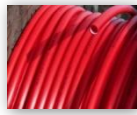


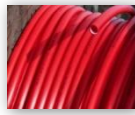
# Factors associated with the ability and willingness to continue working in construction workers?

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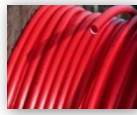
## Introduction

- 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



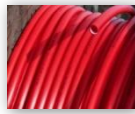
## Introduction

- 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***

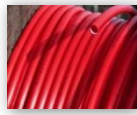
- 2007-2008-2009 data
- 5,610 construction workers



## 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

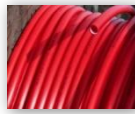
- Cross-sectional study
- Logistic regression analysis
  - Demographics, work-related and health-related factors
  - Ability and willingness
- Crude and adjusted analysis



## Results

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





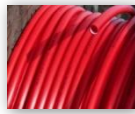
## Results

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)	-



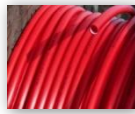
## Results

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



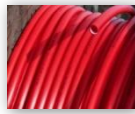
## Results

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



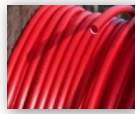
## Results

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



## Results

Health	Ability OR (95% CI)	Willingness OR (95% CI)
<b>Musculoskeletal symptoms</b>		
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)
<b>Emotional exhaustion</b>	0.62* (0.46-0.83)	-



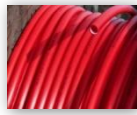
## Results

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



## Discussion

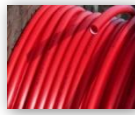
- Literature: No previous studies investigated the ability or willingness to continue working in blue collar workers



## Discussion

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





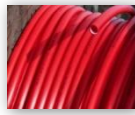
## Discussion

- 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



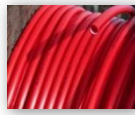
## Conclusion

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



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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



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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

**Thank you for your attention**

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