

ISSA TECHNICAL SESSION

- The Role of Prevention in Managing the Risks and Opportunities of Demographic Change -

**Demographic change and workability – Fit for the Future
– the Austrian Programme to maintain Workability**

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www.issa.int

Retirement Situation 2009

Age pensions 64.700, from these:
59% early pensions ←
41% regular pensions

Disability pensions: 25.400 additional! ←

average retirement age
m ~59 years
f ~57 years



Recommendation of the Council of the European Union

Brüssel, den 10. März 2009 (13.03)
(OR. en)

7444/09

BERICHT

des Rates
an den Europäischen Rat (Tagung am 19./20. März 2009)

Betr.: Länderspezifische integrierte Empfehlungen
- Bericht des Rates an den Europäischen Rat

ECOFIN 189
SOC 182
COMPET 142
ENV 187
EDUC 50
RECH 72
ENER 82

7. Auf der Grundlage der von der Kommission durchgeführten Bewertung der Fortschritte empfiehlt der Rat Österreich, die Strukturreformen fortzuführen. Insbesondere wird Österreich empfohlen,
- für ältere Arbeitnehmer die Anreize für einen Verbleib im Arbeitsleben dadurch weiter zu verstärken, dass eine umfassende Strategie mit beruflichen Fortbildungsmaßnahmen und einer Anpassung der Arbeitsbedingungen umgesetzt wird und die Bemühungen um eine Reform der Vorruhestandsregelungen mit besonderem Schwerpunkt auf der Erwerbsunfähigkeitsrentenregelung intensiviert werden, und die Bildungschancen benachteiligter Jugendlicher zu verbessern.

The Programme - Fit for the Future



The Austrian General Institute for Insurance against Employment Accidents and Occupational Diseases (AUVA) and the Austrian Pension Insurance Institute (PVA) are appointed to develop a programme to maintain, respectively to promote, work ability and reduce disability quota

1.5 Million € for 4,5 years = € 25/person/year

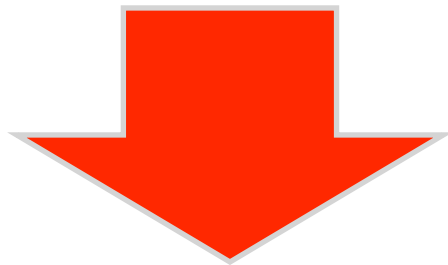


unique cooperation situation for financing a programme
20 companies from 8 branches and 13.000 employees

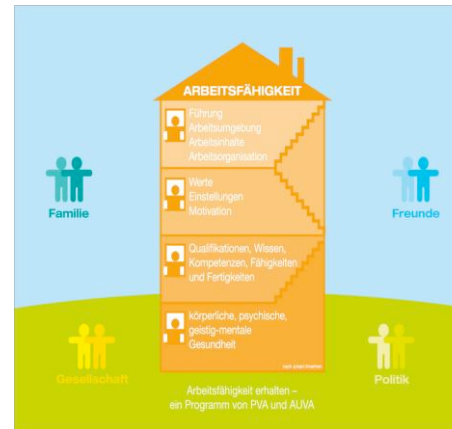


conducting and counseling team (~ 15 experts)

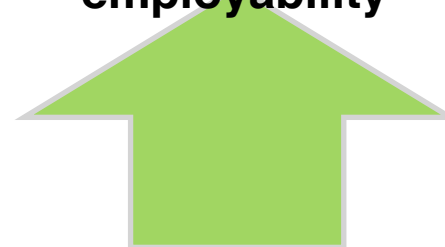
Approach of „Fit for the Future“



reduce and prevent
(occupational) disability



promote
workability and
employability



PREVENTION before REHABILITATION = *Fit for the Future*

REHABILITATION before RETIREMENT! = AGG

(AGG= Arbeits- und Gesundheitsgesetz, 1.1.2011)



Level of Intervention/Reforms

age adjusted work

qualitatively attractive
quantitatively flexible

Integrated in occupational health and safety concept (law)

> WORK REFORM



positive attitudes towards work and older

employees
employers
society

> ATTITUDE REFORM



Retirement models

> RETIREMENT REFORM

Promoting Workability aims like WHP at:

Organization

- Culture
- Hierarchy
- Leadership
- Transparency
- Training on the job
- Participation

work conditions

- time pressure
- job control
- social relations
- responsibility
- complexity

state of health

- well-being
- self-esteem
- fear
- Depression
- Burn-out
- risk factors
- physical status
- Social competency

work attitude

- attendance rate
- turn-over
- motivation
- willingness to co-operate
- comittment
- quality of outcome

Basic Model for the Programme

The Work Ability House (J. Ilmarinen)

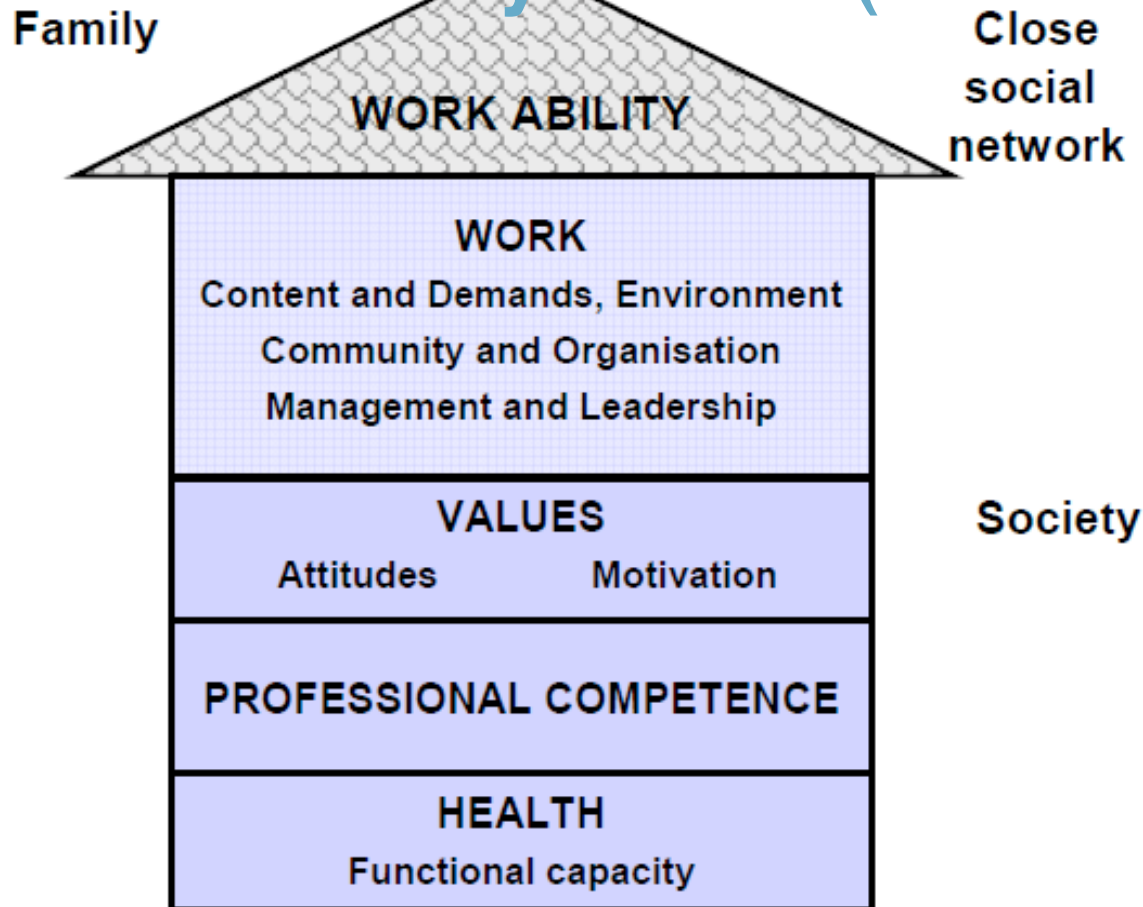


Figure 2: The 'house of work ability' (Ilmarinen and Tuomi, 2004)

ARBEITSFÄHIGKEIT



Führung
Arbeitsumgebung
Arbeitsinhalte
Arbeitsorganisation



Werte
Einstellungen
Motivation



Qualifikationen, Wissen,
Kompetenzen, Fähigkeiten
und Fertigkeiten



körperliche, psychische,
geistig-mentale
Gesundheit

nach Juhani Ilmarinen



Familie



Freunde



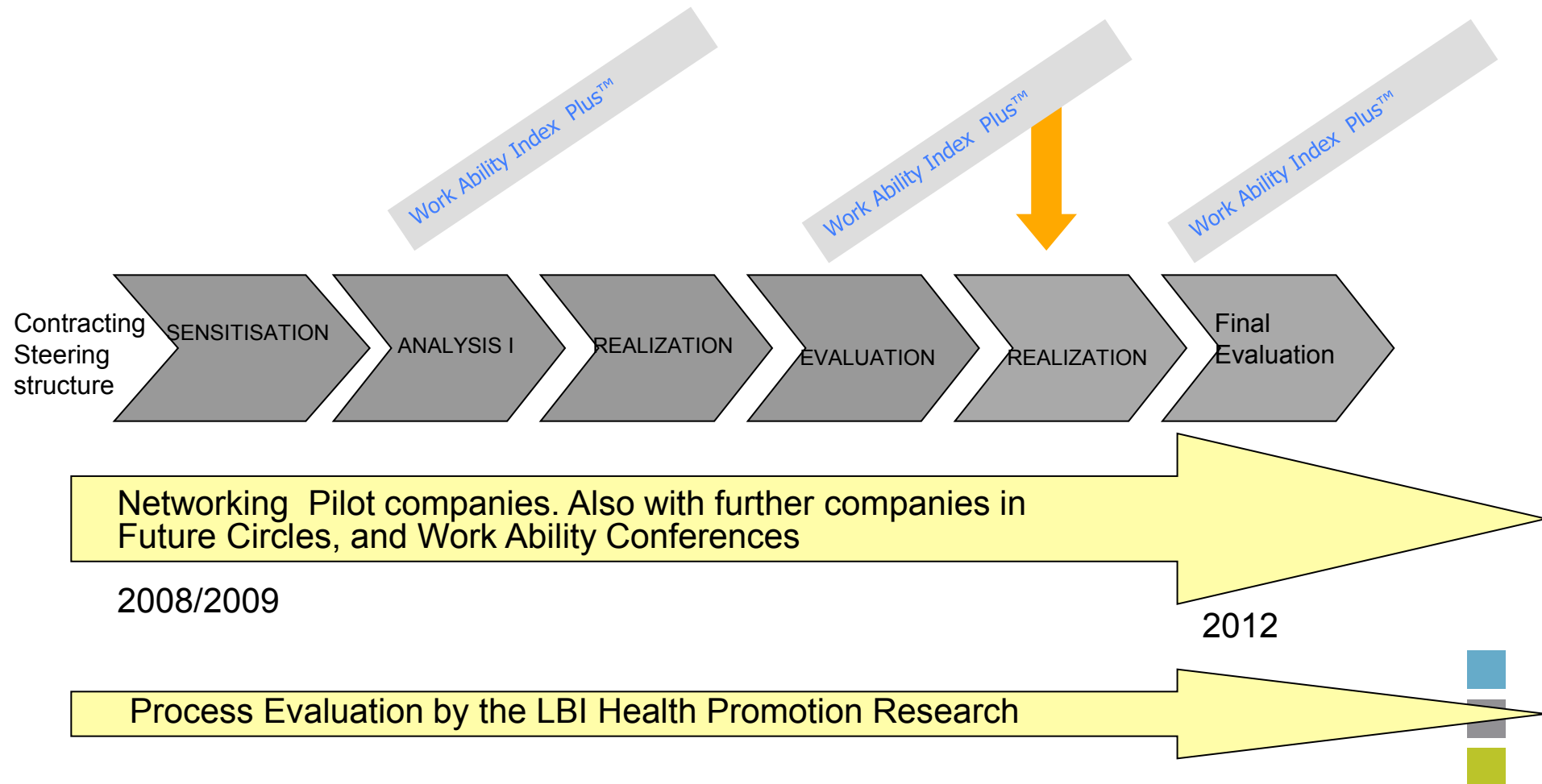
Gesellschaft



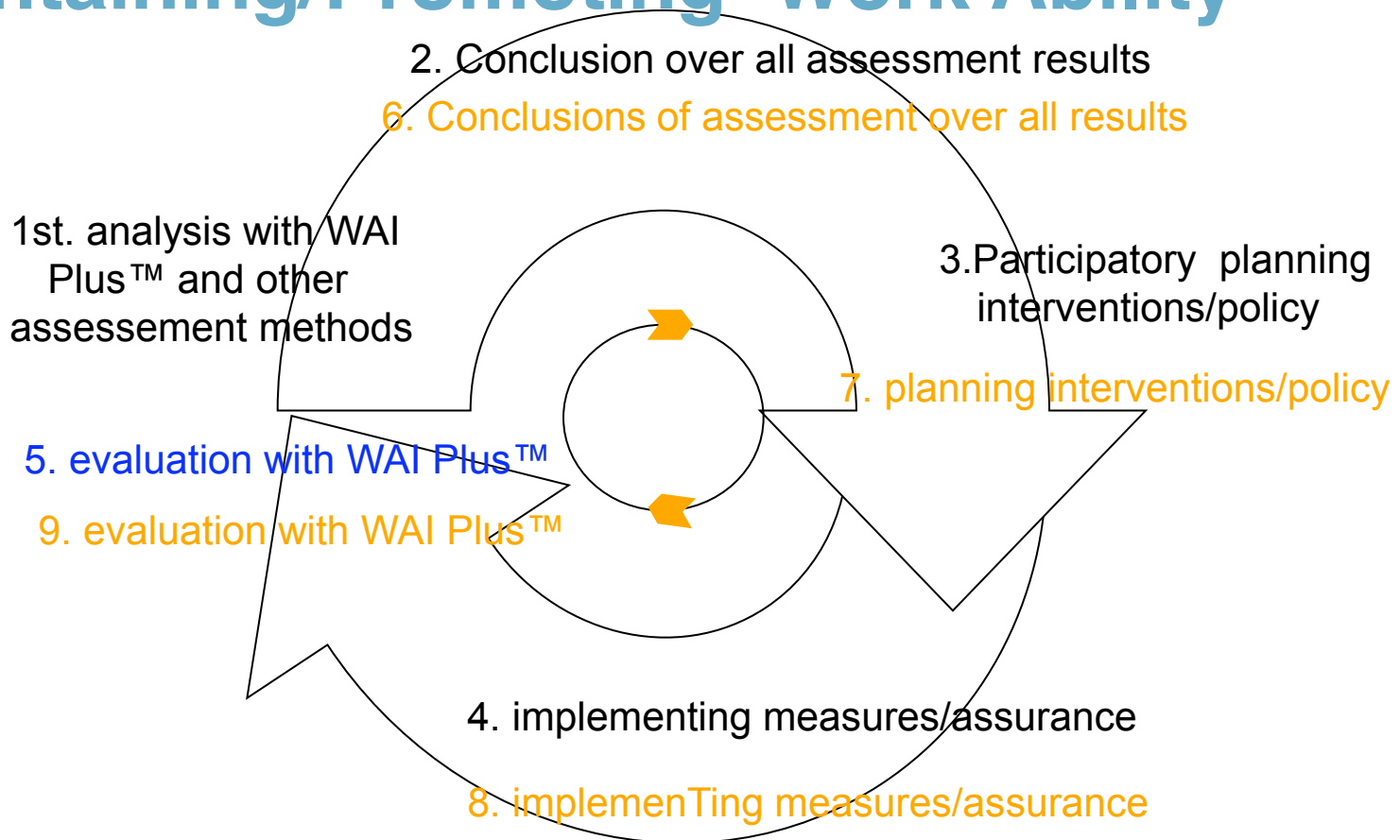
Politik

Arbeitsfähigkeit erhalten –
ein Programm von PVA und AUVA

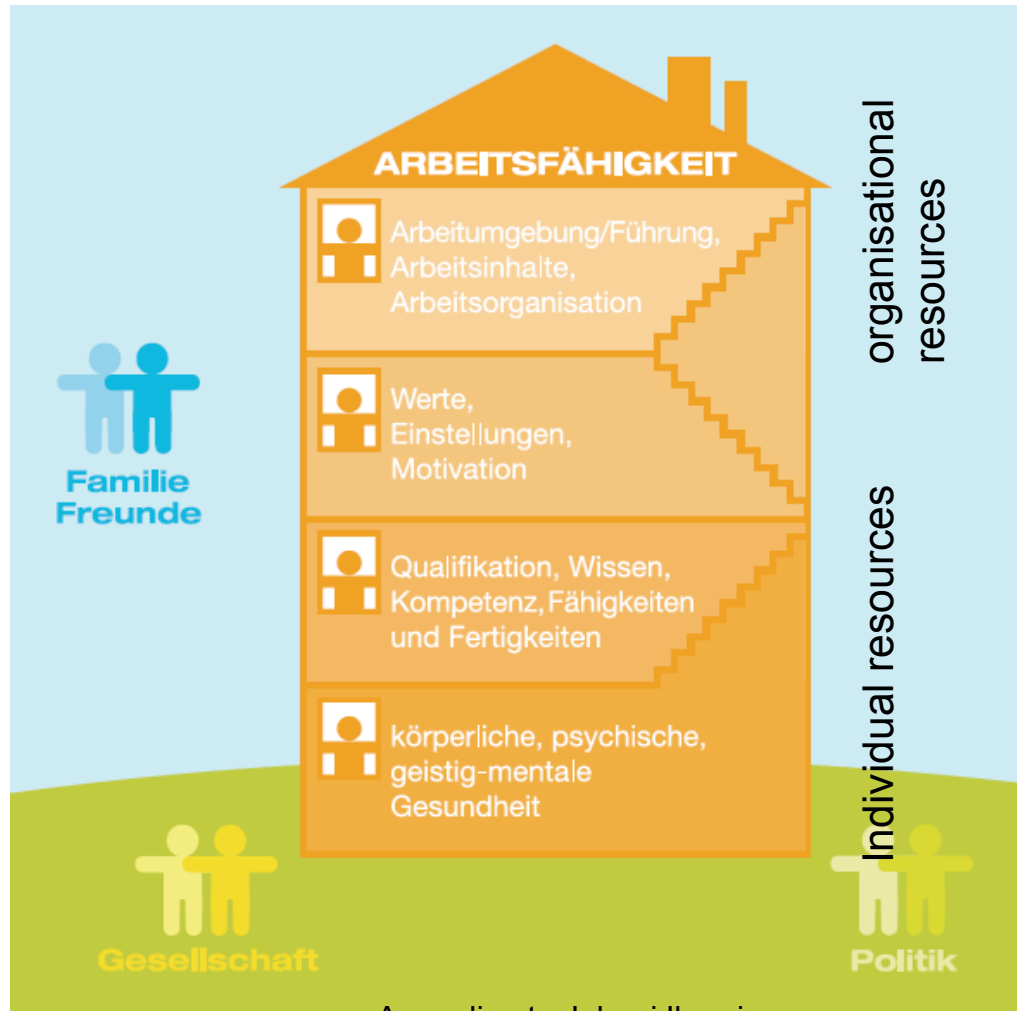
Time Line in Companies



Continuous Improvement Process Maintaining/Promoting Work Ability



Basic Modell: „The Plus in The WAI Plus™“



According to Juhani Ilmarinen

Elements of the questionnaire

WAI classic

Freiburger Complaint Inventory

Additional Questions according the different dimensions of the house

Structural equation model for WAI house, building up “indices/scales” (combined items)

over 7.700 individual data sets in first analysis achieved
At moment 15.000 data

Questionnaire WAI Plus - adopted version is just tested (at moment 60 questions)

Basic Modell: „The Plus in The WAI Plus™“

Scales for first survey

Dependent Variable: Work Ability Index

Health: 4 items, $\alpha = 0.71$

Values: 6 items, $\alpha = 0.80$

Co-operation: 3 items, $\alpha = 0.71$

Leadership: 4 items, $\alpha = 0.74$

Scope of action/Job controll: 8 items, $\alpha = 0,77$

Work strain: 8-11 items, $\alpha = 0,80 - 0,91$

Work conditions: 13 items, $\alpha = 0,81$

Freiburger complaint inventory (FBL): 20 items, $\alpha = 0,92$

Scale „strain“ for health professions, 11 Items $\alpha = .80$

Scale „strain“ for construction industry, 8 Items $\alpha = .91$

Scale „strain“ for metall industry, 9 Items $\alpha = .85$

Scale „strain“ others, 8 Items $\alpha = .84$

scale scope of action and FBL explain 52% of criteria variance $r = .72$

Some Selected Results along the WAI Plus™

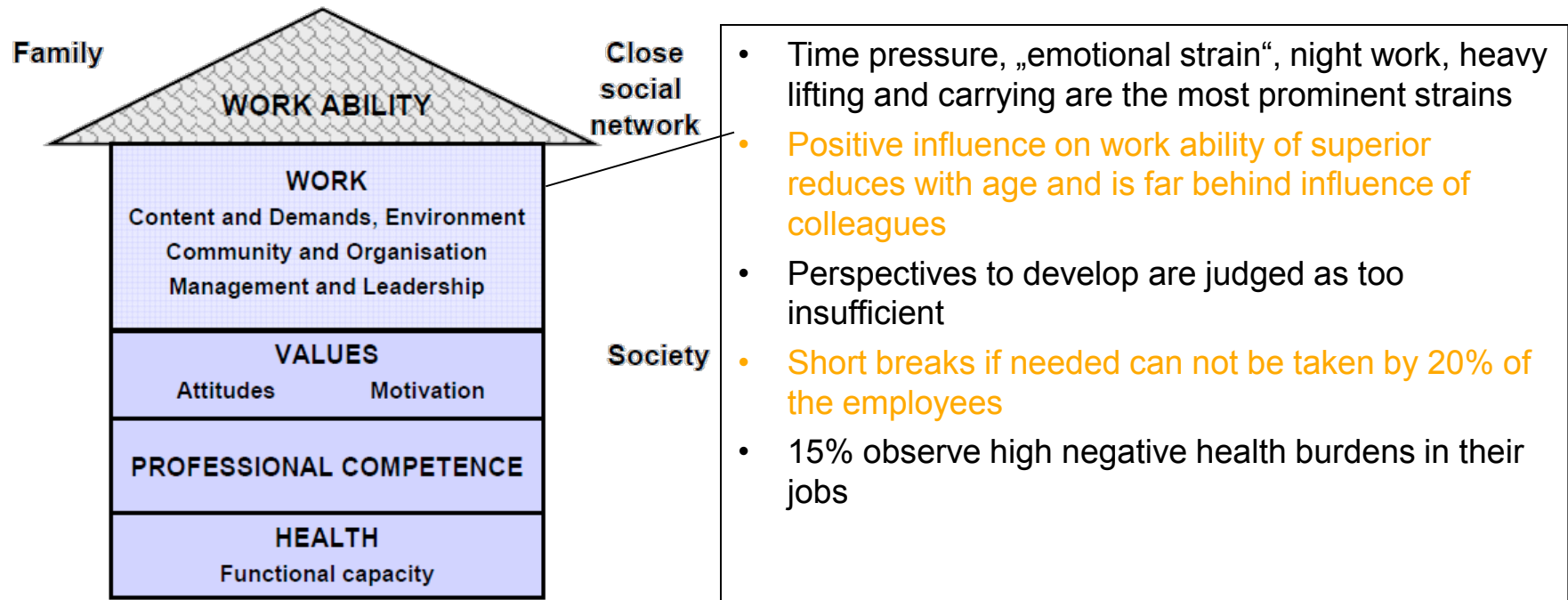
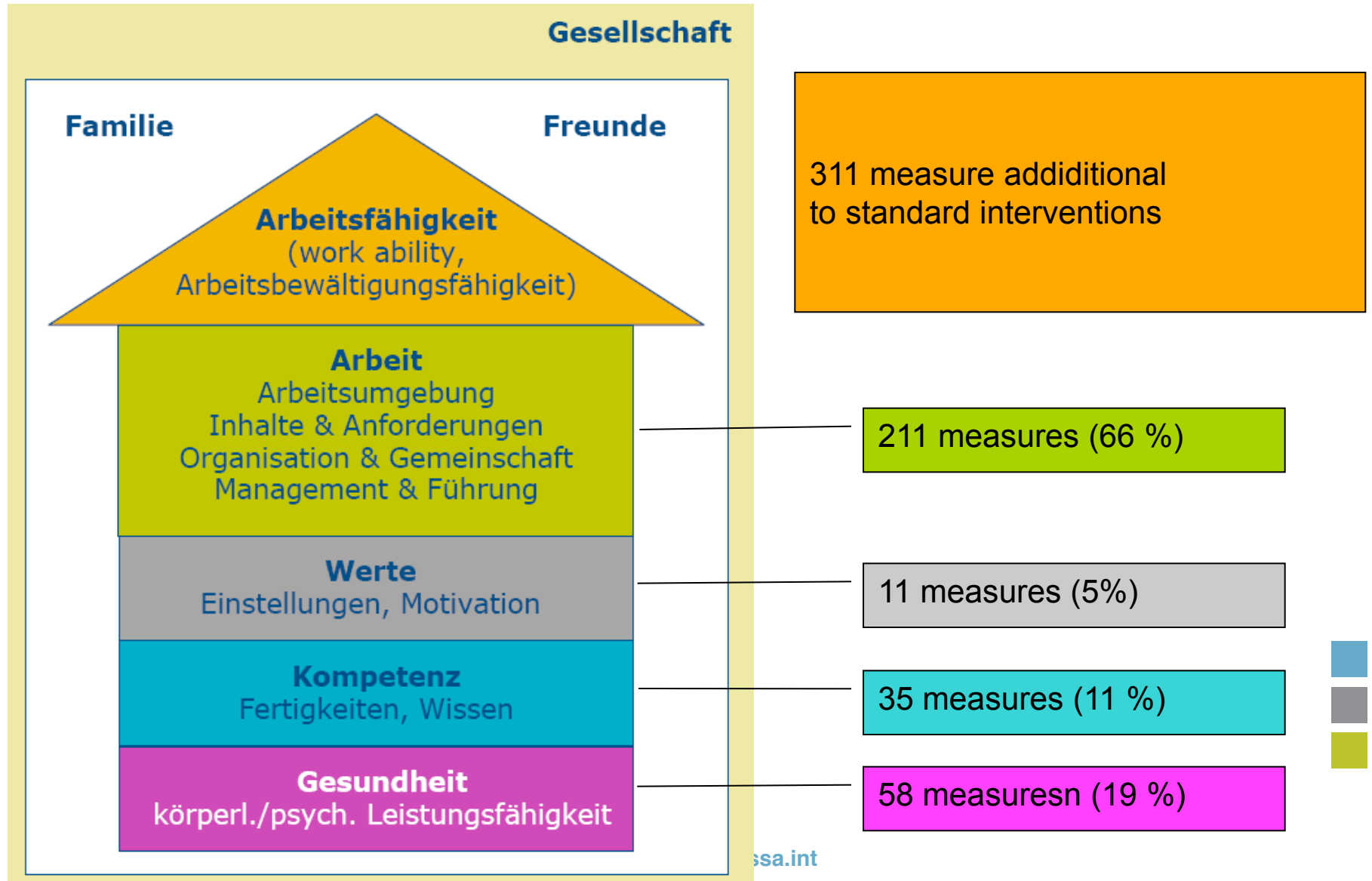


Figure 2: The 'house of work ability' (Ilmarinen and Tuomi, 2004)



Interventions along the House of Work Ability



Standard Interventions for ALL Companies

- **Sensitization** for concept of workability and the attitude about age/aging and work
- **Training of management/executives** to promote work ability, also focus on appreciation
- **Training of Occupational Health staff** (e.g. Work Ability Coaching)
- **Workshops** with representatives of work council

Intervention Matrix (general)

ORGANIZATION

„Structure“

leadership

Personnel development

Work environment

e.g.

65%

INDIVIDUAL

Level

health

attitudes

competence

35%

STRAIN
reduction

CAPABILITY
building



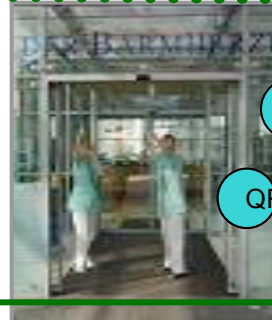
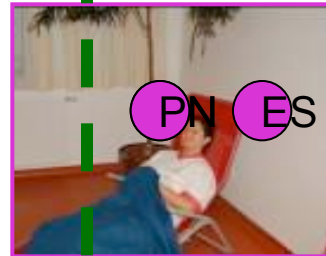
Intervention Matrix (example)

ORGANIZATION

Structure

INDIVIDUAL

Level



Example: Change in Work Ability 2009/2010

Gruppe	Score 2010	Score 2009	++	++ 09	+	+ 09	+/-	+/- 09	-	- 09
whole	40,55	39,90	34	30	41	39	15	18	3	4
women	40,71	39,93	36	32	41	42	16	18	3	5
men	39,85	39,92	32	31	43	38	17	27	4	2
25-29 aa	41,56	41,78	46	52	38	30	12	19	4	
30-34 a	41,67	40,76	44	40	41	42	9	14	3	5
35-39 a	41,56	40,14	40	30	37	47	15	20	2	2
40-44 a	40,90	40,39	36	34	47	45	11	18	4	3
45-49 a	40,01	38,74	25	29	50	43	18	19	1	8
50-54 a	37,37	38,44	23	20	33	39	35	28	7	7
55-59 a	38,75	35,31	31	31	31	12	12	31	12	25



Example Cooperation and superiors changes

Frage Mittelwert von 1-5 Schulnote 2011 (2009)		Medical staff	Nurses	administ ration	Med. techn. Profess.
19	Wie gelingt es Ihnen derzeit die zwischenmenschlichen Anforderungen mit Vorgesetzten zu bewältigen	1,8	1,9	1,5*	1,8
21	Hat Vorgesetzte/r durch Verhalten positiven Einfluss auf Arbeitsbewältigung?	2,5 (2,2)	2,4 (2,5)	2,1* (2,4)	2,7 (2,8)
22	Do you achieve support from your superior if you need it?	2,1 (1,9)	2 [#] (2,3)	1,7 (2,1)	2 (2,5)

Proper interventions show results!



Largest Challenges at the Moment

- Tuning with the New Law (AGG = Fit2work = case management), where primarily prevention is partially integrated
- Designing/Building up WAI Plus data tool for 2012
- Redesign WAI Network Austria
- Designing Postgradual Master Course in Workability





**ARBEITSFÄHIGKEIT
ERHALTEN**

Fit für die Zukunft

Thank you

for your attention

www.issa.int/prevention

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