

Rapport de veille n° 82

Vieillesse, retour au travail et prévention de la désinsertion professionnelle

18/10/2024

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 éléments issus de cette veille sont fournis sans garantie d’exhaustivité.

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

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Veille réglementaire

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

Commentaire INRS de la circulaire du 20/09/2024

Dans le contexte de mise en œuvre de [la loi du 2 août 2021](#) pour renforcer la prévention en santé au travail, une circulaire du 20 septembre 2024 présente l'offre de services et les moyens d'actions de l'Assurance maladie en matière de prévention de la désinsertion professionnelle. Elle fait état notamment des mesures d'accompagnement à la réorientation et à la construction d'un nouveau parcours professionnel, qui peuvent être mises en place, pour les assurés en arrêt de travail exposés à un risque de désinsertion professionnelle : sollicitation de fonds d'actions sociaux, financement des conventions de rééducation professionnelle ou des essais encadrés qui peuvent être proposés pendant l'arrêt de travail, détection des assurés en risque de désinsertion grâce à une nomenclature spécifique, versement d'indemnités journalières...). La circulaire détaille également, en annexe, les différents dispositifs de maintien en emploi qui sont prévus par la réglementation du travail ou de sécurité sociale : rendez-vous de liaison, visite de mi-carrière, visite de pré-reprise, temps partiel thérapeutique ou encore période de mise en situation en milieu professionnel...

Généralités

[Résumé] [Association ... of ill health and taking early retirement or becoming economically inactive following the COVID-19 pandemic: longitudinal evidence on 5,529 older workers in UKHLS](#)

A Abugamza, A Charlwood, D Howdon, A Martin - 2024 - [jech.bmj.com](#)

The COVID-19 pandemic has significantly impacted employment in the UK, particularly among older workers aged over 50 years. The economic inactivity rate within this age group has increased by 1.5 percentage points since the beginning of 2020, representing about two-thirds of the overall rise in UK economic inactivity among people aged 16 to 64 since the start of the pandemic. Understanding how pre-existing and post-pandemic ill-health may be associated to these trends can support policymakers in developing effective interventions to address these health factors and minimise early exits from work for this vulnerable population.

Objective Investigate associations between ill health and exit from employment (early retirement, economic inactivity) among older UK workers following the COVID-19 pandemic.

Methods Data on 5,529 UK Household Longitudinal Study (UKHLS) participants aged 50-66 who were economically active before the pandemic were used. Self-reported general health and long-standing illness were collected at baseline (...).

Results Preliminary findings suggest significant associations between pre-existing health conditions, post-pandemic health status, and transitions in early retirement/economic activity among people aged 50-66 in the UK. Individuals with poorer pre-existing health showed higher probability to transition to economic inactivity (0.75, 95% CI: 0.44, 1.05) than early retirement (0.25, 95% CI: 0.02, 0.47). Significant associations were also observed between post-pandemic self-reported health, economic inactivity (1.62, 95% CI: 1.30, 1.95) and early retirement (0.33, 95% CI: 0.11, 0.56). These associations were more pronounced among females and people experiencing financial strain.

Conclusion This study provides evidence that ill health, both pre-existing and reported following COVID-19, is associated with both early retirement and economic inactivity among older UK workers. Addressing the increase in economic inactivity related to ill health among workers aged 50-66 years in the UK requires targeted policies and interventions. This study suggests there may be a role for support systems, rehabilitation programmes, and inclusive workplace practices to lessen the influence of ill health on exit from paid employment.

[HTML] [Bridge Employment or Encore Career? Examining Predictors That Distinguish Later-Life Career Transitions](#)

Y taek Oh - *The Journals of Gerontology, Series B ...*, 2024 - [academic.oup.com](#)

Bridge employment and encore careers are 2 prevalent retirement pathways that have different goals and

outcomes. Yet, “changing jobs in later life” is the shared prequel that blurs the distinction between them in empirical studies. This study proposes a set of criteria—voluntariness of career transition and the duration of work in the posttransition job—to distinguish various retirement pathways and investigates the predictors that distinguish the workers’ choice of these pathways.

Methods

I conducted multinomial logistic regression to examine the predictors that distinguish between bridge employment, encore career, and direct workforce exit using the longitudinal sample of respondents with full-time career jobs in the Health and Retirement Study 1992–2020 (HRS, $N = 2,038$). To examine the predictors that distinguish between bridge employment and encore careers, I conducted logistic regression on the subsample of respondents who chose either bridge employment or encore careers ($n = 927$).

Results

The results show that the accumulated human capital from career jobs, physical and mental health conditions before leaving career jobs, and self-identified retirement status when transitioning to new jobs distinguish the workers’ choices of taking on different retirement pathways.

Discussion

Maintaining the labor force participation of older workers is an important human resource agenda for policymakers. This study suggests that increasing the number of quality jobs for older workers would promote bridge employment and encore careers by raising the benefits of making career transitions as well as improving older workers’ health.

[\[HTML\] Costs of presenteeism and absenteeism associated with psychological distress among male and female older workers: a cross-sectional study](#)

Gilbert-Ouimet, M., Sultan-Taïeb, H., Aubé, K., Matteau, L., Trudel, X., Brisson, C. et Guertin, J. R. *Journal of Occupational and Environmental Medicine*, 2024

We estimated, for women and men (1) the associations between psychological distress and the prevalences of presenteeism and absenteeism, (2) average hours lost annually per person, and (3) costs from the employers’ economic perspective.

Methods

Participants were 1292 Canadian white-collar workers. Psychological distress, presenteeism, and absenteeism were assessed with validated questionnaires. The average annual hours of productivity loss and related costs were estimated using generalized linear models with a negative binomial distribution and a log link.

Results

High psychological distress in women and men was associated with presenteeism costs (\$6944 and \$8432) and absenteeism costs (\$2337 and \$2796 per person). The association between psychological distress and annual hours lost to presenteeism was twice stronger for men than women.

Conclusions

Productivity losses associated with psychological distress are high in women and men older workers.

[\[PDF\] Emploi des séniors sur le marché du travail \[Analyse menée dans 21 pays de l’OCDE\]](#)

S Loucifi, A Salmi, MS Hassainate - ... et Sociales de l’Académie du ..., 2024 - revues.imist.ma

L’emploi des séniors sur le marché du travail représente un enjeu majeur pour les politiques économiques, tant dans les pays développés que dans les pays en développement. La contribution des séniors, dans un contexte de vieillissement démographique, pose un défi crucial pour les politiques publiques. Cet article explore les facteurs influençant la décision des séniors de demeurer actifs professionnellement. Pour ce faire, nous utilisons une Analyse en Composantes Principales (ACP) appliquée à un échantillon de 21 pays de l’OCDE, couvrant la période de 1990 à 2022. L’échantillon se compose d’hommes âgés de 65 ans et plus, travaillant plus de 40 heures par semaine. L’analyse permet d’examiner la participation des séniors sur le marché du travail, ainsi que la qualification des emplois qu’ils occupent. L’étude révèle des insights précieux sur les dynamiques de l’emploi des séniors et l’impact des politiques publiques sur leur maintien en activité. Les résultats suggèrent que divers facteurs, tels que les politiques de retraite, les conditions de travail et les opportunités de formation continue, jouent un rôle déterminant dans la décision des séniors de prolonger leur

carrière professionnelle.

[HTML] [The hiring of older workers: evidence from Germany](#)

F Busch, R Fenge, C Ochsen - *Empirical Economics*, 2024 - Springer

This article analyses how hiring older workers adjusts to demographic change in the labour force by using information from more than 500,000 firms in Germany. We find robust evidence that firms faced with an ageing labour market hire relatively more older workers. However, the pace of this adjustment is relatively slow, particularly when ageing happens outside the firm. The tendency to employ older people is more considerable in East Germany, where the demographic change moves forward faster. Furthermore, part-time working models support hiring older workers, but this effect becomes less important in larger firms and East Germany. Finally, while partial retirement regulations enhance flexibility within the firm, they, unfortunately, diminish the employment opportunities for older external job seekers.

[PDF] [Longévité, pénibilité et nouvel impératif de sobriété : quelles incidences sur le choix de l'âge](#)

[modélisation]

Didier Blanchet, Vincent Touzé

in *Réforme des retraites et emploi des seniors*, dossier de juin 2024 paru dans la revue de l'OFCE

OFCE, Sciences Po, juin 2024

Trois arguments structurent traditionnellement le débat sur l'âge de la retraite : 1) l'idée que l'allongement de la durée de vie impose logiquement de le relever en proportion, 2) le fait que la pénibilité du travail plaide, à l'inverse, pour limiter cette hausse et 3) le fait que, au demeurant, on a longtemps su combiner élévation de l'espérance de vie et baisse du temps travaillé, et qu'il pourrait continuer d'en être ainsi. L'urgence environnementale introduit un quatrième argument semblant aller dans ce même sens. Si moins polluer impose de moins produire, il faut travailler moins plutôt que davantage. Mais cet argument de la sobriété est moins unilatéral qu'il n'en a l'air. Ce sont les énergies fossiles qui ont, en large part, permis le découplage passé entre espérance de vie et âge de la retraite : c'est en polluant plus qu'on a pu vivre mieux en travaillant moins. Peut-on se passer de ces énergies fossiles sans avoir à remobiliser davantage de travail ? Un modèle heuristique simple permet de mettre à plat les principaux éléments du débat. Le choix de l'âge de la retraite doit trouver le point d'équilibre entre des contraintes qui ne vont pas toutes dans le même sens.

[PDF] [Les seniors sur le marché du travail en 2023](#)

Dares résultats, n° 55, septembre 2024

Le taux d'emploi des seniors poursuit sa hausse, mais reste en deçà de la moyenne européenne

En 2023, 58,4 % des personnes âgées de 55 à 64 ans ont un emploi, contre 82,6 % de celles âgées de 25 à 49 ans. Ces taux continuent d'augmenter pour atteindre leurs plus hauts niveaux depuis 1975. En 2023, le taux d'emploi des seniors en France demeure inférieur à la moyenne relevée dans l'Union européenne, qui est de 63,9 %. A 5,4 %, le taux de chômage des seniors demeure plus bas que celui de l'ensemble des actifs. Entre 2014 et 2023, la part des seniors en emploi (cumul emploi et retraite compris) progresse de 10,2 points, tandis que celle des retraités (hors cumul emploi-retraite) diminue de 9,5 points, en raison notamment des réformes des retraites. Ces évolutions sont encore plus prononcées chez les 60-64 ans (respectivement de +12,3 et -15,3 points).

[PDF] [La situation des seniors sur le marché du travail en 2023](#)

E Castelain, A Delaporte, N Remila

[Insee Références](#), 07/2024, pp. 27-37

Le taux d'activité des seniors a fortement augmenté ces dernières années sous l'effet des réformes des retraites successives repoussant l'âge de départ à la retraite : le taux d'activité des 55-64 ans s'élève à 61,7% contre 67% au sein de l'Union européenne et 76,4% en Allemagne. Ce taux d'activité reste hétérogène en fonction de l'âge : en 2023, plus de huit personnes sur dix sont en emploi à 55 ans, mais cette part baisse à cinq sur dix à 61 ans. En moyenne entre 55 et 61 ans, 21 % des seniors ne sont ni en emploi, ni à la retraite (NER) : cette situation est souvent subie, notamment pour des raisons de santé ou de handicap (10%). 7% des seniors en

situation de NER choisissent cette situation pour rester au foyer ou car ils approchent de l'âge de leur départ à la retraite. 4% ne trouvent pas d'emploi malgré une recherche active et sont au chômage.

Discrimination, précarité, chômage

[PDF] [Between Choice and Coercion? The Processes of Increased Economic Vulnerability Among Low-Income Older Workers](#)

[E Lavee](#), [M Kuronen](#) - *Journal of Aging & Social Policy*, 2024 - Taylor & Francis

The social phenomenon of extended working age has been subject to broad scholarly and social policy interest, as part of such trends as the aging of the population, increased life expectancy, shortage of the labor force, and policy debates on pension reforms. A major question about extending working age, or working after retirement, is whether it is a matter of choice, taking control of one's later life, or is coerced, part of entering the precariat. This study provides a nuanced examination of the social processes that direct labor market participation among older workers by conducting an analysis of in-depth interviews with 42 low-income older workers in Israel. The study exposed several institutional constraints that increase their economic vulnerability, demonstrating how interrelated structural factors related to the labor market, gender, and immigration shape the precarity of the life of older workers and coerce their continuous labor market participation. We conclude by emphasizing the responsibility of governments to ensure that older workers' labor market participation truly represents their "choice and control," rather than being a matter of coercion.

[PDF] [Can I work with older workers if I hold stereotypes regarding their competence? The consequences for stereotype-holders](#)

[Lara Bellotti](#), [Sara Zaniboni](#), [Cristian Balducci](#) and [Stefano Toderi](#), Department of Psychology, University of Bologna, 47023 Cesena, Italy and Department of Management, Technology and Economics, ETH Zürich, 8092 Zürich, Switzerland

The aging workforce and increasing workplace age diversity have directed research attention to the consequences of age-related stereotypes. Prior research has mainly focused on the effects for the target of these stereotypes (e.g., older workers). Using the social identity approach and social capital theories as a framework, we suggest that holding negative age-related stereotypes (i.e., about older workers' competence) is negatively associated with individual (i.e., positive job related affective wellbeing), group-related (i.e., workgroup involvement and group relations) and organizational-related outcomes (i.e., perceived organizational climate) for younger and middle aged employees. In addition, we expect this relationship to be mediated by ineffective work interactions, which captures a decrease in younger/middle-aged workers' frequency and appreciation of task-oriented interactions with their older coworkers. Our hypotheses were tested with a time-lagged design involving 104 participants between 23 and 49 years old ($M = 35.62$, $SD = 6.75$). Findings supported our hypotheses. We conclude discussing theoretical implications and practical recommendations.

[PDF] [Can Information About Negative Age-Related Stereotypes Improve the Employment Chances of Older Unemployed Workers?](#)

[D Pia Homrighausen](#), [D Julia Lang](#) - *Journal of Aging & Social ...*, 2024 - Taylor & Francis

With increasing age, it becomes more difficult for unemployed workers to find a new job. Due to age-related negative stereotypes, employers typically prefer younger applicants. This study analyzes a marketing campaign of a local employment agency in Germany that drew attention to the problem of negative age-related stereotypes and highlighted the high value of older workers. The goal of the campaign was to increase the hiring rate of older unemployed. Using comprehensive register data and applying a difference-in-differences approach, we find that the information conveyed through the campaign (via banners, interviews, job fairs, and informational brochures) did indeed change firms' hiring behavior. The intervention increased the employment rate of workers aged 50 to 59 with unemployment experience by approximately 3 percentage points. The positive employment effects of the campaign appear to be somewhat more pronounced for women than for men. We conclude that an information campaign to overcome age-related negative stereotypes might be an

appropriate measure to highlight the value of older workers and increase their employment chances. In the context of the demographic change, therefore, an information campaign might help to fight against a shrinking workforce and an impending shortage of skilled labor.

[Résumé] [Chronic Work Discrimination, Allostatic Load, and HbA1c in Older Workers](#) [HbA1c reflète le risque de diabète]

[M Mutambudzi](#), K Boakye, O Green... - The ..., 2024 - academic.oup.com

Work discrimination is an important public health problem with consequences for health. This study examined the effect of chronic work discrimination on 4-year changes in HbA1c, as a reflection of glucose control and type 2 diabetes risk in older workers and assessed whether allostatic load (AL) affected the strength of this association.

Research Design and Methods

We used Health and Retirement Study data (2010–2016, $n = 3,246$). Conditional change multinomial logistic regression examined the association between chronic work discrimination, high AL (4 or more out of 8 high-risk biomarkers), and HbA1c, while accounting for relevant covariates.

Results

Black participants had the highest rates of baseline (22.7%) and follow-up (28%) HbA1c levels, AL (38%), and chronic work discrimination (39%; $p < .01$). Severe chronic work discrimination was associated with elevated HbA1c (relative risk ratio [RRR] = 1.61, 95% confidence interval [CI] = 1.07, 2.43). AL was associated with elevated HbA1c (RRR = 1.49, 95% CI = 1.04, 2.14). Relative to White participants, Hispanic (RRR = 1.52, 95% CI = 1.07, 2.16, RRR = 1.81, 95% CI = 1.051, 3.12), and Black (RRR = 2.42, 95% CI = 1.82, 3.23; RRR = 3.00, 95% CI = 1.97, 4.56) participants had an increased risk of intermediate and elevated HbA1c, respectively. Among those with long job tenure (≥ 5 years), both moderate (RRR = 1.81, 95% CI = 1.11, 2.96) and severe (RRR = 1.90, 95% CI = 1.15, 3.12) chronic work discrimination was associated with elevated HbA1c.

Discussion and Implications

Chronic work discrimination was associated with HbA1c; however, no moderating effects of AL were observed. Findings underscore a need for organizational and public health measures to establish strong anti-discrimination laws in the workplace to improve the work environment of older workers and reduce diabetes risk.

[Résumé] [Did they mean that? The effect of cyber incivility on older worker vitality, vigor, and turnover](#)

CL Baker, R De Bruin, [LM Finkelstein](#) - Equality, Diversity and ..., 2024 - emerald.com

Incivility can be used to target minority groups as a form of discrimination. This paper aimed to assess the extent to which older workers are particularly targeted by cyber incivility.

Design/methodology/approach

Study 1 used a cross-sectional design via an online crowdsourcing platform ($N = 208$). Study 2 ($N = 227$) employed a daily diary approach with an age diverse sample.

Findings

Age does not directly affect perceptions of cyber incivility, but moderates the relationships between cyber incivility and vitality and vigor. In Study 1, older workers experienced a weaker relationship between perceptions of cyber incivility and increased reports of vigor. Conversely, in Study 2, older workers who experienced cyber incivility reported reduced daily vitality both on the same day and the following day.

Originality/value

The discussion explores the nuances of vigor and vitality in older workers. Additionally, despite research on selective incivility, these studies suggest that while older workers may not be selectively targeted for cyber incivility, they struggle more with its repercussions.

[Résumé] [The evolution of \(post\) pandemic labour market outcomes of older workers in Europe](#)

[A Brugiavini](#), RE Buia, I Simonetti - WORKING PAPER-DEPARTMENT ..., 2024 - iris.unive.it

The extremely tight restrictions aimed at limiting the spread of COVID-19 pandemic severely impacted the

economic activity in all countries, leading to exceptional work disruptions and substantial (temporary) layoffs. Recent literature documents the existence of an age bias in the recruitment of new employees, which makes older workers a vulnerable category when experiencing work disruptions. Using data from the Survey on Health, Ageing and Retirement in Europe, we investigate to what extent having experienced work interruptions in the first wave of the pandemic might have affected the working careers of older workers. Our results indicate that having undergone work disruptions in 2020 is associated with a significantly higher probability of ending up as retirees or not employed in both 2021 and 2022. The effect is not homogenous among countries. While the estimate is not significant for Northern countries, it is significant for the other country clusters, the magnitude of the effect being larger in Central and Eastern European countries.

[Powerpoint] [L'opinion sur le vieillissement de la population et les personnes de 65 ans et plus : Une France âgiste malgré elle ?](#)

Conseil de l'âge, septembre 2024

La diapo 7 indique que 18 % des discriminations liées à l'âge se produisent sur le lieu de travail. Les objectifs de l'enquête d'opinion sur l'âgisme Le Conseil de l'âge a initié en 2024 un cycle de travail autour des problématiques de discriminations liées à l'âge et d'âgisme. Le sujet est en effet d'actualité. En période récente, notamment lors de la crise sanitaire de la Covid 19 puis de la discussion de la réforme des retraites de 2023, des tensions intergénérationnelles ont surgi, même si les observateurs les ont moins interprétées comme le risque d'une « guerre » que d'une possible « scission » des générations. À ce titre, le Conseil a décidé de lancer une enquête, réalisée par Toluna – Harris interactive, afin de disposer de la perception d'un échantillon représentatif de la population de la vieillesse, du vieillissement de la population, des personnes de 65 ans et plus, ainsi que des comportements âgistes. De fait, alors que la société vieillit, que la longévité individuelle se prolonge, que de plus en plus de générations cohabitent, il n'existait pas encore de baromètre sur ces questions.

[HTML] [The Role of Negative Age Stereotypes and Sociodemographic Factors in the Intention to Leave Among German University Hospital Nursing Staff](#)

M Heläß, A Greinacher, A Müller... - ... : The Journal of ..., 2024 - journals.sagepub.com

Staff shortages are a global problem in the nursing profession. Negative beliefs about older workers may have detrimental effects on the development and performance capacity of an aging workforce. To date, little is known about the impact of age stereotypes and potential factors on nurses' intent to leave (ITL). Therefore, the aim of our study was to assess intention to leave and potential predictors (eg, sociodemographic characteristics and age stereotypes) in a large representative sample of nurses in a German university hospital setting. A total of 423 nurses at the University Hospital of Heidelberg participated in a cross-sectional questionnaire study assessing sociodemographic data, age stereotypes using the "Beliefs About Older Workers" questionnaire, and participants' intentions to leave and give up their profession. Questionnaires were returned by 423 nurses (13.7% response rate). The results revealed that negative age stereotypes were highly prevalent. Significant correlations between age and negative age stereotypes were found, indicating that the younger the nurses were, the more negative their age stereotypes were. Most nurses with negative age stereotypes had no intention to leave their profession; however, the majority of nurses could not imagine working in the profession until they retired. Despite the low response rate, the results of the current study suggest that organizational and societal measures to reduce age stereotypes should be directed at newcomers and young nurses to retain them in the profession in the long term.

[Résumé] [Self-employment and older workers in the aftermath of the Covid-19 pandemic: seniorpreneurs, senior precarious or somewhere in between?](#)

P Taylor, B Baldauf, C Halvorsen... - Research Handbook on ..., 2024 - elgaronline.com

This chapter examines self-employment among people aged 50 and over in the liberal market economies of Australia, New Zealand, the UK and the USA against the backdrop of the economic shock caused by the COVID-19 pandemic and in the context of long-standing efforts aimed at increasing levels of older workers' labour force participation. Self-employment has been popularized amid efforts to prolong working lives, yet

this standpoint has drawn criticism for overlooking the realities for many. We explore trends in self-employment in the lead up to and during the global pandemic, drawing from a range of data sources and literature across these countries. In doing so, we identify broad themes that are shared across these liberal market economies while offering potential avenues for further enquiry.

[PDF] [Slow walking speed and health-related exit from employment among older workers over 5 years of follow-up: evidence from the Health and Employment After Fifty ...](#)

HE Syddall, G Ntani, G Bevilacqua, E Zaballa... - BMJ open, 2024 - bmjopen.bmj.com

To investigate whether self-reported walking speed (a good measure of function in elderly people) predicted health-related job loss (HRJL) longitudinally over 5 years of follow-up among middle-aged workers.

Design Data came from the Health and Employment After Fifty (HEAF) prospective cohort study of middle-aged people (aged 50–64 years) in UK.

Setting General population survey (sampling frame was 24 General Practice registers).

Participants The cohort included 8134 people recruited in 2013–2014. For the current analyses, 5217 people who ever worked and completed at least one follow-up questionnaire were eligible.

Primary outcome Exit from employment mainly or partly for health reasons (HRJL).

Results At baseline, very slow walking speed was associated with: obesity, physical inactivity, smoking (men), financial hardship, lower educational attainment and not being in professional occupations. In total, 527 people (10%) reported at least one HRJL during follow-up. After adjustment, the HR for HRJL among men with very slow walking-speed was 4.32, 95% CI 2.72 to 6.87 and among women was 4.47, 95% CI 3.04 to 6.57.

After further adjustment for ‘difficulty coping with physical demands at work’, hazards remained doubled in men and women.

Conclusions Self-reported walking speed could help identify older workers who are at increased risk of HRJL. This could provide opportunities for intervention through optimising health and lifestyle, restricting physical workload, retraining or redeployment. Early appropriate intervention could enable longer working lives and promote healthier, more equal ageing.

[Résumé] [Understanding and Addressing the Persistence of Poverty in Later Life](#) [Thèse]

C Freitag - 2024 - digital.lib.washington.edu

Poverty among older adults in the United States is persistent and puzzling. Older adults in the United States are often referred to as the “deserving poor” because they are afforded a near-universal and more generous safety net than younger adults. Yet, the safety net falls short of eliminating poverty in later life. In this dissertation, I explore three mechanisms that may contribute to the persistence of poverty in later life despite the relatively well-developed safety net for older adults: exiting the labor force, age-based disability determination rules for Supplemental Security Income (SSI), and the overall design of the SSI program. I take a mixed-methods approach across three papers, answering my questions with data from surveys, state agencies, and qualitative interviews. Across all studies, I define “later life” broadly, usually beginning at age 50, to capture differences in the safety net afforded to adults who reach retirement age. In Chapter 1, I construct longitudinal one-year panels of older workers from Current Population Survey data to assess how the relationship between exiting the labor force and entering poverty changed after the onset of the COVID-19 pandemic. I find that the probability of entering poverty is much higher for older workers who leave the labor force than those who remain. I also find that the likelihood of entering poverty among labor force leavers significantly decreased by 3 percentage points in the first year of the pandemic, but this decrease was consistent with pre-pandemic trends. In Chapter 2, I use administrative microdata from multiple agencies in Washington state to explore pathways to SSI take-up by age and how the Social Security Administration’s age-based disability regulations affect SSI take-up rates. I find significant and discontinuous increases in SSI take-up at age 55 and age 65, which suggests that the age threshold may be arbitrarily delaying otherwise-eligible people from receiving SSI benefits. Additionally, I find that more SSI recipients had experienced homelessness (40 percent) in the five years prior to SSI take-up than had been employed (34 percent). The findings from this research raise policy questions about the timeliness of SSI and the definitions of disability used to determine SSI eligibility. In Chapter 3, I use novel, nationally representative qualitative interview data from the American Voices Project to

ask questions about how older SSI recipients describe the pathways that led them to receive SSI, the strategies and resources they use to get by financially given program restrictions, and how they make meaning of the role SSI plays in their financial lives. I find most older SSI recipients have a meaningful history of work, and that SSI's low benefit levels and program rules keep recipients struggling financially.

[HTML] [Theorising Later-Career as a Basis for Enhancing Inclusion and Extending Working Lives Through Human Resource Development](#)

RP Warhurst, [K Black](#) - Human Resource Development ..., 2024 - journals.sagepub.com

Population ageing in developed economies has prompted national level policies for extending working lives (EWL). However, these policies have typically failed to reduce age discrimination or premature workforce exit. Therefore, organisational policies for EWL are currently to the fore and human resource development (HRD) 'activation' policies are evaluated here. However, these policies are found to be of only limited effectiveness in ensuring social justice, equity, and inclusion in later-career and beyond. A Critical-HRD lens is adopted to show how the established HRD narrative of lifelong learning can inadvertently contribute to workers being disadvantaged in later-career. Social-constructionist identity theorising is developed to better understand later-career and to explain older-workers' behaviour. The theorisation is then applied to discuss HRD interventions with potential for developing a positive sense-of-self among older-workers and retirees to thereby improve equity, inclusion, and social justice. Implications for HRD researchers and professionals and for HRD policy for EWLs are detailed.

Employabilité, maintien dans l'emploi des travailleurs vieillissants

[PDF] [Annie Jolivet, économiste du travail, ingénieure de recherche au Conservatoire national des arts et métiers \(Cnam\) : "Il est essentiel de parler du travail avant de se focaliser sur les seniors"](#)

BRASSEUR G. ; LARROQUE D.

Travail et sécurité, n° 863, octobre 2024, pp. 10-11

Economiste du travail, ingénieure de recherche au Conservatoire national des arts et métiers (Cnam), Annie Jolivet étudie les conditions d'emploi et de travail en fin de carrière, les politiques publiques en faveur de l'emploi des seniors, les pratiques des entreprises. Elle nous livre ses réflexions sur le besoin d'agir sur la soutenabilité du travail dans une approche qui ne se limite pas aux seniors.

[HTML] [A resource-oriented perspective on the aging workforce—exploring job resource profiles and their associations with various health indicators](#)

[V Gut](#), S Feer, I Baumann - BMC Public Health, 2024 - bmcpublichealth.biomedcentral.com

Promoting older workers' health in the context of increasing labor force participation and skill shortages is crucial. Examining job resource profiles offers a promising approach to understanding how to promote and maintain the health of older workers within the workplace. However, it is unclear how different job resources interact within distinct worker subgroups. Thus, this study explores the association between the job resource profiles of distinct subgroups and various health indicators among older workers in Europe.

Methods

Data from 4,079 older workers (age range: 50–60 years, 57% female) from waves 6 and 8 of the Survey of Health, Ageing and Retirement in Europe (SHARE) were analyzed. Latent profile analysis was employed to identify distinct job resource profiles using social support, recognition, job promotion, autonomy, and development opportunities. Associations between these profiles and various health indicators were examined, alongside the sociodemographic and socioeconomic characteristics associated with each profile.

Results

Four distinct job resource profiles emerged: (I) average job resource workers ($n = 2170$, 53%), (II) high social job resource workers ($n = 983$, 24%), (III) low job resource workers ($n = 538$, 13%), and (IV) autonomous decision-making workers ($n = 388$, 10%). Workers in the (II) high social job resource profile had the highest socioeconomic status and reported the best self-perceived health, lowest depressive symptoms, and fewest limitations and chronic diseases. Conversely, workers in the (III) low job resource profile had the second-

lowest socioeconomic status and reported the poorest health outcomes. Surprisingly, older workers with high autonomy (profile IV) had the lowest socioeconomic status and the second worst self-perceived health. This may be because they perceive themselves as autonomous while lacking support and recognition.

Conclusion

There is wide variation in the level and composition of resources available to older workers in the workplace. The most vulnerable subgroups, such as low job resource workers (profile III) and autonomous decision-making workers (profile IV), could benefit from tailored workplace health promotion interventions, such as support from supervisors or peers. Strengthening older workers' job resources, including social support and recognition, can improve their health and contribute to them remaining in the workforce.

[HTML] [Can Exoskeletons Make Older Workers More Confident? Investigating the Impact of Exoskeletons on Aging Workers' Self-Efficacy and Perceived Work Ability](#)

S Khanpour, Y Valentin... - Proceedings of the Human ..., 2024 - journals.sagepub.com

Exoskeletons have the potential to help older workers with physical declines regain their functional capabilities and successfully meet task demands in physically demanding workplaces. This study investigated if the introduction of exoskeletons affected occupational self-efficacy and perceived work ability among manual labor workers aged 55 or older. An online survey measured changes in occupational self-efficacy and perceived work ability after respondents learned about the innovative exoskeleton technology. Although it was not statistically significant, the trend showed that aging manual labor workers anticipated increased self-efficacy if exoskeletons were introduced to their workplaces. This finding suggests that exoskeletons not only help reduce injury risks and improve productivity of older workers but could also enhance their confidence at work, potentially extending their time in the workforce and improving their overall quality of life.

[HTML] [Comment Bec Construction Champagne agit pour maintenir les seniors en emploi](#)

Prévention BTP, juillet 2024

Bec Construction Champagne, entreprise générale du bâtiment du groupe Fayat implantée à Épernay (Marne), a mis en place des actions concrètes pour maintenir en emploi ses salariés. Objectif : permettre aux seniors de partir à la retraite en bonne santé, tout en assurant la transmission du savoir-faire aux plus jeunes.

[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](#). Extrait de : Vulnérabilités et risques émergents : penser et agir ensemble pour transformer durablement. 56e Congrès de la Société d'ergonomie de langue française (SELF). Genève, 6-8 juillet 2022.

DOGBLA L. ; GOUVENELLE C. ; MURCIA M. ; DUTHEIL F. ; ET COLL.

Société d'ergonomie de langue française (SELF, Paris), pp. 168-173

L'objectif de cette communication est d'exposer une méthode d'identification des facteurs prédictifs de la désinsertion professionnelle grâce aux données massives de santé au travail. Ce travail est le début d'une démarche de recherche en ingénierie de la santé, dont la finalité est le développement d'un modèle prédictif de désinsertion professionnelle. 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] [Facilitators and barriers for working beyond statutory pension age: A prospective cohort study across 26 European countries](#)

LL Andersen, J Calatayud, R Núñez-Cortés... - ... Journal of Work ..., 2024 - sjweh.fi

The aging population of European countries highlights the need for extended working lives. This study aims to investigate facilitators and barriers for working beyond the statutory pension age (SPA).

Methods Using data from waves 1, 2, 4–9 of the Survey of Health, Ageing and Retirement in Europe (SHARE) (2004–2022), we followed 9131 workers with a mean age of 56.9 [standard deviation (SD) 3.5] years from 26 European countries until they surpassed the SPA for their respective country, sex and year of participation.

Using robust Poisson regression, we modelled the prospective association of work factors, lifestyle, health, and demographics at baseline with working at least one year beyond the SPA.

Results Participants were followed for 9.5 (SD 3.9) years. After surpassing the SPA by at least one year, 18% were still working. Among the work factors, opportunities for skill development [risk ratio (RR) 1.20, 95% confidence interval (CI) 1.07–1.34] and recognition at work (RR 1.13, 95% CI 1.01–1.26) facilitated working beyond SPA, while time pressure (RR 0.89, 95% CI 0.81–0.97) and poor prospects for job advancement (RR 0.76, 95% CI 0.70–0.83) were barriers. For the other factors, smoking was negatively associated with working beyond the SPA, while living in the northern part of Europe, higher level of education, and being divorced or separated were positively associated with working beyond the SPA.

Conclusion This prospective cohort study across 26 European countries identified four modifiable work factors that influenced working beyond the SPA. Addressing modifiable barriers and facilitators at the workplace and through public health initiatives could help extend working lives in Europe.

[HTML] [From low towards high \(or higher\) levels of work ability](https://www.elgaronline.com/monochap-oa/book/9781789907797/book-part-9781789907797-11.xml)

<https://www.elgaronline.com/monochap-oa/book/9781789907797/book-part-9781789907797-11.xml>

From : Rapidly Increasing Retirement Ages. Changing Employment Practices for Older Workers. Ageing, Work and Welfare series

Per H. Jensen. Elgaronline, July 2024

Given that previous chapters have highlighted some key changes in the family, workplaces and the wider social environment, this chapter turns our attention to some seminal developments in the typical individual characteristics of older workers. Fadyl et al. (2010) and Tengland (2011) have argued that health, competences and values or motivations (e.g. work orientation) are defining individual dimensions of work ability, and the aim of this chapter is to examine how changes in these individual characteristics intersect with changes in the employment rates of older workers.

[PDF] Negrini, A., Corbière, M., Dubé, J. et Masse, S. V. (2024). [How can work accommodations contribute to sustainable return to work of older workers after sick leave?](#)

Occupational Medicine, 74(Supplement_1), 0-0.

In Quebec (Canada), older workers aged 45 or over have a longer average absence compared to other types of workers, with higher annual costs per injury. Based on the disability at work paradigm, this study aimed to identify how work accommodations can contribute to sustainable return to work (S-RTW) of older workers having experienced occupational physical or psychological impairments.

Following a mixed design study, the ACC45+ questionnaire was developed and validated in Canada to list the work accommodations implemented during the RTW of the target population. The tool (37 items under 8 subscales) measures feasible accommodations about the work context and content, and the interpersonal relations at work (...).

Results confirmed that working in an organization that is attentive to occupational and safety issues is effective in promoting older workers' job maintenance after the RTW. The ACC45+ is the first questionnaire that can be used by stakeholders (e.g., immediate supervisors, union representatives, psychologists, physiotherapists) in interventions for implementing work accommodations in order to prevent older workers' relapses and to promote their S-RTW.

[PDF] [Maintenance des seniors dans l'emploi en Europe : quel bilan face au défi posé par le recul de l'âge de la retraite ?](#)

Gilles Le Garrec, Vincent Touzé, in Réforme des retraites et emploi des seniors, dossier de juin 2024 paru dans la revue de l'OFCE

OFCE, Sciences Po, juin 2024

Cet article dresse un bilan de la capacité que les principaux pays européens ont eue à faire face au vieillissement accéléré de leur population active depuis 2008. L'analyse se concentre précisément sur dix pays : l'Allemagne, l'Autriche, la Belgique, le Danemark, l'Espagne, la Finlande, la France, l'Italie, les Pays-Bas et la Suède. Les réformes des systèmes de retraite depuis les années 1990 ont entraîné un recul progressif de l'âge

moyen de la retraite, ce qui a augmenté le taux d'activité des seniors. S'est alors posée la question de leur maintien dans l'emploi, en considérant les spécificités liées à leur âge, telles que l'expérience acquise, l'obsolescence du capital humain ou encore un état de santé potentiellement dégradé, et comment elles peuvent influencer leur intégration professionnelle (productivité, salaire et contrat de travail). Les stratégies européennes et nationales ont visé à adapter les marchés du travail afin de répondre aux caractéristiques des seniors. Elles se sont notamment appuyées sur les axes suivants : formation professionnelle tout au long de la vie, lutte contre la discrimination basée sur l'âge, adaptation des postes, management des âges, flexibilité du temps de travail. Malgré des performances différenciées, une convergence des taux d'emploi des seniors s'est observée, les pays ayant eu un retard important en 2008 connaissant les plus fortes hausses par la suite. Deux groupes se distinguent néanmoins : ceux historiquement en avance et qui ont maintenu une certaine dynamique (Allemagne, Pays-Bas, Suède, Danemark et Finlande) et ceux en retard qui s'inscrivent aussi dans un schéma de convergence mais qui sont à la traîne sur l'emploi des 60-64 ans (France, Espagne, Italie, Belgique et Autriche).

[PDF] [Proposal of a multidimensional risk assessment methodology to assess ageing workforce in a manufacturing industry : a pilot case study](#) (Proposition d'une méthode d'évaluation multidimensionnelle des risques pour évaluer le vieillissement de la main-d'œuvre dans une industrie manufacturière : étude de cas pilote).

Fabio De Felice, Francesco Longo, Antonio Padovano, Domenico Falcone, Ilaria Baffo
Safety Science, vol. 149, mai 2022

Bien que le vieillissement de la population soit un phénomène relativement lent et prévisible, il n'existe pas aujourd'hui, dans les secteurs productifs, de stratégies claires et partagées permettant de prendre des mesures appropriées pour réduire son impact sur le travail. En fait, d'une part, les travailleurs plus mûrs représentent une ressource pour leurs entreprises en raison de leur patrimoine humain et culturel. Mais, d'autre part, ils ont aussi, en général, une plus faible capacité d'adaptation à l'innovation, un manque de familiarité avec les technologies de l'information, moins de créativité, et une perte relative de force physique. Dans cette étude, Les auteurs d'abord identifié les aspects de la sécurité, des risques et de l'exploitation affectés par le vieillissement de la main-d'œuvre. L'analyse a montré qu'il existe encore peu de recherches sur le vieillissement et sur la manière d'évaluer les risques sur le lieu de travail. Sur cette base, ils ont ensuite présenté une approche de gestion multidimensionnelle pour mesurer les performances de la main-d'œuvre vieillissante dans des contextes de sécurité au travail. Le modèle se veut un outil utile pour les décideurs politiques et industriels.

[PDF] [Rehabilitating workers aged 55 and over: Professionals' perspectives and solutions](#)

Durand, M.-J., Coutu, M.-F., Lecours, A., Léonard, G., Lederer, V., Nastasia, I., . . . Paquette, M.-A.
Journal of Occupational Rehabilitation, 2024

Work disability affects a growing number of workers aged 55 and over (W55 +). While rehabilitation programs have demonstrated efficacy for workers with an average age of 42, they often have not been designed to meet unique needs of aging workers. This study aimed to describe the difficulties encountered by work rehabilitation professionals and explore their solutions for improving services offered to W55 + .

Methods

This study used a simple descriptive design with purposive sampling. Occupational therapists, physical therapists, and psychologists were mainly recruited in private clinics. An interview guide based on the Work Disability Paradigm was piloted and used with the participants. Qualitative interviews were conducted with work rehabilitation professionals and then transcribed. A thematic analysis was performed.

Results

The sample consisted of fifteen participants (average age 38 years) with near equal representation across genders and disciplines. Difficulties were identified in relation to the (1) characteristics of W55 + , (2) work environment, (3) compensation system, and (4) communication among stakeholders. Five solutions were proposed to improve the services offered: provide healthcare professionals with access to tools and training, implement communication mechanisms, integrate a return-to-work coordinator, develop a joint action plan for managing W55 + , and implement an integrative prevention approach in workplaces.

Conclusions

Our results represent a first step in mapping various stakeholders' needs to ensure better support for W55+ with work disabilities. These results delineate a roadmap for future research that should expand upon these stakeholders' perspectives to provide a more comprehensive description of their needs and potential solutions.

[PDF] [Travail des seniors, où en êtes-vous dans votre entreprise ? Prévenir l'usure professionnelle, favoriser le maintien en emploi](#)

ANACT, juin 2024, 35 p.

L'Anact publie un guide contenant des pistes d'action pour faciliter le travail des salariés de 55 ans et plus dans de bonnes conditions et, plus largement, favoriser la prévention et les montées en compétences tout au long des parcours professionnels. En 4 fiches pratiques ce guide détaille les mesures à mettre en place en matière de management, de ressources humaines et de dialogue social pour prévenir l'usure professionnelle et favoriser le maintien en emploi des seniors.

Et [questionnaire](#) associé

Un questionnaire à remplir en une dizaine de minutes pour situer les pratiques de votre entreprise concernant l'emploi et les conditions de travail des seniors.

[PDF] [Quels rapports entre les conditions de travail présentes et le passé professionnel ?](#)

F Lainé, L Lizé, Cereq, juillet 2024

Les conditions de travail en France sont très hétérogènes. Si elles varient selon les caractéristiques sociodémographiques des salariés, elles sont également liées à leurs parcours professionnels. Les salariés qui progressent en changeant d'entreprise sans passer par le chômage sont ceux qui considèrent le plus souvent que leur travail est apprenant et qui sont les plus satisfaits des conditions dans lesquelles il est exercé.

[Résumé] [Work engagement and work ability in the digital age: the role of job resources and traditional and emerging demands among older workers](#) [Poster]

C Di Tecco, I Marzocchi, [S Russo](#), A Comotti... - 16th Conference of the ..., 2024 - iris.uniroma1.it

The modern workplace is undergoing rapid change, with an aging workforce, technological advancements, and the emergence of new ways of working. These changes are posing a number of challenges for organizations, including how to maintain employees' work ability. Work ability is the ability to perform one's job duties effectively and productively. It is influenced by a number of factors, including characteristics and workers' health. Among indicators of well-being, work engagement is a positive mental state associated with work, characterized by high levels of energy and resilience (vigor), a strong sense of connection to one's work (dedication), and a favourable state of deep immersion and focus on work tasks (absorption). Previous studies have underscored the motivational significance of work engagement across various professions, highlighting its prominent role in enhancing job performance and enriching well-being. However, while the association between work engagement and workers' health is better understood, its relationship with employees' work ability has received less attention. Based on JD-R model assumptions, this study aimed to investigate the relationships between job resources (control and social support), job demands (workload and techno-complexity), work engagement, and work ability among employees aged over 50. Method: A structured interview was conducted with 230 bank and finance workers aged over 50 during their mandatory medical check-ups under the Italian Legislative Decree 81/08. Structural equation modelling was employed to assess the study hypotheses. Results: The study revealed a positive association between work engagement and work ability. Additionally, control and social support were directly linked to work engagement and indirectly connected to work ability. Among job demands, only techno-complexity was negatively associated with work engagement. Interestingly, workload acted as a buffer, diminishing the positive association between control and work engagement. Conclusion: Work engagement plays a fundamental role in maintaining work ability. Technocomplexity emerges as a burgeoning risk factor for work engagement, particularly among older workers in the digital age. Organizations can effectively enhance work engagement and, consequently, work ability by granting employees greater autonomy, fostering a supportive work environment, and minimizing job demands.

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

[PDF] [Effort-reward imbalance at work assessed at midlife and prediabetes prevalence assessed 18 years later in a prospective cohort of white-collar workers](#)

C Riopel, X Trudel, A Milot, D Laurin... - *Annals of Work ...*, 2024 - academic.oup.com

Evidence suggests that workers exposed to psychosocial stressors at work from the effort-reward imbalance (ERI) model are at increased risk for type 2 diabetes mellitus (T2DM). However, evidence about the effect of ERI on prediabetes is scarce. This study aimed to examine the association between effort-reward imbalance at work, glycated hemoglobin level and the prevalence of prediabetes in women and men from a prospective cohort study.

Methods

This study was conducted among 1354 white-collar workers followed for an average of 18 years. Effort-reward imbalance at work was measured in 1999 to 2001 using a validated instrument. Glycated hemoglobin was assessed at follow-up (2015 to 2018). Differences in mean glycated hemoglobin levels were estimated with linear models. Prediabetes prevalence ratios (PRs) were computed using robust Poisson regression models.

Results

In women, those exposed to effort-reward imbalance at work at baseline had a higher prevalence of prediabetes (PR = 1.60, 95% confidence interval: 1.02–2.49) at follow-up following adjustment for sociodemographic, lifestyle-related, clinical, and other occupational risk factors. There was no difference in mean glycated hemoglobin levels.

Conclusion

Among women, effort-reward imbalance at work at midlife was associated with the prevalence of prediabetes, at older age. Preventive workplace interventions aiming to reduce the prevalence of effort-reward imbalance at work may be effective to reduce the prevalence of prediabetes among women.

GRH et vieillissement

[PDF] [Adapting to an older workforce: health and the \(non\) response of employers in an era of insecurity](#)

D Lain, M van der Horst, S Vickerstaff - *Journal of Social Policy*, 2024 - cambridge.org

The UK government has called for employers to make work adaptations in response to changes in health individuals may experience as they age. However, government assumptions place too much emphasis on the voluntary actions of employers and managers, without placing the management of health in a wider context. Drawing on insights from Thompson's disconnected capitalism thesis, we explore whether financial/competitive pressures facing many private and public sector organisations today, alongside other factors, contribute to organisations not considering or implementing work adaptations. In this context, it is suggested that older workers may also hide health issues because of anxiety, or 'ontological precarity', regarding working longer. Qualitative case studies compare the delivery of work adaptations in three organisations: 'Local Government', 'Hospitality', and 'Trains'. Work adaptations were only widely available in Trains; this was for a range of reasons, including the fact that Trains was relatively insulated from financial pressures and able to deliver job and financial security for older workers. As many older workers will continue to be employed by organisations similar to Local Government and Hospitality, we argue that policy makers cannot rely solely on employers to make adaptations.

[Résumé] [Le Capital Seniors. Enquête sur la gestion créative des carrières et des compétences](#)

F Poelman-Bonnevay, P.E. Medioni

Chaire FIT, Mines Paris PSL, 67 pages, 09/2024

Les auteurs ont exploré les pistes retenues par les entreprises qui agissent et font des propositions en faveur de leurs populations seniors. Des entretiens avec des dirigeants, des DRH et des experts, des salariés seniors et

des managers leur ont permis d'aborder le sujet sous différents angles : beaucoup de non-dits subsistent et les personnes concernées sont bien placées pour expliquer leurs perceptions et formuler des propositions. Cet ouvrage propose un panorama synthétique des enjeux à considérer et 8 catégories d'actions à mettre en œuvre afin de créer une dynamique inclusive pour tous les salariés qui constitue pour les auteurs le cercle de la politique seniors : écouter les salariés, communiquer, sensibiliser pour acter le changement de cap, former pour soutenir le le changement de cap et pour garantir l'employabilité, donner à tous les mêmes chances, gérer la santé et l'usure professionnelle, organiser la flexibilité, tout au long de la carrière, accompagné vers la retraite, mesurer.

[HTML] [Digitalisation and Age Management. Elderly-centered Policies and Tools at Work.](#)

[M Russo](#) - Il lavoro tra transizione ecologica e digitale ..., 2024 - iris.unicampania.it

Ageing population is an "irreversible" global trend, which has a significant impact on societies and economies, with relevant policy implications. Particularly, it influences the labour market by affecting the size, characteristics, and composition of the workforce. Therefore, identifying the most suitable tools for the effective and sustainable inclusion of older workers in the labour market is essential, and it is necessary to take into consideration the current digital transition and the consequent transformations for the organisation of work activities. What might be the role of digitalisation in the improvement of age management? At first sight, new technologies could be seen as a threat to older workers because, at least in the general opinion, this category of employees appears less flexible and cannot adapt easily to transformations, especially where the use of digital devices is concerned. Conversely, beyond stereotypes, a more in-depth analysis may hold some surprises since some technological applications at work may prove very useful for the elderly. Digital tools can not only embody the aim of facilitating work-life balance, but they can also be a sort of reasonable accommodation. Digital active ageing policies - which consist of the application of technological tools to promote the inclusion and participation of older workers - are necessary to face the current demographic transformation and digital transition with a conscious and balanced approach. For instance, the use of remote work and wearable technology might have positive effects on improving the employability of older workers, not just from the perspective of employees and employers but also for social security systems through the reduction of absences and injuries and more conscious retirement choices, as older workers will not be forced to retire prematurely to settle new personal or health needs. Although it may seem like a contradiction in terms, investing in older workers is the future, and improving digital active ageing policies and tools while minimising their critical issues and enhancing their benefits, might be the right direction.

[HTML] [How to commit aging workers: the role of HR bundles](#)

[J Van Beurden, K Pak, DTAM Kooij](#)... - ... International Journal of ..., 2024 - Taylor & Francis

Since workforces are aging worldwide, scientists and practitioners aim at understanding the potential contribution of (bundles of) HR practices in increasing commitment among aging workers. In this time-lagged survey study, we distinguished four HR bundles for aging workers (Kooij et al., [Citation2014a](#); Van Dalen et al., [Citation2015](#)): development, maintenance, utilization, and accommodative HR practices. We investigated the influence of the availability and use of these HR bundles on commitment over time and the role of age in this relationship. Based on two-wave complete panel data (N = 489) collected among employees in a Dutch university, we found that perceived availability of maintenance HR practices was positively associated with commitment over time. Further, based on the Selection, Optimization, and Compensation model (Baltes & Baltes, [Citation1990](#)), we expected and found that the relationship of the perceived availability and the perceived usage of utilization HR practices with commitment strengthens with age. These results highlight the importance of different bundles of HR practices for increasing commitment over time among aging workers.

[PDF] [ID: 147-Innovating Talent Management Practices for sustained employment in UK Public Sector organisations](#)

O Ayetuoma - E-Book Abstracts - ray.yorks.ac.uk

In response to these gaps and using sustainable career lens as a theoretical framework for analysing findings, this paper explores how three UK public sector organisations innovate their TM (talent management)

programs for sustained employment of their talented workforce particularly the older workforce amongst others by asking the following Research Questions • How do organisations innovate talent programs for sustainable employment at the meso, micro and macro levels • How do organisations drive implementation of talent programs for successful outcomes resulting in sustainable employment of their talents.

[HTML] [Strategies for Managing the Ageing Workforce in Manufacturing: A Survey-Based Analysis](#)

A Rubini, [C Piffari](#), [A Lagorio](#), [C Cimini](#) - IFIP International Conference on ..., 2024 - Springer

In recent years, the phenomenon of an ageing workforce has emerged as a critical area of concern, drawing attention from various stakeholders, including policymakers, researchers, and industrial practitioners. The rapid advancements in digitalisation within the manufacturing sector have compounded this issue, highlighting the need for a comprehensive understanding of its contextual underpinnings and implications. As a result, the responsibility of addressing these shifts in the human resource markets and, more importantly, their implication for working conditions falls on industrial engineering and production research communities as well as national and corporate policymakers. Addressing these problems is particularly important in manufacturing or assembly lines where workers must execute manual and cognitive tasks requiring both their full physical and mental faculties. A research approach based on a targeted questionnaire surveys was conducted within an Italian province. By engaging directly with industry stakeholders and workforce representatives, the research sought to extract insights regarding the awareness of the ageing workforce phenomenon and the practices employed to address its challenges. This study reveals that half of the surveyed manufacturing companies lack targeted strategies due to resource limitations, resistance to change, and competing priorities. However, companies implementing flexible working practices, training programs, job rotation, and enlargement report positive outcomes and emphasize the importance of preserving older workers' expertise.

[Résumé] [Usure professionnelle : comment travailler différemment ?](#)

A Gegaden, *Prévention BTP*, n° 286, juillet 2024

Le document traite de l'usure professionnelle dans le secteur du BTP et des moyens de la prévenir, notamment face au vieillissement des salariés. Il souligne l'importance d'une approche globale, combinant aides techniques (comme les exosquelettes) et changements organisationnels.

Il met en avant le rôle crucial de l'anticipation, avec une collaboration entre préventeurs, ressources humaines et médecine du travail. Il présente des exemples d'entreprises ayant mis en place des aménagements de postes pour les travailleurs âgés. La démarche de l'OPPBTP Adapt-BTP a été utilisée. Cette démarche comprend 2 jours de formation et s'appuie sur l'observation et l'analyse des situations de travail de l'entreprise puis la participation des équipes pour imaginer des pistes d'amélioration.

Le document inclut également l'avis d'un médecin du travail qui insiste sur l'importance de prévenir les troubles musculosquelettiques (TMS), principale cause d'inaptitude, en agissant sur l'organisation du travail et en promouvant une bonne hygiène de vie.

Enfin, il mentionne le lancement d'un fonds d'investissement pour la prévention de l'usure professionnelle, offrant des subventions aux entreprises, notamment du BTP, pour financer des projets liés aux risques dits ergonomiques.

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

[Résumé] [A Systematic Review of Factors Impacting Older Workers' Experiences with Technology in the Workplace](#)

[J Adeniyi](#), TC Brown - *Academy of Management Proceedings*, 2024 - journals.aom.org

The impact of technology on the work experiences of older workers is a topic of growing interest. As the global population ages, leading to an increased representation of older employees in the workforce, understanding the dynamics of their careers in the evolving technological landscape becomes crucial. Despite this demographic shift, there is a noticeable gap in research addressing the factors influencing older workers' experiences within the changing technological work environment. To bridge this gap, we conducted a comprehensive systematic

literature review, encompassing 121 papers from peer-reviewed journal articles to grey literature. This review not only synthesizes and evaluates existing research but also provides significant implications for both scholars and practitioners. It provides valuable insights into individual career development, career management strategies, and the relationship between technology and careers, offering directions for future research and strategies to ensure a technologically adaptive work environment for older workers.

[PDF] [Assessing the impact of environmental quality factors on the industrial performance of aged workers : a literature review](#). (Evaluation de l'impact des facteurs de qualité de l'environnement sur la performance industrielle des travailleurs âgés : revue de la littérature).

Safety Science, vol. 149, mai 2022

Le vieillissement croissant de la main-d'œuvre pose d'importants défis aux structures industrielles. L'une des conséquences semble être la réduction des performances en raison d'une diminution des capacités physiques et mentales globales. D'un autre côté, les travailleurs âgés sont très appréciés pour les connaissances et les compétences acquises au cours de leur carrière. Depuis 1950, l'Organisation internationale du travail et l'Organisation mondiale de la santé ont suggéré d'améliorer l'environnement de travail en agissant sur les facteurs de qualité de l'environnement intérieur (QIE). Cet article présente une analyse structurée de la littérature sur les caractéristiques des travailleurs âgés, les facteurs de QIE (l'ergonomie, la température, la ventilation, l'humidité relative, l'éclairage et le bruit) et les résultats des performances, en explorant l'intégration entre les couples de facteurs. Il propose une carte schématique des résultats clés, soulignant comment la préservation du bien-être des travailleurs âgés est fondamentale pour maintenir ou, mieux encore, augmenter les performances des travailleurs industriels.

[PDF] [ID: 57-Equality and Diversity versus Equity and Inclusion: theorising HRD for social justice in extending working lives](#)

R Warhurst, [K Black](#), C Hedley - E-Book Abstracts - ray.yorks.ac.uk

An emerging challenge for 'HRD in a digital age' is to address the labour shortages and associated social consequences that are attributable to the premature withdraw of older-workers from paid employment. These issues, combined with age-discrimination law, have resulted in organisations implementing policies to extend working lives (EWL). Mainstream HRD contributes to EWL and thereby ensuring equality and diversity through, for example, providing later-career development opportunities. However, such contributions can reinforce disadvantage, and the potential of HRD for EWL in socially just ways to ensure equity and inclusion has yet to be realised. Research Purpose The emerging Critical HRD approach (Bierma et al., 2024) has much to contribute to achieving social justice in EWL. Therefore, this theoretical working-paper has three purposes. First, to examine the Critical HRD approach and to show how while mainstream HRD is well intentioned, older-workers might be disadvantaged through the perpetuation of hegemonic, performative narratives. Second, to critically theorise later-career in terms of identity threats and transitions. Third, to propose new directions for HRD in relation to equity and inclusivity. Research Question/s The three research questions are as follows. First, to what extent does the current emphasis within mainstream HRD on enabling equality and diversity in organisations, ameliorate the disadvantage experienced by older-workers? Second, how can HRD be better theorised to inform research and practice for EWLs? Third, how can this theorising enable HRD to better support equity and inclusion for older-workers? (...).

[PDF] [Impact des efforts physiques en milieu de travail sur le développement de la fatigue musculaire, les propriétés tissulaires et la stabilité posturale des travailleurs plus âgés : une étude de faisabilité](#)

DESCARREAUX M. ; ABOUD J. ; CANTIN V. ; SOBCZAK S. ; ET COLL.

Rapport scientifique. R-1198-fr, Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST), Montréal (Canada), 2024, 82 p., ill., bibliogr. (En français)

L'objectif de cette étude est de déterminer la faisabilité de mesurer l'impact des efforts physiques déployés au cours d'une journée de travail sur le développement de la fatigue musculaire, les propriétés tissulaires et la stabilité posturale de travailleurs âgés (>50 ans) et plus jeunes (≤50 ans). Des travailleurs jeunes (≤50 ans) et des travailleurs âgés (> 50 ans) ont été recrutés pour cette étude de faisabilité visant à identifier les impacts

physiques et physiologiques encourus au cours d'une journée de travail typique. Les mesures utilisées en début et en fin de journée comprenaient un test d'endurance et de fatigue musculaire des muscles du tronc, l'évaluation de la hauteur discale pour l'ensemble du rachis et un test de stabilité posturale. De plus, au cours de la journée de travail, les participants ont porté un dispositif d'actimétrie permettant une collecte de données concernant le niveau d'activité physique journalier et les positions de travail, en plus de faire l'objet d'une analyse ergonomique de l'activité afin de comprendre la complexité de leur travail. Un total de 41 participants, soit 21 dans le groupe 1 (travailleurs jeunes : ≤ 50 ans) et 20 dans le groupe 2 (travailleurs âgés : > 50 ans) ont été recrutés. Les résultats indiquent un effet significatif du moment de la journée sur l'endurance, la force maximale, la hauteur discale, et la vitesse de déplacement du centre de pression en médio-latéral, les travailleurs présentant une diminution de la durée du maintien de la posture, une diminution de la force maximale et une diminution de la hauteur discale à la fin de journée par rapport au matin.

[PDF] [The impact of digital technology on the physical health of Older Workers: Protocol for a Scoping Review](#) JJA Spijker, H Barlin, DA Grad, Y Gu, A Klavina... - science.rsu.lv

Digital technologies have penetrated most workplaces. However, it is unclear how such digital technologies affect the physical health of older workers. Objective: This scoping review aims to examine and summarize the evidence from scientific literature concerning the impact of digitalization and the utilization of digital tools on the physical health of older workers. Methods: This scoping review will be conducted following recommendations outlined by Levac et al. and adhere to the PRISMA-ScR (Preferred Reporting Items for Systematic Reviews and Meta-Analysis Extension for Scoping Reviews) guidelines for reporting. Peer-reviewed articles written in English will be searched in the following databases: MEDLINE, Cochrane, Proquest, Web of Science, Scopus, APA PsycInfo and ERIH PLUS. The web-based systematic review platform COVIDENCE will be used to create a data extraction template. It will cover the following items: study and participant characteristics, health measures, digital tool characteristics and usage, research findings, and policy implications. Following the Population, Concept, and Context (PCC) framework, our review will focus on studies involving older workers aged 50 years or above, any form of digitalization (including teleworking and the use of digital tools at work) and how digitalization affects physical health (such as vision loss, musculoskeletal disorders, migraine). Studies that focus only on mental health will be excluded. Study selection based on title and abstract screening (first stage), full-text review (second stage) and data extraction (third stage) will be performed by a group of researchers, whereby each article will be revised by at least two people. Any conflict regarding the inclusion or exclusion of a study and the data extraction will be solved by discussion between the researchers who evaluated the papers; a third researcher will be involved if consensus is not reached. Results: A preliminary search of MEDLINE, Epistemonikos, Cochrane, Prospero and JBI Evidence Synthesis was conducted and no current or underway systematic reviews or scoping reviews on the topic were identified. The results of the study are expected in April 2025.

Conclusions: Our scoping review will seek to provide an overview of the available evidence and identification of research gaps regarding the effect of digitalization and the use of digital tools in the work environment on the physical health of older workers.

[Résumé] [The importance of occupational insecurity as a stressor in a new world of work: A comparative analysis of younger and older workers](#)

[I Urbanaviciute](#), M Parmentier... - 16th EAOHP ..., 2024 - orbi.uliege.be

While digitalization offers many ways of managing the workflow and improving performance, it also poses additional challenges for employees. One such notable challenge is occupational insecurity (OCI), which reflects workers' concern that the nature of their occupations might significantly change due to automation (i.e., content OCI) and/or fear that the occupation as such might become obsolete in the future (i.e., global OCI; Roll et al., 2023). Drawing on the Job Demands and Resources framework (Bakker & Demerouti, 2017), this new form of insecurity can be conceptualized as an increasingly relevant psychosocial stressor, leading to undesirable effects in terms of employee health and performance. However, as this is a relatively new construct, empirical evidence about its functioning and salience in relation to other "new" job demands is scarce. In the current study, we aim to bring more clarity about the nature of OCI in several ways. First, we

test whether it is predictive of exhaustion and mental distancing from work, which refer to impaired ability and willingness to achieve optimal performance, respectively (Schaufeli et al., 2023). Second, we aim to determine its strength and relative contribution to these outcomes against the backdrop of other relevant stressors, such as intensified job and career planning demands. Finally, we seek to better understand the role of a person's age in embracing the technological component at work by comparing the strain pathways between younger and older worker groups. *Method* The data were collected via an online survey. Individuals working in the French-speaking region of Belgium took part in the study (N = 501; mean age 38.17 years; 71.6 % female). They were split into younger (≤ 40 years, n = 294) and older (41+ years, n = 207) worker subsamples for analyses (...). *Findings* Global OCI significantly predicted exhaustion among younger but not older employees. However, it had a lesser impact on exhaustion in terms of its relative weight compared to other technology-related stressors (such as increased availability) and intensified career planning demands. A different predictive pattern was observed in the older employee subsample. In this group, content OCI was a more relevant predictor of exhaustion. Regarding mental distance as an outcome, we also observed a somewhat different ranking of top-weighted predictors in the comparison groups. However, global OCI held equal importance in both subsamples and was the most salient predictor of mental distancing from work compared to other ICT-related stressors. *Implications* Our study expands the view of the "new" job demands by including two types of OCI among them. Our findings highlight that they may constitute significant psychosocial risks in the new world of work if not properly addressed. Moreover, we demonstrate that the implications of digitalization might be not the same for older and younger individuals.

[Résumé] [THE INTERACTION EFFECT BETWEEN ROLE OVERLOAD AND SKILL TRAINING ON OLDER WORKERS' WORK ENGAGEMENT](#)

S Kumari, P. Singh - ACTA SCIENTIAE, 2024 - periodicosulbra.org

This empirical study examines the interaction effect between role overload and skill training on work engagement among older workers. With an aging workforce becoming increasingly prevalent, understanding how factors like role overload and skill training interact to influence work engagement is crucial. This paper reviews existing literature, proposes hypotheses, and presents empirical findings based on a sample of older workers in various sectors. The study aims to provide insights for organizational strategies to enhance engagement among older employees, ensuring productivity and job satisfaction.

[PDF] [RELATION SANTÉ ET HEURES TRAVAILLÉES CHEZ LES INDIVIDUS ÂGÉS DE 50 ANS ET PLUS](#)
I BALDE - 2024 - economie.esg.uqam.ca

Ce mémoire analyse la relation entre les problèmes de santé et les heures de travail des personnes âgées de 50 ans et plus. Nous utilisons des régressions par la méthode des moindres carrés ordinaires et des données provenant de l'enquête SHARE réalisée entre 2010 et 2017. Nos résultats indiquent qu'il existe une relation significative entre les variables relatives au marché du travail, les variables de santé et le nombre d'heures travaillées. Plus précisément, la fragilité physique et mentale est associée à une réduction du nombre d'heures de travail hebdomadaires chez les individus âgés de 50 ans et plus. Par ailleurs, les individus ayant un niveau d'éducation secondaire ou postsecondaire, les employés du secteur privé, les travailleurs indépendants et les travailleurs qualifiés réduisent significativement leur nombre d'heures de travail hebdomadaire par rapport aux autres groupes tels que ceux ayant un niveau d'éducation inférieur au secondaire, les fonctionnaires de l'État et les travailleurs non qualifiés. En outre, l'analyse met en évidence un lien positif entre le salaire hebdomadaire et les heures de travail. Nos résultats révèlent également que la probabilité de réduire ses heures de travail est plus élevée pour une personne confrontée à des problèmes de santé, en particulier si elle possède un niveau d'éducation élevé, sont des travailleurs indépendants ou occupent des postes qualifiés. Dans l'ensemble, nous pouvons déduire que les problèmes de santé mentale et physique incitent les travailleurs, indépendamment de leur sexe, à réduire leur temps de travail.

Parcours professionnel + capacités fonctionnelles, santé perçue, usure précoce

[PDF] [A decision support system for designing win-win interventions impacting occupational safety and operational performance in ageing workforce contexts](#). (Système d'aide à la décision pour concevoir des interventions gagnant-gagnant ayant un impact sur la sécurité au travail et la performance opérationnelle dans des contextes de travailleurs vieillissants).

PERON M. ; ARENA S. ; MICHELI G.J.L. ; SGARBOSSA F.

Safety Science, vol. 147, mars 2022, 14 p., ill., bibliogr. (En anglais)

Les entreprises sont confrontées à des problèmes liés à l'augmentation de l'âge moyen de leur main-d'œuvre (AW), qui a un impact sur les performances opérationnelles et en matière de sécurité et de santé au travail (SST). Dans cette étude, les auteurs ont tout d'abord procédé à une analyse documentaire qui a permis d'identifier les aspects de la performance opérationnelle et de la SST affectés par l'AW, les types d'interventions appropriés dans un contexte d'AW, et les interrelations entre ces trois approches. Sur cette base, ils présentent ensuite un système conceptuel d'aide à la décision (DSS) pour aider les décideurs à analyser les performances opérationnelles et de SST sur leur lieu de travail et à définir les interventions appropriées pour un contexte AW. Plus précisément, en tenant compte des interrelations entre les interventions et les performances opérationnelles et de SST, le système conceptuel d'aide à la décision facilite une approche gagnant-gagnant, dans laquelle les performances opérationnelles et de SST sont améliorées simultanément par le choix de la ou des interventions appropriées. Un cas d'application illustratif est ensuite développé pour montrer l'application du DSS avant de tirer des conclusions sur ses principales forces et limites, ainsi que sur les pistes de recherche futures.

[PDF] [The development of working hours and sickness absence in midlife and later careers: an occupational cohort study](#)

[J Suur-Uski](#) - 2024 - helda.helsinki.fi

The main aim of this study was to examine the developmental patterns of working hours and sickness absence among midlife and older public sector employees and to study social, work-, and health-related determinants of distinct developmental patterns in working hours and sickness absence.

This study is a part of the Helsinki Health Study cohort study, comprised of municipal employees of the City of Helsinki. Sickness absence data were derived from the City of Helsinki personnel register and from the Social Insurance Institution of Finland. The development of working hours and sickness absence was examined by two person-based longitudinal approaches. After selecting the most representable trajectory model in each analysis, multiple socioeconomic and work-related factors, such as occupational class, marital status, age, shift work, and work-home satisfaction, as well as health behaviours, were included to examine their associations with working hour and sickness absence trajectories.

This study showed that the majority of municipal employees' working hours remained stable and most employees sustained working life without sickness absence. Roughly a tenth of employees were assigned to a trajectory with a high rate of sickness absence, which depending on the sub-study was either marked by strongly increasing long-term sickness absence or by a persistently high rate of short-term sickness absence spells. Multiple health behaviours were associated with sickness absence trajectory membership, in particular two major modifiable lifestyle factors, physical inactivity and smoking, arose as determinants for trajectory membership. Socioeconomic differences were clear throughout this study, with more sickness absence among those in lower occupational classes. Further, when examining the contemporaneous development of short- and long-term sickness absence, both interrelationships and heterogeneity between the sickness absence trajectories were observed.

Sickness absence is not equally divided among public sector employees, but rather separate subgroups arise within this heterogeneous population. The results of this study can be utilised in occupational healthcare and in health policy with more focus on those in lower socioeconomic positions.

[Résumé] [Long working hours at midlife and arterial stiffness at older age among white-collar workers followed over 24 years](#)

CB Sisti, [M Gilbert-Ouimet](#), [M Lavigne-Robichaud](#)... - 2024 - researchsquare.com

Despite the well-documented link between long working hours and increased cardiovascular disease risk, the specific impact of prolonged exposure to long working hours on arterial stiffness, an early marker of vascular damage, remains underexplored. This study aims to examine whether long working hours, repeatedly assessed at midlife, is associated with increased arterial stiffness at older age in a 24-year prospective study of white-collar workers in Quebec City, Canada.

This study relied on a prospective cohort, initiated in 1991–1993 (T1) with two follow-ups after 8 years (T2, 1999–2000) and 24 years (T3, 2015–2018). Participants (N = 1,629) were randomly selected for arterial stiffness measurement at T3 using carotid-femoral pulse wave velocity (PWV). Long working hours (> 40 h/week) were assessed at baseline (T1) and at the first follow-up (T2). Mean differences in PWV were estimated using generalized linear models, accounting for sociodemographic factors, lifestyle-related risk factors, clinical factors and psychosocial stressors at work.

Among participants who remained actively employed over the study period, baseline (+ 0.54 m/s, 95% CI: 0.05–1.02) and repeated (+ 1.54 m/s, 95% CI: 0.83–2.26) exposure to long working hours was associated with increased arterial stiffness. No association was observed among participants who retired between follow-ups. The present study suggests that working long hours during midlife is associated with increased arterial stiffness, among aging workers. Workplace preventive strategies reducing long working hours may be effective to mitigate long-term arterial stiffening.

[PDF] [La pénibilité au travail](#)

C Nicolas, thèse, Université d'Avignon, spécialité en droit, 2021, 543 p.

L'exercice de l'organisation du travail sous ses formes contemporaines, influencée notamment par les récentes technologies et les exigences de compétitivité, a des conséquences sur la santé des salariés et sur leur espérance de vie sans incapacité. Les inégalités que peut engendrer une surcharge de travail chronique, en matière de droit à la santé et de droit à la retraite doivent être considérées à l'aune de l'usure professionnelle. Aussi, sous l'angle de la compensation, l'alignement juridique de la pénibilité psychique au travail avec la pénibilité physique est proposé, par l'ajout au compteprofessionnel de prévention (C2P) d'un nouveau facteur de risque professionnel, ou bien par un projet plus ambitieux de l'étude objective et transversale de détermination des métiers les plus pénibles. A plus long terme, ce sont des actions de « prévention intégrée », qui contribueront à l'amélioration pérenne de la santé des travailleurs en entreprise. La reconnaissance au travail et le sens du travail sont des axes de préservation de la santé pour lesquels les acteurs de la prévention doivent primordialement œuvrer. Effectivement, pour les salariés massivement confrontés aux risques psychosociaux, et pour les entreprises qui voient leurs niveaux de productivité directement impactés, les enjeux de « la qualité de vie au travail » sont majeurs. La formation permettant l'adaptation des collaborateurs et managers aux évolutions du monde de l'entreprise est une clé qui mérite d'être toujours plus développée par le droit du travail.

[Résumé] [La protection de la santé des agents publics territoriaux](#)

L Clouzot - Les informations administratives et juridiques, 2024 - droit.cairn.info

L'encadrement juridique s'est progressivement construit en droit de la fonction publique et les actions en la matière se sont récemment consolidées. Ce mouvement s'est symboliquement concrétisé par l'adoption du premier plan santé au travail dans la fonction publique pour 2022-2025 alors que différentes initiatives et travaux mettaient en évidence la nécessité d'aller encore plus loin dans le secteur public.

[HTML] [Resilient workers and resilient markets—lessons from the work life courses](#)

[I Genelyte](#), [CJ Torgé](#), [L Homman](#) - Nordic Congress of Gerontology, 2024 - diva-portal.org

With the increase in longevity and changes in welfare states, policies aim to make extended working lives possible. At the same time, there may be various work-related risks that may act as barriers to an extended working life and re-entry into the labour market. The focus of this presentation is resilience, both of the labour

market and of older workers themselves, in handling work-related and organizational risks in later working life.

Methods

This presentation draws on 100 problem-oriented interviews with older workers in Germany, Poland, Sweden and the UK focusing on their work life course. Respondents varied in education- and skill-level and current type of employment. The research teams from the four countries coded interviews according to a standardized theory-driven coding guide and summarized work trajectories through mapping risk-related turning points in the work life.

Results

We identify three different work trajectories based on the prevalence of work-related risks. Further, we present a comparative analysis of the individuals' experiences of coping strategies and unmet needs to maintain or re-enter work.

Conclusions

Received formal and informal support reveals the psychosocial resilience of the individuals and the resilience of the labour market and welfare system to meet different kinds of risks in a working life. Altogether, the presentation contributes to the increased knowledge on possibilities for extending working lives by focusing on psychosocial and social resilience, and how different support channels throughout the work life course are employed.

[HTML] [Les 6 sujets de la qualité de vie et des conditions de travail](#)

Améliorer la QVCT, c'est travailler collectivement dans l'entreprise six grands sujets (organisation, contenu et réalisation du travail ; projet d'entreprise et management ; égalité au travail ; dialogue social et professionnel ; compétences et parcours professionnels ; santé au travail et prévention). Autant de portes d'entrées pour discuter du travail et imaginer des actions d'amélioration.

ANACT, 17 octobre 2024

Travailleurs jeunes / âgés, relations intergénérationnelles

[PDF] [Coordination du travail et collaboration des équipes: étude de l'influence de multiples générations](#)

A Collignon, L Decaux - dial.uclouvain.be

Dû au vieillissement de la population et au recul de l'âge légal du départ en retraite, on retrouve aujourd'hui cinq générations sur le marché du travail. Cette situation sans précédent amène de nouveaux enjeux pour les entreprises. En effet, chaque génération a des caractéristiques qui lui sont propres et qui vont influencer la coordination du travail et la collaboration des équipes, positivement ou négativement. L'objectif de ce mémoire est de comprendre l'influence des générations sur la coordination du travail et la collaboration des équipes au travers d'une revue de littérature et d'une collecte de données qualitatives au sein de quatre entreprises opérant en Belgique. Les conclusions tirées de la recherche sont qu'une compréhension et une ouverture à la situation sont essentielles, ainsi qu'une bonne gestion, inclusive et respectueuse. Différentes actions peuvent être mises en place par les entreprises et les managers pour aller dans ce sens, telles que des relations de mentorats par exemple.

[Résumé] [Older Workers' Perspectives on Training and Retention of Older Workers: South Australian Aged Care Workers Study. Support Document](#)

D Lundberg, Z Marshallsay - policycommons.net

Older workers' perspectives are examined in a national survey of the finance sector and case studies of aged care and construction workers. The majority of older workers intend to work beyond retirement age, to achieve a better lifestyle. With training, older workers could mentor younger workers. This support document includes a national survey of older workers in South Australia who are members of the Liquor, Hospitality & Miscellaneous Union. The National Survey Questionnaire is appended.

[HTML] [Perceptions of Generational Conflict in the Fire Service](#)

JD Hennessey - 2024 - search.proquest.com

The purpose of this qualitative multiple-case study was to understand the perceptions of fire service employees about generational conflict within fire service organizations across the United States. The findings of the study could allow fire service organization leaders to develop better conflict resolution practices related to generational conflict. A purposive sample of 23 fire service members, spanning four generations, were interviewed to explore general characteristics, attitudes, values, and behaviors within fire service organizations. Transcribed interview data were divided into categories to find shared phenomena and identify themes based on the participants' perceptions. The findings were categorized and coded, patterns were established, and themes were generated to answer the central research questions. Trustworthiness of the interpretations was achieved through member checking. The findings from this study revealed that the employees perceived conflict that has occurred between fire service members was not clearly identifiable as generational conflict. The fire service members perceived that the majority of conflict stemmed from biases, prejudices, preconceptions, a lack of communication, differences in work ethics, and the need for leadership development within the fire service. The implications of this study include the potential to increase interactions between younger and older workers and minimize conflict resulting from miscommunication among the different age groups.

Lu dans la presse

[HTML] [Comment bien manager les seniors ?](#)

Audrey Fréel, DAF Mag (site web), 30 septembre 2024

Le report de l'âge de départ à la retraite place le sujet de l'emploi des seniors sur le devant de la scène. Si les seniors présentent de nombreux atouts, les managers doivent s'adapter pour maintenir leur motivation et créer des conditions de travail soutenables.

[HTML] [Emploi des seniors : « arrêtons de compter seulement sur les jeunes pousses, appuyons-nous aussi sur les vieilles branches »](#)

C Papazian, L'Opinion (site web), 27 septembre 2024

Vous avez remarqué ? Les seniors sont devenus un thème à la mode. Les associations et les messages vitaminés qui expliquent pourquoi il faut prendre en compte les seniors surgissent d'un peu partout. Juste avant l'été, deux figures médiatiques, le toujours charmant Antoine de Caunes et la pétulante Maitena Biraben se sont lancés avec panache à l'assaut des idées reçues. Le premier en créant avec CMI, le magazine *Vieux au titre* qui claque. Plus question de se cacher, on affiche la couleur des années et on les dépoussière au passage. (...) La recette, c'est sûrement de cultiver cet esprit positif et d'aller de l'avant. Plus facile quand on ne prend pas en pleine face le regard, les brimades de certaines entreprises ou de recruteurs. Maitena Biraben, 57 ans, ex-présentatrice du *Grand Journal de Canal +* et des *Maternelles de France 5*, elle, a lancé avec Alexandra Crucq, un média numérique « *Mesdames* » pour les femmes de 45 à 65 ans qui sont trop souvent doublement discriminées. « A partir de 45/50 ans, la femme sort du marché du travail alors que les plus de 45 ans sont plus de 9 millions en France », regrettait avant l'été sur *France Info* la nouvelle entrepreneuse qui l'assure, à partir de 45 ans on entre dans un âge de grande liberté. Il faut changer les regards, d'autant que les femmes ont encore de longues années devant elles. Comme elle le dit », on ne peut pas rester vieille pendant 45 ou 50 ans?! » Un nouveau ton, de nouvelles voix s'attachent à parler aux femmes de plus de 50 ans. C'est le cas depuis quelques années du *Club Landoy*, un think tank qui étudie l'impact économique et social du vieillissement. Il a été créé par Sibylle Le Maire, directrice exécutive de *Bayard* tout comme la lettre *Vives média* destinée aux femmes de plus de 50 ans (...).

[Extrait] [Emploi des seniors : le Medef propose une reprise des négociations](#)

B Bissuel, *Le Monde*, 30 août 2024

Le mouvement patronal conditionne la réouverture des discussions entre partenaires sociaux à une baisse de cotisations, ce qui heurte la CFDT et la CGT.

[Extrait] [Employabilité des seniors : « réconcilier la société avec ses aînés »](#)

B Ivanoff, *Le Bien public*, 15 octobre 2024

Fondatrice du groupe Landoy, un groupe de réflexion sur l'employabilité des seniors, Sibylle Le Maire affirme que face au vieillissement de la population, les entreprises n'ont d'autres choix que de trouver des solutions pour garantir un emploi à leurs salariés de plus de 50 ans. Un enjeu d'autant plus crucial que d'ici à 2030, 25 % d'entre eux deviendront des « aidants ».

[HTML] [Faire cohabiter différentes générations de salariés en entreprise](#)

FocusRH, 09/09/2024

A l'heure actuelle, pas moins de quatre générations se bousculent en entreprise : les baby-boomers, la génération X, les millenials et la Gen Z. Les défis qui accompagnent cette réalité ne sont pas minces : comment optimiser la collaboration entre ces générations ? Quelle stratégie managériale adopter ? Comment tirer parti de cette diversité pour rester compétitifs ?