DETERMINANTS OF EARLY RETIREMENT AMONG OLDER WORKERS WITH AND WITHOUT CHRONIC DISEASE: RESULTS FROM A DANISH PROSPECTIVE STUDY

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INTRODUCTION
Previous studies have found that several factors are associated with early retirement among older workers. Given the high prevalence of chronic diseases among older workers the aims of this study were to explore:

• the determinants of early retirement among older workers with and without chronic diseases, and
• whether these determinants differed between workers with and without chronic diseases.

METHODS
Danish workers aged 56–64 years, who were members of the early retirement scheme were selected from the Danish National Working Environment Survey, and were followed in a public register for four years. Cox-regression analyses were performed separately for those with and without chronic diseases to determine the associations between the determinants (health, work-related, and social factors) and early retirement. To explore differences, an interaction term between the determinant and having a chronic disease was included among the analyses on the total population.

RESULT
Among workers with chronic diseases, poor health (HR 2.15; 95% CI: 1.37 to 3.37), more depressive symptoms (1.01; 1.00–1.03), high physical workload (1.84; 1.37–2.48), low job satisfaction (3.08; 2.09–4.55), low influence at work (1.94; 1.36–2.77), and work-family conflict (1.01; 1.00–1.01) were associated with early retirement. Among those without chronic diseases, poor health (2.56; 1.27–5.16), more depressive symptoms (1.03; 1.01–1.05), high physical workload (2.09; 1.39–3.13), low job satisfaction (5.27; 2.96–9.40), low influence at work (1.69; 1.04–2.75), and poor relationship with colleagues (2.81; 1.44–5.49) were associated with early retirement. None of the interactions were found to be statistically significant (p>0.05).

DISCUSSION
Ageing goes along with a higher risk for chronic diseases and comorbidities affecting employee’s work-ability. Employers should therefore invest more in a health promotion policy for all workers.
Discussion Workplace culture was seen as a barrier to healthy eating. Initiatives designed to modify work culture may prove effective as a means by which to promote healthy eating in the organisational setting.

THE ROLE OF AGE AND HEALTH IN RETURNING TO WORK: RESULTS FROM THE SUPPORTING OLDER PEOPLE INTO EMPLOYMENT (SOPIE) COHORT

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Introduction By 2020 people aged 50 years and over will make up almost half of the adult population in the UK. Policy aims to enable more people to work for longer however there is a dramatic drop in labour participation after age 50. Our aim was to investigate the impact of age, and health on return to work (RTW) in welfare benefit claimants engaging with the Work Programme (WP); the UK Government’s main RTW initiative. It supports two main groups of claimants for two years – Job Seeker Allowance (JSA), for people who are unemployed but capable of work; Employment Support Allowance (ESA), for people with a disability that makes it more difficult to work.

Methods The data were from the SOPIE cohort (13 461 unemployed clients aged 18–64, who entered the WP in Scotland in 2013/2014). Data were analysed using STATA 14 and a Poisson modelling approach using fractional polynomials to model age as a continuous variable.

Results Clients aged 50 and over accounted for 15% of JSA and 30% ESA groups. The proportion of clients disclosing health conditions (HC) were: JSA under-50, 25%; JSA over-50, 53%; ESA under-50, 97%; ESA over-50, 98%. Multiple HC were more common in ESA clients. Job start rates for clients were: JSA under-50, 65%; JSA over-50, 49%; ESA under-50, 23%; ESA over-50, 14%. There was a strong relationship between age, health and job start with the predicted probability of job start highest in the first three months of the WP. The analyses also investigated the influence of biopsychosocial factors on RTW.

Conclusion This study is on-going and will inform interventions focussing on addressing age-specific, health and biopsychosocial barriers for future RTW programmes with the aim of improving employment outcomes, so that not only individuals but employers and the economy can benefit from extending working lives.

IMPACT OF INDIVIDUAL MOTIVATION DIFFERENCES ON REDUCING SEDENTARY BEHAVIOUR

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Introduction Reviews small effects for interventions sitting behaviour. This study aimed at evaluating basic psychological needs (need for competence, for autonomy and for relatedness) reduction in sitting behaviour.

Methods This study is part of the Move@TheOffice RCT-study in the offices a large pharmaceutical company. The experimental group (19 participants) received a multintervention to reduce sitting. To measure the basic psychological needs, the Work-related Basic need Satisfaction cale was used. The BREQ-3 measured the degree of motivation regulation to reduce sitting. Sitting was measured using the micro ActivPal™ monitor. Data were analysed using SPSS.

Results Significant decrease (p<0.05) in sitting time was found in the experimental group. A significant BREQ-index was found after the intervention (p<0.05), a higher to decrease sitting