



STREAM Newsletter

Issue 3

Study on Transitions in Employment, Ability and Motivation

Theme: Transitions out of work

What is STREAM?

STREAM is a **four-year longitudinal study** with annual measurements among persons **aged 45-64** in the Netherlands. Participants fill in an online questionnaire on topics such as: health, work, knowledge and skills, social circumstances, and financial situation.

More than **12,000 employees, 1,000 self-employed persons, and 2,000 non-employed persons** participated at baseline. In the second measurement 82% of the original participants participated, in the third measurement this was 80%, and in the fourth measurement 74%. See **participation flow figure** for an overview.

For data collection an existing Intomart GfK internet panel is used. For 89% of baseline participants, **data linkage** with information from **Statistics Netherlands** is possible.

To obtain addition insight, **qualitative studies** have and will be conducted among STREAM participants.

STREAM is being conducted by **TNO**, in close collaboration with the **VU Medical Center** and the **Erasmus MC**.



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Health, job characteristics, skills, and social and financial factors in relation to early retirement

Due to the ageing of the population, it is important that workers prolong their working life. Although the average retirement age in the Netherlands has increased, most workers still leave the workforce before the official retirement age of 65. A recent STREAM study investigated the influence of health, job characteristics, skills, and social and financial factors on early retirement. In total, 2,317 employees, who participated in the first two measurements, were included in the this study. Of these persons, 269 made the transition from work to early retirement between the these two measurements.

Older age, poor physical health, a positive attitude of the partner with respect to early retirement and the financial possibility to stop working before age 65 predicted the transition from work to early retirement, whereas employees that reported high appreciation at work and higher focus on development of skills and knowledge were less likely to retire early. Of all the factors studied, the financial possibility to stop working before the age of 65 years contributed most strongly to early retirement, followed by the attitude of the partner and appreciation at work.

The results of this study show that the causes of early retirement are multifactorial, which advocates that policies, regulations, and interventions focus on a diversity of factors in order to prolong working lives.

See reference De Wind et al., 2013.

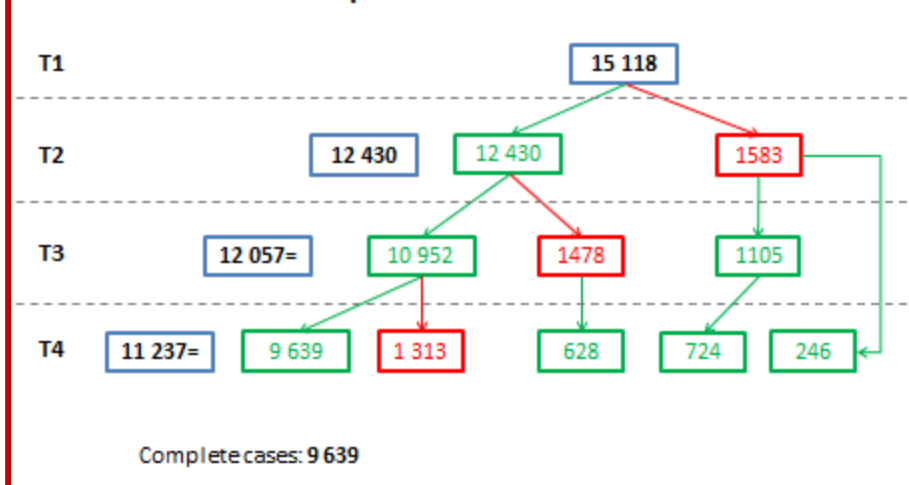
STREAM is interested in (inter)national and multidisciplinary collaborations to conduct innovative research with practical implications. Contact us for possible partnerships!

More information on STREAM is available at:

www.tno.nl/STREAM

Contact: infostream@tno.nl

Participation flow STREAM



European Cohort Studies on Healthy Ageing at Work Symposium

Due to the ageing of the population in Europe, there is a need to prolong working life while maintaining good health and high work productivity. Longitudinal cohort studies are needed to improve our knowledge on healthy and productive careers until older ages, and hence, may contribute to the development of effective policies and interventions. For this reason STREAM organized the two day Healthy Ageing at Work Symposium in Hoofddorp, last October 2013, as a follow-up of the inspiring lidA symposium in 2012 about various cohort studies on work and health throughout Europe.

The STREAM symposium had the aim to connect European cohort studies in order to exchange knowledge and highlight important research questions in the context of demographic change. The focus was on methodological challenges and designs, mechanism in early retirement, and about mental health and life beyond retirement. They were two great days with interesting oral presentations and posters from various cohort studies, including lidA, TILDA, LASA, Dutch 65+ Cohort Study, ECHP, NIDI and STREAM. We want to thank all of participants and attendees again for sharing their knowledge. More information on the next symposium about European cohorts will follow.



Turnover & retirement (intentions)

Generally, work characteristics are used to explain turnover rather than retirement (intentions). Following the literature on Job-Demands Resources and Person-Environment Fit, we used job resources and demands as well as personal resources and demands to explain and compare workers' intentions to retire or to switch jobs. Based on the first STREAM wave (N=10,849), we found that personal resources are negatively related to the intention to retire. Workers who are intrinsically or extrinsically motivated are less likely to withdraw from the labour market through retirement. Regarding turnover intentions, our results indicated that intrinsic motivators increase, and extrinsic motivators decrease the intention to switch job. Furthermore, the analyses revealed that higher job demands increase the intention to retire, but do not affect turnover intentions. High job resources relate negatively to both retirement and turnover intentions, indicating that the provision of resources might be a source to prolong labour market participation. High personal demands, defined as a misfit between what workers 'want' and what they 'have', are positively associated with retirement and turnover intention. Workers who perceive a misfit between provided work environment and their personal requests are more likely to intend to retire or switch jobs. Summarizing, organizational motivators may play an important role in stimulating older workers' labor market participation.

See reference *Münderlein et al., 2013.*

Newest Publications

- Leijten FRM, van den Heuvel SG, Ybema JF, Robroek SJ, Burdorf A. "Do work factors modify the association between chronic health problems and sickness absence among older employees?" *Scandinavian Journal of Work, Environment & Health*. **2013**;39:477-85. Link: [LINK](#)
- Münderlein M, Ybema JF, Koster F. "Happily ever after? Explaining turnover and retirement intentions of older workers in the Netherlands". *Career Development International*. **2013**;18:548-568. [LINK](#)
- Reeuwijk KG, de Wind A, Westerman MJ, Ybema JF, van der Beek AJ, Geuskens GA. "'All those things together made me retire': qualitative study on early retirement among Dutch employees". *BMC Public Health*. **2013**;13:516. [LINK](#)
- van de Vijfeijke H, Leijten FRM, Ybema JF, van den Heuvel SG, Robroek SJW, van der Beek AJ, Burdorf A, Taris TW. "Differential Effects of Mental and Physical Health and Coping Style on Work Ability". *Journal of Occupational & Environmental Medicine*. **2013**;55:1238-1243. [LINK](#)
- de Wind A, Geuskens GA, Reeuwijk KG, Westerman MJ, Ybema JF, Burdorf A, Bongers PM, van der Beek AJ. "Pathways through which health influences early retirement: a qualitative study". *BMC Public Health*. **2013**;13:292. [LINK](#)
- de Wind A, Geuskens GA, Ybema JF, Blatter BM, Burdorf A, Bongers PM, van der Beek AJ. "Health, job characteristics, skills, and social and financial factors in relation to early retirement – results from a longitudinal study in the Netherlands". *Scandinavian Journal of Work, Environment & Health*. **2013**;online first. [LINK](#)
- Ybema JF, Geuskens GA, van den Heuvel SG, de Wind A, Leijten FRM, Joling C, Blatter BM, Burdorf A, van der Beek AJ, Bongers PM. "Study on Transitions in Employment, Ability and Motivation (STREAM): The Design of a Four-year Longitudinal Cohort Study among 15,118 Persons Aged 45 to 64 Years". *British Journal of Medicine & Medical Research*. **2014**;4:1383-99. [LINK](#)