



Finnish Institute of Occupational Health

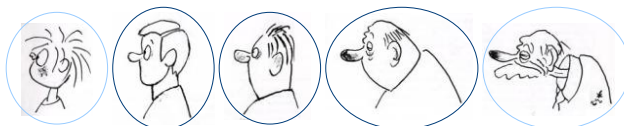
Towards a longer Worklife! Ageing and the quality of worklife

Prof. Juhani Ilmarinen, FIOH and JIC Ltd
Blik op Werk: National Conference The power off Workability
DeFabrique in Maarsssen, 9th February 2010,
The Netherlands

Ageing and work: milestones of the Finnish experiences

- 1981-2009 Longitudinal studies on ageing workers by FIOH
- 1990-1996 FinnAge - Respect for the Ageing programme by FIOH
- 1996 Cabinet Committee: Ageing people at work
- 1998-2002 Finnish National Programme on Ageing Workers
- 2003-2007 New National Programmes of different ministries
- 2005 - Pension reform
- 2006 - Life Course and Work by FIOH
- 2007 - New political programmes

Prof. Juhani Ilmarinen and Dr. Tomi Husu, FIOH / GTP Age Management Course, Helsinki / 11. - 13. 5. 2009



5 v.

25 v.

45 v.

65 v.

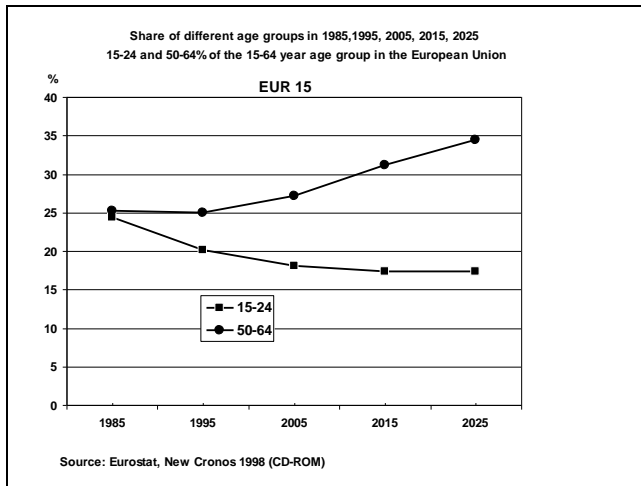
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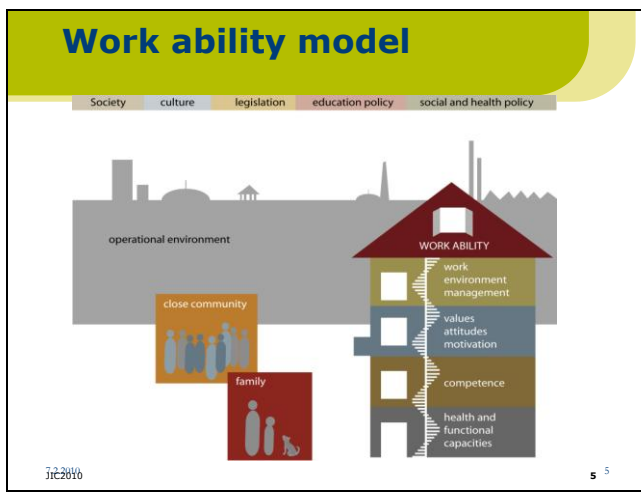
3 Generations at work

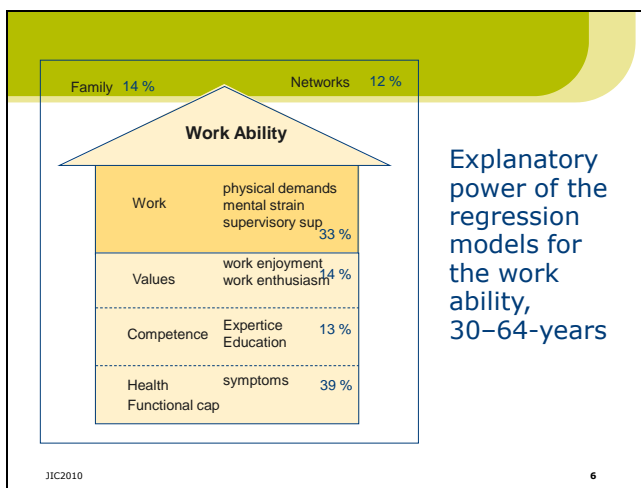
- Youngest generation integrates too late
- Middle generation has non-solid work careers
- Oldest generation exits too early
- - Altogether: we are losing 5-6 productive years/ person, which has marked, negative effects on our society

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Work Ability Index

7 Items

- Current work ability compared with the lifetime best
- Work ability in relation to the demands of the job
- Number of current diseases diagnosed by physician
- Estimated workimpairment due to diseases
- Sick leave during the past year (12 months)
- Own prognosis of work ability two years from now
- Mental resources

ICOH 2003
 Lea Katajarinne
 Finnish Institute of Occupational Health

Work Ability Index

Scoring of the Questionnaire (range 7- 49 points)

Points	Work ability	Objective of measures
7 - 27	POOR	RESTORE WORK ABILITY
28 - 36	MODERATE	IMPROVE WORK ABILITY
37 - 43	GOOD	SUPPORT WORK ABILITY
44 - 49	EXCELLENT	MAINTAIN WORK ABILITY

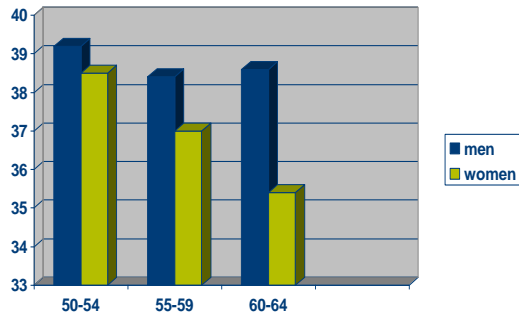
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Average Work Ability Index by age

Age	Average Work Ability Index
15	45
20	44
25	43
30	42
35	41
40	40
45	39
50	38
55	37
60	36
65	35

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Work ability index (7-49) among working men and women by older age groups Gould and Polvinen, 2006



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WAI as Resource for the organisation

- Indicate the status of work ability and need for promotion
- Early indicator of risks of work disability and early exit
- Initiate preventive actions
- Evaluate the effects of actions
- Validated method for Occupational Health Services and for health promotion
- Initiate the discussion about ageing and work
- Improve the awareness of human work ability
- Improve the collaboration between employers and employees due to win-win possibilities
- Can be used as base for cost-benefit analysis

Finnish Institute of Occupational Health / Prof. Dr. Juhani Ilmarinen

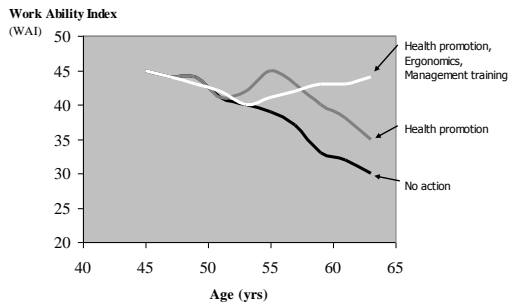
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Promotion of Work Ability

Promotion of work ability: integration of actions



Prof. Ilmarinen/FIOH&JIC

Role of managers and supervisors

- **The management is the most important factor influencing work ability:**
 - a good age management improves the work ability, and
 - a poor age management deteriorates the work ability, independent of gender, age and type of job
- **A good age manager has:**
 - a fair and friendly attitudes towards ageing
 - promote the collaboration between generations
 - finds individual solutions
 - has good communication skills about ageing matters
- **Managers and supervisors need also PWA**

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Promotion of Work Ability: how to do it?

- **Train** HRM and OHS for Work Ability Concept and Work Ability Index (WAI)
- **Make** a survey with WAI and survey over the floors of the Work Ability House – instead of survey you can also use expert groups for each floor
- **Make** a prioritized plan for the promotion and share the duties, name the one taking the lead
- **Ensure** that the management is fully committed
- **Motivate** the supervisors and employees to participate,
- **Give** enough time for interventions; follow-up the interventions, measure the participation rates
- **Make** the second survey with WAI and survey over the targets of the interventions
- **Report** over the effects by age, gender, job etc.

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Lessons learned from Finland

- Promotion of Work Ability is the common goal for employers and employees since 1989, defined later in Occupational Health Act (2002) and in Occupational Safety Act (2003)
- The commitment of the employer is crucial
- The participation rates of employees for multi-interventions are decisive
- Time needed for multi-interventions is 1-2 years
- The co-operation and role of Occupational Health Services (health oriented) and HRM (other dimensions) is important
- Cost-benefit analysis most welcome
- Multi-interventions focusing on human resources, work and management are most effective

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How do you get both employer and employees enthusiastic for PWA?

- **For employees:** a better work ability and health improves the well-being at work and the quality of life
- **For employers:** a better work ability and health of the personnel improves the quality of work and productivity
- **For both:** Work careers will be better and longer
- **For employees and society:** the quality of life in retirement will be better, the health care cost will be lower

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Jorma Rantanen FIOH

Economic appraisal

- Over 200 companies of various size from different branches
- Method: Tervus Economic Appraisal
- Benefit / Cost ratio variation between 3 and 10
- Benefit: Reduction of absenteeism and work disability 50%, increase in productivity 50%

Source: Bergström and Ahonen 2000

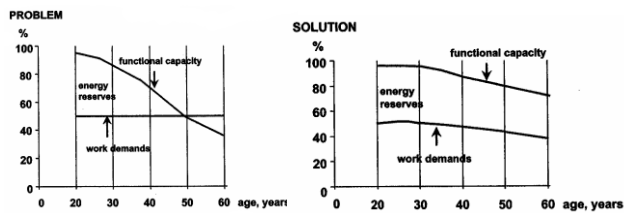
Singapore 2000

26th International Congress on Occupational Health



Heavy jobs – working until 67?

Basic problem and basic solution: relationship between human resources and work demands



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Heavy jobs - decrease of workload

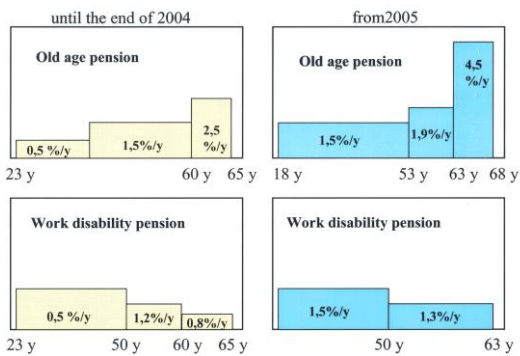
- 40 vs 60 year old in heavy jobs
- Difference due to biological ageing about 20 % in cardiorespiratory and muscular capacities
- If the workload is same, the older have 20 % higher strain at work
- Effects due overload: health problems, absence rates, disability risk, accident risk, productivity loss
- Solution: decrease of workload 20 % (2 hrs/day, or one day/week)
- Compensation: other work tasks demanding more mental and social skills, utilizing the knowledge, experiences and networks of older workers

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Towards a longer worklife

Pension Reform



TAEN.London291008/ Juhani Ilmarinen/FIOH/

Reforms for a longer work life

- Attitudes towards ageing must be changed (**attitudinal reform**)
- The awareness level of managers and supervisors in age-related issues needs to be improved (**management reform**)
- Better age and life course-adjusted, flexible working life is needed (**work life reform**)
- Health services should meet the increasing needs of older workers (**reform of occupational health services**)
- Improvement of horizontal and vertical co-operation between key actors is needed (**co-operation reform**)

Lessons learned from Finland: how to make successful reforms ?

- Make positive things first – negative later !
- Make first the work life better, so that people can and will work longer
- After that, reduce the options for early retirement , if needed
