

Synthesis of predictor factors for early departures of ageing workers by a systematic literature review.

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Abstract

Background

Identifying predictor factors could allow for preventing strategies to be implemented to avoid early work departures (voluntary, early retirement or disability pension) which heavily affects the economy of most countries. We use like support a systematic review.

Methods

By combining a literature review using PRISMA protocol into three databases and a snowball search, after applying inclusion and exclusion criteria, we finally selected 36 relevant studies.

Results

The selected factors were grouped into three axes: early retirement, disability pension and working beyond retirement. We considered for each axe, social, work and physical/mental parameters.

Early retirement positive predictor factors are low income, feeling pushed out by their employer, low control work or recognition and declined mental and physical health.

Favourable to disability pension, we identified low education, level of influence at work or recognition from management, evening work, low job control, high demands, physical workload and persistent pains.

Working beyond retirement is positively influenced by financial high levels, with entrepreneurial attitudes, feeling full of life, high work time control, being physically active, good health and low physical load.

High degree of work control, autonomy and feeling appreciated at work have a negative impact on early retirement. The disability pension is negatively influenced by workplace interventions. On the other hand physical workload or the presence of chronic diseases do not encourage to work after retirement.

Conclusions

The systematic literature analysis allowed us to identify the predictor factors of early work departures of ageing people. This is the first step for an observational study for our ageing working population in Luxemburg, which could then be extended to other countries.

Key words: early retirement, disability pension, working beyond retirement, ageing worker, self-assessed health.