

# Rapport de veille n° 71

## **Vieillesse, retour au travail et prévention de la désinsertion professionnelle**

19/09/2022

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

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

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

## Généralités

### [PDF] [EMPLOYMENT POTENTIAL INDEX OF OLDER PEOPLE IN THE EUROPEAN UNION](#)

J Bartek

*: The aging of the population in Europe brings an increase in the group of people 65+, which is important to reflect on not only from the perspective of state governance in developing strategies and finding solutions to aging-related phenomena such as the growing economic dependence of older people, but it is also necessary to pay attention to this in terms of the theory and practice of human resources and age management within using the employment potential of older people in the labor market. The article focuses on the employment potential index of older people (EPIOP) and on the characterization of the factors which were used to create EPIOP and subsequently to monitor its development in the European Union (EU 28) during the years 2008-2018. The data were obtained from Eurostat and UNECE databases. The findings indicate that the indices of the individual countries had a predominantly increasing trend and converged with the EU 28 average, and none of the countries monitored in the index fell below the base year 2008 throughout the period under review. Latvia (23%), Bulgaria (23%) and Cyprus (19%) had significantly higher growth rates compared to the base year. The lowest EPIOP grew in Germany, the Netherlands, France, Denmark, Slovenia and the Czech Republic. The EU 28 average had a maximum growth rate of 9%.*

### [Extrait] Book series. [International Perspectives on Aging](#)

Jason L. Powell, Sheying Chen, 2022

*The study of aging is continuing to increase rapidly across multiple disciplines. This wide-ranging series on International Perspectives on Aging provides readers with much-needed comprehensive texts and critical perspectives on the latest research, policy, and practical developments. Both aging and globalization have become a reality of our times, yet a systematic effort of a global magnitude to address aging is yet to be seen. The series bridges the gaps in the literature and provides cutting-edge debate on new and traditional areas of comparative aging, all from an international perspective. More specifically, this book series on International Perspectives on Aging puts the spotlight on international and comparative studies of aging.*

### [PDF] [New Directions for Measurement in the Field of Work, Aging and Retirement](#)

U Fasbender, B Baltes, CW Rudolph

*Research on work, aging and retirement has reached a level of maturity as indicated by an established base of empirical findings and an increasing number of empirical studies on these and related phenomena. Given the development of the field, it is a good time to critically reflect on the measurement of core theoretical constructs that inform our understanding of work and aging and of retirement-related processes. Moreover, given the increasing popularity of studying aging at work and retirement, refocusing attention on the measurement of core constructs will help further advance these areas of research. The purpose of this special issue is to challenge the use of existing measures and measurement techniques and provide new advancements and directions for measurement, broadly defined, in the field of work, aging and retirement. This special issue features eight scholarly articles that focus on: (1) innovative measurement instruments, (2) applying new techniques to address old problems, and (3) improving existing measures. In this special issue editorial, we derive key lessons learned from each of the eight articles. We also offer practical recommendations for ways that these lessons may be incorporated into the design and execution of future research.*

### [Résumé et table des matières] [Overtime: America's Aging Workforce and the Future of Working Longer](#)

Lisa F. Berkman, Beth C. Truesdale

Oxford University Press, 2022 - 360 pages

*America is at a crossroads in its approach to work and retirement.*

*Many policymakers think it's logical--almost inevitable--that Americans will delay retirement and spend more years in the paid labor force. But it's an assumption that doesn't match the reality faced by a large and growing proportion of Americans. Though in many ways today's middle-aged adults are less financially prepared for retirement than today's retirees, precarious working conditions, family caregiving*

responsibilities, poor health, and age discrimination will make it difficult or impossible for many to work longer.

*Overtime offers a current, revelatory corrective to our understanding of the future of the American workforce and aging. Experts across economics, sociology, psychology, political science, and epidemiology examine how increasing economic and social inequalities, coupled with changes across generations or birth cohorts, call for a rethinking of the working-longer policy framework. The contributors examine trends and inequalities in employment, health, family dynamics, and politics, helping to shed light on the challenges faced by traditionally marginalized social groups while showing that our society's responses to an aging workforce affect us all. Together, they argue that policies affecting work must be considered alongside policies affecting retirement and provide a path forward to achieve better retirement security for all Americans.*

*Drawing on the deep and varied expertise of its contributors, Overtime critically questions the conventional thinking of policy makers in this space to chart a more likely course for older Americans in the twenty-first century--one less reductive than simply working longer.*

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[Résumé] [Subjective Views of Aging at Work and in the Retirement Transition](#)

H Zacher - Subjective Views of Aging, Book series [International Perspectives on Aging](#) 2022

*Employment represents an important life context in which people experience their own and others' aging, including age-related increases (i.e., growth), stability (i.e., maintenance), and decreases (i.e., loss) in abilities, other characteristics and resources, and functioning. Relationships between chronological age and various work and career outcomes, including job performance, work-related attitudes, and occupational well-being, have been extensively investigated. In addition, a growing number of studies in the fields of organizational psychology and management have focused on workers' subjective views of aging. The overarching goals of this chapter are to review conceptual and empirical research on the role of subjective views of aging at work and in the transition to retirement, and to outline directions for future theory development and research. The chapter first outlines the scientific and practical importance of considering workers' subjective views of aging, above and beyond chronological age. Second, conceptual work and empirical findings in three established research areas, including age (meta-) stereotypes and age-based stereotype threat, perceived and subjective age, and occupational future time perspective in the work context are described. The chapter concludes with directions for future theory development and empirical research on subjective views of aging at work and in the transition to retirement. To this end, conceptualizations and research findings on subjective views of aging constructs that have received less attention in the context of work and retirement, including perceived relative age, perceived control over development and essentialist beliefs about aging, awareness of age-related changes, satisfaction with aging, and subjective life expectancy, are summarized.*

## Retraite

[Résumé] [Determinants of the Willingness to Retire of Older Workers in Europe](#)

L Sohler, B Defloor, L Van Ootegem, E Verhofstadt - Social Indicators Research, 2022

*Many European countries are facing the challenge of increasing the effective retirement age. Increasing the effective retirement age also requires that older employees are voluntarily willing to continue working. A worker who is willing to retire but is not allowed to retire might experience a negative impact on his or her*

well-being. This articles studies the determinants of the willingness to retire: the job, health, and financial situation of the older worker, and other socio-demographic characteristics. To do this, the micro data of the Survey of Health, Ageing and Retirement in Europe are used, which contains a binary question about willingness to retire. Based on the random effects logit estimator, we find that the job situation of the worker and the retirement of the partner are important drivers of the willingness to retire. Specifically, those willing to retire are more frequently employed in jobs that are mentally and physically demanding. They also feel less appreciated by the management or their colleagues and report to have fewer opportunities to get promotion. The willingness to retire is higher if the older worker has a retired partner. In the countries with the lowest rates of willingness to retire, the workers have better working conditions and are more easily able to make ends meet.

[Résumé] [Employment transitions and weight change: a longitudinal study of retirement and work stoppage in middle-and older-aged adults in Canada using the CLSA](#) [et voir article du même auteur dans la rubrique « Discrimination »]

ACT Tam - 2022

The objectives of this thesis were to: (1) examine the sex/gender-specific impacts that employment status change (employment transitions, ETs) have on body weight and waist circumference (WC) changes in middle-and older-age adults and (2) assess the contribution of changes in health behaviours (HBs: sleep duration and quality, smoking status, alcohol consumption, and physical activity) in the association between ETs and anthropometric changes. Chapter 1: Eight bibliometric databases were systematically searched, with citations followed up. Twelve studies were included. All studies examined retirement but reported mixed results. Retirement either led to weight gain or did not alter weight compared to non-retirement. Occupation type modified the association: weight gain was more commonly reported among retirees from physically demanding occupations. Two included studies also examined job-loss and results were also mixed. Key confounders and commonly studied HBs were identified. Chapter 2 & 3: Two waves of data from the Canadian Longitudinal Study on Aging were used to classify 10,117 working women and men into three ET groups: stayed working, entered retirement, and stopped working. The outcomes were change in weight and WC on continuous scales, and change as categories ( $\geq 5\%$  gain,  $\geq 5\%$  loss, no change). Multivariable linear and multinomial logistic regressions were adjusted for confounders and HBs. Multivariable linear regression models showed that weight changes did not differ across ETs in women, although changes in WC showed different directions across ET. By contrast, men who entered retirement lost more weight and had greater reductions in WC relative to men who stayed working ( $-0.59$  kg, [95% CI:  $-1.11, -0.08$ ] and  $-0.83$  cm, [95% CI:  $-1.46, -0.20$ ]). Final multinomial logistic regression models did not show significant associations; however, the direction of the effects remained. In models that included HB change variables, estimates were not attenuated. Retirement may result in small amounts of weight loss in middle-aged and older Canadian men. Work stoppage appears to lead to more WC increases in women, but the evidence is uncertain. Contrary to hypotheses that place HBs along the pathway between ETs and anthropometric change, the findings from the empirical study suggest that they are independent risk factors instead.

[HTML] [How Retirement Affects Mental Health, Cognitive Skills and Mortality; An Overview of Recent Empirical Evidence](#)

JC van Ours - De Economist, 2022

Retiring is an individual labor market transition that affects the personal life of the workers involved and sometimes the life of their partners. This paper presents an overview of recent studies on the effects of retirement on mental health, cognitive ability and mortality. The results are all over the place but on average it seems like at retirement mental health improves, cognitive skills deteriorate and mortality is not affected. However, there is substantial effect heterogeneity. The range of outcomes is partly related to heterogeneity in terms of personal characteristics, type of job, institutional arrangements, and whether retiring was voluntary or mandatory. The variation in empirical findings makes it hard to see the forest for the trees and advocate evidence-based retirement policies that take health effects into account. Nevertheless, introducing more individual flexibility in the timing of retirement is a worthwhile policy alternative since this seems to be unambiguously beneficial for the health of workers retiring.



*[Résumé] [Person-environment fit, organizational commitment and retirement intentions: a serial mediation model](#) [Etude en France]*

*K Lahlouh, A Oumessaoud, M Abdelmotaleb - Evidence-based HRM: a Global Forum ..., 2022*

*The aim of this study is to investigate the effect of person–environment (P–E) fit, specifically person–organization (P–O) fit, on retirement intentions through a serial mediation mechanism mobilizing person–job (P–J) fit and affective organizational commitment as mediators.*

*Design/methodology/approach : The relationships were examined using the Hayes (2013) serial mediation model. A time-lag approach was adopted, with data collected from managers aged 50 and over working in the French banking sector (N = 204).*

*Findings : The empirical results show that the P–O fit is both directly and indirectly related to retirement intentions through P–J fit and affective organizational commitment. Nevertheless, the study's findings show the explanatory power of the authors' antecedents to predict the two types of retirement considered in this study.*

*Originality/value : By considering retirement in its plurality this study extends prior research models by examining the mechanisms through which P–O fit influences different retirement intentions.*

*[HTML] [Physical functioning as a predictor of retirement: Has its importance changed over a thirty-year period in Sweden?](#)*

*HS Eyjólfssdóttir, N Agahi, J Fritzell, C Lennartsson - European Journal of Ageing, 2022*

*Many countries, including Sweden, are implementing policies aimed at delaying retirement and encouraging older workers to remain on the labour market for longer. During recent decades, there have been several major reforms to the pension and social security systems in Sweden. Moreover, the nature of occupations has shifted towards more non-manual and sedentary activities, older women are today almost as active in the labour market as men in Sweden, and physical functioning has improved over time. In this study, we investigate whether the importance of physical functioning as a predictor for retirement has changed over time, for women and men, respectively. We used four waves of nationally representative data from The Swedish Level of Living Survey from 1981, 1991, 2000, and 2010, together with income register data. We found that greater severity of musculoskeletal pain and mobility limitations increased the likelihood of retirement in all waves. Results from logistic regression models with average marginal effects and predictive margins showed that there is a trend towards physical functioning becoming less important for retirement towards the end of the study period, especially for women, when controlling for occupational-based social class, age, adverse physical working conditions, and job demands. People, especially women, reporting impaired physical functioning did not retire to the same extent as in previous decades. This indicates that people stayed longer in the labour market despite impaired physical functioning, which may have repercussions on well-being and quality of life.*

*[PDF] [What drives older adults to continue working after official retirement age?](#)*

*A Tur-Sinai, S Shahrabani, A Lowenstein, R Katz... - Ageing & Society, 2022*

*The need to ensure the economic wellbeing and quality of life of those who reach the official retirement age is a matter of concern in the world of social services and in social policy making. Since some working older adults may be forced to retire when they reach the official retirement age while others retire voluntarily, the study is based on a dedicated survey among 508 persons who retired both willingly and unwillingly for good after reaching the official retirement age and 437 persons who continued working uninterruptedly. The findings show that the odds of staying on the job after retirement age are contingent on the socio-demographic and health-related characteristics of the older adult. Furthermore, the economic predictors of remaining in the labour force after retirement age depend on how strongly the older adult wishes to retire. Those who continue working after retirement age and those who retire willingly are undifferentiated in the level of financial support that they give others. Comparing older adults who continue working uninterruptedly with those who retire unwillingly, the chances of being among the former are higher among those who are better off before reaching retirement age. These results emphasise the need to extend welfare and financial-support policies to older adults who are forced to retire, in order to minimise the economic blow that this path to retirement causes.*

## Discrimination, précarité, chômage

[HTML] [Ageism and employment](#)

In : Discussion guide on ageism in Canada, FPT Federal, août 2022, une page web

Key findings:

- Employers often believe stereotypes about older workers, which can lead to age-based discrimination in hiring and training practices
- Negative stereotypes about older workers may lead older adults to doubt their value as employees and result in them choosing to exit the workforce earlier
- The inclusion of older adults in the workforce can provide financial benefits to older adults, improve the performance of businesses, and strengthen Canada's economic performance

[HTML] [A systematic review of evidence on employment transitions and weight change by gender in ageing populations](#) [et voir article du même auteur dans la rubrique « Retraite »]

ACT Tam, VA Steck, S Janjua, TY Liu, RA Murphy... - PloS one, 2022

Becoming unemployed is associated with poorer health, including weight gain. Middle- and older-age adults are a growing segment of workforces globally, but they are also more vulnerable to changes to employment status, especially during economic shocks. Expected workforce exits over the next decade may exacerbate both the obesity epidemic and the economic burden of obesity. This review extends current knowledge on economic correlates of health to assess whether employment transitions impact body weight by sex/gender among middle-aged and older adults.

Methods : Eight bibliometric databases were searched between June and July 2021, supplemented by hand-searches, with no restriction on publication date or country. Longitudinal studies, or reviews, were eligible when examining body weight as a function of employment status change in adults  $\geq 50$  years. Data extraction and quality appraisal used predefined criteria; reported findings were analysed by narrative synthesis.

Results : We screened 6,001 unique abstracts and identified 12 articles that met inclusion criteria. All studies examined retirement; of which two also examined job-loss. Overall, studies showed that retirement led to weight gain or no difference in weight change compared to non-retirees; however, reported effects were not consistent for either women or men across studies or for both women and men within a study. Reported effects also differed by occupation: weight gain was more commonly observed among retirees from physical occupations but not among retirees from sedentary occupations. Few studies assessed the role of health behaviours; sleep was the least studied. Most studies were medium quality.

Conclusions : Existing studies do not provide a clear enough picture of how employment transitions affect body weight. Firm conclusions on the impact of employment transitions on weight cannot be made without further high-quality evidence that considers the role of gender, job-type, other health behaviours, and other transitions, like job-loss.

[PDF] [An Examination of the Social and Economic Impacts of Ageism](#)

M Lagacé, M Mérette, J Navaux, P Rodrigues-Rouleau

Ageism is “the stereotyping, prejudice and discrimination against people on the basis of their age” (World Health Organization [WHO], 2019). As the number of older adults<sup>1</sup> in Canada continues to grow, it is important to address ageism, document its negative effects, educate Canadians about these effects and find ways to counteract it. Promising initiatives are underway, including campaigns from the WHO and the European Union (EU). There is a need for further action, especially in Canada, as ageism remains the only type of discrimination perceived as acceptable and socially tolerated (Ayalon & Tesch-Römer, 2018). This report examines social and economic impacts of ageism through a review of literature to better understand a) the impacts of ageism related to employment<sup>2</sup>, health and health care, social inclusion, safety and security, media and social media; and b) initiatives to counteract age-based discrimination against older adults.

[HTML] [Employee perception of managers' attitudes towards older workers is associated with risk of loss of paid work before state pension age: prospective cohort study with ...](#)

A Meng, E Sundstrup, LL Andersen - European Journal of Ageing, 2022

*It is increasingly urgent to retain older workers in the workforce. In the present study, we analysed the prospective associations between employees' perceptions of their managers' attitudes towards older workers, and of having experienced age discrimination in the labour market with the risk of loss of paid work before the state pension age. Questionnaire data from 10,320 currently employed workers aged 50 + on perceptions of managers' attitudes towards older workers and perceived age discrimination were collected at baseline in the SeniorWorkingLife study. Data on labour market affiliation were obtained from national registers at baseline and two-year follow-up. Results show that the perception of negative attitudes was prospectively associated with an increased risk of loss of paid work for three of the five negative attitudes "older workers create conflicts, their qualifications are outdated, and they cannot keep up with the pace and development". Perception of positive attitudes was prospectively associated with a reduced risk of loss of paid work. The perception of age discrimination was prospectively associated with an increased risk of loss of paid work. The results strengthen existing evidence on associations between ageism and labour market attachment, by applying a longitudinal design and including actual change in labour market participation. However, some negative attitudes may be more detrimental to the older workers' labour market participation. Employees' positive perceptions of managers' attitudes reduced the risk. Good relations between employees and managers appear to be important for retaining older workers in the labour market.*

[PDF] [Examen des répercussions sociales et économiques de l'âgisme](#)

M Lagacé, M Mérette, J Navaux, P Rodrigues-Rouleau, Université d'Ottawa, 2022

*Le rapport examine les répercussions sociales et économiques de l'âgisme au moyen d'une analyse documentaire afin de mieux comprendre : a) les répercussions de l'âgisme liées à l'emploi, à la santé et aux soins de santé, à l'inclusion sociale, à la sécurité, aux médias et aux médias sociaux; et b) les initiatives visant à contrer la discrimination fondée sur l'âge à l'endroit des personnes âgées. Les sources comprennent les documents universitaires et non universitaires (produits par les gouvernements et les organismes qui représentent ou soutiennent les personnes âgées) qui ont été publiés entre 2014 et 2019 en français ou en anglais. Parmi les 346 documents pertinents examinés, 258 ont fait l'objet d'une analyse ...*

[Résumé] [Exploration of the pay and career progression experiences of women aged over 50 in Scotland](#)

K Stockland - 2022

*The number of older workers in Scotland has hit a record high in recent years, with workers over 50 now comprising nearly a third (33.2%) of the Scottish workforce.<sup>2</sup> The ageing nature of the workforce has given rise to several important policy and legislative changes, most notably the extension of the state pension age, and the inclusion of age as a prot. [...] 21 Gender pay gap Chapter Two: Experiences of pay and progression among women and employers 2.1 Women's views and experiences of progression: introduction What was the history of progression and job moves among the women in our study? Most of the women that we interviewed had worked in the same jobs, at the same grades, throughout their fifties and typically for many years prior to that...*

[PDF] [Feeling discriminated means poor self-perceived health: a gender analysis using SHARE](#)

S Pinillos-Franco, D Cantarero-Prieto, J Lera - 2022

*Most part of the literature has highlighted the detrimental effects of discrimination on health. However, the influence of past and perceived discrimination on older workers' self-assessed health has been understudied. We aim to study whether reported discrimination is associated with self-assessed health among old men and women of working ages (50-65 years of age). Data was retrieved from the seventh wave of the Survey of Health, Ageing and Retirement in Europe (SHARE) to obtain the regular panel of questions, and the third and seventh waves of the SHARELIFE questionnaire, that includes information about discrimination (n=30,019). We first used Latent Class Analysis (LCA) to detect groups of individuals in our sample and afterward, we used logistic regression models to determine the impact of discrimination on old men and women workers' health separately. The results show that 49.0% of our sample was composed of highly discriminated old women, while the remaining percentage covered old men and women (42.3% males and 8.7% females) that reported lower levels of discrimination. Our estimations reveal a significant association between discrimination and poor health status, especially in the case of old men ranging from OR=1.807 (95% CI 1.497 – 2.182) to OR=1.619 (95% CI 1.356 – 1.933). In the case of women our results range from OR= 1.729 (95% CI 1.456 – 2.055) to*



OR= 1.197 (95% CI 0.981 – 1.462). These findings are essential to highlight the importance of tackling discrimination as a determinant of health that negatively affects both sexes, men and women.

[HTML] [Financialization and the rise of atypical work](#)

G Gouzoulis, P Iliopoulos, G Galanis - *British Journal of Industrial Relations*, 2022

The current literature on financialization and the labour process focuses disproportionately on how corporate financialization induces the use of atypical work and largely overlooks the role of household financialization. This paper presents several mechanisms through which household debt and pension fund financialization increase the financial insecurity of employees, which, in turn, can curb their resistance to accepting such work contracts. To assess our arguments, we estimate the effects of corporate and household financialization on involuntary part-time and temporary employment, using a panel dataset of OECD economies. Our findings provide robust support that financialization increases significantly non-standard employment rates for the total workforce and women, but less for older employees.

[PDF] [Help Really Wanted? The Impact of Age Stereotypes in Job Ads on Applications from Older Workers](#)

I Burn, D Firoozi, D Ladd, D Neumark - 2022

Correspondence studies have found evidence of age discrimination in callback rates for older workers, but less is known about whether job advertisements can themselves shape the age composition of the applicant pool. We construct job ads for administrative assistant, retail, and security guard jobs, using language from real job ads collected in a prior large-scale correspondence study (Neumark et al., 2019a). We modify the job-ad language to randomly vary whether or not the job ad includes ageist language regarding age-related stereotypes. Our main analysis relies on machine learning methods to design job ads based on the semantic similarity between phrases in job ads and age-related stereotypes. In contrast to a correspondence study in which job searchers are artificial and researchers study the responses of real employers, in our research the job ads are artificial and we study the responses of real job searchers. We find that job-ad language related to ageist stereotypes, even when the language is not blatantly or specifically age-related, deters older workers from applying for jobs. The change in the age distribution of applicants is large, with significant declines in the average and median age, the 75th percentile of the age distribution, and the share of applicants over 40. Based on these estimates and those from the correspondence study, and the fact that we use real-world ageist jobad language, we conclude that job-ad language that deters older workers from applying for jobs can have roughly as large an impact on hiring of older workers as direct age discrimination in hiring.

[Résumé] [The inequitable burden of the COVID-19 pandemic among marginalized older workers in the United States: an intersectional approach](#)

SB Andrea, J Eisenberg-Guyot, KJ Blaikie, S Owens... - *The Journals of Gerontology* ..., 2022

... First, we aimed to better characterize the nature of COVID19-related impacts on employment conditions experienced by older workers interviewed between May 2020 and May 2021. Second, we aimed to examine heterogeneity across ...

[Résumé] [Middle ageism: when social climate and perceived employability relate to attitudes and intent to hire middle-aged employees](#) [Etude en Israël]

G Binyamin, Y Brender-Ilan - *Equality, Diversity and Inclusion: An International* ..., 2022

As the global workforce ages, organizations face unprecedented challenges, especially managing effective communication between generations. The phenomenon of middle ageism (i.e. discriminating against middle-aged employees based on their age) has become more prevalent. The authors examined how contextual settings and communication affect attitudes toward middle-aged employees and hiring intentions.

Design/methodology/approach : Data were collected from 537 employees from various organizations, via questionnaires. The moderated mediation model was analyzed using Hayes' PROCESS models.

Findings : Results showed that attitudes toward middle-aged employees mediated the relationship between social climate of shared codes and language and hiring intentions. Social climate was positively related to attitudes toward their adaptability, but negatively to attitudes toward their ability. Also, decision-makers' own perceived employability moderated the relationship between attitudes toward employees' adaptability and hiring intentions, and the indirect relationship between social climate and hiring intentions.



*Practical implications : Since age diversity is expected to become one of the most dominant diversity classifications in the very near future, coping with middle ageism constitutes a growing challenge for managers and HR staff. The findings indicate that in order to enhance sustainable employment and prevent discrimination, organizations need not only maintain a supportive climate for older employees, as an affirmative action, but also ensure better communication in terms of sharing codes and language that enhance positive attitudes toward middle-aged colleagues.*

*Originality/value : In an era where diversity and inclusion dominate human resource management decision making, this study contributes to the literature on the underexplored domain of age diversity.*

[PDF] [Précarité d'emploi et conditions de travail](#). Expériences de l'emploi et expositions aux risques professionnels des travailleurs intérimaires, des auto-entrepreneur-es et des contractuel-les de la fonction publique [Cas d'intérimaires de plus de 45 ans]

Dares, 2022, rapport d'études, 339 p.

*Ce rapport met en évidence les liens entre statuts d'emploi et exposition aux risques professionnels en portant la focale sur des statuts d'emploi qui s'écartent de la norme de l'emploi salarial à durée indéterminée.*

*Hausse de l'intensité du travail, renforcement des normes et des procédures, baisse de l'autonomie, stabilisation de l'exposition aux contraintes et risques physiques, amélioration de la coopération et du sentiment de reconnaissance, stabilisation des tensions, recul de la violence morale... Ces évolutions*

*s'inscrivent dans un contexte de débat social toujours vif sur les atteintes à la santé liées au travail, alors que la prévention s'affirme comme une priorité de l'action des partenaires sociaux et des pouvoirs publics.*

*La Dares a lancé en 2018 [un appel à projet de recherche](#) pour questionner les modalités, les effets et les difficultés des politiques de prévention à l'échelle des postes de travail, des entreprises, des secteurs d'activité, en les situant au regard des risques encourus et des ressources disponibles.*

*Ce rapport explore les liens entre statuts d'emploi et exposition aux risques professionnels, en portant la focale sur des statuts d'emploi qui s'écartent de la norme de l'emploi salarial à durée indéterminée à partir de laquelle se sont construits les systèmes de prévention et de mesure des risques professionnels depuis le tournant du XXe siècle.*

[Résumé et table des matières] [Revisiting the Concept of Precarious Work in Times of COVID-19](#) [tranches d'âge étudiées non trouvées]

B Holubová, M Kahancová - *Faces of Precarity: Critical Perspectives on Work ...*, 2022

*The words 'precarity' and 'precariousness' are widely used when discussing work, social conditions and experiences. However, there is no consensus on their meaning or how best to use them to explore social changes. This book shows how scholars have mapped out these notions, offering substantive analyses of issues such as the relationships between precariousness, debt, migration, health and workers' mobilizations, and how these relationships have changed in the context of COVID-19. Bringing together an international group of authors from diverse fields, this book offers a distinctive critical perspective on the processes of precarization, focusing in particular on the European context.*

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[PDF] UNEMPLOYMENT [IN WESTERN EUROPEAN COUNTRIES IN 2017-2019](#)

M Mrozek

*... In the empirical part were presented the analysis of the unemployment rate in the selected Western European Countries by people aged ... it took to find*

[Résumé] [Worker attributes, aggregate conditions and the impact of adverse labor market shocks](#) [Etude en Suède des salariés vulnérables dont les salariés âgés]

Y Yakymovych, O Nordström Skans, J Vikström... - 2022

*This paper studies heterogeneity in the impact of job displacement using rich administrative data from Sweden. We use generalized random forests to identify, based on worker characteristics, groups of workers who are most vulnerable to displacement and document substantial variation in displacement losses. The hardest-hit decile of workers loses over eight times as much in terms of earnings in the short run as the most resilient decile of workers. While we construct groups based on short-term impact, substantial group differences in outcomes persist at least ten years after displacement. We assess the relative importance of different factors, finding that worker attributes and semi-aggregate local and industry conditions interact to generate predictable variation in post-displacement earnings losses. Age and education level are strong predictors of earnings losses, with older and less-educated workers losing six times as much as younger and highly educated workers. Nevertheless, the losses of the most resilient quartile of old low-educated workers and the least resilient quartile of young highly-educated workers are similar in size. Much of this remaining heterogeneity is related to industry and location-specific characteristics. Working in manufacturing and living in a rural area are strong predictors of severe displacement losses, conditional on individual attributes. Losses are twice as large for workers displaced under bad as compared to good industry and location conditions. Our analysis of how to target interventions towards the most affected workers suggests that no simple rule is as effective at identifying vulnerable workers as the more flexible generalized random forest, but targeting older workers displaced from manufacturing plants achieves the closest result.*

[PDF] [Workers' cooperatives as an instrument for the inclusion of people of mature age into the labour market](#)  
 PP Padín - Boletín de la Asociación Internacional de Derecho ..., 2022

*The cooperative model can be especially appropriate to promote labour market inclusion for older workers. Under an overall reflection of this group at risk of social exclusion, this study analyses the possibilities of 1 Este trabajo forma parte de los estudios realizados como miembro investigador del grupo de investigación de la Universidad de Deusto y reconocido por el Gobierno Vasco «Cooperativismo, fiscalidad, fomento, relaciones laborales y protección social» (IT1089-16). 2 Email: pprieto@ubu.es Workers' cooperatives as an instrument for the inclusion of people... Patricia Prieto Padín Boletín de la Asociación Internacional de Derecho Cooperativo ISSN: 1134-993X • ISSN-e: 2386-4893, No. 60/2022, Bilbao, págs. 83-108 84 doi: <http://dx.doi.org/10.18543/baidc.2274> • <http://www.baidc.deusto.es> worker's cooperatives in four main areas: 1) As a suitable channel for labour reincorporation of older unemployed people. 2) As an useful instrument in companies' reconversion that could disappear due to various circumstances. 3) As enterprises concerned with the protection of older workers within the dynamics of cooperative work. 4) As entities sensitive to the care of older people within the silver economy. The result of this analysis is to ascertain the state of affairs and propose good practices from different sources that allow us to affirm that worker's cooperatives are able to offer to older workers a wide range of possibilities to maintain their employment or undertake a business or productive activity. Keywords: active ageing, employment policies, older workers, silver economy, workers' cooperatives.*

[Résumé] [Workplace Age Discrimination and Social-psychological Well-being](#) [Etude aux Etats-Unis]  
 VJ Roscigno, H Zheng, M Crowley - Society and Mental Health, 2022

*The research literature on workplace inequality has given comparatively little attention to age discrimination and its social-psychological consequences. In this article, we highlight useful insights from critical gerontological, labor process, and mental health literatures and analyze the patterning of workplace age discrimination and its implications for sense of job insecurity, job-specific stress, and the overall mental health of full-time workers 40 years old and above, covered by the Age Discrimination in Employment Act (ADEA). Our analyses, which draw on two decades and five waves of the General Social Survey (2002–2018), reveal (1) the prevalence of self-reported workplace age discrimination and growing vulnerability particularly for those 60 years and above, (2) clear social-psychological costs when it comes to job insecurity, work-specific stress, and overall self-reported mental health, and (3) dimensions of status and workplace social relations that offer a protective buffer or exacerbate age discrimination's corrosive effects. Future research on age as an important status vulnerability within the domain of employment and the implications of unjust treatment for well-being*

and mental health are clearly warranted.

## Employabilité, maintien dans l'emploi des travailleurs vieillissants

[PDF] [Enabling an ageing workforce: using design to innovate the workplace and empower older workers](#)

I de Vere, W Dim, J Sheahan - 2022

Australia's population is ageing but with enhanced health prospects and insufficient retirement funds, and industries impacted by a dwindling itinerate manual labour supply, workers will want, and may need, to remain in the workforce for longer. However, as people age, they lose muscular strength, experience a decline in physical and cognitive performance, and are more vulnerable to muscular-skeletal issues caused by repetitive or awkward movement patterns. Consequently, ageing workers in occupations that require sustained physical activities are at increased risk of injury and exacerbated physical decline and may experience ageist discrimination in the workplace that impacts their psychological wellbeing.

This research recognises the issues facing the older worker across a range of different workplace contexts and asks the question: How can design and new technologies address the compounding factors of an ageing (working) population and enable older workers to continue to be productive and effective whilst ensuring their personal wellbeing? To address this question, the research investigates ageing, wellbeing, and workplace safeness within specific industries to identify areas of concern, opportunities for design intervention, and the proposal of future-focused design solutions.

[HTML] [Estimating trends in working life expectancy based on health insurance data from Germany—Challenges and advantages](#)

J Tetzlaff, M Luy, J Epping, S Geyer, J Beller... - SSM-Population Health, 2022

Against the backdrop of [population aging](#) and growing strain on pension systems, monitoring the development of Working Life Expectancy (WLE) is vital to assess whether the policies taken are effective. This is the first study investigating time trends and [educational inequalities](#) in WLE based on German health insurance data. The analyses are based on the data of the AOK Lower Saxony (N = 3,347,912) covering three time periods (2006-08, 2011-13, and 2016-18). WLE is defined as years spent in the labor force (i.e. in employment and unemployment) and was calculated for each age between 18 and 69 years for the three periods to depict changes over time using multistate life table analysis. Educational inequalities in 2011-13 are reported for two educational levels (8–11 years and 12–13 years of schooling). WLE increased in both sexes with increases being stronger among women. This holds irrespective of whether WLE at age 18 (35.8–38.3 years in men, 27.5–34.0 years in women) or the older working-age (e.g. at age 50 10.2–11.7 years in men, 7.8–10.5 years in men) is considered. Among women at all ages and men from their mid-20s onwards, WLE was higher among higher-educated individuals. [Inequalities](#) were most pronounced among women (e.g.  $\Delta 3.1$  years in women,  $\Delta 1.3$  years in men at age 50). The study supports previous research indicating that measures to extend working life are effective, but that noticeable inequalities in WLE exist. Health insurance data represent a valuable source for such research that has so far remained untapped. The data provide a suitable basis to investigate trends and inequalities in WLE. Future research should build on the strengths of the data by broadening the research towards a more comprehensive analysis of the development of WLE from a health perspective.

[PDF] [Factors affecting work ability and influencing early retirement decisions of older employees: an attempt to integrate the existing approaches](#) [Pologne]

B Woźniak, M Brzyska, A Piłat, B Tobiasz-Adamczyk - International Journal of ..., 2022

The article has several objectives. First, it aims to discuss, based on the international literature analysis, theoretical models and factors influencing early retirement decisions, and limiting work ability and employability of older people. Second, the concept of (and the factors related to) work ability as well as the role of age management in improving employability and sustaining work activity of older adults are analyzed against the backdrop of the Polish context. Cultural (ageism) and organizational (e.g., a lack of appropriate age management in companies) factors influencing work activity in the oldest age groups are taken into account. Third, the authors present some solutions and recommendations coming from the international Participation To Healthy Workplaces And inclusive Strategies in the Work Sector (PATHWAYS) project. Finally, theoretical models, concepts and solutions are integrated into a model elucidating the conditions



(cultural, social, organizational, individual) influencing work ability of older adults. The model aims to take into account theories and factors identified in the literature review and grouped into several categories. The analysis highlights the role of appropriate age management in companies in the process of sustaining work ability of older employees.

[PDF] *Prévenir la désinsertion professionnelle (en pièce jointe)*

ANACT, juillet 2022, 19 p.

En juin 2018, l'Anact lançait un appel à projets financés par le [Fonds pour l'amélioration des conditions de travail](#) (Fact) sur le maintien en emploi des personnes fragilisées par des problèmes de santé (maladie chronique évolutive, cancer, addiction) ou situations de handicap.

Le 9 novembre 2021, un séminaire de clôture réunissait plusieurs porteurs de projets ayant répondu à cet appel à projets. Ensemble, ils ont tiré les principaux enseignements de leurs expériences. Ce cahier retrace donc leurs points de vue et leurs recommandations pour agir et répondre aux différentes problématiques et non le résultat de travaux et de recommandations qui n'engageraient que le réseau Anact-Aract.

[HTML] [Health and labor force participation among older workers in Switzerland: a growth curve analysis](#)

S Feer, O Lipps, J Dratva, I Baumann - *European Journal of Ageing*, 2022

This study investigated how individual trajectories of self-rated health (SRH) and working hours among older workers in Switzerland are interrelated and how this relationship varies based on occupation. We used data from the Swiss Household Panel to analyze the long-term trajectories of older workers measured in terms of working hours and SRH. The sample included more than 4000 workers aged 50 to 65(men)/64(women). We ran a bivariate response multilevel model for growth that allowed the examination of between- and within-individual changes over time. On a between-individual level, we found that the upper non-manual workers were the most heterogeneous occupational group in terms of working hours and the lower non-manual workers were the most heterogeneous occupational group in terms of health. Within all occupational groups, we found a significant relationship between the level of working hours and level of SRH. The individual-level statistics showed consistently strongest effects for manual workers. This result confirms our hypothesis that labor force participation in individuals of the manual occupational group is more sensitive to their health status. Our findings contribute to the debate regarding the importance of older workers' health in the context of the extension of working life.

[Résumé] [Sustainable employability of teaching staff members? A multiple-group path analysis of the role of age, self-directed learning orientation and job characteristics for ...](#)

I Raemdonck, S Beausaert, BIJM Van der Heijden... - *Vocations and Learning*, 2022

Education is one sector being challenged by aging staff, as well as by increased pressure to innovate. In order to cope with these challenges, educational institutions require teaching staff members, who include teachers, support staff and managers, to show a high level of employability. In this survey-based study, the predictive value of quantitative and qualitative job demands, job autonomy and self-directed learning orientation for three employability competences (occupational expertise, personal flexibility, anticipation and optimization) was investigated using a Dutch sample (N = 3139). Moreover, three teaching staff age groups were compared: < 35 years old (young), 35–50 years old (middle-aged), and > 50 years old (senior). Path analysis results showed that self-directed learning orientation was positively associated with the three employability competences across all three different age groups. Positive relationships across age groups were also found between quantitative job demands and occupational expertise, and between qualitative job demands and personal flexibility. In addition, multi-group comparisons revealed age differences in our model relationships. The relationship between self-directed learning orientation, on the one hand, and personal flexibility and anticipation and optimization on the other, was stronger for seniors in comparison with the young employees. For the young employees, the role of autonomy was more important in enhancing their occupational expertise. Implications for school principals and HRD managers are discussed. Promoting a self-directed learning orientation and custom-made workplaces that take into account age differences among teaching staff members appear to be key for protecting and enhancing sustainable employability.



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

[PDF] [Building Bridges Not Walls: Older Women as Mentors Connect with Younger Women](#)

FL Denmark, WR Smith, EC Rehbein

*This paper explores the needs and benefits of mentorships between young women and older women, including retirees. There has been significant findings to suggest mentored relationships are crucial to the careers and lives of individuals. However, there is a lack of mentorship for women in their personal lives as well as in all career fields, especially in business, academia, and politics. Most research suggests the skills and knowledge mentors need when creating relationships with their mentees. However, there is a gap in the literature regarding the social skills, experience and optimal attitudes, which are vital in fulfilling valuable mentored relationships. This paper is calling to start a discussion about how there is an absolute need for older women to mentor other women in order to help their progression not only within their careers, but also in their personal lives.*

[PDF] [Gendered Ageism and Disablism and Employment of Older Workers](#)

JS McLaughlin, D Neumark - 2022

*Gendered discrimination based on age and disability is a pressing issue, because this discrimination can interfere with the goal of lengthening work lives, especially for older women. In the United States, the Age Discrimination in Employment Act and the Americans with Disabilities Act prohibit age and disability discrimination in employment, while Title VII of the Civil Rights Act bars discrimination against women. However, because gender and age (and disability) discrimination fall under different statutes, these laws may be inadequate to protect against discrimination based on gendered ageism and disablism. Legal rulings in the United States generally do not recognize intersecting claims – discrimination based on two or more protected characteristics – when those characteristics are covered by separate statutes. This may help explain the evidence that age discrimination is worse for women than for men.*

*We discuss the theory and methods we can use to analyze these issues, and the relevant laws and their failure to protect women from gendered ageism. We review evidence on gendered age discrimination, and evidence on the effects of discrimination laws and how well they protect from intersectional discrimination. Finally, we discuss potential changes in policies that could better protect against gendered age discrimination.*

[PDF] [The survivorship of older women in software development: an intersection between age and gender](#)

SGR van Breukelen

*The software industry is often considered to be for young men. However, women are also a part of the industry, and so are older people. However, their experience is often overlooked by those around them. While research has looked into ageism within software engineering and sexism within software engineers, little research has been done about the combination. In this research, we will look at several age and gender related matters within the industry, specifically, how older women survive and their experiences. We can use these experiences and strategies to learn why women stay and how they manage the negative aspects of the industry. We interviewed 14 older women in software development who shared their strategies and experiences. Several strategies have been found that might contribute to how women have stayed in the industry, such as side projects and networking. Moreover, several experiences, both positive and negative, based on age and gender have been found, such as not being taken seriously, and more opportunities.*

## GRH et vieillissement

[Résumé] [Adult Training as a Quality Factor in Work Trajectory: Positive Effects of Adult Training on Seniority and Ageing at Work](#)

F Marcaletti, T Íñiguez-Berrozpe, C Elboj-Saso... - Adult Education Quarterly, 2022

*Adult training is a fundamental strategy for the improvement of workers' skills and employability. However, as workers age and remain in the same company, the risk of losing motivation for learning may grow. In a sample of 1,452 workers from 17 Spanish companies, we analyzed to what extent the training factor increases their quality of employment and the assessment they make of their organization, despite the negative effect of the passing of time. To do so, we implemented a structural equation model that considered the effects of the*

variables “seniority in the company” and “training” on quality of employment. We tested this model through multigroup analysis by differentiating between workers aged under 50 and those aged 50 years and older, showing that the positive effect of training is stronger in older workers and reduces the negative effect of seniority in the company for those aged under 50.

[HTML] [Age and Time Horizons Are Associated With Preferences for Helping Colleagues](#)

YZ Shavit, K Chi, LL Carstensen - *Work, Aging and Retirement*, 2022

... Based on socioemotional selectivity theory (SST), we hypothesized that under unspecified time horizons, older workers prefer to engage in emotionally meaningful work activities more so than younger workers. We further hypothesized that when ...

[PDF] [The Ageing Workforce and Industrial Relations: A New Role for the Italian Social Partners?](#)

M Dalla Sega - *E-Journal of International and Comparative Labour* ..., 2022

This paper considers the initiatives put forward by Italy’s industrial relations actors through collective bargaining in order to promote effective age management policies at the workplace. The analysis focuses on the potential benefits and critical issues of these measures, which are also compared with the strategies implemented in some other countries (i.e. France and Germany).

[Résumé] [An Ontology-Based Ambient Intelligence Framework for Ageing Workforce](#)

D Spoladore, T Cilsal, M Sacco - *Proceedings of SAI Intelligent Systems Conference*, 2023

As workers are expected to stay longer in the labor force, the active workforce is ageing more and more every day. Ageing workforce is characterized by the necessity of specific solutions for elderly employees in the workspaces, minding their specific health conditions with a continuous attention, while regarding for other people sharing the same environment. The recent developments in Ambient Intelligence (AmI) field seem a promising solution for the necessities of an ageing workforce. In this work, an ontology-based AmI framework is proposed to enhance the comfort metrics in workplaces, considering the specific physical needs of each worker and collective well-being of all workers at the same time. The framework aims at being the less invasive possible, avoiding direct monitoring of the workers and their activities, relying instead on knowledge related to their status. This paper introduces the framework, its architecture and the underlying ontology. Two scenarios specify the adaptation provided by the framework, while a preliminary validation is presented.

[HTML] [Becoming the employer of choice: anticipating and preparing for a graying workforce in industry](#)

PG Crandall, RH Houser, CA O'Bryan - *SN Social Sciences*, 2022

The recent shift in the labor force that has occurred in many developed countries has been greater than any shift prior to 2020. This shift was caused by reduced birthrates coupled with the rising percentage of mature workers in the labor force, compounded by the 2020 global shut-down due to Covid-19. Managers and HR directors need to act now to gather the necessary data on their employees and their company’s projected labor needs to accurately plan for their short- and long-term labor needs. A partial solution for this impending labor shortage is for companies to proactively become the “employer of choice” for their graying workforce by making necessary accommodations to retain and recruit mature workers. The concept of employer of choice relates to creating a work climate that attracts and retains workers to a specific employment opportunity. This article focuses on the steps that can be taken by employers to minimize the impact of this looming labor shortage on their company as well as on the overall economy. The article also provides background on some of the reasons why many mature workers want and need to continue working and the imperatives as to why immediate action on the part of employers is necessary.

[HTML] [Curbing Discriminating Human Resource Practices—A Microfounded Perspective](#)

J Kunz, LM Ludwig - *Schmalenbach Journal of Business Research*, 2022

Discrimination constitutes a sticky phenomenon in corporations despite decades of anti-discrimination initiatives. We argue that this stickiness is related to the complex relations between various factors on the micro level in organizations, which determine and stabilize each other. Based on a systematic literature review comprising empirical studies on discrimination due to age, gender, race, and ethnicity/nationality, we find eight general mechanisms which can be further clustered into an economic, a behavioral, and a socio-structural

domain. While mechanisms in the behavioral domain form the roots of discrimination, the economic and the socio-structural mechanisms stabilize each other as well as the behavioral ones. Thus, the analysis shows that the various building blocks on the micro level are entangled with each other and suggests a structured way by identifying a problem hierarchy to manage this complexity.

[PDF] [DESIGNING TO ENABLE AN AGEING WORKFORCE](#)

I de Vere, W Dim, J Sheahan - DS 117: Proceedings of the 24th International ..., 2022

An ageing workforce and a dwindling itinerate manual labour supply have long term implications to the commercial viability of industries that require sustained physical activities. The labour recruitment challenges currently facing agricultural, construction, manufacturing and the handling and distribution industries are likely an early indicator of what other industries will face in the future. These trends are driving two significant concerns for an ageing workforce: maintaining the health of increasingly older workers and dealing with the complications of participation in the labour force for these individuals. This paper details a teaching and research project conducted in collaboration between the Safeness by Design initiative and the Innovation Centre of WorkSafe Victoria, a government regulatory body that enforces health and safety policy. The project aimed at moving the sphere of influence of WorkSafe from reactive policing activities towards pre-emptive action, compelling innovation and new discourses on workplace safeness, employment longevity and the empowerment of ageing workers. The project consisted of a research investigation of ageing and wellbeing issues, and workplace safeness, together with a taught component, a design studio that challenged students to consider physiological, behavioural and technological factors in the generation of design proposals for safe and supportive future workplaces that enable and empower an ageing workforce to continue to make a valuable contribution.

[Résumé] [Employability Revisited. Strengths- and Life-phase-oriented Human Resource Management](#)

A Rosken - Springer 2022

- Presents an innovative approach for the implementation of a life-phase-oriented human resource management
- Contains expert perspectives on the topic of age-work-relationship
- Offers a scientifically sound basis for changes in human resources management

Part of the book series: [Human Resource Management](#) (HRM)

[Résumé] [Factors Affecting Request & Receipt of I-deals: An Investigation in the Context of Older Workers](#)

I Sykes-Bridge, P Bordia, PRJM Garcia, RK Amarnani... - Group & Organization ..., 2022

I-deals (individualized employee work arrangements) are a key method for organizations to retain and motivate employees, yet little research has investigated employee motivations for seeking i-deals and antecedents to request and receipt. We examine these largely invisible antecedents of i-deals in the context of older workers, a cohort of increasing importance in the workplace. Through thematic analysis of 82 in-depth interviews with Australian workers over the age of 50, we develop a model of i-deal emergence that delineates the motivation, request, and receipt stages of i-deals. We identified four motivational influences to seek i-deals: to improve work-life balance, to repair psychological contract breach, and to craft satisfactory retirement pathways; high levels of existing job-role autonomy acted as a demotivator to request i-deals. We also identified three factors associated with an i-deal request being granted: an older worker's value to the organization, positive employee-manager relationships, and emphasis of mutual benefit for employee and employer. We identified a novel antecedent for i-deals: feasibility—an older worker's perception of how likely they are to be successful when requesting a desired i-deal. Feasibility perceptions are informed by organizational practices and policies around i-deals, co-worker i-deal experiences, and job-role constraints. Feasibility can influence an employee's decisions to request an i-deal and also directly affect attitudes toward the employer, regardless of whether an i-deal is present, desired, or otherwise. Theoretical and practical implications are discussed and future directions outlined.

[PDF] [8. MANAGING AN AGEING WORKFORCE](#)

J Chong, D Andrei - EMERGENCY SERVICES WORKFORCE 2030 ..., 2022

... Research suggests three broad approaches for organisations to effectively manage a mature workforce and



reap the benefits associated with an increasingly age-diverse workforce: include, individualise, and integrate ...

[Résumé] [Occupational Health and Safety Implications of an Aging Workforce in the Australian Construction Industry](#)

I Kamardeen, A Hasan - *Journal of Construction Engineering and Management*, 2022

The proportion of older workers in the construction workforce is increasing rapidly, due to an aging population globally. While the presence of older workers offers many benefits, they are deemed to pose added occupational health and safety (OHS) challenges. Understanding age-related OHS risks is essential to initiate appropriate interventions. Construction workers' compensation data collected by Safe Work Australia from 2008 to 2019 was analyzed using three-way chi-square technique to investigate the influence of age on OHS performance, with consideration of moderating factors such as gender, organizational size, occupation, incident mechanism, and nature of injury or illness. Findings suggest that older (aged  $\geq 55$ ) and aging (aged 45–54) construction workers are more vulnerable overall to fatalities and permanent incapacities. Organizational size has a statistically significant influence on the relationship between age and incident frequency and severity, with the greatest number of fatalities among older workers in micro-sized organizations. Gender has a statistically significant influence on the relationship, with older female workers recording zero fatalities. Similarly, permanent incapacities increase with age among male workers whilst it decreases among females. There is a noticeable increase in fatalities and permanent incapacities among older workers in four occupations: carpenter and joiners, plumbers, electricians, and construction laborers. Regarding incident mechanisms, exposure to chemicals and substances caused the greatest number of fatalities among older workers, followed by falls and then vehicle incidents. Exposure to loud sound and pressure is associated with the greatest number of permanent incapacities. Occupational respiratory diseases, circulatory diseases, and cancer are associated more with fatalities among older workers than injuries. Nervous system and sense organ diseases caused the highest number of permanent incapacities. These insights can inform construction organizations and policymakers about aspects for implementing purposeful preventive measures to safeguard the aging workforce.

[PDF] [Relationships between ICT Use for Task and Social Functions, Work Characteristics, and Employee Task Proficiency and Job Satisfaction: Does Age Matter?](#)

C Dietz, P Bauermann, H Zacher - *Merits*, 2022

Digitalization and demographic change represent two megatrends that impact organizations and workplaces around the globe. Rapid developments in information and communication technology (ICT) are fundamentally changing the ways in which work is conducted. At the same time, workforces are becoming increasingly older and age diverse. Integrating the model of workplace ICT use and work design with socioemotional selectivity theory from the lifespan development literature, we investigate employee age as a moderator of the indirect and total effects of ICT use for task and social functions on self-rated task proficiency and job satisfaction. As potential mediators, we focus on three job-related resources: job autonomy, team cohesion, and task significance. Data were collected from 1761 employees at three measurement points across two months. The results showed that ICT use for task and social functions were not significantly associated with job autonomy, team cohesion, task significance, task proficiency, and job satisfaction, while controlling for baseline levels of these mediator and outcome variables. Job autonomy was negatively related to task proficiency, and team cohesion was positively related, whereas both job autonomy and team cohesion were positively related to job satisfaction. Contrary to expectations, age did not moderate the indirect and total effects of ICT use for task and social functions on task proficiency and job satisfaction. We discuss the implications of our findings for future research and practice regarding ICT use and age in the work context.

[PDF] [Technology Boom \(ers\): How US Multinational Technology Companies Are Preparing for an Ageing Workforce](#)

A Stone, N Harkiolakis - *Administrative Sciences*, 2022

This study addresses a lack of knowledge of how US multinational organizations are preparing for an ageing workforce. The study took the form of a qualitative multiple-case study, comprising in depth semi-structured interviews of senior managers in target companies selected through purposive sampling. The study used



institutional theory and dynamic capabilities theory as theoretical frameworks. The findings of the study imply that there are still no rigorous processes in place to support the contribution of older workers to the success of the organization, that legislative compliance is a key current focus, and that considerations of intersectionality between age and other aspects of diversity are emerging. These findings suggest recommendations for practice that are related to the transparency of age-related data, implementation of considered recruitment and retention strategies for older workers, and the direct involvement of older workers in technological product and service development.

[PDF] [Training, a tool for retaining? A quantitative study on the effect of work-related training on the desired retirement age in Western Europe](#)

N Huizer - 2022

A tremendous amount of effort is put into education and training due to societal ageing. While the focus of policy is mainly on the effect of training on the ability to continue working, it is equally important to investigate the effect of this on the willingness to continue working. In addition, little research has been done on the direct effect of training on retirement age. This study focused on identifying the effect of training, offered by employers, on the desired retirement age of employees in Western Europe (concentrated on the Netherlands, Belgium, Germany, Denmark and the UK). The theoretical framework aimed to identify the underlying mechanisms of the effect of training on the willingness to continue working. Amongst other things, this framework proposed that training leads to up-to-date skills that would result in a better job fit, after which employees would choose to stay in work longer, thus hypothesising positive effects on the desired retirement age. Using data from the EWCS6, logistic regression analyses and linear regression analyses were performed. The total sample for the logistic regression analyses was 5,110 respondents and the total sample for the linear regression analyses was 4,134 respondents. The desired retirement age was examined in two ways in this study: according to working beyond the state pension age (logistic) and according to the preferred exit age (linear). The results showed that employees who have received training are less likely to want to continue working beyond the state pension age. In addition, it became apparent that the differences in preferred exit age after training only applied to senior employees. Based on the findings of the study, it was advised, amongst other things, to critically review training as a factor for motivating people to work longer. Keywords Work-related training; sustainable employability; retirement age; ageing working society

[HTML] [Strategic Guidance and Technological Solutions for Human Resources Management to Sustain an Aging Workforce: Review of International Standards, Research ...](#)

AK Wissemann, SW Pit, P Serafin, H Gebhardt - JMIR Human Factors, 2022

New technologies offer opportunities to create a healthy, productive, and capable aging workforce. There is little research from an organizational perspective about how technology can help create a sustainable aging workforce.

**Objective:** This study aims to (1) explore how technological solutions in organizations can help create and maintain a healthy, productive, and capable aging workforce; and (2) provide recommendations and strategic guidance that benefit both the aging worker and the organization.

**Methods:** International standardization practices, ethical frameworks, collaborative research, and use cases are used to demonstrate how technological solutions can be translated into practice and formed the basis for the development of a set of recommendations to create and maintain a sustainable aging workforce.

**Results:** Organizations need to look at aging through different lenses to optimize an age-inclusive workforce rather than viewing it by chronological age alone. International standards in technology, human resources management, and aging societies can form part of the solution to improve aging workforces. Digitalization of workplaces, digital literacy, innovation, intergenerational collaboration, and knowledge management form important elements of the international standard on age-inclusive workforce. Using internationally agreed ethical frameworks that consider age bias when designing artificial intelligence-related products and services can help organizations in their approach. Age bias in artificial intelligence development in the workplace can be avoided through inclusive practices. No blockchain application was found yet to improve the aging workforce. Barriers to blockchain adoption include fear of layoffs, worker resistance and lack of blockchain competence, worldwide adoption, support, and funding. Integrating blockchain into the internet of things may allow for improved efficiencies, reduce cost, and resolve workforce capacity problems. Organizations could

benefit from implementing or funding wearable technologies for their workers. Recent tools such as the Ageing@Work toolkit consisting of virtual user models and virtual workplace models allow for the adaptation of the work processes and the ergonomics of workplaces to the evolving needs of aging workers. Lastly, selected use cases that may contribute to sustaining an aging workforce are explored (eg, the Exposure-Documentation-System, wireless biomedical sensors, and digital voice notes).

*Conclusions:* The synergy of international standardization and ethical framework tools with research can advance information and communication technology solutions in improving aging workforces. There appears to be a momentum that technological solutions to achieve an age-inclusive workforce will undoubtedly find a stronger place within the global context and is most likely to have increased acceptance of technological applications among aging workers as well as organizations and governments. International standardization, cross-country research, and learning from use cases play an important role to ensure practical, efficient, and ethical implementation of technological solutions to contribute to a sustainable aging workforce

[Extrait] [What Is the Effect of Reverse Mentoring on the Retention of Older Workers in the IT Industry?](#)  
KB Woods - 2022

With five generations present in almost every modern work environment, business and human resource leaders need tools to help their organizations retain skilled workers, lowering and possibly eliminating their intent to leave. The information technology (IT) sector provides an ideal setting for research on multigenerational workers, where older workers, in particular, are an integral part of keeping legacy IT systems working and our nation safe. Current literature provides strong cues that reverse mentoring is an effective tool for improving employee retention and job satisfaction in Baby Boomers. This quantitative, non-experimental survey research design aims to confirm that reverse mentoring can increase job satisfaction in older IT workers experiencing job plateaus. This research will extend the body of knowledge by providing one of the first quantitative studies on reverse mentoring of older workers as a class, specifically Baby Boomers and Traditionalists. The target population for this research is older workers from across the U.S. Census Bureau's 12 IT job classifications that have been mentored or managed by younger workers ...

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

[HTML] [A Multidisciplinary Approach to Capability in Age and Ageing](#)  
Hanna Falk Erhag, Ulrika Lagerlöf Nilsson, and co.

This open access book defines the capability approach from contrasting perspectives. Provides examples on how the capability approach can be used in different studies. Provides a truly multidisciplinary approach with contributions from epidemiology, psychology, sociology, political science and much more  
Part of the book series: [International Perspectives on Aging](#) (Int. Perspect. Aging, volume 31)

[PDF] [The Age Factor in the Analysis of Occupational Risks in the Wood Industry](#)  
N Araújo-Vila, DR Toubes, JA Fraiz-Brea - Healthcare, 2022

*Abstract:* Workers in the wood industry are continually exposed to a wide range of risks. Some risks are potentially high and may lead to serious work-related accidents or occupational diseases. It is a sector where physical work is predominant and where high-risk machinery is used. There is also the age factor, as the age of the workforce increases the risks of loss of skills, particularly physical skills. This study analyses the impact of age on the occupational safety and health management in the wood industry. To this end, a qualitative analysis was carried out through semi-structured in-depth interviews. A total of 52 interviews were conducted with wood-based entrepreneurs, occupational safety technicians and experts from Galicia (Spain). The results show that there is a growing concern to integrate the older group in occupational safety and health management due to the increasing work life. The older group is not the one with the greatest number of occupational accidents (8.3%), but rather the one that needs better working conditions in the face of physical deterioration, considering that a large proportion of senior workers is transferred to administrative tasks. Consequently, the proportion of older workers performing physical tasks, which are the tasks with the highest associated risk, is lower.

[\[PDF\] Does a change to an occupation with a lower physical workload reduce the risk of disability pension? A cohort study of employed men and women in Sweden](#)

K Badarin, T Hemmingsson, M Almroth, D Falkstedt... - ... Work, Environment & Health, 2022

*This study aimed to examine if a change to an occupation with a lower physical workload reduces the risk of all-cause disability pension (DP) and musculoskeletal DP (MDP). Methods This study used a sample of 359 453 workers who were registered as living in Sweden in 2005 and aged 44–63 in 2010. Exposure to physical workload was measured from 2005–2010 by linking a mean value from a job exposure matrix to occupational codes. The mean values were then split into quartiles. All included participants had high exposure to physical workload (top quartile) from 2005–2007. A change in physical workload was measured as a change to (i) any lower quartile or (ii) medium-high or low quartiles from 2008–2010. DP cases were taken from register data from 2011–2016. Crude and multivariate Cox proportional-hazards regression models estimated sex-specific hazard ratios (HR) with 95% confidence intervals (CI). Results Compared to workers with consistently high physical workload, a change to any lower quartile of physical workload was associated with a decreased risk of all-cause DP (men: HR 0.59, 95% CI 0.46–0.77, women: HR 0.63, 95% CI 0.52–0.76) and MDP (men: HR 0.52, 95% CI 0.31–0.89, women: HR 0.61, 95% CI 0.44–0.84). Older workers had the largest decreased risk for MDP. Generally, changing from high to low physical workload was associated with a greater reduced risk of DP than changing from high to medium-high physical workload. Conclusion Changing to an occupation with lower exposure to physical workload was associated with reduced risks of DP and MDP among both sexes.*

[\[PDF\] The effect of disruptive private life events on employees' sustainable careers with moderating effects of work-home support and disclosure of private life events](#)

M Muller – 2022, thèse, Pays-Bas

*Nowadays, organisations are dealing with an aging workforce. To be able to work longer, sustainable careers are required. However, disruptive private life events can happen and can influence one's sustainable career. Therefore, this research examined to what extent disruptive private life events influence employees' sustainable careers and to what extent work-home support and disclosure of private life events moderate this association. It is expected that disruptive private life events are negatively associated with the three outcomes of sustainable careers: work ability, work engagement and employability. Furthermore, it is expected that work-home support provided by a supervisor would weaken this association. Moreover, when employees disclose their private life events with their supervisor, this will make the beneficial effect of work-home support on the association between disruptive private life events and sustainable careers stronger. To test these hypotheses, a quantitative study with 153 respondents was conducted. The results indicated that disruptive private life events are negatively associated with one's work ability and employability. However, it did not significantly affect employees' work engagement. Besides, work-home support did not significantly moderate the association between disruptive private life events and employees' sustainable careers. Moreover, disclosure did not significantly influence the effect of work-home support on the association between disruptive private life events and sustainable careers. Contributions of this study are that coworker support is perceived as more important than work-home support and in order for employees to share personal issues, it is important to create a safe place within the organisation. Key words: Disruptive private life events, sustainable careers, supervisor support, disclosure.*

[\[Résumé\] How COVID-19 shaped the perception of work of mature Australian employees: Insights from a large-scale survey of work during the pandemic](#)

D Andrei, J Chong, SK Parker, L Zoszak, G Petery... - The 82nd Meeting of the ..., 2022

*Since the start of the COVID-19 pandemic, there has been much attention given to the way inherent aspects of work and jobs are being altered, potentially in irreversible ways. The implications for the mature workforce are especially critical given that ongoing ageing demographic trends had already been testing traditional ways of organizing work (Rudolph et al., 2021). Theoretical frameworks such as differential susceptibility (Belsky & Pluess, 2009) and differential impact (Ungar, 2017) support the idea that age can play a significant role in how employees experience the effects of the ongoing pandemic. While differential susceptibility points towards the need to look into age as a risk factor for pandemic related outcomes, differential impact theory points more towards interactions between resources and environment in shaping these consequences. Through a diversity*



climate and work design lens, we investigate the way work experiences of Australian mature employees have been impacted across different time points during the COVID-19 pandemic (peak lockdown stage, easing of restrictions, vaccination roll-out), and how these further relate to employee and organizational outcomes. We pay a particular interest to meaningful work as a psychological resource that has the potential to offset the negative effects of the pandemic for mature workers by strengthening employees' perceptions of self-worth, personal agency, and maintaining work engagement (Bailey et al., 2018; Johnson & Jiang, 2016). Participants (N=1583) recruited through an online panel services provider took part in a large-scale longitudinal survey study. Recruitment was restricted to Australian employees who were 45 or over at the time of the survey (...). The measures included in the survey covered a wide range of work-related factors such as COVID-related changes to jobs and work (eg. redeployment, working from home), work characteristics, work engagement, wellbeing, job satisfaction, burnout, age diversity climate, and HR practices aimed at mature employees. Preliminary results point towards negative trends in mature employees' experiences at work, with age diversity climate, relational work characteristics and perceptions of employability showing significant decreases during the first two waves of data collection. However, the last two waves indicate that scores are slowly returning back to the initial levels. An exception is represented by perceptions of human resource practices aimed at knowledge sharing and diversity integration which plateaued after displaying a negative trend across wave 1 and 2 of data collection, highlighting that current measures implemented to manage the pandemic might have negative implications for knowledge exchange processes at work. Last but not least, our research indicates that work constituted a source of meaning for mature employees during the pandemic and that perceptions of meaning in one's work were further associated with better employee wellbeing (...). As the development of the pandemic took a particular trajectory in Australia, the results of this study might not be generalizable to other countries where the effects of the pandemic have been felt more strongly. However, given the contrasting measures implemented by different states, this study might provide valuable comparative information on different approaches aimed at managing the pandemic and their implications for the way mature employees experience work. Overall, the present study provides a comprehensive view of how a large sample of Australian mature employees have experienced their work and the changes associated with the COVID-19 pandemic. Moreover, this study represents one of the very few systematic, longitudinal investigations into the effects of the COVID-19 pandemic on the mature workforce in Australia.

[Résumé] [How Do Newly Diagnosed Chronic Health Conditions Affect Older Workers' Vitality and Worries About Functional Ability?](#)

A Vanajan, U Bültmann, K Henkens - Journal of Applied Gerontology, 2022

With increasing retirement ages, older workers are working longer while being newly diagnosed with chronic health conditions (CHCs). Our knowledge on how newly diagnosed CHCs influence older workers' vitality and worries is limited. We examine how four newly diagnosed CHCs affect older workers' vitality and worries about physical and mental functional ability. We used data from a Dutch pension panel survey. A sample of 1,894 older workers (60–62 years) was analyzed using conditional change OLS regression models. Having CHCs decreased vitality and increased worries. This effect was worse for older workers newly diagnosed with CHCs. Being newly diagnosed with physically disabling conditions increased worries about physical functioning, while being newly diagnosed with mentally disabling conditions increased worries about mental functioning. These findings aid the identification of vulnerable groups of older workers, thereby informing interventions that could improve quality of life, while promoting healthy aging at work.

[Résumé] [Management of chronic musculoskeletal disorders in the workplace from the perspective of older employees: a mixed methods research study](#)

G Skamagki, thesis in Coventry University, 2022

Chronic musculoskeletal disorders (CMSDs) are one of the major health issues affecting European workplaces. Demographic changes have prompted governments to change retirement policies and extend the pension age. The move towards sustained employability over the longer term poses many challenges for older employees that may not be in line with the political agenda. This Mixed Methods Research (MMR) study was grounded in a pragmatist paradigm and implemented an exploratory sequential design involving two components: qualitative and survey research. The study was conducted in the West Midlands. The aim of the study was to explore employees' experiences of CMSDs in relation to their employment, their perspectives on managing



these conditions in the workplace, the strategies used to facilitate and maintain their roles and responsibilities, and to identify what services are offered to them. **Methods:** In the first qualitative phase, 15 semi-structured interviews were conducted to gather in-depth information from employees with a CMSD who were over the age of 50. This qualitative data informed the development of an online questionnaire in the second descriptive cross-sectional survey phase. The questionnaire was administered to older employees (N=107) with a CMSD working in a diversity of work environments. **Results:** The qualitative and survey research findings were integrated using a rigorous approach and a joint display to illustrate the integrative process. The integrated findings illustrated the uncertainty that older employees with CMSDs face and highlighted the role of social support in encouraging disclosure and supporting the management of CMSDs. These findings also indicated that the phenomena of presenteeism and leaveism are important components to employees' strategies for managing their CMSDs. Participants expanded on the impact of state pension age changes on retirement and specifically exposed how these changes affected, in particular, women and those with chronic inflammatory conditions. The integrated findings illustrated the role and responsibilities of employers and managers in supporting the older employees with CMSDs and emphasised how self-management and professional health services are crucial in sustaining employability. The implications for practice, policy and research were discussed and a number of recommendations, derived from the findings, were made (a) for employers and managers to better support the ageing workforce with CMSDs, (b) for employees to highlight workplace strategy options and enhance their confidence in managing a CMSD at work, and (c) the need for further research that supports the occupational health agenda as it relates to the ageing workforce was identified. Finally, two draft leaflets were produced by which the recommendations and strategies could be disseminated to employers and managers and employees with CMSDs. **Conclusions:** This study used a MMR approach to explore the complex issues of sustaining employability for older employees with a CMSD taking into consideration the changes in the socio-political environment. The findings suggest that individualised support could best assist older employees to remain employable especially those whose retirement age has been raised. Current challenges call for employers to identify effective ways to support the ageing workforce and invest in training opportunities for managers and collaborative opportunities with HCPs and other stakeholders. A flexible, empathetic, and resourceful work environment is optimal in supporting sustained employability for an ageing workforce.

[Résumé] [The Moderating Effect of Scheduling Autonomy on Smartphone Use and Stress Among Older Workers](#)

JA Van Fossen, NM Baker, EA Mack, CH Chang... - Work, Aging and Retirement, 2022

Older adults' smartphone use has been shown to be a double-edged sword, linked to health and social benefits but also creating vulnerabilities. Similarly, the use of smartphones and other information and communication technologies (ICTs) in organizations also affords workers advantages, such as increased flexibility, while exposing them to risks such as exhaustion and distress. This research examines older workers' smartphone use and identifies a contextual characteristic that may buffer the negative implications of smartphone use for work purposes. Following the job demands–resources (JD-R) model, we hypothesized that older workers' daily work-related smartphone use is positively related to their experienced stress and negatively related to their mood, and that these relationships would be attenuated by work scheduling autonomy. We conducted an experience sampling method (ESM) study with a sample of 38 workers (ages 50–64) who completed daily measures over 8 days, and tracked their smartphone use objectively using screenshots of time spent using various apps. Contrary to our expectations, smartphone use was not significantly related to stress or mood. There were significant cross-level interactions, such that smartphone use for work was negatively related to experienced stress and positively related to a positive mood for those with lower levels of scheduling autonomy. We interpret these findings and discuss the effects that technology use for work may have on older workers' well-being through the lens of the JD-R model. Our results suggest that ICT use in the workplace combined with work scheduling autonomy may not be advantageous for workers' well-being.

[PDF] [Older Physical Education Teachers' Wellbeing at Work and its Challenges](#)

H Lipponen, M Hirvensalo, K Salin - 2022

This article examines older physical education (PE) teachers' wellbeing over the course of their career in Finland. The study highlights challenges to physical and mental functioning as well as how teachers respond to

these challenges. The six interviewees were over 55-year-old PE teachers, whose career had lasted for more than 30 years. Qualitative methods were used in the collection, transcription and analysis of the research data. The qualitative analysis consisted of a series of interpretations that visualised the world described by the interviewees. All the research participants had physical problems that affected their teaching and make teachers consider a potential career change. To be able to teach, teachers adapted their ways of working according to the challenges brought by age and injuries. The research participants found that the challenges caused by musculoskeletal problems and ageing were an inevitable part of the profession. They emphasised the positive sides of the work: the profession permits varied workdays. In addition, the teachers noted that their work provides them with opportunities to remain physically fit. Teaching health education is a means to lighten the workload of older teachers. PE teachers enjoy their profession and are dedicated to it, despite all the challenges. The interviewed participants clearly experienced work engagement. Our development proposal for teacher education is that future PE teachers be informed about the risks involved in the profession. Such activity helps young teachers reflect proactively on the measures taken to maintain their functioning during their career and on perspectives related to the ways of working.

[Résumé] [Psychosocial working conditions and cognitive and physical impairment in older age](#)

S Sindi, S Kiasat, I Kåreholt, C Nilsen - Archives of Gerontology and Geriatrics, 2022

Psychosocial working conditions are associated with cognitive and physical impairments. The aim of this study was to investigate the associations between mid-late life psychosocial working conditions and the combination of physical and cognitive impairment among older adults, and the potential sex differences in these associations. Methods : Data were derived from two Swedish nationally representative surveys (n = 839; follow-up: 20–24 years). Multinomial and binary logistic regressions assessed the associations between work stressors (job demand-control model), and a combination of cognitive and physical impairment.

[PDF] [Quality of life in aging process: the role of work-related psychosocial conditions and social support](#)

T Gaspar - Revista de PSICOLOGÍA DE LA SALUD, 2023

Theoretical Framework: Aging has been a growing source of increased opportunities raised by longevity, but also a growing source of concern, particularly with regard to the mental health and the well-being of elderly people. As such, it is highly relevant to have a better understanding of the relationship between workplace related psychosocial factors and quality of life, not only among working population, but also among retired individuals. The main objective of this study is to better understand and characterize the relation between quality of life (QoL), work-related psychosocial conditions, and social support for both working and retired adults. Methods: Participants were 1.330, 62.2% of which female, with ages ranging between 55 and 75 years old. 47% of the respondents were working and 46 % were retired. Three structural equation models were tested, using the total sample and by labor situation (working and retired). Results: The results showed that the stress management (with a greater effect in retired participants) and the social support (with a greater effect in working participants) have a positive influence on the QoL factor. Better work-related psychosocial conditions and higher social support were predictors of higher/better QoL. Conclusions: Our study allowed us to conclude that QoL is influenced by working situation, social support and work-related psychosocial conditions. This is a powerful message to policy makers in view of the growth of older populations.

[PDF] [Work-related stress and occurrence of cardiovascular disease: a 13-year prospective study](#) [Etude en Europe]

MY Feng, HX Wang, LB Zhuo, W Yao, CF Hao, JJ Pei - Journal of Occupational and ...

To investigate the influence of work-related psychological and physical stresses on risk of cardiovascular disease (CVD).

Methods : 5651 CVD-free participants aged 50+ from the Survey of Health, Ageing and Retirement in Europe were followed-up for 13 years to detect incident CVD. Work-related stress was assessed using job strain and job reward questionnaire. Cox regression model was used to estimate the association.

Results : High physical demands (HR = 1.30) and low reward (HR = 1.19) compared with their counterparts, as well as active physical jobs (HR = 1.41) and high physical strain (HR = 1.45) in comparison to low physical strain were associated with higher risk of incident CVD after adjusting for confounders. However, combining physically stressful jobs with low reward did not further increase the CVD risk.

Conclusions : Avoiding physically stressful jobs or providing appropriate reward may reduce the occurrence of CVD.

## Parcours professionnel + capacités fonctionnelles, santé perçue, usure précoce

[HTML] [Job demands may determine cognitive and physical aging after retirement](#) [Etude en Espagne]

E Calatayud, G Lozano-Berges, P Peralta-Marrupe... - Journal of Applied ..., 2022

During adulthood, we spend most of our time and efforts at work. However, the impact of employment in aging is poorly explored. Our study addressed how job demands can affect aging after retirement. We have developed a descriptive observational study carried out in 367 older adults with a mean age of 73.9 years (66.5% women and 33.5% men), measuring cognition and functional status. Our results demonstrate that older adults who had high mental demands in their jobs, show better scores in cognition. However, they show poor functional development of basic and instrumental activities of daily life ( $p < .05$ ). In contrast, former workers who had high physical demands, display lower scores in cognition and lower functional performance in instrumental activities ( $p < .05$ ). Work life activities contribute to cognitive and physical decline after retirement. Therefore, healthy aging should include interventions that consider the job influence on the age impairment.

## Travailleurs jeunes / âgés, relations intergénérationnelles

[PDF] [Building Bridges Not Walls: Older Women as Mentors Connect with Younger Women](#)

FL Denmark, WR Smith, EC Rehbein

This paper explores the needs and benefits of mentorships between young women and older women, including retirees. There has been significant findings to suggest mentored relationships are crucial to the careers and lives of individuals. However, there is a lack of mentorship for women in their personal lives as well as in all career fields, especially in business, academia, and politics. Most research suggests the skills and knowledge mentors need when creating relationships with their mentees. However, there is a gap in the literature regarding the social skills, experience and optimal attitudes, which are vital in fulfilling valuable mentored relationships. This paper is calling to start a discussion about how there is an absolute need for older women to mentor other women in order to help their progression not only within their careers, but also in their personal lives.

[Résumé] [The Voice of Experience--Older Workers' Accounts From a Portuguese Organisation.](#)

EA da Silva Oliveira, J Messeder, A Coelho - Organization Development Journal, 2022

his study aims to analyse perceptions about Human Resource Management (HRM) practices in a Portuguese industrial company characterised by an aging workforce. It also discusses to what extent age segmentation in HRM practices contributes to the productive inclusion and wellbeing of older workers. Emphasis is given to the mentoring process. This qualitative research is divided into two stages, two years apart: In the first stage, 10 blue-collar workers are interviewed about the perceived effects of HRM practices and, in the second stage, nine interviews with mentors, mentees, and HR managers are combined with the analysis of documents to analyse the (de)merits of the mentoring in force in the company. This study adds workers' perspectives to the HR managers' perspectives on the productive inclusion of older workers, and it contributes to the debate on career extension by showing the benefits older workers bring to the organisation through formal mentoring programmes.

## Lu dans la presse

[Âgisme au travail : enjeux pour les entreprises et bonnes pratiques à mettre en place](#)

Francis Lefebvre Formation

Penser l'emploi des seniors aujourd'hui, c'est s'interroger sur le travail de demain.

[La carte maîtresse des seniors](#) (Europresse)

LSA, no. 2711

Regard sur la conso, jeudi 18 août 2022 456 mots, p. 39

Les chiffres sont frappants ! Actuellement, en France, près de 45 % des 55-64 ans sont sans emploi, selon la Dares (Direction de l'animation de la recherche, des études et des statistiques). Dans le même temps, 50 % de la population en Europe aura plus de 45 ans d'ici à 2035. Dans ce contexte et alors que le débat sur les retraites devrait revenir sur la table dans les prochaines semaines, la question de l'employabilité des seniors se pose plus que jamais. « Les enjeux sont sociétaux mais aussi économiques. Si on n'augmente pas le taux d'employabilité des plus de 50 ans, il y a un risque de chute du PIB de l'ordre de 10 %. Il faut donc repenser en profondeur le fonctionnement de notre société et proposer un nouveau contrat social plus juste et plus équitable entre les générations. Dans la France de demain, on va avoir besoin de chacun », lance Sibylle Le Maire, fondatrice et dirigeante du Club Landoy, think tank créé en 2019 par le groupe Bayard et dédié à la révolution démographique.

*Stéréotypes liés à l'âge...*

### [Comment faire travailler ensemble différentes générations - HelloWorkplace](#)

HelloWorkplace

*Voici quelques conseils pour recruter et intégrer des seniors à vos équipes et faire collaborer différentes générations en harmonie*

### [Emploi des seniors : 5 politiques qui ont fait leurs preuves à l'étranger - HelloWorkplace](#)

HelloWorkplace

*En France, retrouver du travail après 50 ans s'apparente, dans un grand nombre de cas, à un parcours du combattant. Si le taux d'emploi des seniors ...*

### [Étude sur l'attraction et la rétention des travailleurs expérimentés - Transport Routier](#)

Transport Routier

*Avec des horaires de travail flexibles, de la reconnaissance, une réduction de ... le maintien en emploi des travailleurs âgés de plus de 50 ans.*

### [Maintien et attraction des travailleurs expérimentés : Portrait des pratiques actuelles et leviers \(Europresse\)](#)

MONTREAL, le 25 juill. 2022 /CNW Telbec/ - Afin de dresser un portrait des pratiques actuelles et leviers en matière d'attraction et de maintien en emploi de la main-d'œuvre expérimentée et dans le cadre de la campagne [La compétence n'a pas d'âge](#), une enquête a été menée auprès des organisations québécoises. Cette enquête fut réalisée par Diane-Gabrielle Tremblay, CRHA, professeure à la TÉLUQ, avec la collaboration de l'Ordre des conseillers en ressources humaines agréés et grâce à la participation financière du gouvernement du Québec...

### [Marché du travail en 2022 : quelle place pour les seniors ? - HelloWorkplace](#)

HelloWorkplace

*Alors que l'âge légal de départ à la retraite devrait être repoussé à 65 ans d'ici 2030, les plus de 50 ans sont nombreux à éprouver des difficultés à garder leur emploi ou à en retrouver un. Au sommaire : définition, taux d'emploi et de chômage, qui sont les seniors actifs, quel type de contrat privilégient-ils ?*

### [Peu d'entreprises tentent de garder les travailleurs expérimentés | JDQ - Le Journal de Québec](#)

Le Journal de Québec

*... pour maintenir en emploi les travailleurs âgés de plus de 50 ans. ... les organisations privilégient l'aménagement du temps de travail (67 %) ...*

### [Réformer les retraites : pourquoi et dans quelles conditions ? - Economie Matin](#)

Economie Matin

*... les conventions de pré-retraite et la garantie de ressources ont surtout entraîné une marginalisation des salariés âgés.*



*Seniors au travail : cette retraite progressive qui n'emballe pas les PME / Les Echos*

*Les Echos*

*Le dispositif de retraite progressive, qui consiste à réduire le temps de travail en fin de vie active avec fraction de pension de retraite en ...*

*Télétravail, temps de travail, emploi des seniors : la MNT signe trois... - AEF info*

*AEF info*

*Télétravail, temps de travail, emploi des seniors : la MNT (Mutuelle nationale territoriale) signe trois accords constituant son nouveau pacte social. La direction générale de la ...*