

# Rapport de veille n°72

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

14/11/2022

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

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

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

## Veille réglementaire

[HTML] [Les employeurs doivent tenir compte des contrats d'insertion pour fixer l'ordre des ...](#)

Alternatives Economiques

En matière de droit social les décisions de la Chambre sociale de la Cour de Cassation ont, au moins, autant d'importance que la loi.

L'arrêt [n° 20-23.651 F-B](#) du 12 juillet 2022 montre une évolution dans l'établissement par l'employeur de l'ordre des personnes qu'il licencie en cas de licenciement collectif en introduisant

L'article [L 1233-5 du Code du travail](#) mentionne

1. Les charges de famille, en particulier celles des parents isolés
2. L'ancienneté de service dans l'établissement ou l'entreprise
3. La situation des salariés qui présentent des caractéristiques sociales rendant leur réinsertion professionnelle particulièrement difficile, notamment celle des personnes handicapées et des salariés âgés
4. Les qualités professionnelles appréciées par catégorie.

Dans son arrêt, la Cour de Cassation donne une précision sur le troisième critère en précisant trois situations à prendre en compte

- la qualité de travailleur handicapé
- les caractéristiques d'âge rendant la réinsertion difficile en particulier les salariés les plus âgés dont le taux de chômage est élevé
- les titulaires d'un contrat d'insertion :

[PDF] [« Pénibilité » et traçabilité des expositions : fiches et attestations. Le point sur les documents créés, maintenus ou supprimés.](#)

N. FÉLICIE, TP 51, RST n° 171, Juillet – Août – Septembre 2022, pp. 89-95

Cet article fait le point sur les documents permettant d'assurer la traçabilité individuelle des expositions et impactés par le dispositif spécifique de prévention et de compensation des expositions à certains risques professionnels, ancien « dispositif pénibilité ». En effet, ce dispositif qui prévoyait notamment la création de la « fiche pénibilité », a eu un impact sur la prévention du risque chimique en remplaçant des documents qui permettaient d'assurer la traçabilité des expositions aux agents chimiques dangereux (fiche d'exposition, attestation d'exposition). Puis, cette fiche a elle-même été supprimée, les expositions à certains facteurs de pénibilité faisant désormais l'objet d'une déclaration dématérialisée. Plus récemment, l'état des lieux des expositions a été créé dans le cadre du suivi post-professionnel ou post-exposition. Sont particulièrement concernées les expositions aux facteurs de pénibilité.

C'est pourquoi cet article revient sur ces évolutions et clarifie le statut des documents permettant d'assurer la traçabilité individuelle des expositions. À noter : Un texte impactant le sujet traité ayant été publié après la rédaction de cet article et quelques jours avant sa parution (voir page 9 de ce bulletin l'arrêt du 16 septembre 2022), seule la version PDF disponible en ligne a pu être légèrement modifiée pour prendre en compte l'actualité.

## Généralités

[Podcast] [Comment booster l'emploi des seniors ? - YouTube](#)

Public Sénat, 12 octobre 2022, 44 mn

Seuls 35,5% des 60-64 ans travaillent en France. A quoi bon reculer l'âge de la retraite si les entreprises continuent de se débarrasser de leurs salariés les plus âgés ? Le ministre du Travail Olivier Dussopt a fait des propositions pour changer la donne. Nos invités en débattent dans Sens public. Sens public est une émission quotidienne de débats sur Public Sénat, animée par Thomas Hugues, du lundi au jeudi de 18 heures à 19h30. Retrouvez le replay : <https://www.publicsenat.fr/emission/s...>

[PDF] [Emploi des seniors : agir sur tous les leviers](#)

F Morel, Institut Montaigne, octobre 2022, 31 p.

*Comment concevoir un plan équilibré en faveur de l'emploi des seniors qui ne saurait se résumer au recul de l'âge du départ en retraite ?*

*Faisant écho au volontarisme de notre pays en faveur de l'emploi des jeunes, l'ensemble des 16 propositions formulées dans cette note ont pour ambition de construire un plan cohérent, permettant d'aménager le maintien des seniors dans l'emploi et d'encourager à l'embauche des seniors tout en limitant le risque de précarité à la sortie. Parmi elles, 7 propositions apparaissent prioritaires pour favoriser l'accroissement du taux d'emploi des seniors.*

[Extrait] [Older Workers in Transition: European Experiences in a Neoliberal Era](#)

*D Lain, S Vickerstaff, M van der Horst – 2022*

*Au sommaire notamment de ce livre analysant des données européennes :*

*Transition travail – retraite ; changement d'emploi pour des travailleurs de plus de 50 ans ; travailleurs intérimaires de plus de 50 ans ; cas des femmes de plus de 50 ans (mis dans « conditions de travail des femmes »)*

*Certains chapitres sont présentés dans les rubriques ci-dessous.*

*More people are extending their working lives through necessity or choice in the context of increasingly precarious labour markets and neoliberalism. This book goes beyond the aggregated statistics to explore the lived experiences of older people attempting to make job transitions. Drawing on the voices of older workers in a diverse range of European countries, leading scholars explore job redeployment and job mobility, temporary employment, unemployment, employment beyond pension age and transitions into retirement. This book makes a major contribution and will be essential reading within a range of disciplines, including social gerontology, management, sociology and social policy.*

[PDF] [Recommendations for the adoption of active ageing policies \[Italie\]](#)

*D Lucantoni, P Checcucci, M Socci, R Fefè, G Lamura... - 2022*

*This introduction aims to provide a theoretical framework to motivate the adoption of Recommendations to address the challenges raised by demographic ageing... MIPAA (Madrid International Plan of Action on Ageing) approved by the United Nations in 2002, MIPAA Commitment 5, SDG 8: Adapting the labour market to respond to the economic and social consequences of an ageing population MIPAA Commitment 6, SDG 4: Promotion of lifelong learning and adaptation of the educational system in response to economic, social and demographic changes. National examples and examples of the regions and autonomous provinces.*

[PDF] [Travailler au-delà de 50 ans: état des lieux et leviers d'action](#)

*V Vandenberghe - Regards économiques, 2022*

*Le but de ce texte est d'examiner les enjeux d'une extension forte de l'emploi au-delà de 50 ans, possiblement jusqu'à l'âge de 70 ans pour certains. Une grande attention est accordée aux différents obstacles au travail après 50 ans, à leur nature et importance, et à la manière dont une politique mieux conçue pourrait aider à les surmonter. La Section 1 discute l'importance du déclin de la santé avec l'âge, engendrant (ou non) une incapacité à travailler. La Section 2 explore les obstacles économiques et institutionnels au prolongement des carrières. La Section 3 examine les politiques susceptibles de lever ou d'atténuer les barrières à l'emploi passé 50 ans. La Section 4 conclut.*

## **Retraite**

[Résumé] [COVID-19 and retirement decisions of older workers in the euro area](#)

*V Botelho, M Weißler - Economic Bulletin Boxes, 2022*

*The COVID-19 pandemic triggered a temporary decrease in the labour market activity of older workers in the euro area. Our analysis finds that a part of the decrease was driven by a pandemic-induced shift in the retirement decisions of older workers, affecting around 175,000 people. This represents 0.5% of the labour force aged 55-74 retiring earlier than planned due to the pandemic. The heightened economic uncertainty and health risks stemming from the pandemic persuaded some older workers either to bide their time before returning to work or to retire early. Early retirement was most pronounced for workers in poorer health, stressing the growing importance of health risks for labour market developments.*

[HTML] [Early retirement intentions: the impact of employment biographies, work stress and health among a baby-boomer generation](#)

L Toczek, H Bosma, R Peter - *European Journal of Ageing*, 2022

*In recent years, early retirement decisions have become more frequent in the European Union despite political efforts to prevent early retirement. This is a growing problem for the social security system. The study focuses on a life course approach using employment biographies and investigates the influence of work stress and health on early retirement intentions. Data of employees who were born in either 1959 or 1965 of the German cohort study on work, age, health and work participation are analysed (n = 3338). By linking survey and register data from 1993 to 2011, a sequence analysis is conducted to identify employment biographies. To analyse the relationship between the employment biographies and intended early retirement, a longitudinal path analysis is computed and includes work stress, measured through effort-reward imbalance, and self-rated health. The statistical analyses identify three adverse employment biographies, i.e. part-time work, episodes of unemployment or marginal employment. In addition, two favourable employment biographies are determined, characterised by full-time work and few episodes of unemployment. The results of the path analysis show that employment biographies with high work-related stress have early retirement intentions. Among adverse employment biographies, indirect effects of poor health on the association between work stress and early retirement intentions are found. Unexpectedly, among full-time workers, work stress is also associated with early retirement intentions with an additional mediation through health. The findings of this study highlight the importance of the life course perspective when analysing retirement decisions. In addition to health-promoting interventions in the labour market, effects of psychosocial factors should be focussed on in order to reduce early exits from the labour market.*

[HTML] [Nouveau Regard sur «Retraite: faut-il avoir peur du vieillissement de la société?»](#)

Y Moreau - *Regards*, 2022

Chapitre sur les réformes de retraite en France.

## Discrimination, précarité, chômage

[PDF] [Ageism in job interviews: Discreet ways of building co-membership through age categorisation](#)

F Previtali, P Nikander, J Ruusuvuori - *Discourse Studies*, 2022

*... In this study, we focus on the use of SOL categories in complaining about older workers, which occurred in 6 out of the 17 retrieved instances of SOL categorisation and in the interactions with the male recruiter. Thus, given the presence of only one ...*

[HTML] [Aging Transitions at Work: The Embodied Experience of Becoming Older](#)

K Riach - *Doing Transitions in the Life Course*, 2022

*This chapter introduces the concept of “older workerhood” as the transitional space in which individuals experience the gradual and iterative move towards becoming an older worker. It locates this transition as one characterized by situated embodied experiences that operate within the context of the “older worker” being a site of inequality and discrimination. To illustrate how older workerhood manifests in a workplace setting, the chapter turns to illustrative examples from a study of growing up and older in the UK financial services sector.*

[Extrait] [Attempted Transitions from Unemployment in Italy](#)

E Garavaglia - *Older Workers in Transition: European Experiences in ...*, 2022

*... A rapidly ageing population is said to make older workers crucial for maintaining the ... of the institutional context in which Italian older workers experience labour market mobility and, ... Findings show the huge obstacles older workers face when ...*

[Résumé] [Late-career unemployment and cognitive abilities](#)

D Freise, H Schmitz, M Westphal - *Journal of Health Economics*, 2022

*We study the effect of unemployment on cognitive abilities among individuals aged between 50 and 65 in*

Europe. To this end, we exploit plant closures and use flexible event-study estimations together with an experimentally elicited measure of fluid intelligence, namely word recall. We find that, within a time period of around eight years after the event of unemployment, cognitive abilities only deteriorate marginally – the effects are insignificant both in statistical and economic terms. We do, however, find significant effects of late-career unemployment on the likelihood to leave the labor force, and short-term effects on mental health problems such as depression and sleep problems.

[PDF] [Old-Age Unemployment and Labor Supply: An Application to Belgium](#)

O De Brouwer, I Tojerow - 2022

Over the last two decades, most OECD countries have reformed their social security in order to make early departures from the labor market increasingly difficult. Despite the fiscal gains that are expected from these reforms, it is likely that these gains from longer careers will be partly offset by increasing expenses on other social security programs. This article sheds light on this issue by exploring the consequences of postponing access to an old-age unemployment program from age 58 to 60. The program provides laid-off workers with a combination of unemployment benefits and a monthly supplement paid by the employer until the full retirement age. Exploiting a rich set of administrative data, we study the effect of this reform on workers' employment and various social security benefits (i.e. unemployment, disability, early retirement and compensated working time reductions), using a triple difference method as identification strategy. Our results show that, for men, the reform had a positive effect on employment, with a small positive effect on a program called Time-Credit, i.e., a social security program that facilitates working time reductions at the end of the career. For women, we find no significant effect on employment but instead a large spillover effect on unemployment. We find that gender differences in job characteristics can help to explain this difference, since women are more likely to work in part-time, low-wage and blue-collar occupations than men, and no significant employment effects are found for these groups of workers.

[Résumé] [Positive psychology and attitudes to ageing in people aged 50 and over in the United Kingdom](#)

C Webb, A Smith, M Orrell, KA Jones - *Aging & Mental Health*, 2022

The aim of this study was to investigate whether attitudes to ageing were associated with attitudes to positive psychology constructs. *Methods:* A cross-sectional online survey of 572 UK adults aged 50+ (mean age 64.6 years,  $SD = 8.4$ , 73.8% female) assessed attitudes to ageing using the Attitudes to Ageing Questionnaire (AAQ) in relation to measures of positive psychology including (1) belief in a just world—Just World Scale (JWS-Self and JWS-Other), (2) sense of coherence—Sense of Coherence Scale (SOC) and (3) positive well-being—Control, Autonomy, Self-Realization, and Pleasure Scale (CASP-19). Other factors included difficulties with hearing and eyesight, relative and carer status and demographics. *Results:* People with hearing and eyesight difficulties had lower CASP-19 and SOC scores, and more negative attitudes to ageing compared to people without sensory problems. Hierarchical regression analyses showed all three positive psychology scales predicted more positive attitudes to ageing. Being a carer for a person with dementia was associated with more negative attitudes to ageing. *Conclusion:* Whereas health and sensory problems relate to more negative attitudes to ageing, this study highlights the importance of positive psychological factors which could inform approaches seeking to promote well-being and health in older people.

[PDF] [Providing Positive Individuating Information to Reduce Stereotype-Based Negativity in Service Encounters](#)

NA Smith, L Martinez, S Xu, CJ Waterbury - *Cornell Hospitality Quarterly*, 2022

With the increasingly diverse workforce in the hospitality and tourism industry, it is imperative to identify strategies to reduce biases in the workplace. Across two studies, we examined the utility of providing individual-level positive individuating information as a strategy to combat customers' stereotypes in service encounters. In Study 1, we explored the effectiveness of providing either positive stereotypical or counter-stereotypical individuating information to remediate negative perceptions toward older workers in an experimental vignette study using a hypothetical customer service encounter. In Study 2, we demonstrated the robustness of this technique with a group that has opposing stereotypes compared with older workers (Asian adults). Across these two studies, we found that providing positive counterstereotypical individuating information most strongly affected customers' satisfaction ratings of employees by boosting positive counter-

*stereotypical perceptions of both older and Asian targets. We discuss the implications of our study along with possible future research related to individual-level strategies to reduce workplace discrimination*

[\[PDF\] \*Squeezed out: Experienced precariousness of self-employed care workers in residential long-term care, from an intersectional perspective\*](#) [Pays-Bas, 23 participants de 28 à 65 ans]

SE Duijs, T Abma, O Plak, U Jhingoeri... - *Journal of Advanced ...*, 2022

*To understand self-employed long-term-care workers' experiences of precariousness, and to unravel how their experiences are shaped at the intersection of gender, class, race, migration and age.*

*Background: In the Netherlands, increasing numbers of nurses and nursing aides in long-term care (LTC) opt for self-employment. Societal organizations and policy makers express concerns about this development, as self-employment is seen as a risk factor for poor health. Self-employment is not necessarily precarious work but can contribute to the precariousness of specific groups. Knowledge about inequities among self-employed nurses and nursing aides in long-term care is lacking.*

*Design: A participatory, qualitative interview study. The research team consisted of four academic researchers and five (un)paid care workers. Methods: Semi-structured interviews with 23 self-employed nurses and nursing aides in LTC (2019–2020). Data were analysed from an intersectional perspective.*

*Results: First, we describe that feeling precarious as a hired employee—due to increasing workloads, health risks, poverty and discrimination—shapes care workers' choice for self-employment. Second, we describe inequities between self-employed care workers who could (financially) afford to turn to self-employment as a health strategy and those who felt squeezed out of the organizations due to poverty or discrimination. They more often dealt with precarious work in the context of precarious lives, negatively impacting their health. Third, we describe how negotiating an entrepreneurial identity with a caring identity required material sacrifices and thus contributed to self-employed care workers' financial precariousness, particularly as women. Conclusion: Our findings indicate that working in LTC is becoming increasingly precarious for all care workers, both for hired and self-employed, with younger, lower paid and racialized women with unpaid caring responsibilities seemingly most at risk for precariousness.*

**KEYWORDS** entrepreneurship, gender, intersectionality, long-term-care, nurses, nursing aides, occupational health, precariousness, racism, self-employment

[\[PDF\] \*Stéréotypes négatifs à propos des séniors chômeurs et création d'un environnement capacitant de retour vers l'emploi\*](#)

S Ciavaldini-Cartaut, M Garino - *Travail et Apprentissages*, 2022

*La littérature du domaine documente une intégration de stéréotypes négatifs chez les séniors chômeurs qui limite leurs capacités à retrouver un emploi. Par ailleurs, la psychologisation des politiques d'insertion et l'absence de prise en compte des facteurs organisationnels et environnementaux du marché du travail pondèrent souvent l'efficacité des dispositifs dont ils sont bénéficiaires. Cet article rend compte d'une ingénierie de projet d'insertion à caractère expérimental qui est déployée dans le Sud de la France. L'analyse de données mixtes à partir de l'approche par les capacités et la théorie sociale cognitive de Bandura se focalise sur la substitution du caractère psychologisant de l'accompagnement vers l'emploi par celui plus développemental du projet expérimental. Ce dernier renforce les facteurs d'opportunité créés avec des entreprises partenaires et confère un caractère plus capacitant à l'environnement de retour vers l'emploi au sein du territoire concerné.*

[\[Extrait\] \*Temporary Older Workers in Belgium as a Demonstration of a Paradoxical Situation\*](#)

N Burnay - *Older Workers in Transition: European Experiences in ...*, 2022

*... In 2018, the employment rate among workers aged 55 to 64 years was 50.3 per cent in Belgium, compared to 58.7 ... of human resources service providers), more than 580000 people—approximately one in eight economically active people in ...*

[\[Extrait\] \*Time, Precarization and Age Normality: On Internal Job Mobility among Men in Manual Work in Sweden\*](#)

C Krekula - *Older Workers in Transition: European Experiences in ...*, 2022

*... Further, the quality of an individual's working life may affect women and men differently. Blekesaune and*

Solem (2005) found that among ... influencing older employees' participation at work. Although these issues related to quality at work ...

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

[HTML] [A capability perspective on sustainable employability: A Dutch focus group study on organizational, work and personal conversion factors](#)

J Meerman, PAJ van Casteren, EPM Brouwers... - Plos one, 2022

Dans le domaine du travail, on observe une évolution vers des approches davantage fondées sur la valeur pour étudier l'employabilité durable du travailleur actuel. L'approche capacitaire offre une conceptualisation innovante et basée sur la valeur et un cadre d'employabilité durable caractérisé par la contextualité, la normativité et la diversité. Les capacités des employés néerlandais ont été établies et validées, mais on ne sait pas quels facteurs de conversion au niveau personnel, professionnel et organisationnel permettent aux employés d'obtenir de la valeur dans le travail dans différents secteurs professionnels néerlandais. Notre approche qualitative comprenait sept groupes de discussion dans différents secteurs professionnels, notamment les soins aux personnes âgées, l'enseignement supérieur, les assurances, la gestion des installations et l'industrie pétrolière, automobile et chimique. Chaque groupe de discussion comprenait de 5 à 11 participants et durait environ une heure et demie. Une analyse qualitative du contenu a été utilisée pour analyser les données, en combinant respectivement le codage déductif et le codage inductif. Le codage déductif impliquait d'attribuer des thèmes à la conversion des ressources en capacités au niveau organisationnel, professionnel et personnel... Il ressort de nos constatations que les groupes de discussion sont sensibles à l'identification des facteurs de conversion aux trois niveaux de conversion. En outre, les entreprises et leurs employés peuvent augmenter efficacement les capacités de travail en étant sensibles aux trois niveaux de conversion simultanément. D'autres recherches sont nécessaires pour étudier l'effet d'une intervention fondée sur les capacités sur le lieu de travail.

[PDF] [Attirer et retenir la main-d'œuvre d'expérience](#)

DG Tremblay

Dans le contexte actuel de rareté de main-d'œuvre que l'on connaît dans plusieurs secteurs d'activité, mais qui n'est pourtant pas totalement nouveau (Grenier, 2011), les gouvernements sont tous à la recherche de données leur permettant d'identifier les facteurs qui pourraient favoriser le maintien en emploi des travailleuses et travailleurs d'expérience, ou encore l'attraction de nouvelles catégories de main-d'œuvre. Dans le cadre d'un projet soutenu par le Comité consultatif pour les travailleuses et travailleurs de 45 ans et plus (CC45+), nous avons donc entrepris de développer une recherche sur ce thème de l'attraction et de la rétention – ou de la fidélisation, terme que certains jugent plus positif (Half, 2022) – de la main-d'œuvre d'expérience, telle qu'elle est nommée au gouvernement du Québec.

[Résumé] [Aging workforce with reduced work capacity: From organizational challenges to successful accommodations sustaining productivity and well-being](#) [Israël]

L Rinsky-Halivni, B Hovav, DC Christiani... - Social Science & Medicine, 2022

Our study aims to (1) identify the domains in which the aging workforce challenges Israeli organizations according to a multi-level theoretical model we developed, and (2) assess the practices employed by organizations to address the declines in work capacity from employers' and workers' perspectives. Our qualitative study employed semi-structured interviews of 26 employers and workers' representatives from eight Israeli organizations sampled by maximum variation according to organizational characteristics. Thematic framework analysis of organizational perceptions on challenges, facilitators, and practices in use, via aging workers' cases was utilized.

We identified organizational challenges on five levels: individual worker, work environment, interpersonal team relationships, organization, and community relationships, stemming from the aging workers' reduced capacity to meet job demands and conditions. Time adjustments, work environment changes, and job task changes were common accommodations practices used by the organizations. Successful accommodations from

*the employers' perspective preserved workers' and teams' productivity, and from the workers' perspective, those that lowered demand and improved job control without damaging earnings or job status.*

*Taken together, organizations from all [economic sectors](#) should prepare for the increasing need to accommodate work conditions for aging workers with limitations to preserve their health and safety. Balancing employers' and workers' perspectives when accommodating workers with reduced work capacity is imperative to promote healthy aging at the workplace. Government intervention is advised to encourage continued job participation to reduce employment termination.*

*[HTML] [Can workplace intervention prolong work life of older workers? A quasi-experimental study](#)*

*S Neupane, S Kyrönlahti, J Oakman, A Siukola... - International Archives of ..., 2022*

*We aimed to evaluate the impact of a workplace senior program intervention on early exit from labor market and on the disability retirement among older employees and work-related physical factors associated with it. Methods : A total of 259 individuals aged 55 + years participated in the study (107 in intervention and 152 were controls). A questionnaire survey was conducted among Finnish food industry employees between 2003 and 2009 and the intervention “senior program” was provided between 2004 and 2009. The type of pension for the respondents who had retired by 2019 was obtained and dichotomized as statutory vs. early labor market exit. Disability pension was investigated as a separate outcome. Information on work-related factors was obtained from the survey. Cox regression analysis was used to estimate hazard ratios (HR) with their 95% confidence intervals.*

*Results : Fifty-one employees had early labor market exit. Of them, 70% (n = 36) were control participants. Employees in the senior program worked for longer years (mean years 7.4, 95% CI 6.4–8.1) compared to the control (6.6, 95% CI 6.3–7.5). Sixty percent lower risk of early labor market exit (HR 0.40, 95% CI 0.19–0.84) and disability pension was found among employees in the senior program compared to the control group. Good work ability had a 94% lower risk (0.06, 95% CI 0.01–0.29) of early labor market exit and 85% lower risk (0.15, 95% CI 0.03–0.73) of disability pension compared to poor work ability. Employees with musculoskeletal pain had 4 times higher risk of disability pension compared to those without musculoskeletal pain.*

*Conclusions : A workplace senior program intervention prolonged work life and had positive effect on reducing disability pension among older industrial workers.*

*[HTML] [Gender and Educational Inequalities in Extending Working Lives: Late-Life Employment Trajectories Across Three Decades in Seven Countries](#)*

*K Turek, K Henkens, M Kalmijn - Work, Aging and Retirement, 2022*

*Public policies encourage later retirement, but they often do not account for discrepancies in the capacity for extending working lives. This paper studies trends and inequalities in extending working lives between 1990 and 2019 from gender and education perspectives in seven countries (Australia, Germany, Russia, South Korea, Switzerland, United Kingdom, and United States)...*

*[HTML] [Industry 4.0 Influencing the Retirement Age of Workers—Supply Chain Perspective](#)*

*S Díaz-de la Fuente, CA de Armiño Pérez, RA Delgado... - Proceedings of the 15th ...*

*At nearly 50% of workplaces in Europe, productivity decreases by ageing, while at almost one-third of all workplaces, the productivity is neutral regarding ageing (Battini et al., 2017). But there is still 20% of activities where productivity increases by ageing in today's technical environment. Suppose the retirement age will not increase, as suggested for Spain ([Figure 1](#)). The sustainability of pension systems requires raising the retirement age or decreasing pension benefits.*

*In the article, we investigate how to systemise the trade-off between these options in a supply chain. The model is based on the Extended MRP theory (EMRP, [Bogataj and Bogataj, 2019](#)). It can autonomously evaluate balances between investments in ergonomics, robotics and I4.0 of workplaces or supporting decisions on occupational pension schemes and disability insurance. Disruptions and lower quality items produced by older workers in one activity cell of a supply chain can have a ripple effect throughout the entire chain ([Bogataj et al., 2016](#)). But also, value-added, personalised products and services often demand skilled and experienced older workers who need better ergonomic and other I4.0 technological support. Therefore, we must balance early retirement, which influences adequate pension and disability insurance schemes, and investments in ergonomics and new I4.0 technologies ...*



[PDF] [Il est temps pour la gestion des âges de prendre sa retraite : une revue de littérature](#)

Isabelle Salmon, Jean-Yves Juban, Emmanuel Abord de Chatillon, revue *Recherche en Sciences de Gestion*, 2022 n°149, p. 127 à 150

*Malgré l'augmentation du taux d'emploi des seniors, le succès des politiques visant à l'allongement de la vie professionnelle reste mitigé. Notre revue de littérature interroge le rôle que joue le concept de gestion des âges dans ce relatif échec. Nous mettons en évidence ses défauts de construction, et notamment le fait qu'il néglige la question majeure de la santé et des conditions de travail. Puis nous proposons le concept de gestion de l'employabilité et des parcours par la santé au travail (ou GEPaST), spécifiquement pensé pour remettre la santé au cœur du débat.*

[PDF] [The influence of occupational class and physical workload on working life expectancy among older employees](#) (voir chapitre 6 du livre « Educational inequalities in paid employment », 2022)

Schram JLD, Solovieva S, Leinonen T, Viikari-Juntura E, B

*This study investigates the impact of physical workload factors and occupational class on working life expectancy (WLE) and working years lost (WYL) in a sample of older Finnish workers. Methods A 70% random sample of Finns in 2004 was linked to a job exposure matrix for physical workload and register information on occupational class and labor market status until 2014. Transitions between being at work, time-restricted work disability, unemployment, economic inactivity, disability retirement, retirement and death were estimated. A multistate Cox regression model with transition-specific covariates was used to estimate the WLE and WYL at age 50 up to 63 years for each occupational class and physical workload factor for men and women (n=415 105). Results At age 50, male and female manual workers had a WLE of 10.13 and 10.14 years, respectively. Among both genders, manual workers had one year shorter WLE at age 50 than upper non-manual employees. This difference was largely attributable to unemployment (men: 0.60, women: 0.66 years) and disability retirement (men: 0.28, women: 0.29 years). Self-employed persons had the highest WLE (11.08 years). Men and women exposed to four or five physical workload factors had about one year lower WLE than non-exposed workers. The difference was primarily attributable to ill-health-related reasons, including disability retirement (men: 0.45, women: 0.53 years) and time-restricted work disability (men: 0.23, women: 0.33 years). Conclusions Manual workers and those exposed to physical workload factors had the lowest WLE. The differences in WYL between exposure groups can primarily be explained by ill-health-based exit routes.*

[PDF] [In Search of Career Sustainability: A Systematic Review to Guide Future Research](#) [Etude internationale ; auteurs brésiliens]

CV Müller, ABB Scheffer-angela, J Macke-janaina...

*This study aims to analyze how international literature understands and informs the discussion of sustainability within the scope of careers. By conducting a systematic literature review through the Web of Science database and using the Iramuteq® software as a data processing tool, we analyzed 152 papers using career-related key terms for the search, such as sustainable, system, resilience, sustainability, and ecosystem. By exploring sustainability in its basilar concepts over the last three decades, we have identified six clusters representing different theoretical approaches: the interplay between social spaces on the development of sustainable or unsustainable career paths; the need for an open-systems perspective as an implication for organizational career management; the significant role of personal attributes and individual behaviors in career sustainability development; addressing satisfaction and well-being in work and life spheres; external and internal career mobility in complex environments, and contemporary sustainability challenges and their implications for careers, cities, and governments. We believe these six clusters can be used as a jumping-off point to access the sustainability discussion in career research. Furthermore, we established assumptions that may guide future empirical research by analyzing similarities and approximations between the thematic axes*

[Résumé] [Managing an ageing healthcare workforce: a systematic literature review](#)

M Kurashvili, K Reinhold, M Jarvis - *Journal of Health Organization and Management*, 2022

*The aim of this paper is to review research conducted on managing the ageing healthcare workforce and identify gaps for further research.*

*Design/methodology/approach : A systematic literature search of studies in the English language was carried*

out in Scopus and Web of Science databases.

*Findings* : The study consists of an analysis of 75 published articles. The majority of the papers were published in recent years, indicating a growing interest in the field. The authors specified the following inclusion criteria: all years, articles/reviews, English language and full text in the Web of Science and Scopus databases. The authors of the paper illustrated seven major categories with different topics that were suggested for future research. It included: challenges of labor market in the healthcare field, age-related changes and their influence on work ability, training opportunities and lifelong learning among ageing health workforce, motives of early retirement, ageing and its relationship to Occupational Health and Safety. Longitudinal studies and case study strategy with mixed-methods approaches were suggested for future research by the authors.

*Originality/value* : The paper summarizes knowledge related to the management of ageing health workforce, describes topics researched and as a result, presents findings on and conclusions about the most important future implications of the ageing workforce for management in the healthcare field providing lines for further research. To the authors' knowledge, no holistic systematic literature reviews have been published in academic journals targeted specifically to ageing healthcare workers.

[PDF] [Nine-Year Changes in Work Satisfaction in Midlife—the Role of Age and Flexible Goal Adjustment](#)

G Henning, N Kelle, FJ Infurna - 2022

As the work force is ageing and many countries raise or abolish retirement ages, it becomes even more important to understand how work satisfaction develops over the lifespan, particularly in midlife and older age. Although many studies report positive associations of age and work satisfaction, there are only few longitudinal studies with large samples investigating change over longer time spans. Therefore, in the present study, we investigated changes in work satisfaction among workers in midlife. We were further interested in the role of age and flexible goal adjustment, which is the ability to adjust one's goals according to restrictions in the environment, for interindividual differences in level and change in work satisfaction. *Methods.* We ran a latent growth curve model, based on four waves from the German Ageing Survey, to investigate changes in work satisfaction among  $n = 2,588$  workers, aged 40 – 59 at baseline, from 2008 to 2017. *Results.* Work satisfaction was characterized by stability in midlife, but workers in their 60's experienced increases in work satisfaction. Nevertheless, these effects may partly show selection effects due to dissatisfied older workers retiring. Flexible goal adjustment was related to higher work satisfaction, but not to changes in work satisfaction. *Discussion.* Our results demonstrate that work satisfaction can increase in older age and that flexible goal adjustment may play a role in shaping the course of work satisfaction in midlife and older age. More research is needed to understand which coping mechanisms help aging workers to stay satisfied at work. *Keywords:* Self-regulation; older workers; well-being.

[PDF] [Où en sommes-nous de l'accès à l'emploi des seniors ?](#)

A Compétence égale / IPSOS, juillet 2022

Une [étude réalisée par l'IPSOS pour A Compétence Egale](#) analyse les représentations de la séniorité et met en lumière les freins qui persistent dans l'accès à l'emploi des seniors.

Sur quels atouts les candidats misent-ils ? Quelles actions mettre en place pour favoriser le recrutement des seniors ? A l'heure où la pénurie de compétences impacte massivement l'emploi en France, quelles solutions et dispositifs déployer pour inciter les employeurs à recruter des personnes de plus de 50 ans, à qui il restera bientôt près de 15 ans pour s'exprimer sur le marché du travail ?

[Extrait] [Time, Precarization and Age Normality: On Internal Job Mobility among Men in Manual Work in Sweden](#)

C Krekula - Older Workers in Transition: European Experiences in ..., 2022

... At interviews we asked for further people aged 50 plus, and for special groups such as unretired people, older people employed via a ... ”; and “You are probably not recruited to Start-up from administration or HR [Human Resources]”. Overall ...

[HTML] [Des travailleurs âgés privilégiés? Une réflexion éthique sur l'équité intergénérationnelle en emploi](#)

P Rodrigues-Rouleau, K Bchi, M Lagacé - ... Revue internationale d'éthique sociétale et ..., 2022

Le discours populaire sur le vieillissement, et le vieillissement au travail en particulier, est encore trop souvent

teinté d'une vision moraliste de l'équité intergénérationnelle, dépeignant les vertus d'un retrait graduel des travailleurs âgés du marché du travail pour permettre l'émancipation des jeunes travailleurs. Le présent texte interroge le caractère moral et pragmatique d'un tel retrait en approchant l'équité intergénérationnelle au travail sous l'angle de l'éthique préventive. À la lumière de cette approche, l'article 1) examine les parcours professionnels des travailleurs âgés, pour en conclure que la réparation des injustices subies par les jeunes travailleurs échoue à prévenir la discrimination âgiste ciblant les travailleurs âgés ; 2) expose le rôle que peut jouer la rétention des travailleurs âgés dans l'atténuation ou la prévention de conséquences économiques indésirables liées aux transformations démographiques ; et 3) interpelle la responsabilité éthique des chercheurs universitaires, des gouvernements et des entreprises dans la prévention des sorties professionnelles involontaires des travailleurs âgés, la création de conditions de travail favorables pour l'ensemble de la main-d'œuvre, la promotion de la solidarité intergénérationnelle, et le maintien des partages de solidarité entre générations.

[Résumé et extrait de plusieurs chapitres] [Well-Being and Extended Working Life: A Gender Perspective](#)  
T Addabbo, P Carney, ÁN Léime, J Spijker, S Zrinščak - 2022

*Most European countries have experienced labour market reforms at varying times leading to extended working life and a postponement of retirement age. This book provides a gender perspective on the impact of extended working life on the different dimensions of well-being, the factors which can limit extended working life, and the working conditions of older workers.*

*Over the course of 11 chapters the book explores factors that can limit access to paid work or affect working conditions for older workers, including care for dependent individuals, negative stereotypes surrounding aged workers and poor health. It also investigates differences in working conditions for older workers by gender compared to other groups of workers and across European countries including case-studies from Austria, France, Spain, Poland, Croatia, Albania and Turkey.*

*It will be of interest to all scholars and students of social policy, sociology, gender studies and labour studies more broadly.*

[HTML] [Workplace Disclosure Decisions of Older Workers Wanting to Remain Employed: A Qualitative Study of Factors Considered When Contemplating Revealing or ...](#)

MAM Gignac, J Bowring, FV Shahidi, V Kristman... - *Work, Aging and Retirement*, 2022

*Many older workers want to work longer. However, we understand little about the different workplace support needs they may have and whether workers choose to share their needs with others. The objective of this research was to qualitatively examine workplace disclosure-support decisions among workers aged 50 years and older. Sixty-eight participants from diverse employment sectors and with a range of personal experiences and circumstances (e.g., health conditions, caregiving responsibilities, job experiences) participated in 1 of 10 focus groups within the greater Toronto area... The findings highlight challenges experienced by older adults in remaining employed and barriers to communicating their needs. Results underscore the importance of greater attention to ageism within organizations, the need for age-inclusive policies, and workplace flexibility to promote job sustainability across the life course.*

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

[Résumé] [Changing focus, shifting tasks, reworking relationships: Highly educated professional White women nearing retirement age in the workforce.](#)

L Mangione, KA Borden, E Fuss - *Professional Psychology: Research and Practice*, 2022

*Women's roles in the workplace have undergone major changes starting in the early 20th century and continuing to this day, and the meaning of retirement has changed dramatically for those in the workforce over the last few decades. In this qualitative research project, we explore the thoughts and feelings of highly educated professional white women who are still actively working in their careers as they are approaching or have reached what is considered retirement age. A series of prompts was used to elicit their responses to various aspects of their lives and work and the intersection with retirement possibilities. Data from 14 women were examined and analyzed through thematic analysis. Background influences from families and the social context; changes in the work itself such as flexibility, control, and shifting tasks; relationships at home and*

work; and concerns around retirement such as health, finances, and general ambivalence all contribute to women remaining in the workplace. Although the study is descriptive and exploratory and was not originally framed as a clinical study, considerations for clinical practice with women in this age group who are similar demographically to the women in our study are offered.

[Extrait] [Divorced Women Working Past Pension Age in Germany and the UK: The Long Shadow of the Female Homemaker Model](#)

A Hokema - *Older Workers in Transition: European Experiences in ...*, 2022

Demographic ageing, pluralization of life courses as well as major welfare state reforms across Europe have already, and will continue to, change the life phase of and transition into retirement in the years to come. It is well documented that ...

[HTML] [Dying to retire or living to work: Challenges facing aging nurses](#)

J Hidinger, S Lu-Hsu, H Otis-Smith, E De la Cruz... - *Nursing2022*, 2022

Nurses who work in high-stress positions may be at risk for health problems that may result in early retirement. This article identifies health risks to aging nurses who continue to work in clinical settings and suggests methods for reducing negative health impacts to prevent them from retiring prematurely. This article identifies health risks to aging nurses who continue to work in clinical settings and suggests methods for reducing negative health impacts to prevent nurses from retiring prematurely.

[Extrait] [Expectations of Transitions to Retirement in Ireland](#) [Women in teaching and home care work]

ÁN Léime - *Older Workers in Transition: European Experiences in ...*, 2022

This chapter explores expectations about the transition to retirement for older women workers in Ireland in the context of policies introduced in recent years to extend working lives (EWL). It focuses on the retirement plans of workers in two very ...

[Résumé] [Gender Differences in Working Conditions in France](#)

S Aouici, J Ogg, J Rochut - *Well-Being and Extended Working Life*

In recent years, the share of French working women aged 55–59 has increased significantly to a level similar to that of men. As a result, a greater number of women today are able to choose the moment of their retirement. However, as many women work part-time or have more than one part-time job, often in the services sector, they accumulate less pension throughout their working lives. Consequently, in their retirement decisions, they will be actually less free to choose and could be found paying for the choices made earlier in their working lives with unwanted extension of their working lives. Moreover, women also experience more discrimination and inequalities in terms of employment and career opportunities and salaries than men. The expectations of men and women concerning the quality of their work and working conditions differ, and they are determined in part by gender differences in the exposure to hazardous risks, psycho-social risks within the workplace working hours and professions that are predominately mono-gender. Mixed evidence has been collected on health outcomes by gender. This chapter focuses on gender differences in the quality of working conditions experienced, in the French context, taking into account the impact of the COVID-19 crisis. We describe the working conditions of the 50+ population and their retirement behaviour in light of the ante and post-COVID-19 outbreak since this recent lockdown has also profoundly changed working conditions especially for women.

[HTML] [Profiles of women who have suffered occupational accidents in cleaning: perceived health, psychosocial risks, and personality variables](#) [âge moyen de l'échantillon 49 ans]

I Fernández-Suárez, JJ López-Goñi, B Haro - *International Archives of Occupational ...*, 2022

The main goal was to identify the variables (sociodemographic, work, psychosocial, perceived health, and personality) associated with occupational accidents suffered in the past by women in the cleaning sector.

Methods : a sample of 455 women was evaluated.

Results : a total of 23.5% of the workers (n = 107) had suffered an occupational accident with medical leave. In general, women who had suffered some accident in their life had a worse situation in all areas evaluated. Two subsamples of women had a greater association with accidents. Specifically, the presence of work accidents was 15.9 times higher among those who presented a worse perception of their physical effort and a greater

tendency towards risky behaviours and 13.5 times higher among those who had a moderate perception of physical exertion and a disability.

*Conclusion : in general, the characteristics of female workers were found to be associated with different accident rates. Preventive actions should be designed individually.*

[PDF] [Women in work: a story of exclusion](#) [Australie]

S Mawhinney - 2022

*This brief report seeks to analyse and identify the population cohorts that have been excluded from the labour market. We find that the Summit objectives listed above are interrelated because the demographic most excluded from the labour market is women, particularly those aged 45 to 55. Based on this understanding, it becomes clear that equal opportunities and gender equality must be achieved to unlock a cohort of older female workers currently excluded from the workforce.*

## GRH et vieillissement

[HTML] [A Quick 'Environment Check' for All Ages: Validating the New Age Inclusive Work Environments Instrument](#)

MS Owen, H Berthelsen, SD Jamieson, H Westerlund - Innovation in Aging, 2022

*The global aging workforce necessitates new approaches in designing work environments to cater to the needs of increasingly age-diverse work groups. The OECD has in reaction outlined that organizations need to provide age inclusive work environments that support the needs of their multigenerational workforce, to ensure their sustainability and profitability. To capture the age inclusiveness of the work environment, the present study proposes and validates an age inclusive 'environment check' for organizations referred to as the Age Inclusive Work Environment Instrument (AIWEI), which covers discrimination, inclusion, and development opportunities.*

*Research Design and Methods : we validate the 9-item AIWEI using cross-sectional and multilevel data from 2892 Swedish workers across 101 workplaces who completed an online survey, using confirmatory factor analyses across young, middle-age, and older workers. Using a nomological approach we also evaluate the concurrent validity of the AIWEI with a 2-1-1 path analysis.*

*Results : the factor analyses supported a 3-factor model comprising of inclusion, discrimination, and development opportunities, across three age groups (i.e., young, middle-age, and older workers). These three factors had high ICC scores showing consistency in responding in the workplace. In accordance with the nomological approach, the factors of the AIWEI were linked with Psychosocial Safety Climate, burnout, and engagement, demonstrating concurrent validity for the AIWEI.*

*Discussion and Implications : this new 'environment check' provides a way to capture age inclusive work environments for both younger and older workers, in an age-diverse workforce. In the validation process, age inclusive work environments were found to exist as a group phenomenon, through shared perceptions within an organization, as well as an individual phenomenon, as experiences specific to an individual. This is important for the development and implementation of policies and strategies designed to benefit workers and organizations.*

[Résumé] ["Ageless Talent at Work": Understanding and Supporting Senior Workers in Italian Companies](#)

S Mazzucchelli, ML Bosoni, L Medina - ... on Maintaining Gender, Age, and Religious ..., 2022

*In the last few decades, the issue of aging has become increasingly relevant. The Italian population, and consequently also the Italian workforce, is one of the oldest in Europe, and many different companies are actively investing in age management. Meanwhile, gender diversity is another relevant diversity management branch. These two types of diversity, age and gender, are both recurring topics inside most organizations and have a great impact on people's lives. This contribution presents data from a national, quantitative research project, called "Ageless Talents," carried out in Italy in 2018, on a sample of 12,746 senior employees (50–70 years old). The analysis contributes to a better understanding of work-life integration and the talent of workers aged over 50 to provide indications on how to support senior workers as active resources in organizations.*

[HTML] [Careers Surpassing a Half-Century: A Look at Japan and France](#)

A Tose, D Tazi - *Managing Future Challenges for Safety*, 2022

*In Japan, population ageing is leading the government to raise the retirement age to beyond 70, and even to 75 by 2040. This policy of maintaining older workers in employment is compelling companies to provide job opportunities to people with up to 50 years of work experience. This has consequences on the updating of skills—particularly, those related to new technologies, on employee engagement and motivation, on the management of age-related constraints in workstation ergonomics and work organisation, and it could pose a serious threat to safety. This chapter aims to describe the situation in Japan and the possible solutions put forward to overcome challenges. It then invites reflection on the management of longer careers in France and in Europe, where population projections also point to an increasingly aged population by 2040.*

[PDF] [Demand for Older Workers: What Do We Know? What Do We Need to Learn?](#)

S.G. Allen, *The Journal of the Economics of Ageing* (2022),

*The employment rate for workers 55 and over has been increasing across the world for the last two decades. This creates opportunities for employers to diversify their workforce and retain valuable knowledge and skills, while at the same time posing the challenges of rising labor costs and blocked opportunities for younger workers. This study summarizes the economic tradeoffs facing organizations as they design their optimal age structure, along with recent research on how older workers fit into organizations. Empirical studies show that whereas wage and benefit costs increase with age, there is no conclusive evidence that productivity increases as well. Studies using macroeconomic data find no evidence that older workers block opportunities for younger workers, whereas recent papers using a more disaggregated approach find mixed results. A key challenge facing older workers is the decline over the last 20 years in the odds of becoming a new hire. Although the turnover rate for older workers is much lower than for other age groups, employers have concerns about accommodating their work environment and work schedule preferences. Resume studies show age discrimination also plays a factor, especially for women. The paper concludes with suggestions for future research, including interindustry and international comparisons of microeconomic data on employment by age group and re-examining matched employee-employer data sets.*

[Résumé] [Does Ageing Limit Employees' Creativity? A Brief Review of Research on Ageing and Creativity](#)

L Cui, J Wang, MJ Liu - *Responsible Innovation Management*, 2022

*... Nonetheless, research on ageing has developed significantly in recent years, primarily in response to the global ageing population and ... In this chapter, we aim to review the main theoretical perspectives and empirical findings on creativity and*

[PDF] [Drivers and patterns of early retirement in the neoliberal university](#)

P Taylor, E Gringart, EO Webb, P Carnemolla, D Drake... - *The Economic and Labour ...*, 2022

*This article increases understanding of university labour processes. The antecedents and characteristics of early retirement schemes implemented by Australian universities between 2010 and 2020 were considered. Twenty-eight schemes were identified across 20 universities. Content analysis of descriptions of the schemes contained in official documents was undertaken. This revealed somewhat common justifications for the schemes, linked to concerns about organisational sustainability/resilience in the face of external threats and the implementation of modernising efforts. Such justifications appeared to be underpinned by similar ageist biases on the part of management. Despite this broad commonality, however, the schemes manifested a multifurcation of possible work-retirement pathways across institutions. Such reorganisation of labour processes, based on ageist representations that potentially place established workers in conflict with others, represents an incongruence between the market-oriented objectives of universities and areas of public policy responding to workforce ageing. It is argued that drawing momentum from emerging conceptions of sustainability and current diversity initiatives such as Athena Swan and Age Friendly Universities it may be possible to sever the link university leadership perceive between the divestment of older workers and the fulfilment of modernising agendas.*

[PDF] [Elderly Left Behind? How Older Workers Can Participate in the Modern Labor Market](#)

O Falck, V Lindlacher, S Wiederhold - *European Labor Markets: How Can We ...*, 2022

*In this article, we first document to which extent OECD countries are succeeding in equipping workers of different ages with basic digital skills. Focusing on workers aged 55–65 years, we then show the labor market consequences of insufficient digital skills. While this evidence is based on simple country-level correlations, the strength of the relationships clearly suggests the importance of providing training opportunities in digital skills, especially to older generations. In fact, we show that older workers in countries with more on-the-job training opportunities possess systematically higher digital skills. Our analysis relies on data from the OECD's Programme for the International Assessment of Adult Competencies (PIAAC). The key advantages of these data are that digital skills were assessed in an internationally comparable manner and that a rich background questionnaire provides information on labor market outcomes for adults up to 65 years.*

*[Résumé] [The experiences of human resource professionals in managing career development of an ageing workforce: a narrative thematic analysis](#)*

*I Mok, L Mackenzie, K Thomson - ... Research in Organizations and Management: An ..., 2022*

*The purpose of this paper is to understand the experience of human resource (HR) professionals in managing career development for older workers. It focuses on the influence of personal, social and organisational experiences of HR professionals on (1) their approach to career development of older workers and (2) their organisation's career development practices for older workers.*

*Design/methodology/approach : data were collected through individual semi-structured interviews with 14 HR professionals from large organisations with at least half of their workforce aged 45 and above. The transcripts were analysed thematically, with the coding process informed by Ricoeur's theory of interpretation.*

*Findings : three main themes emerged within the HR professionals' narratives. They identified with (1) the protagonist mindset in career development stories, (2) the enabling enforcer of individualised career development practices and (3) the agent for change in career development practices.*

*Practical implications : this study shows that a narrative thematic analysis can be used to explore how the experiences of HR professionals can affect the design and implementation of career development strategies for this cohort of workers. Further, recruiting HR professionals with a protagonist mindset can generate organisational practices inclusive of older workers.*

*Originality/value : this study is one of the first to focus on the role of HR professionals in managing career development practices for older workers and the influence of supportive managers on their attitudes and actions with older workers.*

*[Résumé] [Older Workers' Experience with Technology-related Changes at Work during the COVID-19 Pandemic](#)*

*A Poli, A Heuer, A Motel-Klingebiel - 26th Nordic Congress of Gerontology, June ..., 2022*

*... In this study, we aim at understanding older workers' degree of affectedness as well as the experience of and satisfaction with technology-... Also, the satisfaction with technology-related changes proved to be unequally distributed among older ...*

*[PDF] [Overcoming intergenerational divides to build better workplaces](#)*

*R Jeffery, F Khan, A Pandey, T Whitaker - 2022*

*This report advances a vision of a more equitable future for younger and older workers. In so doing it explores a number of mechanisms by which workers at both ends of the age spectrum are disadvantaged and offers some recommendations as to how these problems might be addressed. These solutions range from tackling age-based discrimination, strengthening labour market regulation, instituting more supportive forms of welfare and supporting the transition into and between jobs, to building intergenerational solidarity, fostering new forms of collective association and creating spaces for intergenerational dialogue. As a result of our analysis, we are addressing the following recommendations to those institutions and bodies best placed to lead a change agenda in the workplace, namely Businesses (B), National Government (NG), Local Government (LG), Schools and Universities (S&U), Trade Unions (TU) and the Royal Society of Arts (RSA). Some of these proposals dovetail with those outlined in the RSA's Blueprint for Good Work (Lockley and Wallace-Stephens, 2020). These recommendations are grouped in relation four themes of economic security, tackling discrimination and promoting dialogue, skills and training, and collective action.*

[HTML] [The Staffing Challenges Older Nurses Face Now, and in the Future](#)

J Ross - *Journal of PeriAnesthesia Nursing*, 2022, 2 p.

... Few studies have focused exclusively on the older nurses and retention. One factor associated with early retirement with older nurses were family situations, such as the need to care for sick relatives, the need to assist with grandkids, or their spouse retiring.

Considerations should be made to offer shorter, staggered shifts and other unique benefits, such as an on-site elder care. Many may be caregivers for their elderly parents and would find value in this benefit. Flexible scheduling is also very attractive to those who are considering early retirement and are searching for a way to work differently. Older nurses who retired early reported having negative feelings towards the too many technological changes. Could this be countered by adding in more training related to technology specifically designed for older learners? This may decrease the stresses associated with the rapid changes seen in technology in today's health care facilities.

As nurses age physically, they can have challenges with lifting and transferring patients. Having equipment and units ergonomically designed is beneficial for older nurses. Their vision changes or their hearing lessens which may result in tasks taking a little longer. Many older nurses are female, which entails the biological phase of menopause. Menopause for many can cause severe symptoms, both physically and emotionally. Health care facilities can have resources available for nurses who are struggling with menopausal symptoms, which can continue for years. Knowing that the facility you work for understands and supports you during life changes shows care and appreciation for the nurse.

Older nurses who do not have access to continual educational activities were more likely to leave. These nurses want to be valued for their years of experience and knowledge. With the shortage of college instructors these older nurses could be excellent mentors for nursing students by sharing their expertise...

[HTML] [Those who need it the most get it the least: Age specific reciprocal effects between social support and mental strain](#)

F Kröner, A Müller - *Acta Psychologica*, 2022

[Socioemotional selectivity theory](#) and models of lifespan development of resources suggest that older workers may particularly benefit from social resources so as to maintain their well-being throughout their work-life span. However, the age-differential effects of social support at work have been rarely investigated. We hypothesised that age moderates the effects of colleagues' and supervisors' social support on mental strain, with strongest effects for older workers. A two-wave complete panel design (six months' time lag) was used. Self-reports from  $N = 334$  nurses (age: 21–63 years) were gathered with established questionnaires: strain was measured by means of the irritation scale; social support from colleagues and supervisors by using a German adaptation of the social support scales. We proved factorial validity and [measurement invariance](#) across time points (CFA) and computed path models (SEM). As expected, age moderated the negative longitudinal effects of colleagues' social support on mental strain. Older nurses ( $\geq 45$  years) benefited the most from colleagues' social support. However, mental strain in older nurses was associated with reduced social support from colleagues. Surprisingly with middle-aged nurses (35–44 years) an increase in colleagues' social support resulted in higher mental strain. No effects for supervisor support were observed. Results indicate that social support by colleagues is an important resource for older workers, but older workers are less likely to receive social support when mental strain is present. Moreover, the timing of social support across the work lifespan seems to be critical, as it might have detrimental effects in middle-aged workers.

[Résumé] [Valuing older workers? A case study of Australian universities response to their ageing academic workforce](#)

J Larkin - *A Field Guide to Managing Diversity, Equality and ...*, 2022

The 50+ segment of the workforce is the most engaged cohort across all generations and therefore, recruiting, rewarding and retaining workers aged 50+ is critical for organisational sustainability. Yet, an ageing workforce is largely ignored or misperceived, and often overlooked as a source of competitive advantage. This chapter offers a case study of Australian universities' response to their ageing workforce, specifically academics aged in their 50s, to highlight the issues for HRM policies and practices, and recommend for universities to recognise the competitive advantage by capitalising on the accumulated knowledge, experience and wisdom of their older academic workforce.



[Résumé] [Vieillesse et bien-être au travail à travers le modèle JD-R et la théorie de la sélectivité socio-émotionnelle: la PTFT comme ressource personnelle médiatrice](#)

L Lavenne, D Desmette

Le vieillissement de la main d'œuvre et la future pénurie de travailleurs qui en découle représente un enjeu majeur pour la société et pour les entreprises. De ce fait, la psychologie organisationnelle essaye de comprendre quels sont les éléments qui permettent un maintien prolongé dans le monde du travail. L'un des prédicteurs majeurs de l'intention de quitter le travail est le bien-être. Ce mémoire vise donc à comprendre comment améliorer le bien-être au travail, et ce à travers l'âge, afin de réduire l'intention de turnover des travailleurs. Pour ce faire, le modèle « Job Demands-Resources » a été utilisé afin de mettre en lien différentes caractéristiques de travail négatives (demandes) et positives (ressources) avec le bien-être au travail. Le burnout sert de marqueur négatif en termes de bien-être, alors que l'engagement se veut être son pôle opposé. L'intention de turnover a également été introduite dans le modèle dans le but de mesurer cette conséquence comportementale du bien-être au travail. Pour investiguer le changement de bien-être à travers l'âge, nous avons utilisé la perspective temporelle future au travail (PTFT), un concept introduit par la théorie de la sélectivité-socio émotionnelle et adapté au monde du travail qui joue un rôle motivationnel dans la poursuite des objectifs tout au long de la carrière.

[PDF] [Who wants to work and why? workplace practices, job satisfaction and the will to work](#) [Etude en Israël]

H Axelrad, A Yirmiyahu - National Accounting Review, 2022

Beyond the obvious positive effect on employees, job satisfaction is also critical for organizations. Job satisfaction affects workers' turnover intents, while also predicting employees' commitment to their workplace and their performances. Thus, not surprisingly, most organizations strive for employee satisfaction. The goal of the study is to examine which job characteristics and workplace practices affect the job satisfaction of employees, and particularly that of older ones (55+), and, in turn, enhance their will to work and may encourage them to work longer. Our analysis of the Social Survey for 2016 from the Israel Central Bureau of Statistics focused on job conditions and revealed that income satisfaction, additional benefits, a sense of belonging and work-life balance enhance job satisfaction and the desire to work longer, particularly among older workers. Among younger workers, a higher significance was found for professional training and skills. Implications for organizations and policymakers are discussed.

[PDF] [Workforce Programs Serving Older Workers and Other Populations with Employment Barriers](#) [Etude aux Etats-Unis]

BA Butrica - 2022

The US Department of Labor's (DOL's) Chief Evaluation Office, in collaboration with the Employment Training Administration, has funded the Urban Institute and its partner Capital Research Corporation to conduct the Older Workers Implementation and Descriptive Study. The purpose of this study is to build evidence about the implementation of the Senior Community Service Employment Program (SCSEP) 1 and other DOL workforce programs serving older workers to inform the continuous improvement of SCSEP. To inform evaluation activities, this report reviews the literature and identifies the state of the evidence on workforce programs, including those that serve older workers and populations with similar employment barriers.

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

[HTML] [Ergonomic and individual risk factors for musculoskeletal pain in the ageing workforce](#)

NPB Nygaard, GF Thomsen, J Rasmussen... - BMC Public Health, 2022

The present study aimed to investigate the possible association between specific ergonomic and individual risk factors and musculoskeletal pain (MSP) in the back, shoulder, hip and knee region in workers aged 50-65y. Methods : The study was a population based cross-sectional survey. The study population comprised citizens

born between 1952–1966, living in Esbjerg municipality, Denmark, ultimo 2016 ( $n = 23,463$ ). A questionnaire was sent electronically or by mail. The analysis included the working population only. A multivariate logistic regression was used for each of the following dependent variables; musculoskeletal pain for the past 3 months in the back, shoulder, hip and knee, where independent variables included ergonomic exposure, age, sex, body mass index (BMI) and leisure time physical activity (LTPA).

**Results :** The overall response rate was 58% and the data of individuals at work ( $n = 9,263$ ) demonstrated several ergonomic exposures with increased odds for pain in specific regions. Exposure to back twisted or bend, squatting or lying on knees and to carrying or lifting were associated with musculoskeletal pain in the back, whereas exposure to back twisted or bend, arms above shoulder and repeated arm movement were associated with pain in the shoulder. Exposure to back twisted or bend, repeated arm movement, squatting or lying on knees and to carrying or lifting were associated with musculoskeletal pain in the hip. Important individual risk factors were also identified. Increasing age was significantly associated with increased pain in the hip but associated with less risk for pain in the back and shoulder. Males had higher odds for pain in the back and knee compared to females but lower odds for pain in the hip. BMI was particularly important for knee pain. The level of LTPA did not have an important association with MSP in any region.

**Conclusion :** There is a significant positive association between ergonomic exposures and musculoskeletal pain, which were specific for the back, shoulder, hip and knee. In addition, the data demonstrated a differential association with age, sex and BMI. This needs to be considered for the treatment and classification of musculoskeletal pain and for future preventive initiatives.

[Résumé] [Older Workers' Perception of Exoskeletons and the Impacts on their Retirement Intentions](#)

Y Valentin, HS Choi - *Proceedings of the Human Factors and Ergonomics ...*, 2022

Advancing worker assistive technology, such as exoskeletons, has been increasingly implemented in broad workplaces due to its potential to improve worker health and safety, as well as retain and increase productivity, especially among workers with limited physical capabilities and older workers. Exoskeletons available at physically demanding workplaces may enable older workers to have a positive outlook and motivation for their jobs, affecting their retirement attitudes. This study examined how industrial exoskeletons impact older workers' retirement intentions. Results showed that older workers whose jobs involve physical demands are likely to have increased retirement age expectations and intentions to delay their retirements when knowing that exoskeletons are potentially available to assist them with their jobs. The findings suggest that worker assistive technology has the potential to improve older worker retention in the workforce and contribute to older adults' health, safety, and well-being.

[PDF] [Physical workload and exit from the labour market: epidemiological studies with a focus on employees with musculoskeletal disorders](#)

K Badarin - 2022

The length of working life is expanding in the light of the ageing population. In response, countries including Sweden are increasing the retirement age. However, many workers, especially workers with heavy physical workload, exit the labour market prematurely often because of poor health. Musculoskeletal disorders (MSDs) are a leading cause of premature exit from work and are expected to become more prevalent among the workforce as the average age of the working population increases. More knowledge is needed on how occupational exposures, specifically heavy physical workload, can impact on worsening MSDs, work ability and early health-related exit from work. **Aims:** The aim of this thesis is to investigate the effect of exposure to a heavy physical workload and changes to lower exposure levels for the prognosis of employees with MSDs with regards to worsening pain, reduced self-reported work ability and disability pension. This thesis also aims to identify how the co-occurrence of high physical workload and low job control impact on disability pension. **Methods:** This thesis is comprised of four cohort studies. The first two studies used the Stockholm Public Health Cohort (SPHC), a population-based cohort that comprises of participants aged 18–84-year-old from Stockholm County. Study I used a sample of 5715 employees with baseline occasional musculoskeletal pain (MSP) to investigate the impact of exposure to heavy physical workload (eight specific ergonomic exposures) on more frequent musculoskeletal pain. Study II used a sample of 9419 employees with good baseline work ability to investigate the separate and combined effects of strenuous work (heavy physical workload/low job control) and MSP on later reduced physical work ability. The last two studies used the Swedish Work, Illness, and labour-

market Participation (SWIP) cohort. The SWIP cohort is a population-based cohort created through the linkage of registers. Study III used a sample of 1,804,242 workers to investigate the separate and combined associations between heavy physical work and low job control on the risk of disability pension. Study IV used a sample of 359 453 workers who were exposed to heavy physical workload to investigate if a change to an occupation with a lower exposure to physical work was associated with a reduced risk of disability pension. In all studies, Job Exposure Matrices (JEMs) were used to estimate exposure to heavy physical workload and/or job control...

*Conclusion:* The results of this thesis contribute to the state of art by indicating that heavy physical workload is associated with an increased risk of later worsening musculoskeletal pain, reduced work ability and disability pension. The results also suggest that workers with combined MSP and strenuous work may be a more vulnerable group regarding reduced work ability than workers with only one of the exposures. In addition, to some extent, the results suggest that job control exacerbates the effect of heavy physical on disability pension. Last, compared to staying in an occupation with heavy physical workload, changing to an occupation with a lower level of physical workload was associated with a reduced risk of disability pension.

[PDF] [Research Article Construction Accidents in Spain: Implications for an Aging Workforce](#)

I Fontaneda, MAC López, OJG Alcántara, BA Greiner - 2022

Construction workers are getting older. In the European Union, the percentage of workers over 50 grew from 24.7% in 2011 to 31.5% in 2018, in Spain from 20.4% to 31.2%. Objective. Identify trends and detailed patterns of accidents of older construction workers compared to other age groups. Data and Method. We analyzed construction accidents in Spain from 2011 to 2018 (N = 455,491). The number of accidents and lost working days (LWD) were broken down by occupation, seniority, company size, temporal variables (weekday, hour), trigger, and body part injured and compared for different age groups. Results. Although older worker had fewer accidents, the consequences of accidents were more serious. Those over 50 years had 84% more lost working days (LWD) than those under 24 years, 48% more than those between 25 and 39 years, and 21% more than those between 40 and 49 years. (1) Occupation: the percentage of accidents grew with age for supervisors, lorry drivers, and bricklayers. (2) Seniority: the least experienced (less than 6 months) and the most experienced (more than 6 years) had the most LWD. (3) Company size: there are 24.5% of accidents in companies of less than four workers. (4) Trigger: older workers suffered more falls, both from height and at the same level. (5) Time: the percentage of accidents in those over 50 was higher on Thursdays and Fridays, in the afternoons from 4 to 7 p.m., and after four hours of work. (6) Injury: this shows the longest absences for shoulder injuries for those over 50 years, with an average of 70 LWD.

[Résumé] [Family Care-Work Interference and Mid/Late-Career Motivation and Intentions: Mediating Role of Occupational Future Time Perspective](#)

CM Alcover, S Fernández-Salinero, G Topa... - Journal of Career ..., 2022

The combination of work and family obligations can lead to two-way interference, resulting in Family Care interference with Work (FCIW) and Work Interference with Family Care (WIFC). Both can impact late career motivation and intentions to continue working or retire and reduce their occupational time perspective (OFTP). Through two studies, this paper shows how OFTP mediates the relationship between FCIW/WIFC and mid and late career indicators such as early retirement intentions and motivation to continue working beyond the retirement age. Our findings contribute to increasing knowledge of how increasing family caregiving obligations may impact the career intentions of working carers in their mid and late career stages.

[PDF] [Factors Related to Self-perceived Fatigue and Coping Behaviors among Older Workers of Silver Human Resources Center: Focusing on Motor Function and Cognitive ... \[Etude au Japon\]](#)

K MORISHITA

Recently, the number of older workers aged 65 and over has been increasing. Older workers are more likely to suffer serious occupational accidents than younger workers<sup>1</sup>), therefore preventive health management is important for older workers. Self-perceived fatigue of worker is predictor of occupational accidents<sup>2)3)4</sup>). However, little is known that factor related self-perceived fatigue and the characteristics of coping behaviors among older workers. In this study, we focus on the members of the Silver Human Resource Center (SHRC). SHRCs, there are 1,335 locations and 715,558 older people are registered<sup>5</sup>), and that is the most popular and

common way for older people in Japan who hope to work for their well-being6) . The purpose of this study is to examine the effects of motor function and cognitive function on self-perceived fatigue and coping behaviors of older workers in SHRC

[PDF] [Health and morbidity among those in paid work after age 64: a systematic review: Kristin Farrants](#)

K Farrants, K Alexanderson, J Dervish, S Marklund - *European Journal of Public ...*, 2022

Despite the increase of labour market participation at older ages, very little is known about health and morbidity among those who remain in a paid work after age 64. The aim was to systematically review the scientific knowledge on health and morbidity among people aged above 64 years who are in paid work. *Methods:* A systematic literature review of studies published in English in scientific journals in 2014-2020. We identified 18,972 unique publications, of which 66 were deemed relevant by at least two independent researchers. *Quality judgements and data extraction were done by at least two independent researchers according to pre-specified templates. Results:* There was a great heterogeneity in the included studies regarding study design, included populations (both size and type), exposures, outcomes, covariates, measures, and analytical methods. Few were assessed as having high quality. Most studies (95%) were from OECD countries and results were about men to a greater extent than women. 42 of the 66 studies had results indicating that being in paid work after age 64 was associated with good health and less morbidity. Six studies presented at least one result showing the opposite; those in paid work had worse health than those not, while 21 studies presented at least one result showing that there were no health/ morbidity differences between those in paid work and who were not. Only one study presented results regarding mortality. Many aspects had not been studied at all, or only in one or two studies. *Conclusions:* Many studies had results indicating that those who were in paid work >64 had better health/less morbidity than those who were not, however, there was a great variety in the results. There are surprisingly few studies about health/morbidity among people in paid work after age 64, and those published are heterogeneous: it is thus not possible to draw conclusions regarding scientific evidence based on the currently existing studies. *Key messages:* Both study designs and results were very heterogenous in the 66 studies that presented results on health or morbidity among people in paid work after age 64. More and better studies are needed as well as greater clarity regarding study designs, populations, measures, analytical methods and definitions of central concepts such as work, health and morbidity.

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

Schram JLD, Schuring M, Oude Hengel KM

Policy changes have successfully stimulated older workers to participate in paid employment until a higher age. In The Netherlands, the average retirement age increased from 61 years at the beginning of this century to 65 years and 6 months in 2020 (1). The working life expectancy (WLE) – the time persons are expected to work until retirement – also increased in The Netherlands from an estimated 5.2 years at age 55 in 1992–1996 up to 6.8 years in 2012–2016 (2). WLE differs across educational groups: workers with a low educational level or low occupational class have a lower WLE than workers with a higher socioeconomic position (3–10). Health and adverse working conditions are important contributors to an early involuntary exit out of paid employment... The current study contributes to the existing literature by reporting the impact of chronic diseases and unfavorable working conditions on WLE and working years lost (WYL) across educational levels, distinguishing between involuntary pathways (disability benefit and unemployment), voluntary pathways (early retirement and economic inactivity) and mortality. Using a multistate model, this study estimates, across educational levels, the influence of chronic diseases and physical and psychosocial working conditions on WLE and WYL among Dutch workers after age 50.

[PDF] [Job Quality and Construction Workers' Mental Health: Life Course Perspective](#)

P Pirzadeh, H Lingard, RP Zhang - *Journal of Construction Engineering and ...*, 2022

Psychosocial job quality has been proven to be linked to workers' mental health. Drawing on a life course perspective, this study sought to identify, compare, and contrast the psychosocial characteristics of job quality that are related to mental health in three age groups of manual/nonmanagerial construction workers, i.e., young workers, middle-aged workers, and older workers. Data were extracted from the national and

longitudinal Household, Income, and Labour Dynamics in Australia (HILDA) Survey data set. The study used 15 waves of data from the HILDA survey with 6,352 responses from 1,768 participants. Longitudinal random-intercept regression models were used to examine the association between each of five aspects of job quality (i.e., job demands and complexity, job control, perceived job security, effort-reward fairness, and job intensity) and mental health. Overall, the research results showed that construction workers' mental health declined when experiencing adverse job conditions and the magnitude of decline increased as the number of job adversities increased. Specifically, workers of the midage group experienced more accelerated decline in mental health compared with the other two groups when experiencing two adverse job conditions. Age-related differences were also identified in the way that individual job quality aspects are related to mental health. Although low job security and perceived unfairness of effort and reward were significant predictors of mental ill-health in all age groups, job demand and complexity and high job intensity were predictors of mental ill-health in midage and older construction workers but were not significant contributors to mental ill-health among younger workers. The findings highlight the need to develop targeted approaches to protecting and promoting the mental health of construction workers in different age groups.

[HTML] [Metabolic syndrome as predictor of work exit type: A longitudinal study among 55,817 Dutch workers: Katharina Runge](#)

K Runge, SKR van Zon, K Henkens, U Bültmann - *European Journal of Public Health*, 2022

Chronic diseases like cardiovascular disease or type two diabetes mellitus are related to work exit types such as unemployment and work disability. It is unknown whether metabolic syndrome as a risk factor preceding these chronic diseases is related to work exit type. Metabolic syndrome is present when people have at least three out of the following five risk factors: hypertension, abdominal obesity, raised triglycerides, raised blood glucose, and reduced HDL-cholesterol. We examined the association of metabolic syndrome with work exit type while controlling for socio-demographic and occupational factors.

Methods : The sample included 55,817 Dutch workers aged 40-65 years from the Lifelines Cohort Study and Biobank. We used data from five measurement waves with a mean follow-up time of 4.1 years. Metabolic syndrome was measured at baseline and based on physical examinations, blood markers, and medication use. Follow-up work exit types were self-reported and included unemployment, work disability, early and regular retirement. Competing risk regression analysis was used.

Results : Metabolic syndrome increased the risk of work disability (adjusted SHR: 1.69, 95% CI: 1.42, 2.02) and unemployment (adjusted SHR: 1.11, 95% CI: 1.01, 1.22), and was not associated with early and regular retirement.

Conclusions : Metabolic syndrome increases the risk of work disability and unemployment. More awareness about and prevention of metabolic syndrome is needed among general practitioners and occupational physicians. Early detection of metabolic syndrome as a risk factor preceding chronic diseases might prevent premature work exit in middle- and late-career.

[Résumé] [Older Workers in Digitalizing Workplaces: A Systematic Literature Review](#)

K Komp-Leukkunen, A Poli, T Hellevik, K Herlofson... - *Journal of Aging and Social ...*, 2022

Workplace digitalization created a sea change in work practices and it altered the situation of older workers. Digitalization entails the increased use of digital technologies, such as computers and online services. Older workers often possess limited digital skills, which may put their labor market participation at risk. Previous studies began exploring how older workers fare when their workplaces are digitalizing. However, the research field is still emerging and remains fragmented. This article comprises a systematic literature review that takes inventory of what we currently know about older workers in digitalizing workplaces. It demonstrates that older workers experience the digitalization of their workplaces in various areas, reaching from health monitoring to work arrangements. Interestingly, challenges and opportunities emerge in each area affected ...

[HTML] [Pre-pandemic socio-economic status and changes in employment during the first lockdown \(2020\) on the health of middle-aged people in England: a longitudinal ...](#)

S D'Angelo, G Ntani, I Bloom, K Walker-Bone - *BMC Public Health*, 2022

... In this paper we have demonstrated evidence of differential effects of the lockdown on the health of older workers, depending upon their pre-pandemic financial circumstances and changes in employment status that

occurred during the ...

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

[HTML] [Can Sex Differences in Old Age Disabilities be Attributed to Socioeconomic Conditions? Evidence from a Mapping Review of the Literature](#)

E Augustsson, J Rehnberg, C Simmons, R Rodrigues... - *Journal of Population ...*, 2022

Old age disabilities are more common among women than men, and adverse socioeconomic conditions are associated with a higher prevalence of disabilities among older adults. The goal of this study was to complete a mapping review of the available evidence assessing the extent to which the observed sex differences in older adults' disabilities can be attributed to sex differences in socioeconomic status. We searched three databases for articles published between 2009 and 2019, and after screening and looking at eligibility criteria, 6 articles were included in the review. For those studies that did not directly analyse the contribution of socioeconomic conditions, we used the 'difference method' to estimate the proportion of the sex gap in disabilities among older adults that could be attributed to socioeconomic conditions. Our review demonstrated that women generally have a higher prevalence of disabilities than men. In several studies, these differences could be partly attributed to sex differences in the distribution of socioeconomic conditions. We also find great elasticity in the magnitude of both the sex gap in disabilities and in the proportion that could be attributed to differences in socioeconomic conditions.

[PDF] [Disparités d'exposition aux facteurs de pénibilité en milieu professionnel et inégalités sociales de santé](#)  
Rapport d'étude publié sur le site de la DARES le 9 août 2022 - 202 pages.

Ce rapport, en exploitant parallèlement les enquêtes Conditions de travail et risques Psychosociaux (CT-RPS 2005, 2013, 2016) et Surveillance médicale des expositions des salariés aux risques professionnels (Sumer 2003, 2010, 2016, 2017), établit dans un premier temps une cartographie des populations exposées aux facteurs de pénibilité et explore de façon approfondie les inégalités en termes d'exposition aux risques professionnels et leur évolution au cours du temps.

Dans un deuxième temps, les auteurs analysent les inégalités sociales de santé qui en découlent et interrogent le lien entre expositions et multiexpositions aux risques professionnels, état de santé dégradé et recours aux arrêts maladie. Il ressort notamment de ce rapport que certains emplois et profils de salariés ont tendance à cumuler les différents facteurs de pénibilité, c'est le cas notamment des ouvriers, des travailleurs de nuit, des travailleurs en équipes successives alternantes, jeunes travailleurs... Cette surexposition aux facteurs de pénibilité s'ajoute souvent à d'autres risques pour la santé (consommation de tabac, d'alcool, mauvaise alimentation).

[PDF] [Quels salariés bénéficiaient d'un compte pénibilité en 2017 ?](#)

Dares – Analyses – n° 28 – juin 2022 - 8 pages.

La Dares publie une analyse des données issues de l'enquête Sumer 2016-2017 mettant en regard les conditions de travail décrites par les médecins enquêteurs avec la situation des salariés par rapport au compte personnel de prévention de la pénibilité (C3P), devenu compte professionnel de prévention (C2P) fin 2017. Si, en 2017, 1,3 millions de salariés bénéficiaient d'un C3P, d'après l'enquête Sumer, ce sont 2,9 millions de salariés qui étaient concernés par au moins l'un des facteurs de pénibilité ouvrant potentiellement le droit au C3P. En l'absence de données permettant de mesurer exactement combien de salariés seraient éligibles au C3P et donc de calculer le taux de recours à ce dispositif, l'enquête Sumer fournit des indications sur les effectifs potentiellement

éligibles au C3P (sauf concernant le facteur de pénibilité activités en milieu hyperbare car cette exposition n'était pas couverte par l'enquête). L'étude s'intéresse aux bénéficiaires du C3P, ainsi qu'aux critères et facteurs organisationnels qui favorisaient l'accès au compte.

[Résumé] [Prior sick leave with mental or somatic diagnoses and being in work in ages 66–71; a Swedish cohort: Aleksina Martikainen](#)

A Martikainen, AS Alavi, K Alexanderson, K Farrants - *European Journal of Public ...*, 2022

As longevity and retirement ages are increasing, knowledge is needed on factors hindering extended working lives. The aim of this study was to explore how sickness absence (SA) and disability pension (DP) due to mental and/or somatic diagnoses before age 65 were associated with being in paid work when aged 66-71. Methods: A 6-year prospective population-based cohort study of all 98,551 people (48% women) in Sweden who turned 65 years in 2010 (baseline year) and had been in paid work at any point when aged 60-64. Microdata from nationwide registers were used. Exposure variables were SA (spells >14 days) and/or DP in 2005-2009, and the outcome variable was paid work at any point in 2011-2016. Logistic regression was used to calculate odds ratios (OR) with 95% confidence intervals (CI) for associations between exposures and outcome, controlling for sociodemographic factors in 2010, stratified by sex...

[Résumé] [Trajectories of part-time work and sickness absence among shift working healthcare employees: Annina Ropponen](#)

A Ropponen, J Ervasti, M Härmä - *European Journal of Public Health*, 2022

Healthcare systems are facing major challenges due to population ageing, increased need for care, and economic challenges combined with staff shortage. The existing need for longer work careers combined with increasing turnover rates in healthcare highlights the need to understand working hours in association with work capacity and sustainable work careers. We aimed to investigate the concurrent changes in part-time work and sickness absence (SA) among healthcare employees without any SA spell >14 days at baseline. Methods: Annual working hour and SA data from 23 hospital districts and cities in Finland for 2008-2019 (172 922 employees with at least one work shift in any year). The sample was restricted to 20274 employees with < 31 work shifts/year in 3 consequent years during the follow-up and without any SA spell >14 days at baseline in 2008. Part-time work/year (yes/no), SA months/year, and nightwork/year (% of nightwork of all shifts) as time varying covariate were used in the group-based trajectory models examining the concurrent changes. Models for age groups (in 2008 and categorized into < 25 years of age, > 25 and < 40 years, > 40 and < 55 years, and 55 years) will be considered later.

Results: A five-trajectory solution identified groups for “stable full-time work without SA” (56.8%), “increasing part-time work and stable very low SA” (13.5%), “slight increase both in part-time work and SA” (16.5%), “steep increase in part-time work and reversed low U-shape in SA months” (5.0%), and “stable part-time work and low SA” (8.2%) across 2009-2019. Conclusions: These initial findings indicate that while most employees work full-time without SA, those who transfer from working full-time to part-time during follow-up from 2009 to 2019 seem to have low SA. Thus, part-time work may promote work capacity, and accompanied by part-time work disability benefits, offer a tool for employers to support sustainable working life and to keep older employees at work.

Key messages: Part-time work may provide possibility to maintain work participation. An important public health message is to provide possibilities for part-time work accompanied with partial work disability benefits to support sustainable working life.

## Retour au travail

[HTML] [Prevalence and determinants of return to work after various coronary events: meta-analysis of prospective studies](#) [plusieurs tranches d'âge étudiées dont celle de plus de 51 ans]

SHY Kai, J Ferrières, M Rossignol, F Bouisset, J Herry... - *Scientific Reports*, 2022

Return to work (RTW) after a coronary event remains a major concern. This systematic review and meta-analysis of prospective studies published between January 1988 and August 2020, aim to evaluate the prevalence of RTW after a coronary event (myocardial infarction, acute coronary syndrome, angina pectoris) and to assess the determinants of RTW (such as follow-up duration, date of recruitment, country, gender, occupational factors, etc.). PRISMA and MOOSE guidelines were followed. Study quality was assessed using the Newcastle–Ottawa Scale. Random-effects models were carried out to determine pooled prevalence estimates and 95% confident interval. A total of 43 prospective studies (34,964 patients) were investigated. RTW overall random effects pooled prevalence was estimated at 81.1% [95% CI 75.8–85.8]. Country, year of implementation or gender did not significantly modify the prevalence estimates. Lower level of education and degraded left ventricular ejection fraction decreased RTW prevalence estimates (respectively, 76.1% vs 85.6% and 65.3% vs 77.8%). RTW prevalence estimates were higher for white-collar (81.2% vs 65.0% for blue-

collars) and people with low physical workload (78.3% vs 64.1% for elevated physical workload). Occupational physical constraints seem to have a negative role in RTW while psycho-logical factors at work are insufficiently investigated. A better understanding of the real-life working conditions influencing RTW would be useful to maintain coronary patients in the labor market.

## Travailleurs jeunes / âgés, relations intergénérationnelles

[HTML] [Does generativity matter? A meta-analysis on individual work outcomes](#)

J Wiktorowicz, I Warwas, D Turek, I Kuchciak - *European Journal of Ageing*, 2022

Ongoing demographic changes and global population ageing require organisations to pay special attention to their employment policies. With working life extension and age management increasingly included in discussions about reactive versus proactive personnel policies, the term 'generativity' gains special importance as an approach to managing a generationally diverse workforce. Generativity can be understood as an attitude of openness towards the younger generations that focuses on exchanging values, knowledge, and experiences with them. It is a source of positive emotions and better social relationships, personal fulfilment, good energy, and aliveness. In the paper, generativity is discussed in the framework of two theories: the socio-emotional selectivity theory (SST) and successful ageing theory (SOC). The aim of this paper is to assess the relationship between generativity and individual work outcomes. We considered both in-role and extra-role outcomes analysed in the job context. Meta-analysis is conducted of studies that investigate generativity and its relationships with motivational outcomes (job satisfaction, engagement, work motivation, affective commitment, self-efficacy), cognitive outcomes (attitudes toward retirement, career success, self-control), personal outcomes (wellbeing, health, job strain), relational outcomes and extra-role behaviours (organisational citizenship behaviour and sustainable behaviour). The analysis examines 65 independent samples that included 30,540 individuals, and considers the role of three moderators—the cultural context, the measurement method and age. It demonstrates that generativity has significant and positive motivational, cognitive and extra-role behaviour outcomes for workers and that it improves their well-being.

## Lu dans la presse

[12 pistes pour une meilleure intégration des seniors sur le marché du travail](#)

HelloWorkplace

Créer un contrat de travail spécifique · Réformer le système des retraites pour favoriser l'activité des seniors · Des cotisations sociales patronales ...

[Avec la pénurie de main d'œuvre, les travailleurs seniors ont encore de l'avenir](#)

Ouest-France

Mieux, les travailleurs seniors ont la cote. ... Employer des seniors est de plus en plus valorisé par certaines entreprises, même si nombre de ...

[Cora définit sa politique de gestion des emplois et des parcours professionnels](#)

Liaisons sociales Quotidien, n° 18644, 4 octobre 2022

Après une période de développement et de forte croissance, le secteur de la distribution alimentaire « rencontre un contexte économique moins favorable et se montre de plus en plus concurrentiel ». C'est dans ces conditions que l'enseigne d'hypermarchés Cora a conclu, le 29 juillet 2022, un accord relatif à la gestion des emplois et des parcours professionnels (GEPP). Cet accord traduit la volonté des parties signataires de « sécuriser les parcours professionnels et de développer l'employabilité de l'ensemble des salariés de l'entreprise »

[Le cumul emploi-retraite, une piste pour favoriser le travail des seniors selon le Medef](#)

BFMTV

Dans le cadre de l'allongement de la durée de travail, elle a notamment insisté sur les dispositifs existants pour faciliter l'emploi des seniors.



### [Chômage des seniors : pourquoi retrouver du travail passé 50 ans est si difficile ?](#)

Europe 1

... français pour allonger le temps de cotisation ou reculer l'âge de départ à la retraite, de nombreux seniors peinent à trouver du travail.

### [Comment le Danemark s'emploie à garder les seniors au travail - rts.ch - Monde](#)

RTS

Les seniors danois sont encouragés à rester le plus longtemps possible sur le marché du travail

### [Cumuler salaire et chômage, la piste du ministre du travail pour favoriser l'emploi des seniors](#)

Le Monde

Pour favoriser le retour à l'emploi des seniors, le ministre du travail, Olivier Dussopt, suggère, dans une interview au Journal du dimanche, ...

### [Départ à 64 ans, passage à 43 annuités... les pistes du Sénat pour réformer les retraites](#)

La Nouvelle République

Nous insisterons cette année sur la question du maintien dans l'emploi des ... L'âge légal de départ à la retraite serait amené à 64 ans et l'âge ...

### [Emploi des seniors et usure professionnelle : l'UNSA avance ses propositions.](#)

UNSA

La concertation sur la réforme des retraites a débuté ce vendredi 14 octobre avec la question de « l'emploi des seniors et la prévention de l'usure professionnelle. » L'UNSA présente à cette réunion bilatérale a défendu ses propositions. Elle a également rappelé qu'un senior sur deux n'est plus en emploi au moment de liquider sa retraite. Il convient d'agir urgemment et cela passe par plusieurs axes : améliorer le maintien en emploi des seniors, améliorer le retour en emploi des seniors, les transitions activité-retraite, mieux prévenir l'usure professionnelle et la pénibilité.

### [\[PDF\] Employabilité : La majorité des salariés aiment travailler avec des seniors](#)

Entreprise et carrières, 2022-10-10, n° 1594

Les seniors sont-ils, comme on les décrit parfois, les mal-aimés de l'entreprise, des profils peu attrayants, difficiles à manager, peu adaptables ou même en décalage avec les plus ...

### [Les employeurs cherchent de nouvelles façons de recruter alors que les travailleurs ... \[Canada\]](#)

News-24.fr

Connu pour attirer les travailleurs âgés du côté du commerce de détail, ... augmenteraient la flexibilité autour des quarts de travail et ...

### [Eurozapping : les seniors à la rescousse du marché du travail en Allemagne - Franceinfo](#)

Franceinfo

Comme chaque jour, le JT de franceinfo soir fait un tour de l'actualité diffusée par les chaînes européennes de télévision. C'est l'Eurozapping du ...

### [Évoluer après 55 ans, mission impossible ?](#)

2022-09-13 • 682 mots

Audrey Fréel - ... Après 55 ans, l'employabilité dégringole en France. Et les collaborateurs de la fonction finance n'échappent pas à cette tendance. Pour autant, des alternatives s'offrent aux profils seniors, qui ...

### [Faut-il obliger les entreprises à recruter plus de seniors ? - L'Obs](#)

L'Obs

... du travail, avec un taux d'emploi inférieur à la moyenne européenne. ... Actuellement, seul un senior sur

deux est en activité au moment de la ...

[Hausse du taux d'activité au Québec chez les personnes âgées de 55 à 69 ans, en ...](#)

CDÉACF

... quitter le marché du travail de façon définitive à 65 ans ou plus, ... Participation des travailleurs âgés au marché du travail et intentions ...

[Lafarge SA prend des engagements en faveur de l'égalité professionnelle](#)

Liaisons sociales Quotidien, 17/10/2022, n° 18653

Depuis le 1er septembre dernier, Lafarge SA applique un nouvel accord triennal relatif à l'égalité professionnelle. Avec ce texte, l'entreprise française de matériaux de construction prend de multiples mesures qui devraient permettre à l'avenir de supprimer les écarts éventuels et de promouvoir l'égalité (égalité hommes-femmes, favoriser une articulation vie privée et professionnelle, etc.).

Dernier volet abordé par le texte, celui de l'employabilité des seniors. Entre 2019 et 2021, les salariés de plus de 50 ans ont représenté 3,9 % des recrutements en CDI. L'entreprise promet- elle d'atteindre au moins les 5 % à l'issue de la période d'application de l'accord en 2025. En parallèle, elle prévoit de proposer un entretien de carrière ainsi qu'un bilan de compétences aux salariés de plus de 50 ans et de maintenir 35 % de part de salariés seniors au sein de Lafarge SA.

Dans le même esprit, l'entreprise de matériaux de construction souhaite promouvoir la retraite progressive, et indique pour ce faire, qu'en cas de recours à ce système, le salarié pourra demander que ses cotisations d'assurance vieillesse soient calculées sur la base du salaire équivalent à temps plein. La société s'engageant à prendre en charge les cotisations patronales comme si le salarié était présent à 100 %.

[Le Medef hostile à l'"index sur l'emploi des seniors" du gouvernement - Les News Eco .fr](#)

Les News Eco .fr

Le Medef hostile à l'"index sur l'emploi des seniors" du gouvernement ... Au JDD, le ministre du Travail a pour sa part que cet index "fera partie ...

[Le mot du président par Frédéric Souillot Secrétaire général de la Confédération ... - Force Ouvrière](#)

Force Ouvrière

... difficultés dans le maintien dans l'emploi des seniors). ... à toute réforme des retraites visant à augmenter l'âge légal de départ à la ...

[Non, la moitié des retraités ne sont pas au chômage au moment où ils prennent leur retraite](#)

Fondation IFRAP |

Consultez l'étude complète, Retraites : le report de l'âge à 65 ans n'est ... renforcer l'intérêt pour les employeurs d'un maintien dans l'emploi.

[Pénurie de compétences, tension du marché de l'emploi : les seniors font partie de la solution](#)

Carenews

... et citent également la difficulté pour un senior à être managé. ... des seniors autant que le maintien dans l'emploi de cette population.

[Pourquoi le recrutement de salariés « seniors » est encore difficile - Le Monde](#)

Le Monde

De plus, 40 % des candidats associent le mot senior à « une personne d'un ... Il faut soutenir la demande de travail senior des entreprises

[Quelle est la place des seniors au travail ? - France Bleu](#)

France Bleu

La réforme des retraites est de retour dans le débat public. On en parle avec Robin Bernaud, Murielle Giordan, Fabien Emo et Willy Rovelli !

### [Le recrutement des seniors connaît encore de nombreux freins - Le Monde](#)

Le Monde

Elle interroge les préjugés sur les salariés âgés et souligne les nombreux freins qui demeurent à leur employabilité.

### [Réforme des retraites : au Danemark, de plus en plus de travailleurs au-delà de 70 ans](#)

TF1 INFO

Elle effectue 70 heures par mois pour compléter sa retraite. Les seniors au travail le plus longtemps possible, c'est le mantra du Danemark, asséné ...

### [Réforme des retraites : emploi des seniors et pénibilité, découvrez les pistes avancées](#)

JDN

... obtenu le versement de sa pension de retraite -, afin d'encourager le travail des seniors, tout en leur permettant de continuer à cotiser.

### [Réforme des retraites : faut-il mettre en place un "index senior" ? Deux experts débattent](#)

L'Expansion - L'Express

La création d'un "index professionnel de l'emploi des seniors" fait partie des mesures évoquées pour améliorer l'emploi des seniors avec le recul de l'âge de départ de la retraite envisagé par le gouvernement.

L'un des moyens de favoriser l'emploi des seniors, qui va être l'une des grandes causes des prochaines années avec le recul de l'âge de départ à la retraite, est de mettre en place un "index", comme celui qui existe déjà pour l'égalité professionnelle entre les femmes et les hommes. Nous avons besoin d'inciter les entreprises à jouer le jeu de l'emploi des plus de 50-55 ans.

### [Réforme des retraites : le gouvernement au pied du mur sur l'emploi des seniors / Les Echos](#)

Les Echos

Il faudra surtout enclencher un changement de comportement en matière de conditions de travail et d'usure professionnelle. « Dans ce domaine, l'Etat ...

### [Réforme des retraites : les sujets majeurs au menu des concertations - Capital.fr](#)

Capital

Si Emmanuel Macron n'a pas renoncé à reporter l'âge légal de la retraite à 65 ... "Le maintien dans l'emploi, cela veut dire plus de cotisations, ...

### [Réforme des retraites : Une personne de 60 ans sur deux ne travaille-t-elle plus, comme l ...](#)

20 Minutes

... sont un obstacle au maintien dans l'emploi et doivent être prises en compte dans la réflexion sur l'âge de la retraite », souligne le rapport

### [Retraites : « Le recul effectif est inférieur au recul théorique de l'âge de départ » - Le Monde](#)

Le Monde

Du point de vue des finances publiques, le recul de l'âge de la retraite ... le maintien dans l'emploi et les transitions professionnelles.

### [Retraites : pourquoi il est absurde de reporter l'âge de départ / Alternatives Economiques](#)

Alternatives Economiques

Résultat : avant d'avoir atteint l'âge de la retraite, de nombreux salariés âgés se retrouvent au chômage, sans grand espoir de retrouver du ...

### [Tout savoir sur le CDD Senior : comment ça marche, pour qui - Nouvelle Vie Professionnelle](#)

Nouvelle Vie Professionnelle

Voici tout ce qu'il faut savoir sur le CDD Senior, le contrat à durée déterminée qui aide les seniors à retrouver un travail quand ils sont au ...

[TRIBUNE. « Engageons un plan audacieux en faveur de l'emploi des seniors ! » - JDD](#)

JDD

*Si le report de l'âge d'ouverture des droits à la retraite conduit à augmenter ... malgré leur expérience, un handicap au maintien dans l'emploi.*

[Une mesure pour favoriser le retour au travail des 65 ans et plus - Le Journal L'Horizon](#)

Le Journal L'Horizon

*Photo : La Coalition Avenir Québec rendra optionnelle la cotisation au Régime des rentes du Québec (RRQ) pour les travailleurs âgés de 65 ans et ...*

[VRAI OU FAKE : la France est-elle en retard pour le taux d'employabilité des seniors ? \(francetvinfo.fr\)](#)

Francetvinfo, 28 septembre 2022

*Selon le ministre de l'Économie, la France serait à la traîne par rapport à ses voisins européens sur le taux d'employabilité des seniors. Dit-il vrai ? On vous répond*