

What is STREAM?

STREAM is a **longitudinal study** among persons **aged 45+** in the Netherlands. It started with four waves between 2010 and 2013 and will continue with more waves starting in 2015. 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. More than half (53%) of the respondents at baseline have participated in all five waves of STREAM so far. In the fifth wave a new panel of 6,752 persons was included.

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 additional insight, **qualitative studies** have been and will be conducted among STREAM participants.



STREAM TNO STAFF:

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STREAM Newsletter

Issue 9

Study on Transitions in Employment, Ability and Motivation

Predictors of multiple job holding (MJH)

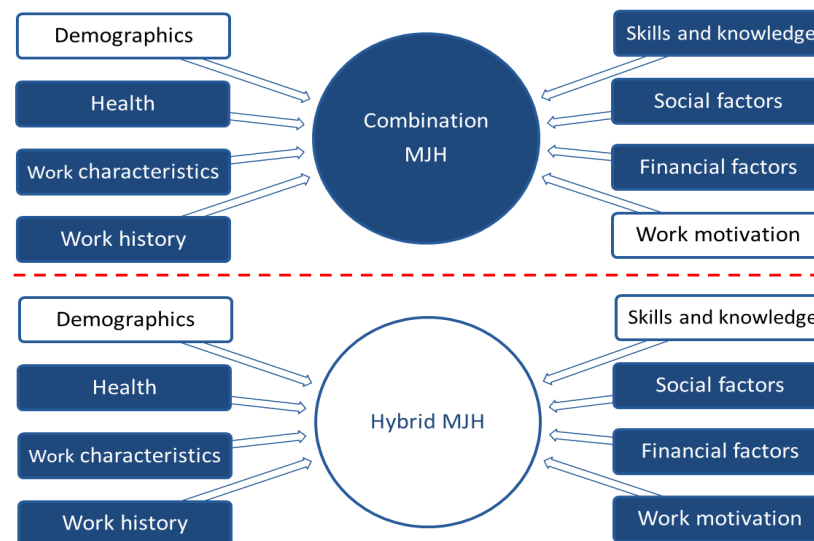
The aim of this study was to predict transitions from having one job as an employee (SJH) to having multiple jobs as an employee (combination MJH) and one or more jobs as an employee and being self-employed (hybrid MJH). Potential predictors were divided in eight domains (demographics, health, work characteristics, work history, skills and knowledge, social factors, financial factors and work motivation).

Of the 5,187 respondents included in this study, 175 made a transition from SJH at baseline to combination MJH during follow-up (T2,T3 and T4) and 101 made a transition to hybrid MJH. Combination MJH was common among respondents working in hospitality and health care and hybrid MJH was common among respondents working in financial services and ICT. The results of the study show that both types of MJH were predicted by a wide variety of factors. Also, they suggest some differences in predictors between combination MJH and hybrid MJH. For instance, working part-time predicted combination MJH, but not hybrid MJH and work-home interference predicted hybrid MJH but not combination MJH.

Bouwhuis, S. et al (2016) Predicting transitions from single to multiple job holding among older workers. Presented at the Well-being at work conference, May 29th-June 1st 2016, Amsterdam.

More information on STREAM is available at:
<http://www.monitorarbeid.tno.nl/databronnen/stream>
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STREAM is interested in (inter)national and multidisciplinary collaborations to conduct innovative research with practical implications. Contact us for possible partnerships!



Domains associated with transitions from single job holding to combination MJH and hybrid MJH.

Wellbeing at work conference



Alongside **Stef Bouwhuis'** presentation (see front), the wide applicability of the STREAM data was showcased at the 'Wellbeing at work' conference by 5 diverse presentations. A short summary of each presentation follows:

Jos Sanders "*Stay skilled old boy*" – This study underlines the importance of skills in moderating the duration of the working life. In a nutshell, the findings suggest that when there is a perceived skills mismatch, the work life extension is hindered. One possible way to increase the productivity of older employees, therefore, is to allow for adequate skill matches.

Swenneke van den Heuvel "*Work and informal care among ageing workers*" – This presentation provides in-depth information on caregiving in work settings. The findings show that working caregivers did not differ in their productivity levels than non-caregivers. However, as caregiving hours per week increase, so did the sick leave. Further, caregivers reported a slightly lower work ability compared to non-caregivers. Overall, the study concludes that informal care has a small negative influence on sustainable employability among aging workers.

Astrid de Wind "*How does health influence the transition from employment to retirement?*" - This study investigated the role of health in the transition to retirement. Findings point out that both good and bad health are determinants of early retirement. More specifically, psychological health and musculoskeletal problems were strong predictors of early retirement.

Astrid de Wind "*Mental retirement? Trajectories of work engagement preceding retirement among older workers*" – The aim of the study was to identify trajectories of work engagement among those, approaching retirement. Although the study found different trajectories of work engagement, the findings did not support the hypothesis that 'mental retirement' causes decreasing work engagement. In other words, low work engagement is not determined by mental 'clocking out' of employees approaching retirement.

Micky Scharn "*Predicting working beyond retirement in the Netherlands: An interdisciplinary approach involving occupational health and economic factors*" – The focus of the study was to investigate predictors of working beyond retirement. The study found that physical health, physical activities, height and healthcare increase the chances of prolonged employment. Worth noting is the finding that socioeconomic and demographic characteristics do not predict prolonged employment independently.

Selection of STREAM-publications

Ybema JF, Van der Meer, L, Leijten, FR. Longitudinal Relationships Between Organizational Justice, Productivity Loss, and Sickness Absence Among Older Employees. *Int J Behav Med*. 2016 Epub Feb 2016* [LINK](#)

Sanders J, Blonk R, Geuskens G, de Grip A. Learning lags behind events; does training help older employees recover from perceived skills shortages? [Achter de feiten aan leren. Helpt scholing oudere werknemers te herstellen van kennistekorten? *Tijdschrift voor Arbeidsvraagstukken* 2015;31. [Dutch] [LINK](#)

Dorenbosch L, Boneschansker O, Fermin B, Andriessen S, Sanders J, Geuskens G. Multi-jobbing as an employability strategy [Multi-jobbing als employability-strategie]. *Tijdschrift voor Arbeidsvraagstukken* 2015;31:165-185. [Dutch] [LINK](#)

Leijten FR, de Wind A, van den Heuvel SG, Ybema JF, van der Beek AJ, Robroek SJ, Burdorf A. The influence of chronic health problems and work-related factors on loss of paid employment among older workers. *J Epidemiol Community Health*. 2015 Nov;69(11):1058-65. Epub 2015 Jun 25. [LINK](#)

Van der Meer L, Leijten FR, Heuvel SG, Ybema JF, de Wind A, Burdorf A, Geuskens GA. Company Policies on Working Hours and Night Work in Relation to Older Workers' Work Ability and Work Engagement: Results From a Dutch Longitudinal Study with 2 Year Follow-Up. *J Occup Rehabil*. 2015 Aug 7. [Epub ahead of print] [LINK](#)

Ybema JF, Geuskens GA, van den Heuvel SG, de Wind A, Leijten FR, 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](#)

* newly added to the list