Study on Transitions in Employment, Ability and Motivation (STREAM)
OBJECTIVES

In general:
To promote sustainable employability
Working longer in good health

More specific:
under which circumstances persons aged 45 and older can continue participating in paid employment with a high productivity and in good health
### Design

- Employees, self-employed, non-working of 45-64 years old
- Internet panel Intomart GfK
- Stratified sample

<table>
<thead>
<tr>
<th>Age</th>
<th>Employees</th>
<th>Self-employed</th>
<th>Non-working</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>45-49</td>
<td>3.001</td>
<td>254</td>
<td>482</td>
<td>3.737</td>
</tr>
<tr>
<td>50-54</td>
<td>3.001</td>
<td>250</td>
<td>520</td>
<td>3.771</td>
</tr>
<tr>
<td>55-59</td>
<td>3.495</td>
<td>252</td>
<td>526</td>
<td>4.273</td>
</tr>
<tr>
<td>60-64</td>
<td>2.558</td>
<td>273</td>
<td>506</td>
<td>3.337</td>
</tr>
<tr>
<td>Total</td>
<td>12.055</td>
<td>1.029</td>
<td>2.034</td>
<td>15.118</td>
</tr>
</tbody>
</table>

- Linkage to register data Statistics Netherlands
- Qualitative research in selection of participants
New study sample in 2015:

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Employed</th>
<th>Self-employed</th>
<th>Non-working</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>45-49 years</td>
<td>3702</td>
<td>282</td>
<td>515</td>
<td>4499</td>
</tr>
<tr>
<td>50-54 years</td>
<td>753</td>
<td>67</td>
<td>19</td>
<td>839</td>
</tr>
<tr>
<td>55-59 years</td>
<td>630</td>
<td>65</td>
<td>1</td>
<td>696</td>
</tr>
<tr>
<td>60-64 years</td>
<td>622</td>
<td>60</td>
<td>0</td>
<td>682</td>
</tr>
<tr>
<td>65-69 years</td>
<td>9</td>
<td>3</td>
<td>0</td>
<td>12</td>
</tr>
<tr>
<td>Total</td>
<td>5716</td>
<td>477</td>
<td>535</td>
<td>6728</td>
</tr>
</tbody>
</table>

- To fill the category of 45-49 years
- To add working participants in the older age groups
STREAM RESEARCH FRAMEWORK

Health
Job characteristics
Skills and knowledge
Social factors
Financial factors

Ability
Motivation
Opportunity

Productivity
Transitions in employment

Age, Gender, Education, Employment status
RESPONSE

T1
2010

T2
2011

T3
2012

T4
2013

T5
2015

Complete cases: 7 979
New cases T5: 6 738
RESULTS & PLANS
Results till now:

- 2 PhD projects
- 14 papers in international peer-reviewed journals
- 6 publications in Dutch professional journals or handbooks
- 6 reports for policymakers
COMPLETED PHD PROJECTS

From early retirement to working beyond retirement

Working longer in good health
NEW PHD PROJECTS

New patterns of work multiple job holding

Dynamics in the working lives of older adults and participation in other productive roles


de Wind A, Geuskens GA, Ybema JF, Bongers PM, van der Beek AJ. The role of ability, motivation, and opportunity to work in the transition from work to early retirement - testing and optimizing the Early Retirement Model. Scand J Work Environ Health 2015 Jan;41(1):24-35.


Sanders J, Blonk R, Geuskens G, de Grip A. Learning lags behind events; does training help older employees recover from perceived skills shortages? [Achter de feiten aan leren. Helpt scholing oudere werknemers te herstellen van kennis tekorten? Tijdschrift voor Arbeidsvraagstukken 2015;31. [Dutch]

COLLABORATIONS

VUmc

ERASMUS UNIVERSITEIT ROTTERDAM

NiDi

NETHERLANDS INTERDISCIPLINARY DEMOGRAPHIC INSTITUTE

A GREAT PLACE TO STUDY
LATROBE.EDU.AU/EXPERIENCE
Doesn’t it look good?
CHALLENGES
No anecdotes
Evidence
Proof
causality
CAUSALITY?

“We found a relation between A and B”
CAUSALITY?

In longitudinal studies at least you know which came first
LIMITATIONS IN TIME
LIMITATIONS IN REGION
QUESTIONNAIRES

- Self-reports
  subjective measurements, not independent, some topics are not known to the respondents

- Limited space
  which topics, preferably short

- Irritating questions
  work after retirement? Why? I want to have an option ‘not applicable’!
COMPANY POLICIES

- Cohort studies ≠ intervention studies
- What do workers know about the OSH-policy in their company?
- Effect of awareness
METHODOLOGY
OTHER SOURCES

- Register data
  *objective measurements - health, income, retirement, type of industry*

- Company data
  *more information on company policies*
INTERNATIONAL COOPERATION

- Exchange of knowledge
- Harmonize our data collection
- International projects
QUALITATIVE RESEARCH

- More insight is needed; not ‘is A related to B?’, but ‘how are they related?'
- Interviews, focus groups
Micky Scharn – interdisciplinary approach combining questionnaire and register data (STREAM)

Morten Wahrendorf – life history data (SHARE)

James Banks – methodological innovations of a 15 year follow-up study (ELSA)

Marcel Goldberg – occupational epidemiology in a cohort study with a very long follow-up (GAZEL)
THANK YOU FOR YOUR ATTENTION

Take a look: TIME.TNO.NL

TNO innovation for life