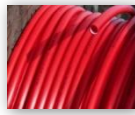


Factors associated with the ability and willingness to continue working in construction workers?

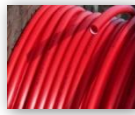
TNO

Karen Oude Hengel, Birgitte Blatter, Goedele Geuskens, Lando Koppes, Paulien Bongers
TNO, Division Work and Health, The Netherlands
Body@Work TNO-VU/Vumc Research center on Physical activity, work and health



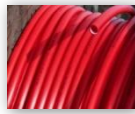
Introduction

- Decreasing working population in construction industry
 - Less young workers are entering the construction industry
 - Workers leave labour force before the official retirement age
- Important to further encourage labour force participation
- Labour force participation
 - Willingness
 - Ability



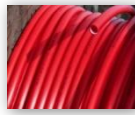
Introduction

- Decreasing working population in construction industry
 - Less young workers are entering the construction industry
 - Workers leave labour force before the official retirement age
- Important to further encourage labour force participation
- **Labour force participation**
 - **Willingness** → factors?
 - **Ability** → factors?



Aim

**To identify factors associated with
the ability and the willingness
to continue working until the age of 65**



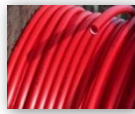
Methods

Netherlands Working Conditions Survey (NWCS)

- Yearly about 25.000 participants
- Employees aged 15-64 years
- Self-reported questionnaires
 - Demographics
 - Health-related factors
 - Work-related factors

Present study

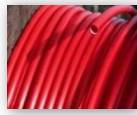
- 2007-2008-2009 data
- 5,610 construction workers



Methods

Outcomes – dependent variables

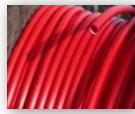
- **Ability**
 - “Do you think you are able to continue working in your current profession until the age of 65?”
 - Yes: 30%
 - No/ don't know: 71%
- **Willingness**
 - “Would you like to work until the age of 65?”
 - Yes: 29%
 - No/ don't know: 71%



Methods

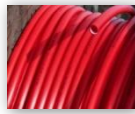
Statistical analysis

- Cross-sectional study
- Logistic regression analysis
 - Demographics, work-related and health-related factors
 - Ability and willingness
- Crude and adjusted analysis



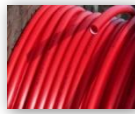
Results

Demographics	Ability OR (95% CI)	Willingness OR (95% CI)
Age		
<32 years	1.00	1.00
32-44 years	1.13 (0.92-1.40)	1.02 (0.84-1.22)
45-54 years	1.30* (1.05-1.61)	0.92 (0.76-1.12)
>54 years	1.41* (1.09-1.81)	0.56* (0.44-0.72)
Having a partner		
Yes, with a job	-	-
Yes, without a job	-	-
No	-	-



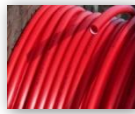
Results

Work-related factors	Ability OR (95% CI)	Willingness OR (95% CI)
Shift work	-	-
Overtime work	1.28* (1.07-1.35)	-
Dangerous work	0.75* (0.62-0.90)	-



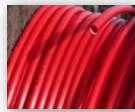
Results

Physical demands	Ability OR (95% CI)	Willingness OR (95% CI)
Using force		
No	1.00	1.00
Sometimes	0.71* (0.56-0.90)	0.89 (0,72-1.10)
Frequently	0.44* (0.34-0.59)	0.71* (0.58-0.88)
Working in awkward postures		
No	1.00	-
Sometimes	0.76* (0.61-0.94)	
Frequently	0.47* (0.35-0.62)	
Exposure to vibration	-	-



Results

Psychosocial factors	Ability OR (95% CI)	Willingness OR (95% CI)
Job autonomy		
High	1.00	-
Intermediate	0.82* (0.68-0.98)	
Low	0.61* (0.48-0.77)	
Skill discretion		
High	1.00	1.00
Intermediate	0.86 (0.70-1.05)	0.79* (0.66-0.94)
Low	0.70* (0.54-0.91)	0.95 (0.76-1.19)
Emotional demands	-	-
Quantitative job demands	-	-



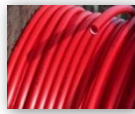
Results

Social support	Ability OR (95% CI)	Willingness OR (95% CI)
Co-worker support		
High	-	1.00
Intermediate		1.13 (0.94-1.37)
Low		1.37* (1.08-1.75)
Supervisor support		
High	1.00	1.00
Intermediate	0.76* (0.63-0.92)	0.72* (0.60-0.86)
Low	0.58* (0.45-0.76)	0.59* (0.46-0.75)



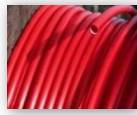
Results

Health	Ability OR (95% CI)	Willingness OR (95% CI)
Musculoskeletal symptoms		
Never	1.00	1.00
Occasional	0.63* (0.53-0.75)	0.77* (0.66-0.91)
Frequent	0.40* (0.32-0.51)	0.69* (0.57-0.85)
Emotional exhaustion	0.62* (0.46-0.83)	-



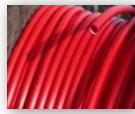
Results

	Ability	Willingness
Demographics <ul style="list-style-type: none">• An older age	+	-
Work-related factors <ul style="list-style-type: none">• Overtime work• Dangerous work• High physical job demands• Lack of job autonomy• Lack of skill discretion• Low co-worker support• Lack of supervisor support	+ - - - - - -	- + -
Health <ul style="list-style-type: none">• Emotional exhaustion• Musculoskeletal symptoms	- -	- -



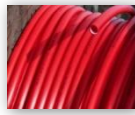
Discussion

- Literature: No previous studies investigated the ability or willingness to continue working in blue collar workers



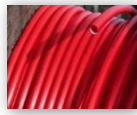
Discussion

- Literature: No previous studies investigated the ability or willingness to continue working in blue collar workers
- Methodological considerations
 - Outcome measure: ability and willingness



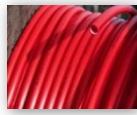
Discussion

- Literature: No previous studies investigated the ability or willingness to continue working in blue collar workers
- Methodological considerations
 - Outcome measure: ability and willingness
 - Other variables not measured in the present study
 - Challenging work, job control and rewards
 - Financial context
 - Lifestyle factors



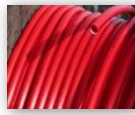
Conclusion

- Next to physical job demands, psychosocial factors play a role in the ability and willingness to continue working in construction workers



Conclusion

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- Preventing musculoskeletal symptoms may support both the ability and willingness to continue working, whereas emotional exhaustion is relevant for the ability to continue working



Conclusion

- Next to physical job demands, psychosocial factors play a role in the ability and willingness to continue working in construction workers
- Preventing musculoskeletal symptoms may support both the ability and willingness to continue working, whereas emotional exhaustion is relevant for the ability to continue working

Thank you for your attention

karen.oudehengel@tno.nl

www.tno.nl

www.bodyatwork.nl

