



*Working life expectancy in good
and poor health among Dutch
55- to 65-year old workers*

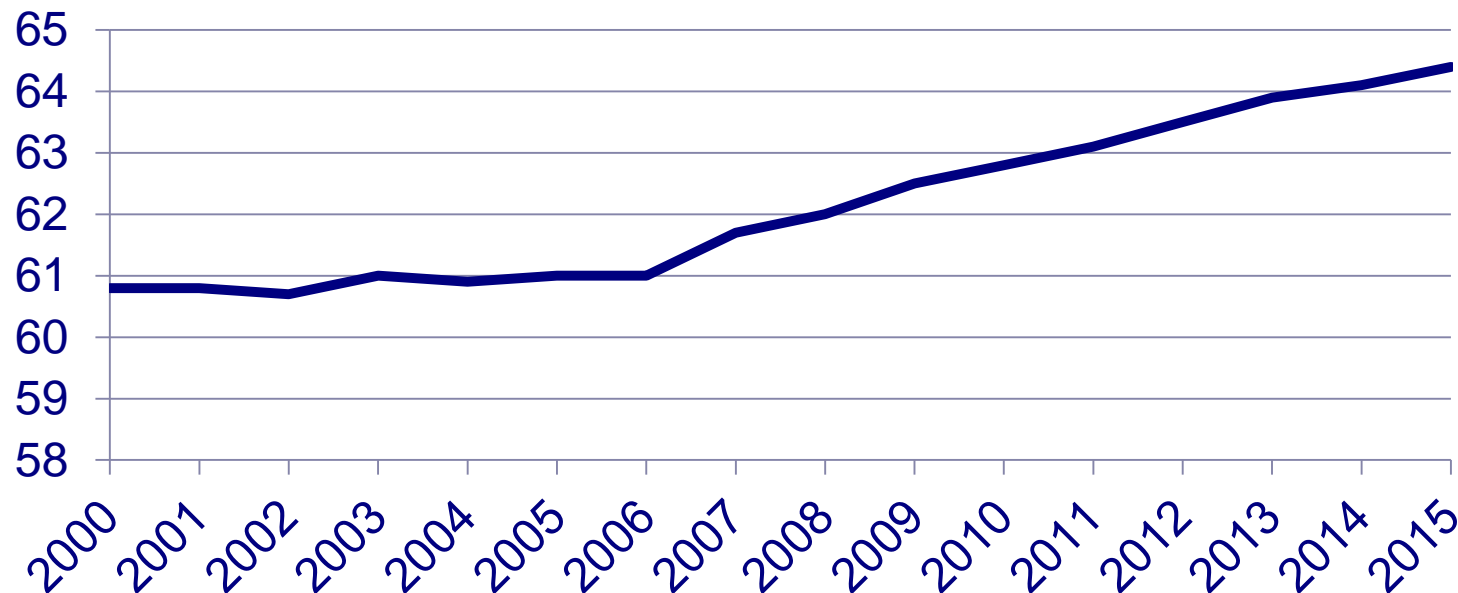
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REVES 2016

Background (1)

- ❖ Policy actions to keep workers in the workforce longer
 - 2006: Abolishment of early retirement arrangements & Stricter rules regarding disability pensions
 - 2009: Bonus for working ≥ 62 yrs
 - 2013-2021: Increase statutory retirement age

Average retirement age in the Netherlands

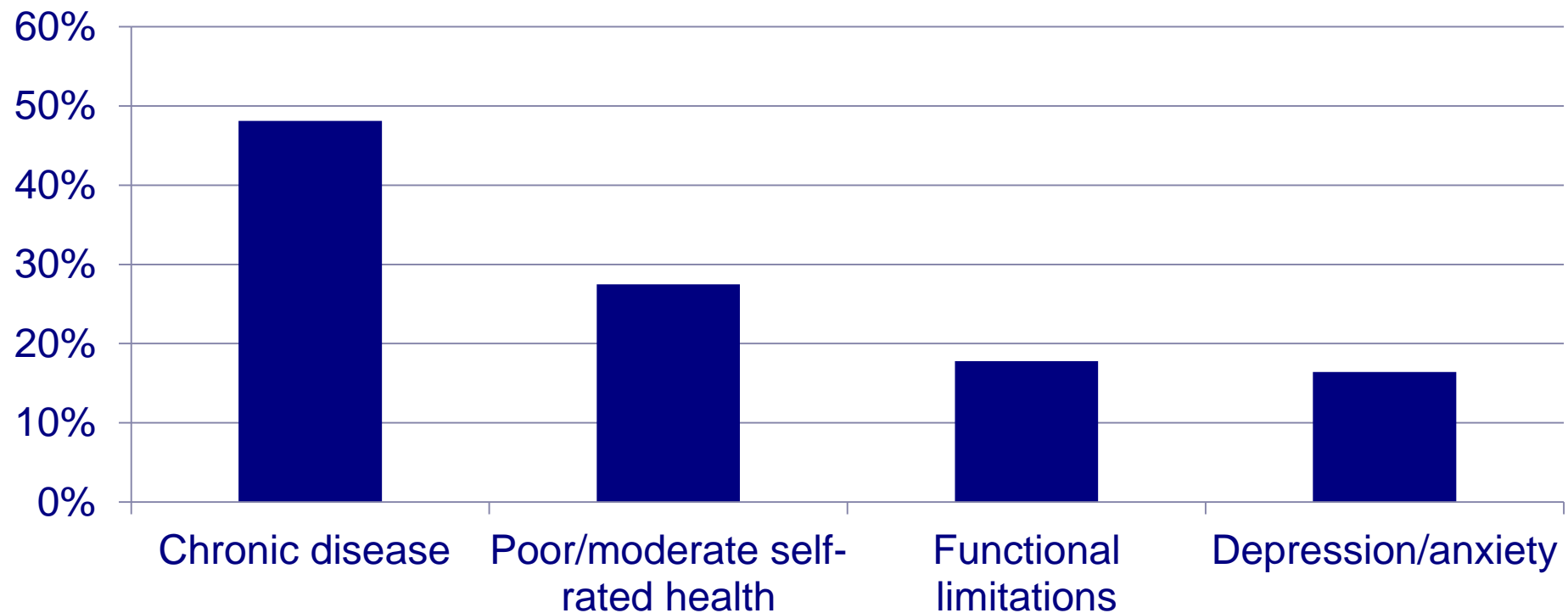


Statistics Netherlands, 2016

Background (2)

- ❖ High prevalence of health problems among 55- to 65-year olds

Prevalence of health problems among 55- to 65-year olds in the Netherlands in 2011



Research question

- ❖ What was the working life expectancy in good and poor functional health during two periods: from 1992 to 2002 and from 2002 to 2012?

Methods (1)

- ❖ Longitudinal Aging Study Amsterdam (LASA)
 - Physical, cognitive, social & emotional functioning
 - 55+ year olds

Wave	B	C	D	E	2B	F	G	H	3B	I
N	3107	2545	2076	1691	1002	2165	1818	1522	1023	?
Cohort	1	1	1	1	2	1+2	1+2	1+2	3	1+2+3
Cohort 1	1992-1993	1995-1996	1998-1999	2001-2002						
Cohort 2					2002-2003	2005-2006	2008-2009	2011-2012		
Cohort 3									2012-2013	2015-2016

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Methods (2)

❖ Inclusion criteria

- 55- to 65-year olds
- Paid job at baseline

❖ Exclusion criteria

- No follow-up information on functional health or work status

❖ Sample size

- 1992-2002: $n = 245$
- 2002-2012: $\underline{n = 378} +$
 $N = 623$

Methods (3)

❖ Functional health

	ADL	GALI
Questions	<p>Can you walk up and down a staircase of 15 steps without resting?</p> <p>Can you use your own or public transportation?</p> <p>Can you cut your own toenails?</p> <p>Can you dress and undress yourself?</p> <p>Can you sit down and stand up from a chair?</p> <p>Can you walk outside during five minutes without stopping?</p>	<p>Do health problems limit your normal daily activities?</p>
Response categories	<p>1. Yes, without difficulty</p> <p>2. Yes, with difficulty</p> <p>3. Only with help</p> <p>4. No, I cannot</p>	<p>1. No</p> <p>2. Yes (slightly/severely)</p> <p>a. < 3 months</p> <p>b. > 3 months</p>

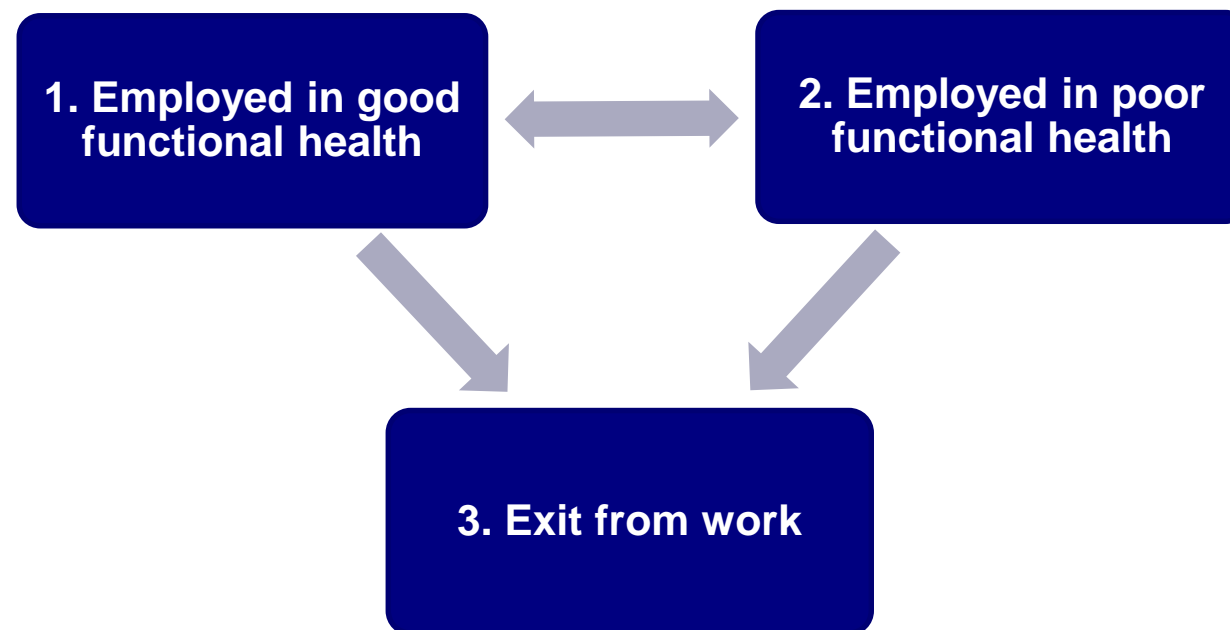
Methods (4)

❖ Exit from work

- Question: In which month and year did you stop paid work?
- Date between two observations
- Date of death
- Max. 65 years (statutory retirement age)

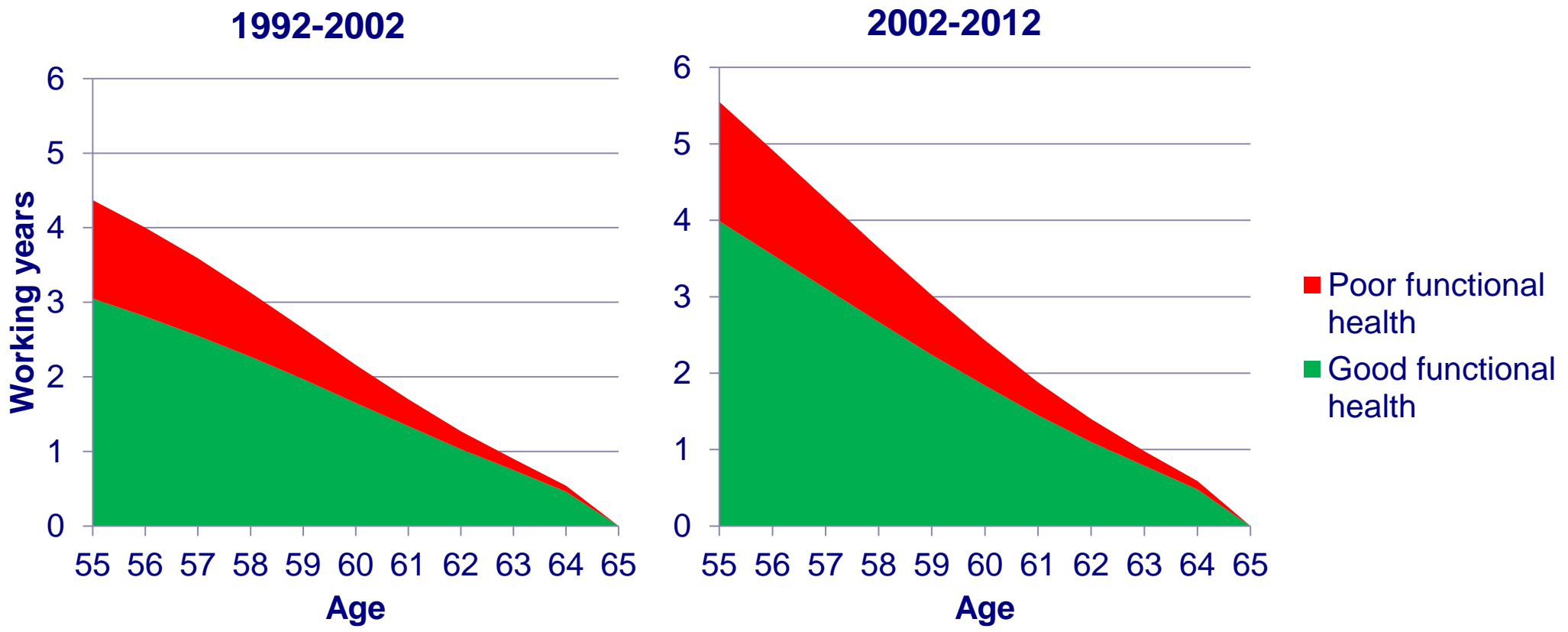
Methode (5)

- ❖ Continuous-time multi-state survival models
- ❖ MSM & ELECT package in R
- ❖ Three state survival model



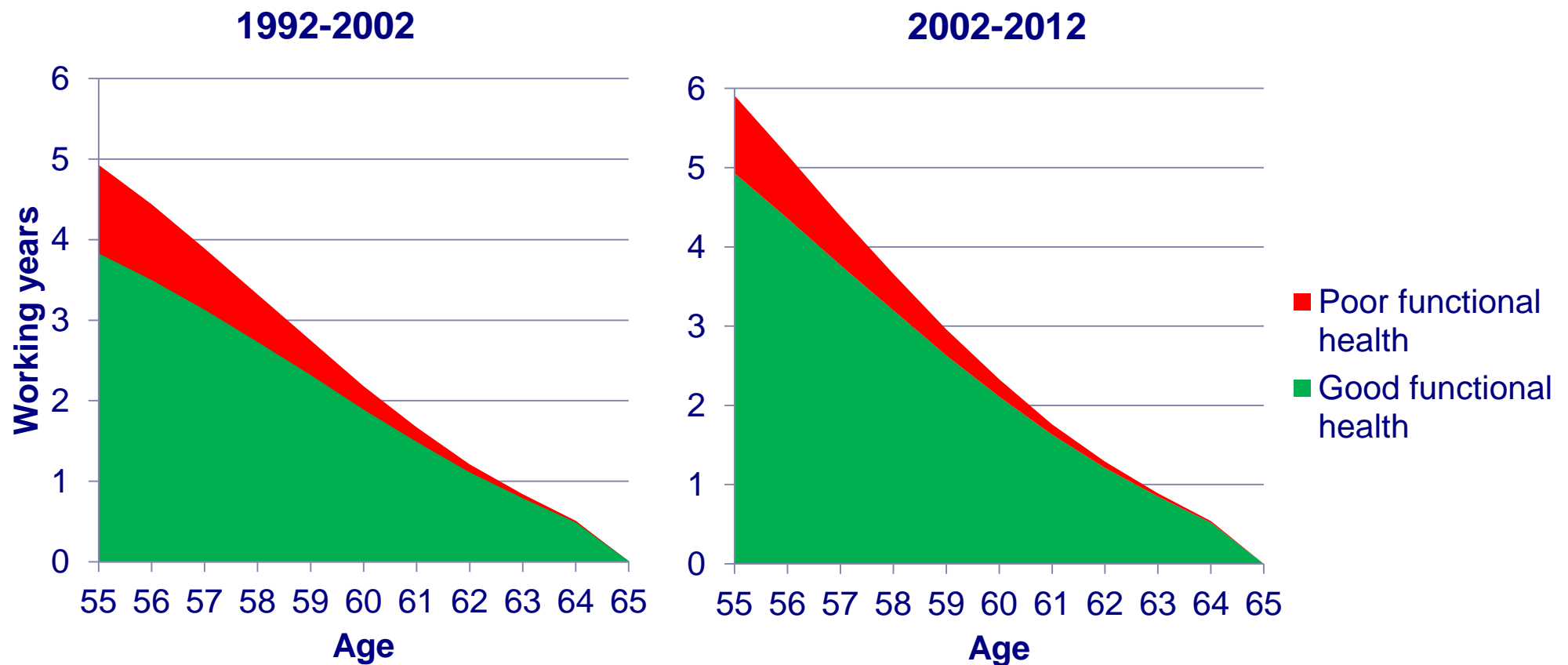
Results (1)

Working life expectancy in good and poor subjective functional health for workers in general



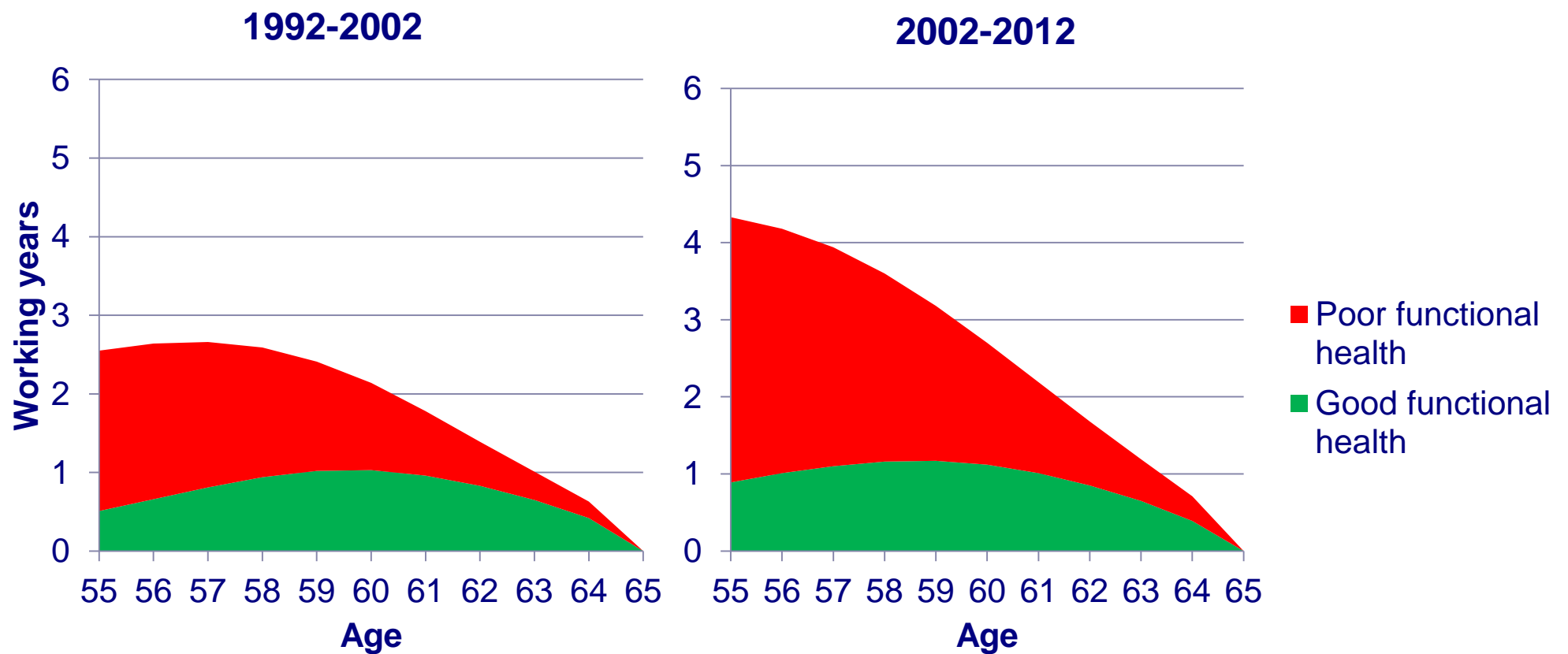
Results (2)

Working life expectancy in good and poor functional health for workers who are initially in good functional health



Results (3)

Working life expectancy in good and poor functional health for workers who are initially in poor functional health



Conclusions

- ❖ In general, the working life expectancy in good and poor functional health has increased, but larger increase in good functional health
- ❖ Working life expectancy for workers who are initially in good functional health has increased mainly in good functional health
- ❖ Working life expectancy for workers who are initially in poor functional health has increased mainly in poor functional health

Discussion

- ❖ No substantial differences in working life expectancies in good and poor functional health between men and women
- ❖ Functional health was measured in a subjective way, analyses with functional health measured objectively show smaller differences between workers who are initially in good or poor health

Implications

- ❖ Considering the current increase of the statutory retirement age, it is expected that both the healthy and unhealthy working life expectancies will increase even further
- ❖ Employers and policy makers must be encouraged to facilitate older workers in poor functional health to keep them motivated and productive
- ❖ The next step would be to identify specific determinants and needs of workers in poor functional health who continue working

More information

- ❖ Van den Hout, A. ELECT: Estimation of life expectancies using continuous-time multi-state survival models, 2014.