



# Extending Working Lives of Older Workers Experiencing Chronic Health Conditions

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# WELCOME TO NIDI

- An Institute from KNAW, affiliated with University of Groningen
- Research staff: 35
- Of whom 12 PhDs and 8 Postdocs
- Budget: 3,6 M€, 40% external financing
- Four theme groups:
  - Ageing and Longevity
  - Migration and Migrants
  - Families and Generations
  - Work and Retirement



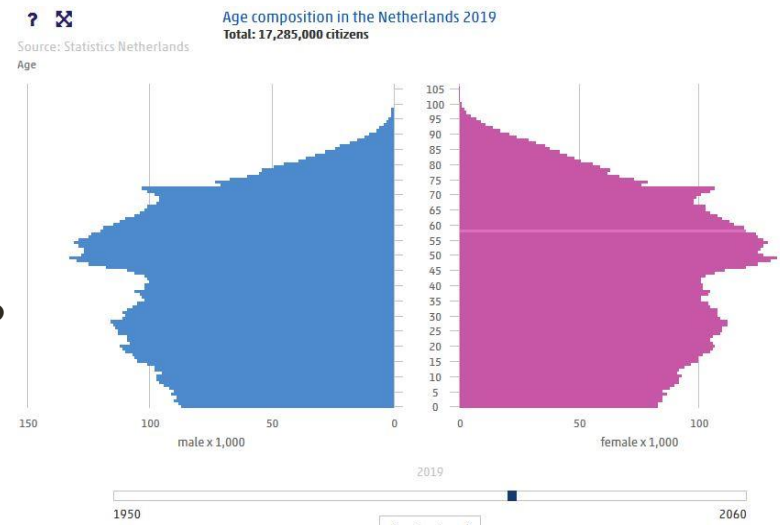
# EXTENSION OF WORKING LIVES

## Why do we need to extend working lives?

- Demographic shifts –
  - High life expectancy
  - Low fertility rates

## How has the Netherlands extended working lives?

- By increasing retirement ages
- By blocking workforce exit routes



# OLD AGE AND CHRONIC HEALTH CONDITIONS

Old age is associated with..

Declining:

- Physical health
- Mental Health

Increased susceptibility to:

- Injury
- Infectious disease
- Chronic health conditions (CHCs)

**59%** of Dutch older workers experience a chronic health condition

# HOW DO CHCS IMPACT OLDER WORKERS IN THE WORKPLACE?

- Increases the likelihood of an early exit from work.
- Reduces older workers':
  - work productivity,
  - work ability, and
  - work functioning.
- Increases **WORK LIMITATIONS** experienced by older workers.

How can organizations help older workers experiencing work limitations caused by their CHCs?





# HEALTH-RELATED WORK LIMITATIONS —

## THE ROLE OF FLEXIBLE WORK ARRANGEMENTS AND ORGANIZATIONAL CLIMATE

THE GERONTOLOGIST, 2019

[HTTPS://DOI.ORG/10.1093/GERONT/GNZ073](https://doi.org/10.1093/GERONT/GNZ073)

# RESEARCH QUESTION

To what extent are:

- **perceived access to flexible work arrangements and**

Working-time flexibility

Workplace flexibility

Phased retirement

- **organizational climates**

Healthy ageing climate

Psychological safety climate

associated with **perceived health-related work limitations of older workers with:**

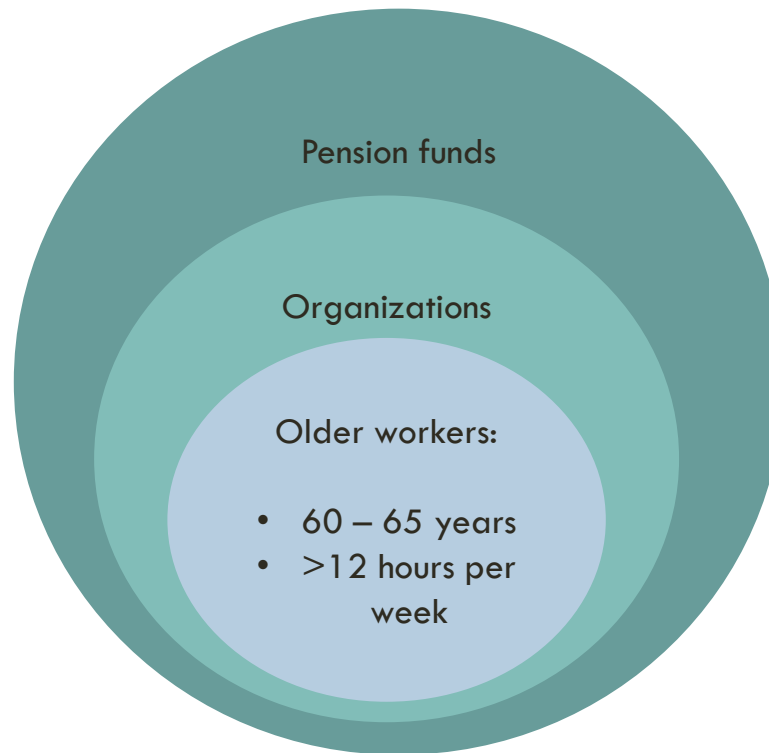
1. arthritis,
2. cardiovascular disease, and
3. sleep disorders?

# THEORETICAL FRAMEWORK

- Based on Job Demand-Resource model.
- Flexible work arrangements and organizational climate = Job Resources.



# METHODS: DATA — NIDI PENSION PANEL SURVEY



Stratified random sampling

# METHODS: PARTICIPANTS

Older workers (60 – 65 years of age) with:

Arthritis	Cardiovascular Disease	Sleep Disorders
N = 2,330  567 organizations  43.0% of total sample	N = 720  368 organizations  13.3% of total sample	N = 816  396 organizations  15.1% of total sample

# METHODS: MEASURES

## Independent Variables

### Individual-level – Flexible Work Arrangements

Perceived access to –

- a. Working-time flexibility (dummy variable 0, 1)
- b. Workplace flexibility (dummy variable 0, 1)
- c. Phased retirement (dummy variable 0, 1)

### Organizational-level – Organizational Climate

Healthy aging climate (scale variable)

Psychological safety climate (scale variable))

## Dependent Variables

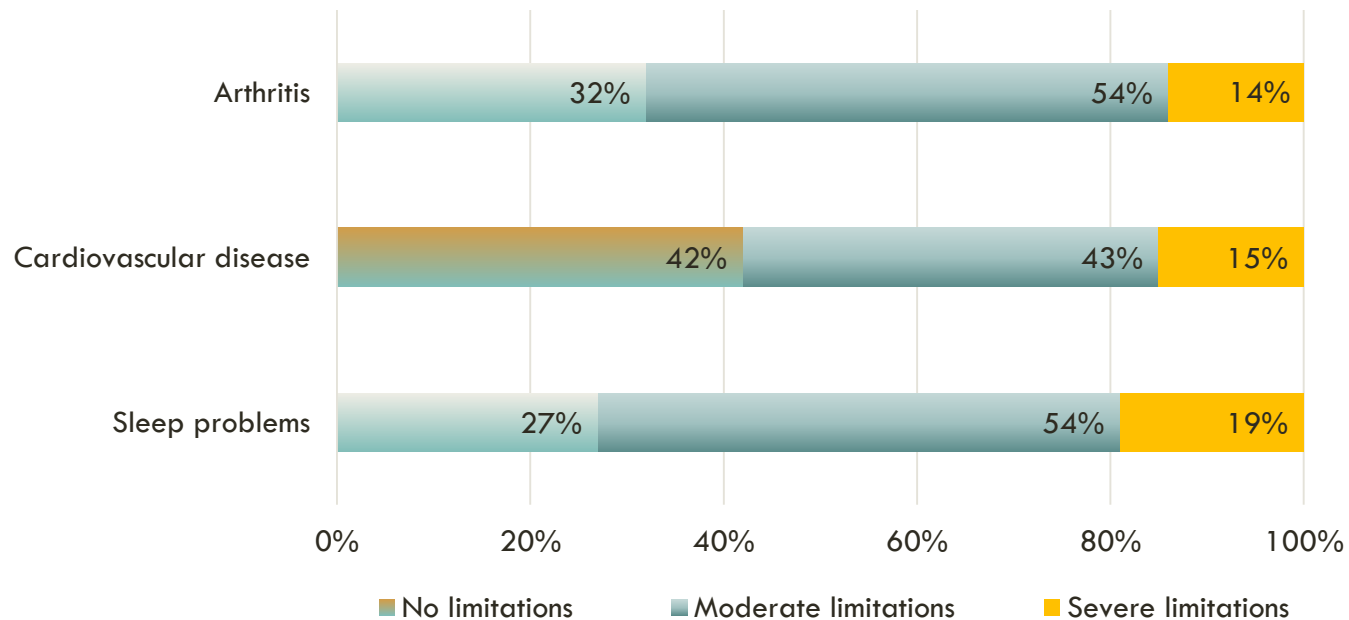
Health-related work limitations

- 1 = Not limited
- 2 = Moderately limited
- 3 = Severely limited

# METHODS: ANALYSIS

- Descriptive statistics
- **Multilevel ordered logistic regression**
  - Separately for the 3 CHCs
- One-way analysis of variances with interrater reliability indices ICC1 and ICC2
  - Multilevel modelling
  - Aggregation tests

## RESULTS: EXTENT OF HEALTH-RELATED WORK LIMITATIONS

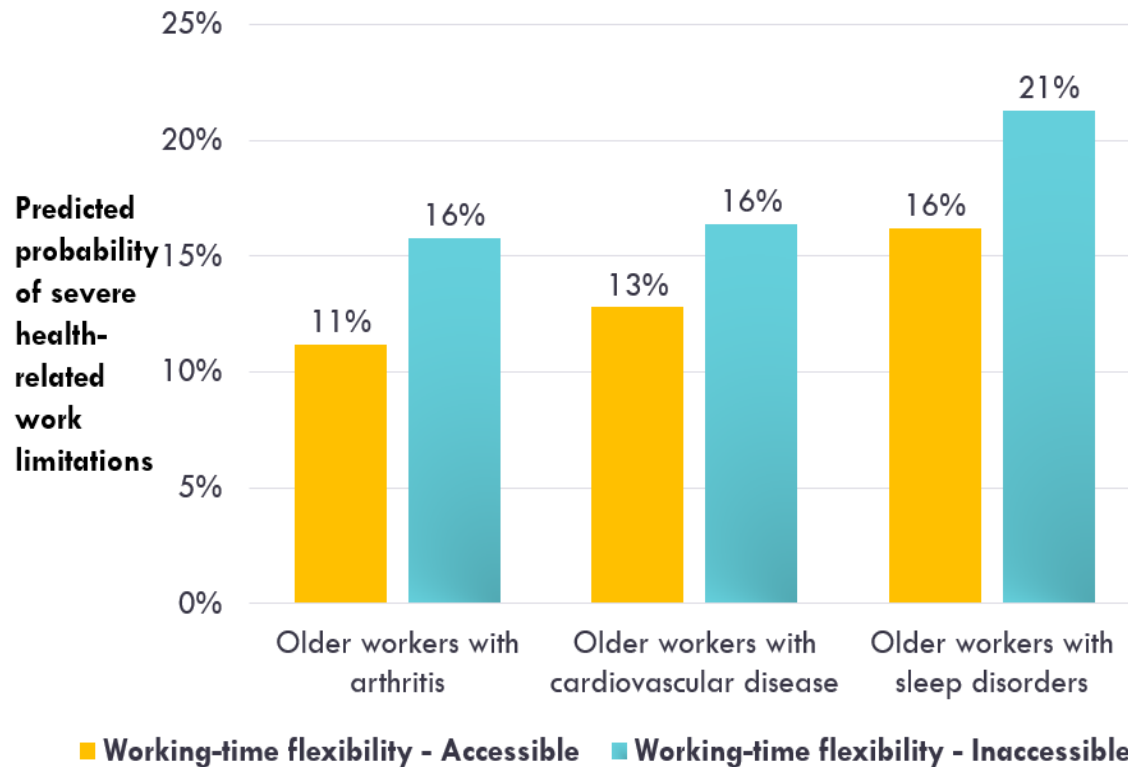


# RESULTS: FLEXIBLE WORKING HOURS BENEFIT OLDER WORKERS WITH CHCS

Variables	Arthritis (N = 2,330)		Cardiovascular disease (N = 720)		Sleep disorders (N = 816)	
	Coefficient	Standard error	Coefficient	Standard error	Coefficient	Standard error
Perceived access to flexible work arrangements						
Working-time flexibility	-0.43**	0.10	-0.34 <sup>a</sup>	0.18	-0.39*	0.17
Workplace flexibility	-0.17	0.11	0.01	0.19	-0.16	0.17
Phased retirement	-0.01	0.09	0.11	0.16	0.09	0.15



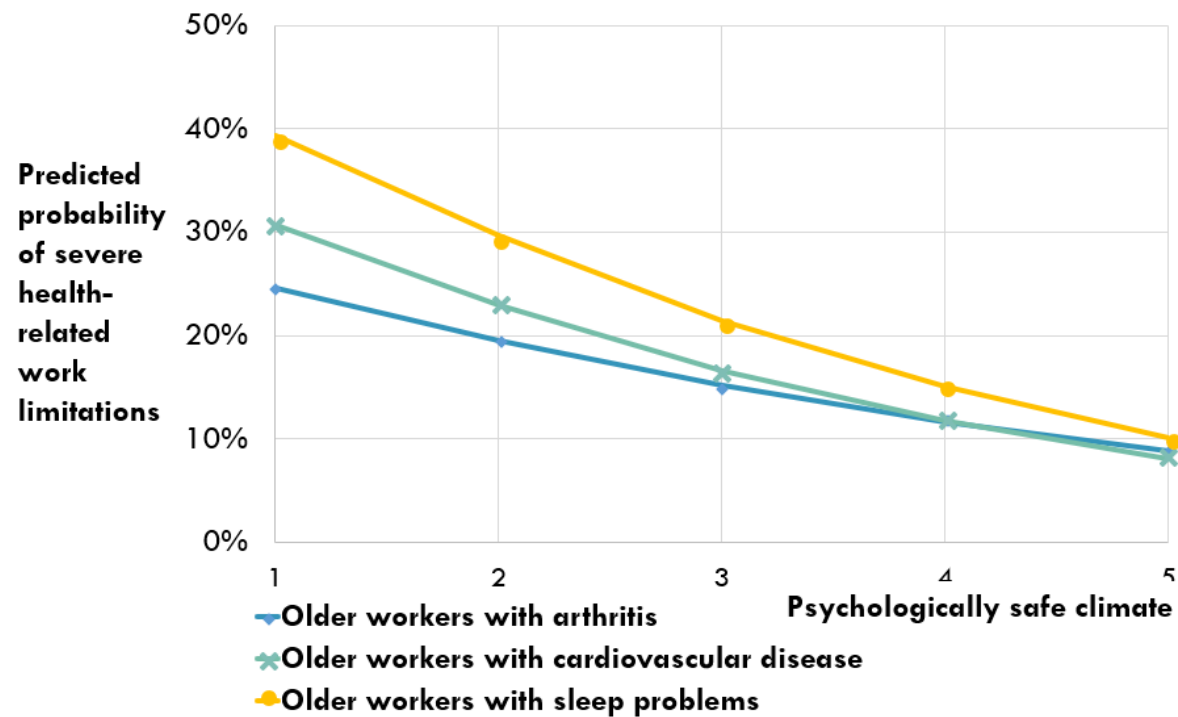
## RESULTS: FLEXIBLE WORKING HOURS BENEFIT OLDER WORKERS WITH CHCS



# RESULTS: PSYCHOLOGICALLY SAFE ORGANIZATIONAL CLIMATE BENEFIT OLDER WORKERS WITH CHCS

Variables	Arthritis (N = 2,330)		Cardiovascular disease (N = 720)		Sleep disorders (N = 816)	
	Coefficient	Standard error	Coefficient	Standard error	Coefficient	Standard error
Organizational climate						
Healthy aging climate	0.04	0.12	0.18	0.21	-0.44*	0.20
Psychological safety climate	-0.33*	0.13	-0.45*	0.21	-0.48*	0.20

# RESULTS: PSYCHOLOGICALLY SAFE ORGANIZATIONAL CLIMATE BENEFIT OLDER WORKERS WITH CHCS



# CONCLUSION

Proving older workers with:

Working-time flexibility

Psychological safety climate

..may:

- Extend older workers' working lives
- Facilitate healthy ageing in the workplace

# THANK YOU!

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