

Healthy ageing in non-working population

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Content

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Who?

- UMCG; Department of Health Sciences
- Hanze University of Applied Sciences Groningen;
Centre of Applied Labour Market Research
- Social Services of the municipalities of Delfzijl,
Assen (and Groningen)

What?

<http://www.youtube.com/watch?v=g1nHJnFI45U>



- Value of working:

A belief in the centrality of work and the psychological identification with work in general (Kanungo, 1982)

- Value of not-working:

A belief in the centrality of non-work activities and psychological identification with these activities

What?

Theoretical framework:

- Jahoda's Latent Deprivation Theory (1981)
- Unemployed persons have less access to latent benefits (Selenko, 2011; Paul & Batanic, 2010; Feather & Bond, 1983)
- Latent benefits are related to psychological health (Hassall, Muller & Hassall, 2004, 2005; Muller, Creed & Francis, 2004; Creed & Macintyre, 2001; Creed, Muller & Machin, 2001)
- A decrease in latent benefits leads to a decrease in psychological health (Selenko, Batanic & Paul, 2011)

Why?

- Vulnerability of the older unemployed worker;
 - unemployment → health deprivation
(Warr, 1987; McKee-Ryan et al., 2005; Paul & Moser, 2009)
 - decreasing reemployment succes
(Bierings & Loog, 2013; Smits, Bierings & de Vries, 2012; Statistics Netherlands, 2013)
 - inaccessibility of interventions regarding sustainable employability
- Little attention for the older unemployed population

How?

1. Qualitative study: interviews with unemployed individuals receiving social benefits
2. Prospective cohort study on Value of not-working

1. Qualitative study

Method:

- 20 semi-structured interviews
- SF12
- Unemployed individuals aged 45+ receiving social benefits
- Purposeful sampling
- Social Services Delfzijl and Assen
- Aim:

To identify what are valuable life domains for the unemployed aged 45+ from a capability perspective

1. Qualitative study

Results, first impression:

- Most respondents were ‘active’
- The activities were beneficial
- These benefits resembled the benefits of paid work, but ‘freedom’, ‘independence’ and ‘better financial situation’ were additional benefits of paid work
- Paid work was (still) very important to most participants
- They believed that paid work would contribute to their health

2. Prospective cohort study

Method:

- Unemployed individuals aged ≥ 45 streaming into social benefits due to unemployment
- Purposeful sampling
- October 2014 – September 2016
- Follow-up measures after 3 months, 6 months, 9 months and 12 months
- Self-report questionnaire
- (interview)

2. Prospective cohort study

Aims of the study:

1. To describe changes in the value of (not-) working and access to latent benefits over time.
2. To investigate the relations between the value of (not-) working, latent benefits and wellbeing and participation.

2. Prospective cohort study

Measures cohort study:

- Value of working (*Work Centrality Scale*)
- Value of not-working
- Access to latent benefits (*LAMB-scale*)
- Capabilities
- Work motivation
- Wellbeing/quality of life (SF-12)
- Participation (*WHO-DAS?*)
- Expectations on return to work
- Coping style (?, *UCL*)

2. Prospective cohort study

LAMB-scale (Muller et al., 2005):

- 36-item scale
- 6 subscales with 6 items
- 7-point Likert scale

Subscales:

1. financial benefit;
2. collective purpose;
3. social contact;
4. status;
5. time structure;
6. activity

2. Prospective cohort study

1. Financial benefit ('My income usually allows me to do the things I want')
2. Collective purpose ('I usually feel very much a part of my community')
3. Social contact ('I regularly engage in social activities with others')
4. Status ('I am often valued by the people around me')
5. Time structure('I often have nothing to do')
6. Activity ('I usually do all the things I have to')

2. Prospective cohort study

valuable life domains

- Being active
- Structure
- Social contacts
- Having a goal
- Going outside
- Doing something for the community
- Being oneself
- Helping other people
- Freedom
- Money
- Doing what you like/ find important
- Independence
- Self esteem
- Feeling useful
- 'Fitting in'
- Meaningfulness
- Health

2. Prospective cohort study

Values and capabilities in non-working life

Actief blijven

- Hoe *belangrijk* is het voor u om in uw leven actief te blijven?
- Biedt uw leven u voldoende *mogelijkheden* om dat te doen?
- In hoeverre *lukt het u in de huidige situatie* om dat ook daadwerkelijk te doen?
- In hoeverre *zou het u lukken* om dit ook daadwerkelijk te doen *als u betaald werk zou hebben*?

Structuur/ritme hebben

- Hoe *belangrijk* is het voor u om in uw leven structuur en ritme te hebben?
- Bied uw leven u voldoende *mogelijkheden* daartoe?
- In hoeverre *lukt het u in de huidige situatie* om dat ook daadwerkelijk te hebben?
- In hoeverre *zou het u lukken* om dit ook daadwerkelijk te hebben *als u betaald werk zou hebben*?

Thoughts on cohort study

What are your ideas about this study?

- Inclusioncriteria:
 - young vs. old
 - Social Services vs. Employee Insurance Agency
- Follow-up measures:
 - how many
 - when
- Constructs

Thank you for your attention!

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Questions?



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2. Prospective cohort study

Some hypotheses:

- The value of not-working will increase over time
- The value of working will decrease a bit and then stabilizes
- The value of not-working is positively related to wellbeing and social participation
- Age related differences in the value of (not-) working within the older unemployed