



# Extending Working Lives of Older Workers Experiencing Chronic Health Conditions

Anushiya Vanajan, Ute Bültmann, and Kène Henkens



# 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



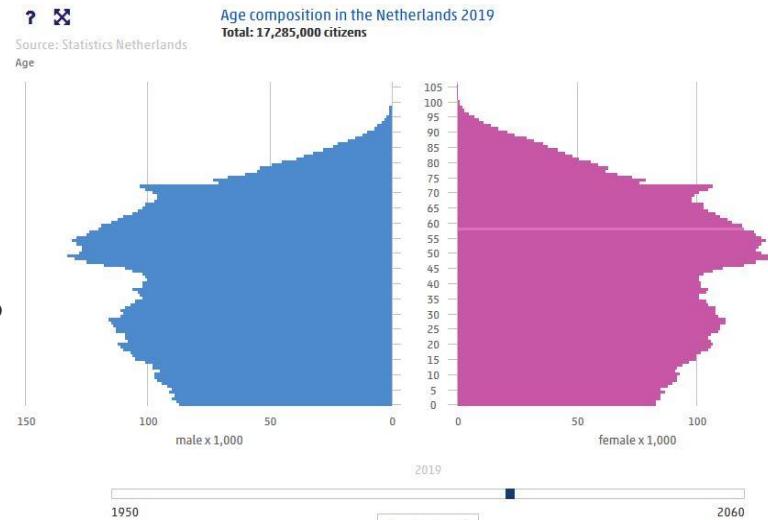
# EXTENSION OF WORKING LIVES

## 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

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# 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

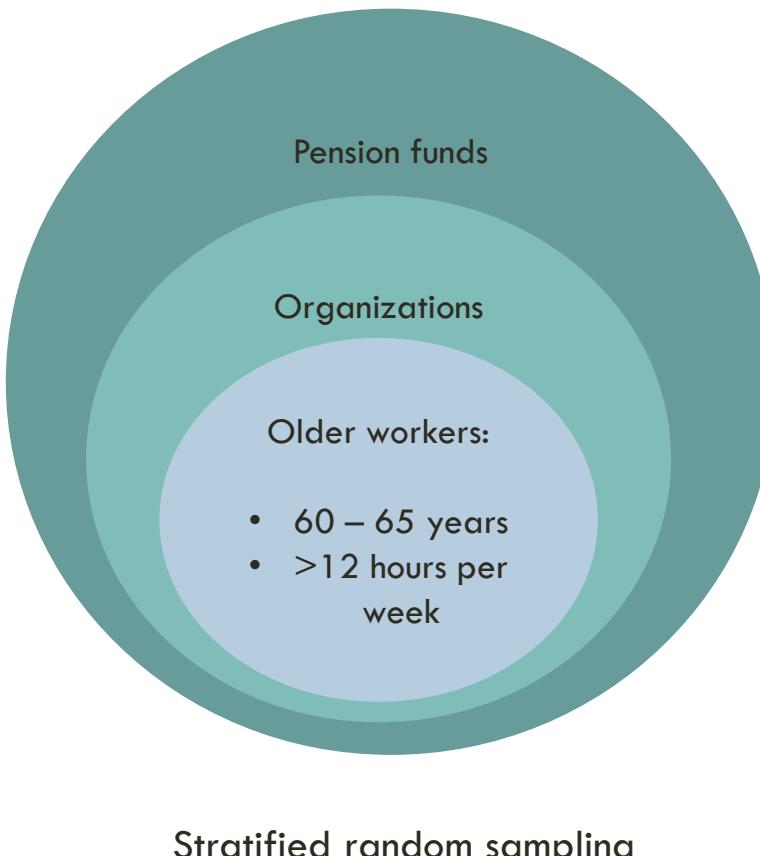
associated with **perceived health-related work limitations of older workers with:**

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



# 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)

## Dependent Variables

### Health-related work limitations

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

### Organizational-level – Organizational Climate

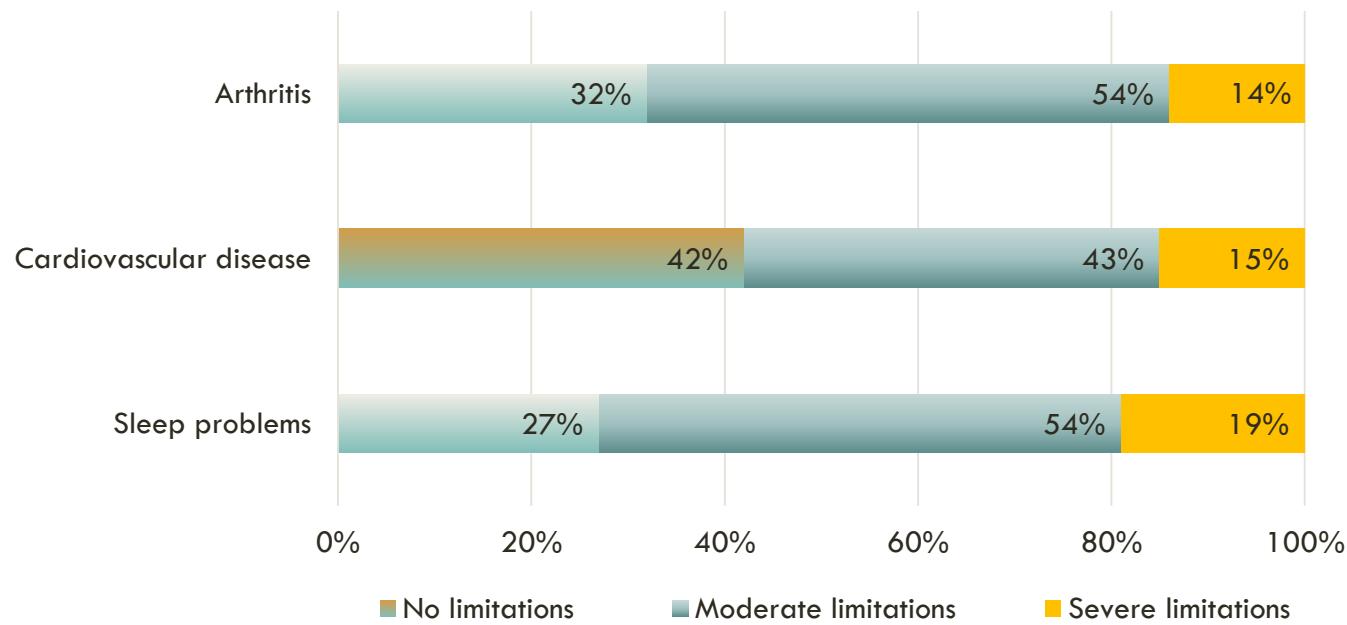
Healthy aging climate (scale variable)

Psychological safety climate (scale variable))

# 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

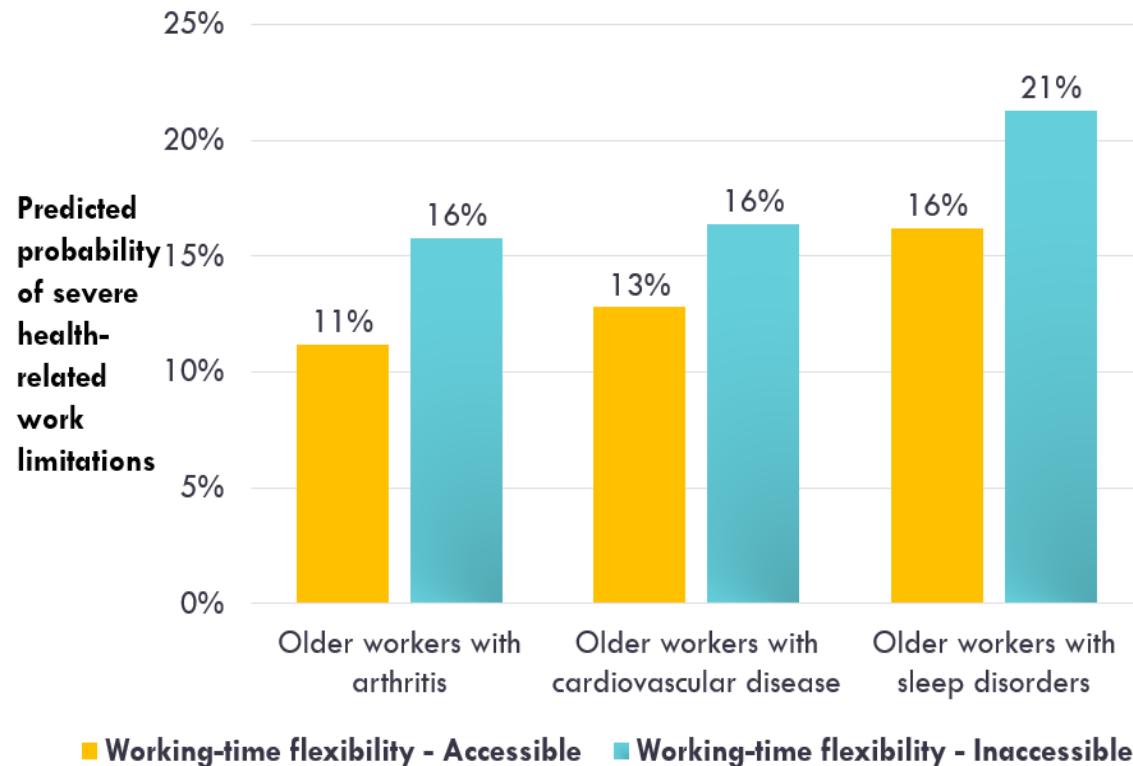
## RESULTS: EXTENT OF HEALTH-RELATED WORK LIMITATIONS



# 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
<b>Perceived access to flexible work arrangements</b>						
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

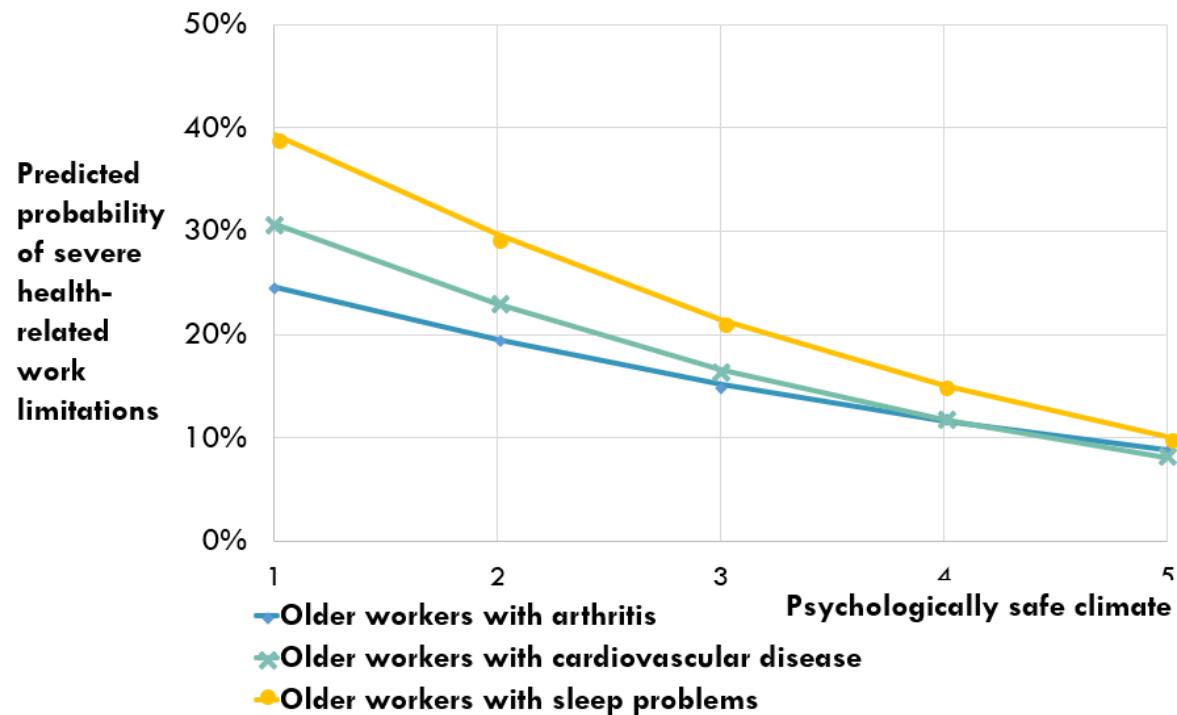
# RESULTS: FLEXIBLE WORKING HOURS BENEFIT OLDER WORKERS WITH CHCS



# 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
<b>Organizational climate</b>						
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

Providing older workers with:

Working-time flexibility

Psychological safety climate

..may:

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

# THANK YOU!

Reach us at:

[Vanajan@nidi.nl](mailto:Vanajan@nidi.nl)

[U.bultmann@nidi.nl](mailto:U.bultmann@nidi.nl)

[Henkens@nidi.nl](mailto:Henkens@nidi.nl)



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