

# Work-related factors as predictors of extended employment and sex difference in extension

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# What is already known on this subject?

- decreased work ability predicts work disability, spells of sickness absence, and early retirement from employment
- of the psychosocial factors at work, worktime control (WTC) shown to predict working life beyond retirement
- men tend to extend their employment beyond pensionable age more often than women

# Research Gaps

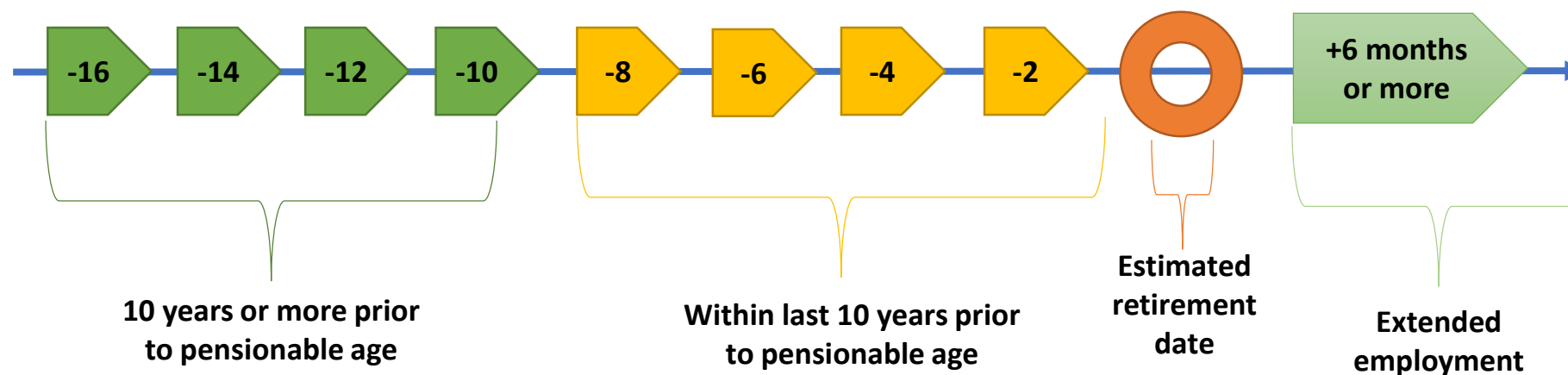
- less is known how work ability changes in the last years of employment and how this is associated with extended employment
- extent to which long-term individual-oriented flexibility in working hours is associated with working beyond retirement age is not known
- still unclear why men tend to extend than women

## Aims of the studies in context:

- to identify **work ability** and **worktime time control** trajectories with up to 8 measurement points over a period of 16 years
- to examine their associations with a voluntary extension of employment beyond individual pensionable age among ageing employees and
- to examine the factors driving/pushing men to increase employment beyond individual pensionable age more often than women

# Study setting and selection of participants

- number of study participants (n=2,612 for work ability; n=1,953 for work time control)



# Assessment of work-related predictors

## Work ability

Oletetaan, että työkykysi on parhaimmillaan saanut 10 pistettä ja että 0 tarkoittaisi, että et pystyisi lainkaan työhön. Minkä pistemäärän antaisit nykyiselle työkyvyillesi?

Nykyinen työkykyni elinikäiseen parhaimpaan verrattuna

0	1	2	3	4	5	6	7	8	9	10
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## Work-time control

### Työaikoihin vaikuttaminen

**Työpäivän pituus**

**Työpäivän alkamis- ja loppumisajankohta**

**Taukojen pitäminen työpäivän kuluessa**

**Yksityisasioiden hoitaminen työpäivän kuluessa**



**Työvuorojärjestelyt**

**Lomien ja vapaiden ajankohdat**

**Palkattomien virka- ym. vapaiden pitäminen**

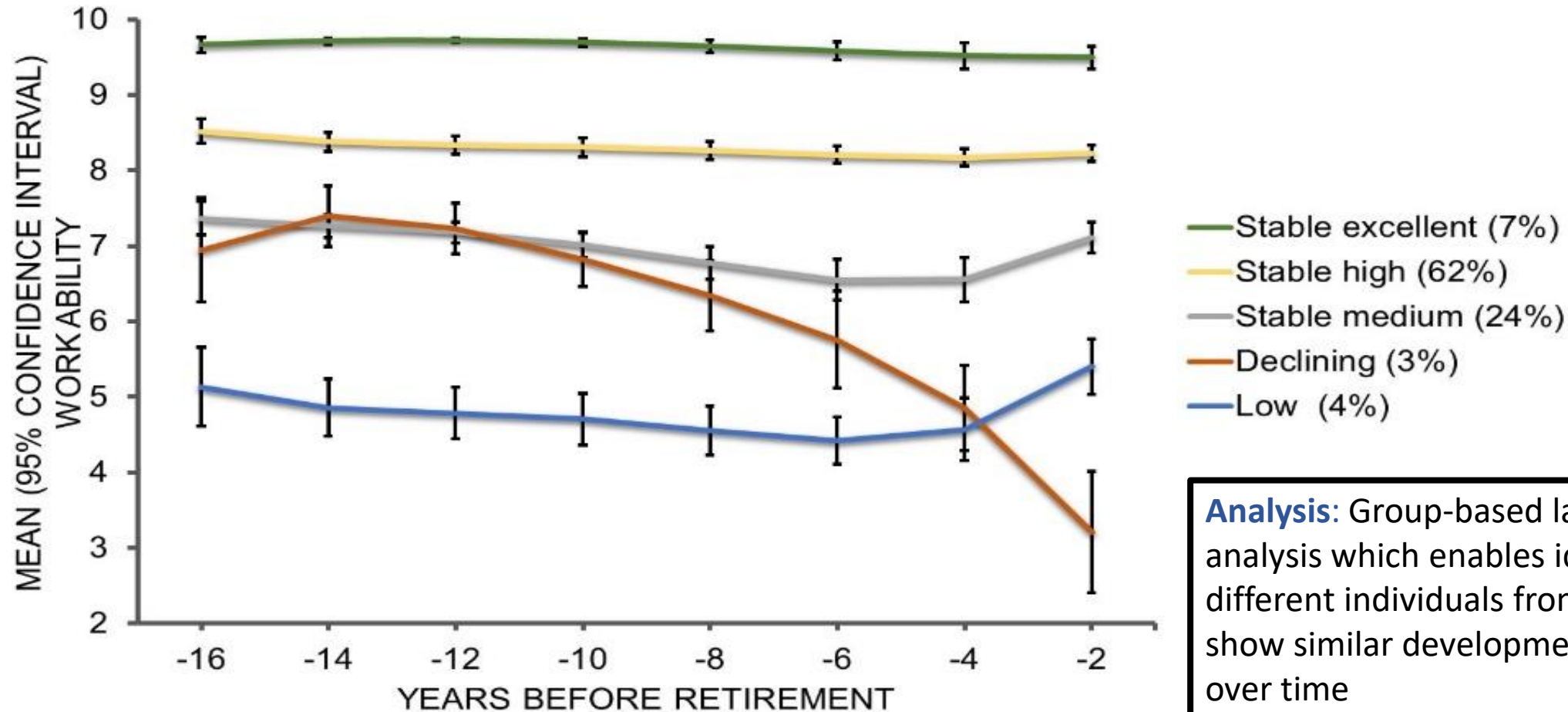
- ☐ 1) Erittäin vähän
- ☐ 2) Melko vähän
- ☐ 3) Jonkin verran
- ☐ 4) Melko paljon
- ☐ 5) Erittäin paljon

# Trajectories of work ability from mid-life to pensionable age and their association with retirement timing

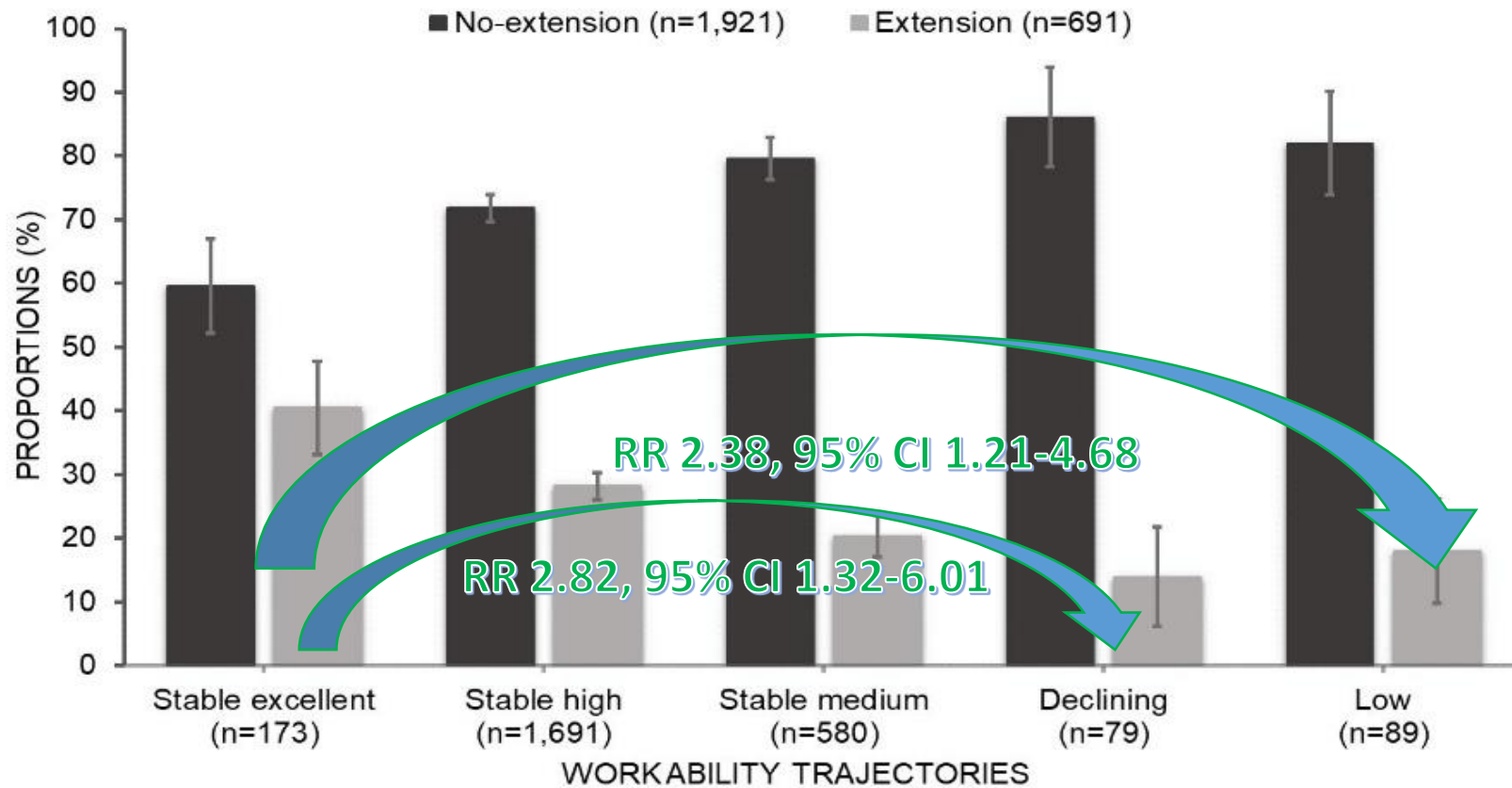
Prakash K C <sup>1,2</sup> Marianna Virtanen,<sup>3</sup> Mika Kivimäki,<sup>4,5,6</sup> Jenni Ervasti <sup>5</sup>  
Jaana Pentti,<sup>1,2,4</sup> Jussi Vahtera,<sup>1,2</sup> Sari Stenholm<sup>1,2</sup>

Journal of epidemiology and community health; 2021; 75, 1098-1103

# Trajectories of work ability from midlife to pensionable age



# Association between trajectories of work ability and extended employment



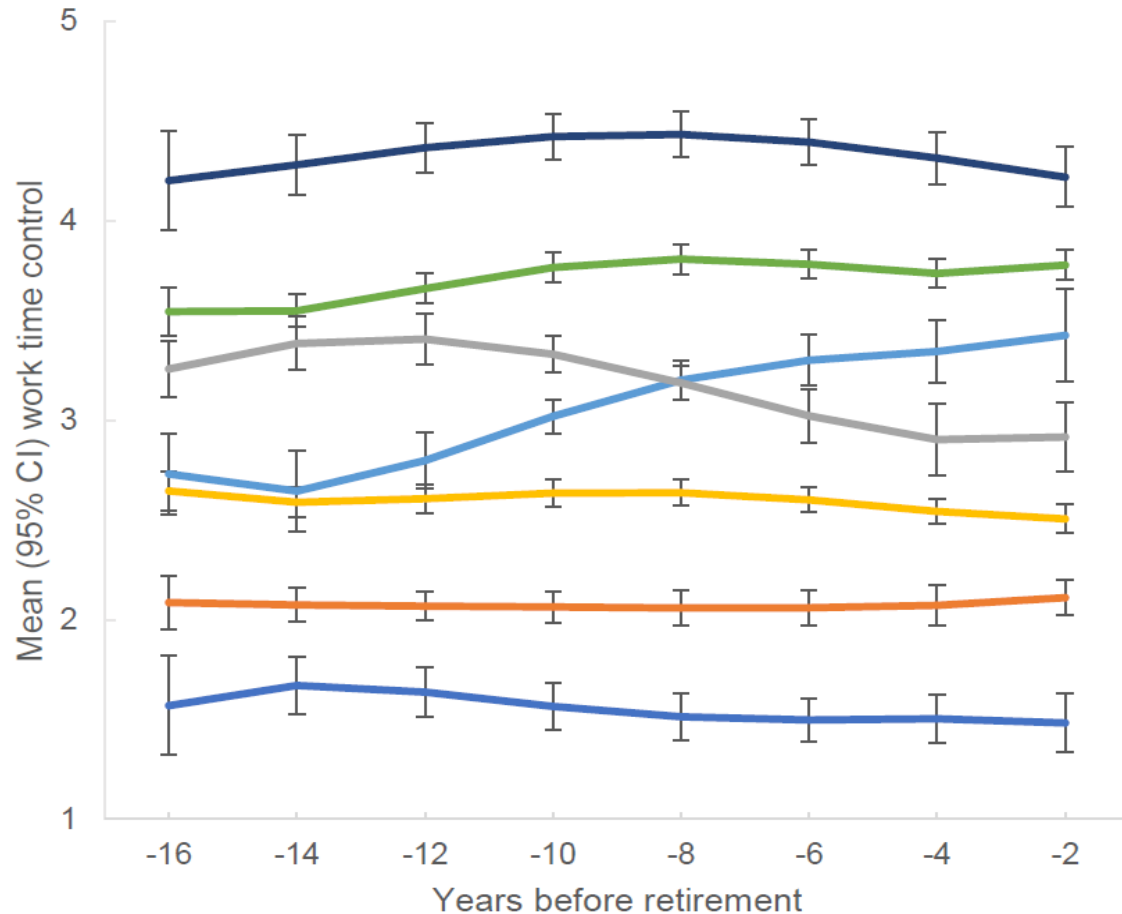
Covariates used: gender, age, marital status, occupational status and self-rated health



# Trajectories of Worktime Control From Midlife to Retirement and Working Beyond Retirement Age

Marianna Virtanen<sup>1,2</sup>, Saana Myllyntausta<sup>1,3,4</sup>, Maarit Kauppi<sup>5</sup>,  
Mika Kivimäki<sup>6,7</sup>, Jaana Pentti<sup>3,4,6</sup>, Jenni Ervasti<sup>5</sup>, Prakash K. C.<sup>3,4</sup>,  
Jussi Vahtera<sup>3,4</sup>, and Sari Stenholm<sup>3,4</sup>

# Trajectories of worktime control from midlife to pensionable age



## Two years after pensionable date:

- stable high/very high WTC trajectories (11%)
- stable low/very low trajectories (6%)

(HR 1.34, 95% CI 1.17, 1.54)

(HR 1.49, 95% CI 1.25, 1.78)

# Why do men extend their employment beyond pensionable age more often than women? A cohort study

Saana Myllyntausta, Marianna Virtanen, Jaana Pentti, Mika Kivimäki, Jussi Vahtera, Sari Stenholm

(in press, European Journal of Ageing)

# Gender difference

- men were more likely to extend their employment by over 6 months than women (35% of men and 28% of women)
- men have a higher prevalence of factors that increase the likelihood of extended employment than women:
  - a full-time working spouse
  - low job strain
  - high work time control
  - no pain and
  - less likely on part-time retirement

# What these studies add

- work ability and worktime control remained unchanged from mid-career until retirement age
- stable excellent trajectory higher likelihood to extend their employment
- first study that investigated WTC trajectories and its effect on retirement timing
- improved or constantly high opportunities to control working times may increase the likelihood of a extended employment
- high work time control a predictor of extended employment in women than men
- absence of chronic diseases a predictor of extended employment in men than women

## Policy implications:

- maintenance of good work ability throughout the working career may support extended employment
- worktime control may be one of the most relevant organizational factors for longer working lives



**THANK YOU!**

Welcome for comments, questions  
and suggestions ...

