since many long-term care organisations work with self-managing teams, challenges exist at team level. Therefore, there is a need to implement an intervention aimed at maintaining and improving the sustainable employability of staff on team level. Methods : We developed a participatory workplace intervention, the Healthy Working Approach. In this intervention teams will uncover what problems they face related to autonomy, relatedness and competence in their team, come up with solutions for those problems and evaluate the effects of these solutions. We will evaluate this intervention by means of a two-arm randomized controlled trial with a follow-up of one year.(...)

[Résumé] [Barriers to the Labour Force Participation of Older Workers in Canada](#)

M Gunderson - 2022

... This paper identifies various barriers to the continued labour force participation of older workers. For example: ... Employers can also benefit by using older workers' mentoring capabilities and skills. Policies designed for the previous world of work ...

[PDF] [Enabling an Ageing Workforce](#)

I de Vere, W Dim, J Sheahan

Australia's population is ageing, but with enhanced health prospects and insufficient retirement funds, and industries impacted by a dwindling itinerate manual labour supply, workers will want, and may need, to remain in the workforce for longer. However, as people age, they lose muscular strength, experience a decline in physical and cognitive performance, and are more vulnerable to muscular-skeletal issues caused by repetitive or awkward movement patterns. Consequently, ageing workers in occupations that require sustained physical activities are at increased risk of injury and exacerbated physical decline and may experience ageist discrimination in the workplace that impacts their psychological wellbeing. This research, Enabling an Ageing Workforce, recognises the issues facing the older worker across a range of different workplace contexts and asks the question: How can design and new technologies address the compounding factors of an ageing (working) population and enable older workers to continue to be productive and effective whilst ensuring their personal wellbeing? Enabling an Ageing Workforce' is a collaborative research and design project between RMIT University's 'Safeness by Design' initiative and the Innovation Centre of WorkSafe Victoria. This project

investigates ageing, wellbeing, and workplace safeness within specific industries to identify areas of concern, opportunities for design intervention, and the proposal of future-focused design solutions...

[Résumé] [Factors influencing employability of elderly working persons \(literature review\)](#)

EB Anishchenko, LV Trankovskaya, AA Vazhenina... - Journal: Hygiene and ..., 2022

However, raising the official retirement age requires considering various factors that directly or indirectly affect the working capacity of elderly citizens who continue their labour activity, primarily depending on the physical and mental state of their health and the socio-economic conditions of their life in general. the purpose of the analytical review is to summarize the data of foreign and domestic studies aimed at identifying various factors that positively or negatively affect the working capacity of working older people. We searched for publications in the Scopus, Web of Science, PubMed, The Cochrane Library, SciELO, EMBASE, Global Health, CyberLeninka, RSCI databases to find studies published from 2011 to 2021. Descriptors were used that included terms related to disability, ageing, and older people. Quantitative observational studies were included to examine the effect of various factors on working capacity in old age. Studies aimed at analyzing the clinical course of diseases associated with ageing and/or articles and publications in editorials, interviews, projects, clinical notes, review reports were excluded. Seven hundred forty-four articles were received, 24 of which were included in the analysis. Variables that showed a negative correlation with the ability to work in the elderly included: bad habits, working hours, and physical requirements for professional activity. Life satisfaction, adequate income, physical activity, volunteering and mental workload were considered factors that positively affect the working capacity of older people. Conclusion. Aggregated data from previous studies have shown protective mechanisms against depression, disability and loss of performance, maintenance of physical and mental well-being, good cognitive function and autonomy in daily activities in the elderly.

[PDF] [Later life work: individual, job, and organizational factors for retirement timing and work beyond normal retirement age](#) Thèse

AM Wöhrmann

The choice to continue working until or even beyond retirement is a function of the interplay of factors on micro, meso, and macro levels. Research within this area has grown significantly over the last years. I contribute to this line of research with the studies conducted within the scope of this cumulative habilitation thesis. More specifically, the aim of the research presented here is to add to the literature on later life work with the investigation of individual (micro level) as well as job and organizational (meso level) factors that have the potential to contribute to prolonged working lives. I was guided by the general research interest on how individual, job, and organizational factors contribute to later life work, and more specifically to retirement timing and work-related activities beyond normal retirement age. My research was directed by the following research questions: (1) What is the work activity potential of older people in Germany and what characterizes different types of later life work potential? (2) Which role do individual psychological factors such as personality, values, and beliefs play in the context of later life work? (3) How do specific job characteristics interact or align with individual psychological factors with regard to later life work? (4) What characterizes a holistic organizational approach to later life work that helps the alignment of the work environment to older workers' (individual) needs and abilities ? (...)

[PDF] [Leaving the Labor Market Early in Sweden Learning from International Experience](#)

M Bengtsson, S König, S Schönbeck, E Wadensjö - 2022

It is a challenge for politics that an aging population leads to demands that the retirement age is increasing while not everyone is able to work to such a higher age. Sweden, like other countries, has several options for early exit from the labour market. However, the regulations have become more restrictive in the last decade and early retirement usually leads to a lower pension. In this article, we map options for early retirement in other countries. We have found five main types that all have both advantages and disadvantages. Early retirement is possible: 1. For people with many years of work or who started working life early 2. For persons in certain professions or with certain work tasks 3. Through part-time solutions and partial pension solutions for older adults 4. For the older adults with reduced working capacity through health insurance or early retirement 5. For older unemployed individuals or through extended unemployment benefits for older adults There are also problems with integrating them into the Swedish pension system.

[HTML] [Living longer, working longer: analysing time trends in working life expectancy in Germany from a health perspective between 2002 and 2018](#)

C Heller, S Sperlich, F Tetzlaff, S Geyer, J Epping... - European Journal of Ageing, 2022

Population ageing poses growing challenges to social security systems, in particular to public pension funds. The study analyses how Working Life Expectancy (WLE) and Healthy Working Life Expectancy (HWLE) in terms of three health indicators developed in Germany. Based on the German Socio-Economic Panel (GSOEP) from 2002 to 2018 ($n = 211,141$), time trends in labour force rates, mental and physical Health-Related Quality of Life (HRQoL), self-rated health (SRH) and the respective combinations (health indicator*labour force) were analysed for all respondents aged 18–74. WLE and HWLE were calculated using the Sullivan method. WLE and HWLE in men and women at age 18 and 50 clearly increased over time. These increases in HWLE were found in terms of all three health indicators. This development was mainly driven by the clear increase of the labour force rates, since the shares of individuals with good and satisfactory SRH or average and good HRQoL remained largely stable over time. The results show that from a health perspective there have been potentials for increases in WLE during the past two decades and that increasingly more healthy life years are spent economically active. However, life years in the labour force but in poor health have increased, too. The absence of clear improvements in health emphasises the importance of current and future preventive measures to maintain health, especially among the middle-aged and older labour force.

[PDF] [Three Essays on Post-Retirement Labor](#) [aux Etats-Unis]

GMM Curnutt - 2022

Post-retirement labor is comprised of two specific forms of labor, those who are in any form of bridge employment, and those who are unretired. Bridge employment is a transitional period of non-career work as one moves between being full-time employed in a career job to being fully retired. Unretirement is the return to employment after a period of retirement and includes transitions from partly retired to full-time employed and fully retired to either full or part time employment. The following three essays examine different relationships. First how the work environment influences post-retirement labor. Second, the subjective well-being of those in post-retirement labor is examined. Finally, the association between pre-retirement industry and occupation with post-retirement labor is examined.

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

[Résumé et extrait] [An Intersectional Perspective on the Role of Workplace Policy among Employed Female Caregivers during the Coronavirus Pandemic \[soignants âgés de 27 à 75 ans\]](#)

JBK McLaughlin - 2022

Providing care for an older adult while working can be challenging, often leading to caregiver burden. The socioenvironmental context of the coronavirus pandemic creates additional complications for working caregivers. Women, who are the majority of informal caregivers, face unique stressors in the workplace (McKinsey & Company, 2019; Carnevale et al., 2018). Prior to and during the coronavirus pandemic, workplace policies have offered the potential of support, yet more information is needed on how working female informal caregivers of older adults of diverse identities receive, interpret, and experience these policies amidst the context of the pandemic. This study uses a phenomenological qualitative approach to explore caregiver burden from emotional, financial, physical, and work-related perspectives and caregivers' experiences of relevant workplace policies. Interviews with 29 working female caregivers, ranging in age from 27 to 75 years old, were held between February and April 2021 via Zoom video conferencing technology. Analysis of written transcripts revealed the many facets of burden caregivers were facing during the pandemic, with an emphasis on the negative emotional impacts of this burden. Workplace policies that centered around flexibility and compensated workplace leave were identified as advantageous. Findings also pointed to the importance of a supportive supervisor and overall workplace culture as being critical factors that facilitated the use of accommodative workplace policies. From an intersectional perspective, a caregiver's job status and rank in the workplace contributed to access to supportive workplace policies. This study highlights the necessity of creating more caring workplace cultures that conceptualize workers in the greater context of their

lives outside of work. Future research would benefit by including a diverse sample of caregivers across various socioeconomic, educational, gender, and racial strata, including a quantitative component of caregiver burden, and querying more specific details of the caregiving scenario. Recommendations for workplace policies include the federal passage of a paid leave bill, tailoring workplace benefits to the needs of an organization's workforce, allowing flexibility for all workers, and creating universal access to accommodative workplace policies to all employees at an organization, regardless of their job status.

[PDF] [The differential impacts of socioeconomic status on vulnerability in urban contexts: a probit analysis of older women in the United States](#)

F Olayele, P Goel - International Journal of Urban Sustainable ..., 2022

This paper integrates a unique dimension of gender in the analysis of economic vulnerability in urban contexts by focusing on women aged 50 and older. We use a probit model to predict the likelihood of vulnerability with a zero-one dummy dependent variable, and four categories of socioeconomic characteristics as predictors: educational attainment, labour market participation, individual demographics, and household characteristics. Using a pooled cross-section of data from the American Community Survey (2013–2017 5-Year estimates), we explore the transmission channel of vulnerability across the four largest cities in the US. The results show, through average marginal effects, a strong association between economic vulnerability and key socioeconomic indicators. The findings support the view that gender differences in labour market participation remain key in explaining disparities. Our two policy prescriptions focus on a more targeted approach in implementing retirement policy changes and loosening the link between labour supply and income.

[Résumé] [Emotional exhaustion in female health support workers in elderly care facilities \[salariés âgés de 21 à 64 ans\]](#)

C Andrade, PC Neves - Women's Studies International Forum, 2022

The current study aims to analyze the emotional exhaustion of female health care workers working in elderly care facilities. Using structural equation modelling we tested the effects of organizational support, coworkers' support, supervisor support and work-family conflict in predicting emotional exhaustion with a sample of 171 female health support workers aged between 21 and 64 years old. Findings showed that organizational support was directly linked with coworkers' support and supervisor support, and indirectly linked, via work-family conflict with emotional exhaustion. Theoretical and practical implications are discussed.

[Résumé] [Rethinking Feminist Theories for Social Work Practice](#) [je pense que c'est hors sujet, mais notion d'intersectionnalité]

Cocker C, Palgrave Macmillan, 2022

Feminist social work has clear goals to expose and critically analyse gendered power as a dynamic, historic, and structural concept embedded in our world, and to mobilise and take social action to challenge that power. This is integral to a commitment to the core values of the social work profession, which include a commitment to human rights, social justice and professional integrity. This edited collection brings a range of academic and practitioner scholarship to centre feminist theories, values and knowledge as they apply to social work practice, theory and education. It engages with feminist thinking to re-emphasise and refocus the centrality of gender and its intersections with other axes of identities such as social class, race, disability, sexuality and age, for understanding and analysing social work practice. This collection is a timely reminder of what feminist inquiry has to offer social work to successfully address contemporary challenges and is applicable to practitioners, scholars, educators, students and other key care professionals and policy makers.

[HTML] [Unencumbered and still unequal? Work hour-Health tipping points and gender inequality among older, employed Australian couples](#)

T Doan, C LaBond, C Banwell, P Timmins... - SSM-Population Health, 2022

Could working into older age offer women an opportunity to 'catch up' their careers and redress their financial disadvantage in retirement? This is a period of relative 'unencumbrance' from childrearing, potentially freeing women's time for more paid work. Here, we examine whether women aged 50 to 70 are able to increase their workhours, and what happens to their mental health, vitality and wealth. We used a representative household-based panel of employed older Australians (the HILDA survey). The longitudinal bootstrapped 3SLS estimation technique adjusted for reciprocal relationships between wages, workhours, and health, modelled in the context

of domestic work time. We found that, relative to their same-aged male counterparts, older women spent 10 h more each week on domestic work, and 9 h less on work that earned income. When women sought to add more paid hours on top of their unpaid hours, their mental health and vitality were impaired. Men were typically able to maintain their workhours and health advantage by spending fewer hours each week on domestic work. Unable to work longer without trading-off their health, and paid less per hour if they did so, our analysis questions whether working into older age offers women a road out of inequality and disadvantage

[PDF] [Unpaid care for parents, coresidence, and psychological well-being among older working-age men and women across Europe](#)

E Labbas, M Stanfors - *Lund papers in economic demography*, 2022

Given population aging and the emphasis on in-home care, more working-age adults face demands of providing unpaid care to the elderly with potential implications for their wellbeing. Such effects likely vary across Europe because care is differently organized with more or less public support, dependence on family, and orientation toward gender equality. We studied the relationship between unpaid caregiving to elderly parents and psychological wellbeing of older working-age (50-64) men and women in a pan-European context analysing data from the Survey of Health, Retirement, and Ageing in Europe (SHARE), covering 18 countries between 2004 and 2020 (N=24,338) and estimating ordinary least squares and fixed effects models. We examined depression and quality of life by caregiving intensity and tested whether coresidence mediated outcomes. Women and men who provide care to parents experience important psychological well-being losses across Europe, especially when caregiving is intensive. A heavier caregiving burden associated with coresidence explains a regime gradient in depression, not least for women in Southern Europe. Outcomes depend on context rather than objective burden of care because even women in the Nordic countries experience increased risk of depression associated with caregiving. Results highlight spillover costs of unpaid caregiving across Europe and the need to address caregiver psychological well-being, especially in contexts where state support for elderly care is low and coresidence is common. Keywords: Unpaid caregiving, psychological well-being, coresidence, gender, country comparison, SHARE, OLS, fixed effects regression

[Extrait] [5. Women entrepreneurs in new technology-based businesses in Sweden: experiences as inventors, innovators, and entrepreneurs](#)

B Tesfaye, C Wainikka - *Gender, Diversity and Innovation: Concepts, Policies ...*, 2022

The objective is to gain insight into the influence of gender on the performance of women as innovative entrepreneurs.

[HTML] [Sex and gender differences in depressive symptoms in older workers: the role of working conditions](#)

S de Breij, M Huisman, CRL Boot, DJH Deeg - *BMC Public Health*, 2022

Female older workers generally leave the work force earlier than men. Depressive symptoms are a risk factor of early work exit and are more common in women. To extend working lives, pathways leading to these sex inequalities need to be identified. The aim of this study was to investigate the association of sex and gender with depressive symptoms in older workers, and the role of working conditions in this association.

Methods : We used data from the Longitudinal Aging Study Amsterdam (2012–2013/2015–2016, n = 313). Our outcome was depressive symptoms, measured by the Center for Epidemiologic Studies Depression Scale. We included biological sex, a gender index ranging from masculine to feminine (consisting of six items measuring gender roles: working hours, income, occupation segregation, education, informal caregiving, time spent on household chores), and working conditions (physical demands, psychosocial demands, cognitive demands, autonomy, task variation, social support) in our models. We examined the differential vulnerability hypothesis, i.e., sex/gender moderates the association between working conditions and depressive symptoms, and the differential exposure hypothesis, i.e., working conditions mediate the association between sex/gender and depressive symptoms.

Results : Female sex and feminine gender were both associated with more depressive symptoms. The differential vulnerability hypothesis was not supported by our results. We did find that femininity was negatively associated with autonomy and task variation. In turn, these working conditions were associated with fewer depressive symptoms. Thus, autonomy and task variation partially mediated the association between gender and depressive symptoms, supporting the differential exposure hypothesis. Mediation effects for sex inequalities were not significant.

Conclusions : Older female workers and older feminine workers have more depressive symptoms than their male/masculine counterparts. Autonomy and task variation appeared to be important in – partially – explaining gender differences in depressive symptoms rather than sex differences. By improving these conditions, gender inequality in mental health among older workers can be reduced, so that both genders have similar chances to reach the retirement age in good mental health.

GRH et vieillissement

[HTML] [Age Management as a Tool for the Demographic Decline in the 21st Century](#)

J Fabisiak, S Prokurat

... The future competitiveness of companies and whole economies will be to a large extent based on the performance and productivity of older workers, as well as on an effective use of their skills. Thus an ageing society causes drastic changes in human ...

[PDF] [All Set in Stone? How Essentialist Beliefs About Aging Affect Older Workers' Motivation to Continue Working Beyond Retirement Age](#)

M Weiss, D Weiss, H Zacher - *Journal of Organizational Behavior*

... , 2020), we argue that essentialist beliefs about aging should substantially affect older workers' motivation to continue working beyond retirement age. In particular, we suggest that to the extent that older workers endorse an essentialist view on ...

[PDF] [Beyond the Digital Divide: Digital Skills and Training Needs of Persons 50+.](#)

V Hämmerle, J Reiner, E Ruf, S Lehmann, S Misoch - *ICT4AWE, 2022*

Demographic change and digitalisation are two megatrends which change society and individual life fundamentally. Digital skills and their continuous development are increasingly central prerequisites for participation in private and public life, and it must be ensured that all citizens can develop the skills necessary to participate and to access services. However, these skills are not equally developed in all population groups, an unequal distribution of ICT use, digital skills, and its outcomes, the so-called “digital divide”. However, using a binary classification of Internet use or skills overlooks the broad differences in people's level of skills. Due to the static and dichotomous theoretical conception, there is a high risk of overlooking the group of people who, in a continuum of digital skills, are not at either end but somewhere in the middle. Especially with persons in the second half of life, due to their biography as they did not grow up with digitalisation but acquired basic skills during their professional lives, a high percentage of people with intermediate digital skills can be assumed. This group is at risk of being overlooked in the context of digital skills courses, which often focus on building basic skills. Strategies and programs should be developed to support the further development of digital skills of this group during and especially beyond working life. Therefore, a mixed method study, entitled “Digital Skills and Training Needs of 50+. A Study Beyond the Digital Divide”, is conducted by the Institute for Ageing Research (IAF), OST – Eastern Switzerland University of Applied Sciences, funded by the Swiss National Science Foundation (SNSF) within the program NRP 77 “Digital Transformation”. The project will generate broad knowledge of actual and long-term digital competences of Swiss people 50 plus, their training experiences, as well as develop evidence-based recommendations for stakeholders wishing to design new training courses on digital competences for people 50 plus with different educational backgrounds and experiences. This project provides actual and long-term broad knowledge and practical application possibilities to ensure the participation of future generations in digitalisation in Switzerland. This paper presents in detail the project, its individual parts and the methodological approach..

[Résumé] [Planning for an ageing workforce: A mixed methods investigation on stakeholder perspectives](#)

HLI Mok – 2022, Thesis, University of Sydney

(...) This doctoral thesis examines to what extent career development enables older workers to remain at work. The scoping review of literature showed there is little consensus about what ‘career development’ means for older workers and how career development practices should be designed to support them. This study was conducted across three large organisations in Australia with half of their workforce aged above 45, using a

mixed methods sequential research design. In the quantitative phase of the study, a Work, Health and Retirement survey was completed by older workers aged 45 and over. Results showed career development has a significant effect on increasing the expected retirement age of older workers, including those who have experienced work injury. However, the path analysis model showed that current career development practices may be insufficient to enable most older workers to prolong their working lives. Within the qualitative phase of the study, human resource professionals across the three organisations were interviewed on their experience of managing career development practices for older workers. Three main themes emerged which include identifying with the protagonist mindset in career development stories, being the enabling enforcer of individualised career development practices, and being the agent for change in career development practices. Human resource professionals' experiences of career development in their own professional lives influenced the way they designed and implemented career development practices for older workers in their organisations. The findings also highlight the importance of management support for an inclusive and supportive career development culture in organisations. Policy and practice implications suggested by the results are discussed. Study limitations and directions for future research are also addressed.

[Résumé] [Supervisor Age and Embeddedness, Employee Embeddedness, and Job Performance](#)

TWH Ng, J Koopmann, L Lucianetti - Work, Aging and Retirement, 2022

Guided by social information processing theory and regulatory focus theory, this study examines embeddedness contagion related to supervisors' age. Older (vs. younger) supervisors are more likely to become embedded in their organizations, and when employees see these older supervisors as more embedded, they are likely to take this as a positive cue signaling them to become embedded in the organization, too. This tendency is an important topic within employee age research because it can strengthen employees' regulatory focus, which in turn affects their job performance. Analysis of matched data collected from 406 employees and their supervisors showed that supervisors' age was positively related to supervisors' perceptions of their own organizational embeddedness, which then positively affected employees' perceptions of supervisors' and their own embeddedness. Employee embeddedness perceptions, in turn, were positively related to their promotion and prevention focus. Crucially, promotion focus, but not prevention focus, predicted a variety of performance outcomes. Thus, this study explains why employees are more likely to become organizationally embedded in the presence of older supervisors and shows that such embeddedness contagion enhances their work productivity.

[PDF] [Sustainable Human Resource Management](#)

T Management_1, A Sukkar

The direct impact of enforcing the idea of Sustainable HRM is the formation of sustainable human resources, i.e., very competent workforces who comprehend and practice the ideas of sustainable improvement in their task. Sustainability and its corollary, sustainable development, have become part of the political rhetoric of the 1980s, in part due to the recent publication of the Brundtland Commission report 1 Governments, groups, and individuals use these concepts to justify their proposed (and sometimes conflicting) actions; several definitions have been offered. Although expressed in different ways, the goal of sustainability has most often been the physical preservation of human societies and their cultures, institutions, social orders and regimes. Human resource management is defined as a strategic and coherent method of managing an organization's most valuable resources, with the people working there contributing 1 Brundtland Report, also called Our Common Future, publication released in 1987 by the World Commission on Environment and Development (WCED) that introduced the concept of sustainable development and described how it could be achieved. 3 Sustainable Human Resource Management individually and collectively to the achievement of its goals. The subject and research area of Sustainable Human Resource Management has become increasingly important in the last decade. The aim of the seminar paper is therefore to examine sustainability as a notion for human resource management (HRM). because of that, extra importance was given to clarifying the definition of sustainability and its importance and use for HRM, it also provides conceptual information on the link between sustainability and human resource management. Secondary sources such as articles, scientific literature, and books were used as a reference for the preparation of this paper.

[PDF] [Quality of Ageing at Work questionnaire \(QAW-q\) and syntax Spanish, Italian and English translation Version 4.0 \(22.01\)](#)

F Marcaletti, E Garavaglia, TÍ Berrozpe

... Job satisfaction includes positive consideration of pay, type of work, human relations, health ... To what extent do your work schedules allow you to make your work commitments fit with your ... and sustainable careers for the improvement of ...

GRH et santé

[Résumé et extrait] [Décisionnaires RH et santé au travail : des enjeux qualitatifs](#)

Lajoinie A., Culture RH, 19 avril 2022

En dehors des préoccupations en lien avec l'épidémie de Covid-19, la santé au travail est aujourd'hui l'un des enjeux majeurs en entreprise. Les salariés sont désormais en attente d'actions concrètes de la part des entreprises.

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

[HTML] [Associations between occupational balance, subjective health, and well-being of informal caregivers of older persons based on a cross-sectional study](#)

A Röschel, C Wagner, M Dür - BMC Geriatrics, 2022

Population ageing leads to a noticeable increase in demand for informal care. Informal caregivers experience high caregiver burden, such as restricted subjective health and well-being. Occupational balance is associated with subjective health and well-being. However, associations between occupational balance and subjective health and well-being of informal caregivers of older persons have not been investigated yet. Thus, the objective of this study was to explore associations between occupational balance and subjective health and well-being of informal caregivers of older persons.

Methods : From September 2016 to July 2020, a cross-sectional multicenter study design was employed in Austria. Informal caregivers' occupational balance, subjective health, and well-being as well as comorbidity of persons to be cared for were assessed with seven self-reported questionnaires. Spearman's rank correlation coefficients r_s were calculated to determine associations between occupational balance and subjective health and well-being of informal caregivers of older persons.

Results : In total 118 informal caregivers, 102 (86%) female, and their persons to be cared for, 70 (59%) female, were considered for analyses. Median age was 58 years for informal caregivers and 81 years for persons to be cared for. Informal caregivers reported restrictions in occupational balance, subjective health, and well-being. Persons to be cared for showed comorbid health conditions. Significant associations between occupational balance and determinants of subjective health and well-being were identified ($r_s = 0.30 - 0.69$; $p \leq 0.01$).

Conclusions : As population ageing and the demand for informal care progress, efforts to support informal caregivers and to strengthen their occupational balance, subjective health and well-being are vital.

[PDF] [Association of Perceived Job Insecurity With Subsequent Memory Function and Decline Among Adults 55 Years or Older in England and the US, 2006 to 2016](#)

X Yu, KM Langa, TC Cho, LC Kobayashi - JAMA Network Open, 2022

Intensified global economic competition and recent financial crises, including those associated with the COVID-19 pandemic, have contributed to uncertainty about job security. However, little is known about the association of perceived job insecurity with memory function and decline among older adults.

OBJECTIVES To investigate the association between perceived job insecurity and subsequent memory function and rate of memory decline among older adults in the US and England.

DESIGN, SETTING, AND PARTICIPANTS This 10-year prospective population-based cohort study used data from the US Health and Retirement Study (HRS) and the English Longitudinal Study of Ageing (ELSA) collected from 2006 to 2016. Participants included 9538 adults 55 years or older. Data were analyzed from August 1 to 31, 2021. EXPOSURES Perceived job insecurity (yes vs no) at baseline.

MAIN OUTCOMES AND MEASURES Episodic memory z scores at baseline and rate of decline during the follow-up.

RESULTS Among the 9538 study participants, the mean (SD) age at baseline was 60.97 (6.06) years, and 4981 (52.22%) were women. A total of 2320 participants (24.32%) reported job insecurity at baseline (1088 of 3949 [27.55%] in England and 1232 of 5589 [22.04%] in the US). Perceived job insecurity after 55 years of age was associated with lower baseline memory z scores in the fully adjusted model ($\beta = -0.04$ [95% CI, -0.08 to -0.01]) but not with rate of memory decline ($\beta = 0.01$ [95% CI, -0.01 to 0.01]). The association appeared to be stronger in the US than in England (job insecurity \times US, $\beta = -0.05$ [95% CI, -0.11 to 0.02]), but the estimate was imprecise, potentially owing to low statistical power.

CONCLUSIONS AND RELEVANCE The findings of this cohort study suggest that exposure to job insecurity in middle to late life was associated with worse memory function among older adults in the US and England. This association may vary across socioeconomic and social welfare contexts, although future studies with large samples from diverse socioeconomic settings are warranted.

[PDF] [Characterization of Occupational Lifting Patterns with Exposure Variation Analysis. Cross-sectional Workplace Study among Blue-Collar Workers](#)

MD Jakobsen, E Sundstrup, M Brandt, R Persson... - *Annals of Work Exposures* ..., 2022

... The results from this study demonstrate that females and older workers adopt a different lifting strategy with more frequent and higher thigh muscle loadings, that exceed lifting guidelines, compared with males and younger workers. In contrast, males ...

[HTML] [Construction Accidents in Spain: Implications for an Aging Workforce](#)

I Fontaneda, MA Camino López... - *BioMed Research* ..., 2022

Construction workers are getting older. In the European Union, the percentage of workers over 50 grew from 24.7% in 2011 to 31.5% in 2018, in Spain from 20.4% to 31.2%. Objective. Identify trends and detailed patterns of accidents of older construction workers compared to other age groups. Data and Method. We analyzed construction accidents in Spain from 2011 to 2018 (). The number of accidents and lost working days (LWD) were broken down by occupation, seniority, company size, temporal variables (weekday, hour), trigger, and body part injured and compared for different age groups. Results. Although older worker had fewer accidents, the consequences of accidents were more serious. Those over 50 years had 84% more lost working days (LWD) than those under 24 years, 48% more than those between 25 and 39 years, and 21% more than those between 40 and 49 years. (1) Occupation: the percentage of accidents grew with age for supervisors, lorry drivers, and bricklayers. (2) Seniority: the least experienced (less than 6 months) and the most experienced (more than 6 years) had the most LWD. (3) Company size: there are 24.5% of accidents in companies of less than four workers. (4) Trigger: older workers suffered more falls, both from height and at the same level. (5) Time: the percentage of accidents in those over 50 was higher on Thursdays and Fridays, in the afternoons from 4 to 7 p.m., and after four hours of work. (6) Injury: this shows the longest absences for shoulder injuries for those over 50 years, with an average of 70 LWD.

[PDF] [Health and occupation: the limits to older adults' work hours](#)

T Doan, C Labond, A Yazidjoglou, P Timmins, P Yu... - *Ageing & Society*, 2022

More people are working into older age, raising questions about how many hours they can work before their health becomes compromised. This paper models work-hour tipping points for mental health and vitality among older Australian workers aged 50–70 years. We use longitudinal data from the Household, Income and Labour Dynamics in Australia (HILDA) survey, 2005–2016 (about 44,900 observations), and bootstrapping Three Stage Least Squares (3SLS) estimation techniques to adjust for reverse and reciprocal relationships between wages, work hours and health. Our approach corrects for heteroscedasticity in the system equation error terms, and we estimate models on the relatively healthy older adults who have remained employed into older age. Among these older workers we observe weekly thresholds of 39–40 hours beyond which mental health and vitality decline. This average, however, hides variability in work-hour limits linked to overall health and occupation. Thus, weekly tipping points for blue- and pink-collar jobs are 7–9 hours lower compared to white-collar jobs, and even wider gaps (11 hours) are apparent for workers with poorer physical functioning, which becomes common as people age. Our modelling reveals that age is not the biggest limiting factor for how many hours older adults can work, rather their health and the types of jobs are critical, and likely widen the gap in who ages successfully or not.

[Résumé] [The Impacts of Digital Technologies on Successful Aging in Non-Work and Work Domains: An Organizing Taxonomy](#)

N Sheng, Y Fang, Y Shao, V Alterman, M Wang - *Work, Aging and Retirement*, 2022

Digital technology, broadly defined as all the electronic tools, automatic systems, technological devices, and resources that generate, process, or store information in the form of binary code (Shah, Nogueras, Van Woerden, & Kiparoglou, 2019), has brought great changes to almost all aspects of human life. In particular, the development and the application of various digital technologies have great potential to facilitate successful aging by helping individuals effectively cope with different forms of age-related challenges, though an organizing framework is lacking from the literature. In this paper, we derive a taxonomy for understanding the impacts of digital technology on successful aging by considering the intersections between digital technology types and the age-related applied settings. Based on this taxonomy, we map different types of digital technology to different functions and successful aging outcomes in both non-work and work domains. We also discuss the implications of our taxonomy to research inquiries and practical applications.

[Résumé] [Older Workers with Unpredictable Schedules: Implications for Well-being and Job Retention](#)

LR Abrams, K Harknett, D Schneider - *The Gerontologist*

A substantial portion of the service sector workforce is middle aged or older, but little is known about the scheduling conditions of these older workers. This study describes the quality of work schedules in the service sector by age and tests associations of unpredictable schedules with well-being and job retention among workers ages 50-80. *Research Design and Methods* : The Shift Project collected survey data on detailed working conditions and health from 121,408 service sector workers, recruited in 2017-2020 using social media advertisements. Survey weights aligned sample demographics with the American Community Survey, and multiple imputation addressed missingness. Ordinary least squares regression models were used to examine associations between age and schedule stability, and ordinary least squares, ordinal logit, and logit regression models tested associations between schedule stability and well-being and job retention outcomes for older workers. *Results* : Scheduling conditions were more stable and predictable for older compared to younger workers; however, more than 80% of workers ages 50-80 experienced one or more types of routine schedule instability. Among workers ages 50-80, unpredictable schedules were associated with psychological distress, poor quality sleep, work-family conflict, economic insecurity, job dissatisfaction, and intentions to look for a new job. Canceled and back-to-back closing and opening ("clopening") shifts were most strongly associated with negative outcomes. *Discussion and Implications* : Policies aimed at improving scheduling conditions hold promise to benefit older service workers' well-being. As the population ages, improving work schedules in the years approaching retirement may be important to longer working lives.

[PDF] [Opportunities, ethical challenges, and value implications of pervasive sensing technology for supporting older adults in the work environment](#)

C Grünloh, M Cabrita, C Dantas, S Ortet - *Australasian Journal of Information ...*, 2022

Responding to the challenges of demographic change, a growing number of eHealth solutions are appearing on the market, aiming to enable age-friendly living and working environments. Pervasive sensing and monitoring of workers' health-, behavioural-, emotional- and cognitive status to support their health and workability enable the creation of adaptive work environments and the provision of personalised interventions. However, this technology also introduces new challenges that go beyond user acceptance and privacy concerns. Based on a conceptual investigation and lessons learnt within the SmartWork project (H2020-826343), this paper outlines opportunities and ethical challenges of pervasive sensing technology in the work environment that aims to support active and healthy ageing for office workers in a holistic way, including their values and preferences. Only by identifying those challenges, implicated values and value tensions is it possible to convert them into design opportunities and find innovative ways to address identified tensions. The article outlines steps taken within the project and closes with a reflection on the limits of technological responses to societal problems and the need for regulations and changes on a societal level. *Keywords*: Ethical challenges, smart work environment, human values, healthy ageing, personalised interventions, digital health.

[Résumé] [Shift work and incident atrial fibrillation in younger and older individuals](#)

VW Zwartkruis, ML Lochen, RA De Boer, EB Mathiesen... - *Europace*, 2022

Shift work is associated with myocardial infarction and stroke. However, comparatively little is known about the association between shift work and atrial fibrillation (AF).

Purpose

We aimed to study if shift work is associated with incident AF, and if this association differs depending on sex and age.

Methods

We studied 22 339 participants (age 37 ± 10 years, 49% women) with paid work and without prevalent AF from the third (1986-1987), fourth (1994-1995), fifth (2001), and sixth (2007-2008) survey of the population-based Tromsø Study. AF was ascertained by searching participants' hospital records for AF events, which were further adjudicated by an endpoint committee. All AF was ECG-confirmed. Follow-up for AF was available through 2016. Shift work status was assessed by questionnaire at each survey. If participants attended multiple surveys, the first attended survey was considered the baseline visit. We used Cox regression models (unadjusted, age- and sex-adjusted, and multivariable-adjusted) to study the association of shift work at baseline with (1) incident AF during the first 10 years of follow-up and (2) incident AF during the total follow-up period (through 2016). Interactions with sex and age were tested in the multivariable model. Analyses were stratified when a significant interaction (p for interaction < 0.10) was present.

Results

Shift work was reported by 21% of participants at baseline. Participants with shift work were younger and had a lower average education level, lower prevalence of hypertension, higher BMI, and higher prevalence of smoking than those without shift work. During the first 10 years of follow-up, 129 participants (0.6%) developed AF. Shift work was not significantly associated with 10-year incident AF in any of the models. There was no interaction between shift work and sex (p for interaction = 0.687). However, there was a significant interaction between shift work and age (p for interaction = 0.059). In participants aged < 40 years, shift work was significantly associated with 10-year incident AF in the unadjusted model (HR 2.65, 95% CI 1.05-6.71) and age- and sex-adjusted model (HR 2.71, 95% CI 1.07-6.88), but not in the multivariable model (HR 2.37, 95% CI 0.91-6.17). In participants aged ≥ 40 years, shift work was not associated with 10-year incident AF (Table 1). During the total follow-up (22 ± 10 years), 1244 participants (5.6%) developed AF. When considering the total follow-up duration, shift work was not significantly associated with AF in any model, and none of the interaction terms with age or sex were significant.

Conclusions

In the total study population, shift work was not associated with incident AF. However, our results indicate that shift work may be associated with 10-year risk of AF in younger individuals.

[PDF] [Sleep mediates the association between stress at work and incident dementia: study from the Survey of Health, Ageing and Retirement in Europe](#)

X Tan, A Lebedeva, T Åkerstedt, HX Wang - *The Journals of Gerontology: Series A*, 2022

Both psychosocial stress at work and sleep disturbance may predispose impaired cognitive function and dementia in later life. However, whether sleep plays a mediating role for the link between stress at work and subsequent dementia has yet to be investigated. **Methods** Data from the Survey of Health, Ageing and Retirement in Europe were used for the study. A cohort of 7799 dementia-free individuals (aged 71.1 ± 0.2 years) were followed up for a median of 4.1 years for incident dementia. Job demand and control were estimated using questions derived from the Karasek's Job Content Questionnaire. Sleep disturbance was ascertained by a question in the EURODepression scale. Cox proportional hazard models adjusted for age, sex, education, cognitive test score, and other potential covariates were used to estimate hazard ratios (HR) and 95% confidence intervals (CI) of dementia in relation to different job strain levels. **Results** An interaction between job demand and sleep disturbance regarding the risk of dementia was detected. Data suggested a protective role of high-level job demand for dementia in individuals with sleep disturbance (HR [95%CI]: 0.69 [0.47, 1.00]) compared with low job demand. A four-category job strain model based on the combination of job demand and job control levels suggested that among individuals with sleep disturbance, passive job (low demand, low control) was associated with a higher risk of dementia (1.54 [1.01, 2.34]), compared to active job

(high demand, high control). Downloaded from <https://academic.oup.com/biomedgerontology/advance-article/doi/10.1093/gerona/glac104/6580564> by guest on 30 May 2022 Accepted Manuscript Conclusion The link between work related stress and risk of dementia is limited to individuals suffering sleep disturbance.

[Résumé] [Work-Related Stress, Psychosocial Resources, and Insomnia Symptoms Among Older Black Workers](#)

C Frazier, TH Brown - *Journal of Aging and Health*, 2022

To examine the association between work-related stress (job lock and job stress appraisal) and insomnia symptoms among older Black workers, as well as the extent to which psychosocial resources (mastery, social support, and religious involvement) mediate or moderate this association. *Methods:* This study uses Ordinary Least Squares regression analysis and data from the Health and Retirement Study (HRS) on Black workers aged 51 and older (N = 924). *Results:* Job lock due to financial reasons and job stress appraisal are associated with increased insomnia symptoms among older Black workers. Religious attendance buffers the harmful effects of financial job lock on sleep quality, while religiosity exacerbates the effects of job stress on insomnia symptoms. *Discussion:* Taken together, findings underscore the utility of the Stress Process Model for understanding diverse stress and sleep experiences in later life. Furthermore, findings have the potential to inform efficacious policies for reducing work-related stress and mitigating its harmful consequences.

Parcours professionnel + capacités fonctionnelles, santé perçue, usure précoce

[PDF] [The influence of chronic diseases and poor working conditions in working life expectancy across educational levels among older employees in the Netherlands](#)

JLD Schram, M Schuring, KMO Hengel, A Burdorf... - *Scandinavian journal of ...*, 2022

This study aims to estimate the influence of chronic diseases and poor working conditions - across educational levels - on working life expectancy (WLE) and working years lost (WYL) in the Dutch workforce after age 50. *Methods:* Information on demographics, chronic diseases, and working conditions from 11 800 Dutch workers aged 50-66 years participating in the Study on Transitions in Employment, Ability and Motivation (STREAM) from 2010/2015 was enriched with monthly information on employment status from Statistics Netherlands up to 2018. In a multistate model, transitions were calculated between paid employment and involuntary exit (disability benefits, unemployment) and voluntary exit (economic inactivity, early retirement) to estimate the impact of education, chronic diseases, and working conditions on WLE and WYL between age 50 and 66. *Results:* Workers with a chronic disease (up to 1.01 years) or unfavorable working conditions (up to 0.63 years) had more WYL due to involuntary pathways than workers with no chronic disease or favorable working conditions. The differences in WYL between workers with and without a chronic disease were slightly higher among workers with a lower education level (male: 0.85, female: 1.01 years) compared to workers with a high educational level (male: 0.72, female: 0.82 years). Given the higher prevalence of chronic diseases and unfavorable working conditions, WYL among lower educated workers were higher than among higher educated workers.

Conclusions: The presence of a chronic disease or unfavorable working conditions, more prevalent among lower educated workers, contribute substantially to WYL among older workers. This will increase educational inequalities in working careers.

[PDF] [Maintaining work ability in outdoor workers—A long-term evaluation](#)

P Rothmore, S Williams - *Applied Ergonomics*, 2022

In this three-year study we examined the effect on work ability in a cohort of workers before and after the implementation of a workplace intervention based on the APHIRM (A Participative Hazard Identification and Risk Management) toolkit. Primary analysis was conducted to detect changes in mean work ability scores between baseline and three-year follow-up for all workers who completed the surveys (matched and unmatched), and all workers who were ≥ 50 years of age (matched and unmatched). There were no significant differences between the two time periods. A secondary analysis was undertaken to examine associations between risk factors and work ability scores. This identified that six of the 18 psychosocial risk factors, and three of the eight physical risk factors associated with reduced work ability at baseline were no longer significant. These results indicate that the APHIRM toolkit may be effective in identifying hazards which, if addressed, could contribute to the maintenance of work ability over time.

[PDF] [Rotating Night Shift Work and Healthy Aging After 24 Years of Follow-up in the Nurses' Health Study](#)

H Shi, T Huang, ES Schernhammer, Q Sun, M Wang - JAMA Network Open, 2022

Rotating night shift work is associated with higher mortality. Whether it is also associated with overall health among those who survive to older ages remains unclear. **OBJECTIVE** To examine whether rotating night shift work is associated with healthy aging after 24 years of follow-up in the Nurses' Health Study, a cohort study among registered female nurses. **DESIGN, SETTING, AND PARTICIPANTS** For this cohort study, a composite healthy aging phenotype was ascertained among 46 318 participants who were aged 46 to 68 years and free of major chronic diseases in 1988 when the history of night shift work was assessed. In a secondary analysis in which cognitive function decline was considered in the healthy aging definition, 14 273 nurses were involved. Data were analyzed from March 1 to September 30, 2021. **EXPOSURES** Duration of rotating night shift work. **MAIN OUTCOMES AND MEASURES** Healthy aging was defined as reaching at least 70 years of age and being free of 11 major chronic diseases, memory impairment, physical limitation, or deteriorated mental health. **RESULTS** Of 46 318 female nurses (mean [SD] age at baseline, 55.4 [6.1] years), 3695 (8.0%) achieved healthy aging after 24 years of follow-up. After adjusting for established and potential confounders, compared with women who never worked rotating night shifts, the odds of achieving healthy aging decreased significantly with increasing duration of night shift work. The odds ratios were 0.96 (95% CI, 0.89-1.03) for 1 to 5 years, 0.92 (95% CI, 0.79-1.07) for 6 to 9 years, and 0.79 (95% CI, 0.69-0.91) for 10 or more years of night shift work ($P = .001$ for trend). This association did not differ substantially by age and lifestyles and was consistent for 4 individual dimensions of healthy aging. Results were similar in a secondary analysis, with an odds ratio of 0.73 (95% CI, 0.60-0.89; $P < .001$ for trend) comparing 10 or more years of night shift work vs no night shift work. **CONCLUSIONS AND RELEVANCE** In this cohort study, rotating night shift work was associated with decreased probability of healthy aging among US female nurses. These data support the notion that excess night shift work is a significant health concern that may also lead to deteriorated overall health among older individuals.

Retour au travail

[PDF] [L'expérience de retour au travail des personnes vieillissantes ayant subi une atteinte à la santé: un examen de la portée](#)

A Lecours, R Bédard-Mercier - ... on Aging/La Revue canadienne du vieillissement, 2022

Les travailleurs vieillissants représentent une population émergente, grandissante, et essentielle pour le marché du travail contemporain. Considérant leurs caractéristiques singulières, ces personnes sont à risque de vivre des périodes d'invalidité au travail pour diverses raisons (p. ex. maladies chroniques, lésions professionnelles) et une expérience de retour en emploi qui soit différente par rapport à celle des travailleurs plus jeunes. L'examen de la portée présenté dans cet article visait à identifier les facilitateurs et obstacles au retour au travail chez les personnes vieillissantes ayant subi une atteinte à la santé. L'information de 34 manuscrits a été extraite puis analysée, permettant d'identifier des facteurs entravant et facilitant le retour au travail des personnes vieillissantes en regard de quatre systèmes d'importance, soient l'individu, le travail, la santé, et la compensation. Les résultats suggèrent des leviers accessibles aux différentes parties prenantes impliquées dans le processus de retour au travail des personnes vieillissantes afin de favoriser leur participation saine, sécuritaire, et satisfaisante au travail après une période d'invalidité.

[HTML] [Perceived return-to-work pressure following cardiovascular disease is associated with age, sex, and diagnosis: a nationwide combined survey-and register-based ...](#)

SM Bernt Jørgensen, NF Johnsen, TA Gerds... - BMC Public Health, 2022

Return to work is a key rehabilitation goal for people with cardiovascular disease (CVD) because employment matters to individuals and societies. However, people recovering from CVD often struggle with returning to work and maintaining employment. To identify people in need of vocational counselling, we examined the probability of feeling under pressure to return to work following CVD.

Methods : We conducted a combined survey- and register-based study in a randomly selected, population-based cohort of 10,000 people diagnosed with atrial fibrillation, heart failure, heart valve disease, or ischaemic

heart disease in 2018. The questionnaire covered return-to-work items, and we reported the probabilities of feeling under pressure to return to work with 95% confidence intervals (CIs) in categories defined by sex, age, and CVD diagnosis.

Results : The survey response rate was 51.1%. In this study, we included 842 respondents (79.7% men) aged 32–85 years, who had returned to work following a sick leave. Overall, 249 (29.7%) had felt pressure to return to work. The probability of feeling under pressure to return to work ranged from 18.3% (95% CI: 13.1–24.6) among men aged > 55 years with atrial fibrillation to 51.7% (95% CI: 32.5–70.6) among women aged ≤ 55 years with atrial fibrillation. In addition, 66.0% of all respondents had not been offered vocational rehabilitation, and 48.6% of those who reported a need for vocational counselling had unmet needs. Survey responses also indicated that many respondents had returned to work before feeling mentally and physically ready.

Conclusion : a substantial proportion of people with cardiovascular disease feel under pressure to return to work, and this pressure is associated with age, sex, and diagnosis. The results show that vocational rehabilitation must be improved and emphasize the importance of ensuring that cardiac rehabilitation programmes include all core rehabilitation components.

[Résumé] [The Process of Rehabilitation, Return and Stay at Work of Aging Workers Who Suffered an Occupational Injury: A Portrait Based on the Experience of Canadian ...](#)

A Lecours, M Laliberté, MM Lord, G Léonard, J Ruel - *Journal of Occupational ...*, 2022

This study aims to paint a picture of the factors that influence the process of rehabilitation, return, and stay at work, for aging workers who have suffered an occupational injury. **Methods.** Based on a descriptive interpretative research design, the authors conducted interviews with 23 participants (i.e., aging workers, workers' representatives, employers, insurers, and rehabilitation professionals) to gather their perspectives. **Qualitative data** was analyzed through thematic analysis. **Results.** Fifteen factors related to the worker, health system, workplace, or compensation system were identified. These factors prevail during rehabilitation, return to work, stay at work, or the entire process. **Conclusions.** This study contributes to the advancement of knowledge regarding three main ideas: (1) the importance of not placing the responsibility on the worker in this complex process, (2) the key role of the compensation system, and (3) the necessity of transforming work to reduce ageism.

Travailleurs jeunes / âgés, relations intergénérationnelles

[PDF] [Les comportements interpersonnels des mentors en contexte de travail, leurs antécédents et les répercussions pour les mentorés: Une analyse selon la perspective ...](#)

N Firzly - 2022

En s'appuyant sur les prémisses de la théorie de l'autodétermination (TAD), cette thèse comprenait deux objectifs principaux. Le premier objectif était d'examiner les relations entre les comportements interpersonnels des mentors selon la perspective des mentorés, les motivations contextuelles (travail et mentorat) des mentorés et différentes conséquences relatives aux mentorés dans le milieu de travail (intention de quitter le travail, engagement au travail, bien-être au travail, qualité de la relation de mentorat et perception positive envers les travailleurs âgés). Le second objectif était d'examiner les sources d'influence et les motifs qui influencent les mentors à adopter différents types de comportements interpersonnels auprès de leurs mentorés (...)

En conclusion, cette thèse a permis d'étendre les connaissances dans le domaine de la psychologie motivationnelle et le mentorat. Les conclusions soutiennent que les comportements interpersonnels de soutien de la part des mentors et la qualité de la motivation optimale jouent un rôle favorable sur le développement positif des mentorés. De plus, la contribution de deux types de motivation contextuelle et de trois catégories de répercussions socio-écologiques différentes est d'une grande importance et incite à poursuivre les investigations. Enfin, les résultats montrent qu'il est essentiel de tenir compte des sources d'influence des mentors et de leur motivation pour mieux saisir leurs comportements auprès de leurs mentorés. Des perspectives de recherches futures et des implications pratiques visant à améliorer l'épanouissement des mentorés et les comportements favorables des mentors sont proposées.

Lu dans la presse

[Emploi des seniors : au Royaume-Uni, les plus de 50 ans démissionnent en masse](#)

The Conversation

L'économie britannique semble rencontrer un problème avec ses plus de 50 ans : à la suite de la pandémie de Covid-19, ils ont quitté la population active en masse, au grand dam des entreprises et au gouvernement. Environ 300 000 travailleurs âgés de 50 à 65 ans de plus qu'avant la pandémie ont désormais rejoint la catégorie des « économiquement inactifs », ce qui a conduit un tabloïd à qualifier le problème d'« [exode des seniors](#) ». (...) Mais si les travailleurs âgés ont été mis au chômage en raison de risques pour la santé ou d'un manque d'opportunités, cela signifie que l'économie reste privée de travailleurs potentiellement productifs – ce qui pourrait coûter cher à l'État de diverses manières. Que se passe-t-il donc ?

[Initiative genevoise – Un projet pour les seniors qui n'aiment pas la retraite | Tribune de Genève](#)

Tribune de Genève

Italo Musil plaide pour la valorisation des compétences des jeunes retraités et un allongement négocié de la vie professionnelle.

[Innovation : Accompagner le vieillissement des actifs au travail - Le Portail National du Bien-Vieillir](#)

Silver Eco

Avec l'allongement de la vie professionnelle, le maintien dans l'emploi des seniors représente un véritable enjeu de société. De nombreux seniors connaissent, en effet, des fins de carrière difficiles et pour beaucoup d'entre eux, le maintien dans l'emploi est de plus en plus incertain. Selon les données d'Eurostat publiées en 2020, la France a un taux d'emploi de 55,2% pour les 55-64¹ ans alors que l'Allemagne et les pays scandinaves culminent à plus de 70%. Les 60-64 ans ont pour leur part un taux d'emploi de 33,1%, quand la moyenne européenne s'établit à 45,3%.

Face à ce constat, UP'ICIL, le pré-incubateur social du Groupe APICIL – 3ème groupe français de protection sociale – a soutenu 3 porteurs de projets ayant déployé des solutions innovantes favorisant le maintien en activité des seniors.

[Macron et le travail : Monsieur le président, faites de l'employabilité le principal chantier](#)

L'Expansion - L'Express

... qualifiés et insuffisamment à ceux qui auraient le plus besoin de formation : chômeurs, jeunes en difficulté, salariés âgés. Sur le même ...

[Réforme des retraites version Macron ou Le Pen : quels impacts à prévoir ?](#)

La Gazette des communes

Age légal de la retraite, durée obligatoire de cotisation, prise en compte ... plus on aura commencé tôt et eu « un travail pénible physiquement » ...

[Les seniors, plus motivés que jamais par le travail !](#)

Culture RH, 25 mai 2022

Avec la sortie de crise, puis la reprise de l'activité, nous entendons sans cesse parler des nouvelles générations et de leurs attentes vis-à-vis des entreprises. Mais n'aurions-nous pas oublié une partie majeure et indispensable de nos forces vives, les seniors ! Comment se sentent-ils et qu'espèrent-ils pour leur carrière ? Découvrez-le avec cette étude de Choose My Company !

[Le travail après 50 ans : ce qui fonctionne, ce qui ne fonctionne pas - Europe 1](#)

Europe 1

Le travail après 50 ans : ce qui fonctionne, ce qui ne fonctionne pas. emploi seniors ... sociologue spécialiste des questions de vieillissement.

Une nouvelle visite médicale obligatoire pour tous les salariés atteignant 45 ans - Gérant de SARL

Gérant de SARL

sensibiliser le salarié aux enjeux du vieillissement au travail et sur la prévention des risques professionnels. A l'issue de cette visite, ...