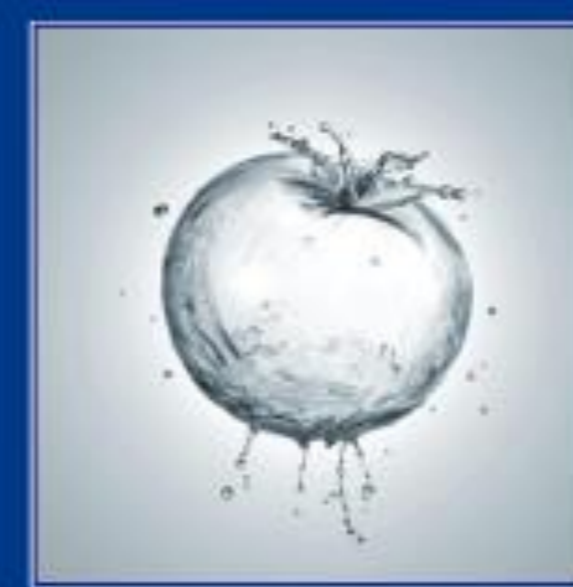


# Predicting working beyond retirement in the Netherlands: an interdisciplinary approach involving occupational health and economic factors



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## Key findings on predicting working beyond retirement:

**1. Health factors, social environment and work characteristics predict working beyond retirement, but socioeconomic and demographic characteristics do not predict working beyond retirement independently**

**2. Significant predictors of working beyond retirement:**

↑ physical health; ↑ intensively physical active; ↑ height; ↓ handcraft; ↑ health care; ↓ tenure, opinion partner on working until retirement age: ↓ (very) unpleasant

**Aim:** To investigate whether occupational health and socioeconomic factors predict working beyond retirement

### BACKGROUND

- Due to pressure on the social security systems, governments want to increase retirement age
- A subgroup of workers already work beyond Retirement
- Which factors influence working beyond retirement?



### METHODS

- Questionnaire data of Study on Transitions in Employment, Ability and Motivation linked to register data of Statistics Netherlands
- Inclusion: Given permission for linking; registered at municipality registration; 56-64 years old; employee at baseline; not retired in 2010; retired in 2011, 2012 or 2013
- Dependent variable: Working beyond retirement; , working after early or statutory retirement (2011-2013)
- Predictors are divided into blocks: health, socioeconomic, demographic characteristics, social environment and work characteristics

### Analyses

- Block analysis: logistic regression backward,  $p < 0.15$
- Final model: logistic regression backward,  $p < 0.05$
- Internal validation: apply final model on 33% of population (N=393)

### RESULTS

There were N=761 respondents in total of which N=197 respondents worked beyond retirement and N=564 respondents did not.

Table 1: Logistic regression model (N=700), final model.

Predictors	Final model	
	OR	95% CI
Physical health (SF12)	1.05	1.02-1.08
More than 2 days intensively physically active	1.57	1.08-2.28
Height	1.05	1.03-1.07
Works in handcraft	0.17	0.05-0.57
Works in health care	1.90	1.12-3.23
Tenure	0.41	0.21-0.77
Opinion partner: continue working until retirement age		
Very unpleasant	0.20	0.06-0.72
Unpleasant	0.35	0.17-0.77
Not pleasant, not unpleasant	1.14	0.71-1.82
Pleasant	1.61	0.91-2.82
Very pleasant	0.55	0.22-1.38
No partner	1.00	

### CONCLUSION

Health factors, social environment and work characteristics predict working beyond retirement, but socioeconomic and demographic characteristics do not predict working beyond retirement independently