Work ability concept in the context of an ageing workforce

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Work ability concept

Society: culture legislation education policy social and health policy

external operational environment

immediate social environment

family

work
work community leadership
values attitudes motivation
competence
health and functional capacities

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AGE POWER
Work Ability and age in Finland

Excellent and good

Moderate

Healthy worker effect

Poor
Individual differences in work ability by age

Work ability index

N=729

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Promotion of Work Ability for Ageing Workforce: Targets and Measures

- Work Arrangements
- Flexibility
- Leadership
- Support and feedback

- Life styles
- Hobbys
- OHS

- Appreciation
- Trust
- Commitment
- Fair treatment

- On-the –job Training
- LLL
- Learning methods

Good Work

Good Health

Positive Attitudes

Good Competence
Key factors of employees and workers towards a longer working life

If I may, others want me to
If I will
If I can
Change of paradigm: what is the new quality of longer worklife?

Work well-being:
- Respect
- Trust
- Fair treatment
- Support
Good age management policy for ageing workforce

Awareness about ageing
Reform of age attitudes
Investment in age management
Reform of working life
Cooperation of key actors
Reform of health services
Reform of LLL services

National Program for Ageing Workers

Positive reforms first – Negative later!
Employees over 50 years old

Monday  Tuesday  Wednesday  Thursday  Friday

Employees under 30 years old

Monday  Tuesday  Wednesday  Thursday  Friday

At least they understand each other on Wednesday