

**Older employees and company restructuring –
Health and well-being:
Results for Austria
ELDERS training session
Vienna, 18 October 2010**

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ibw**

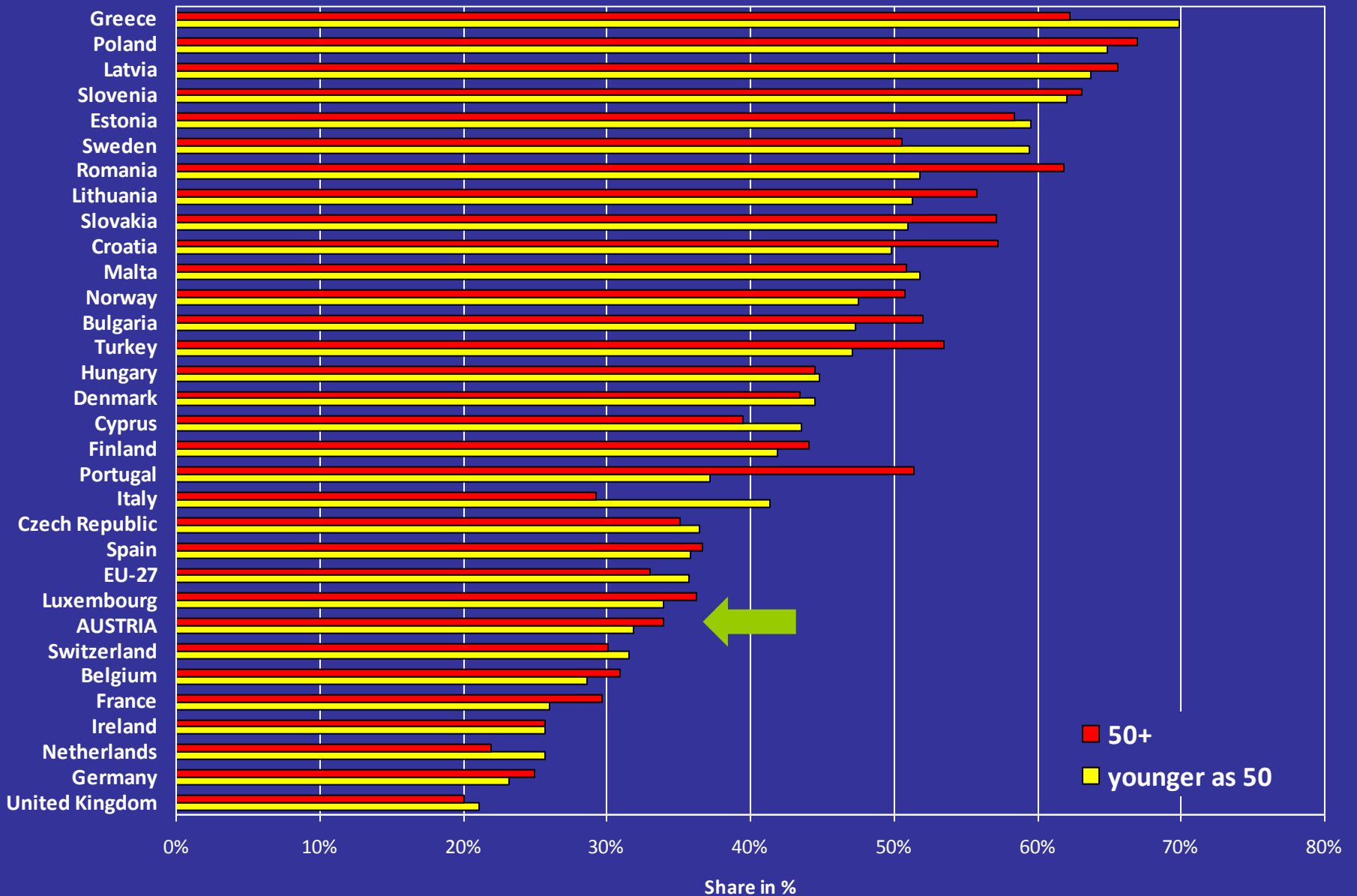
Overview

- **Work related health problems in an international comparison (EWCS 2005)**
- **Highlights of the ELDERS-survey for Austria**

Basic problem:

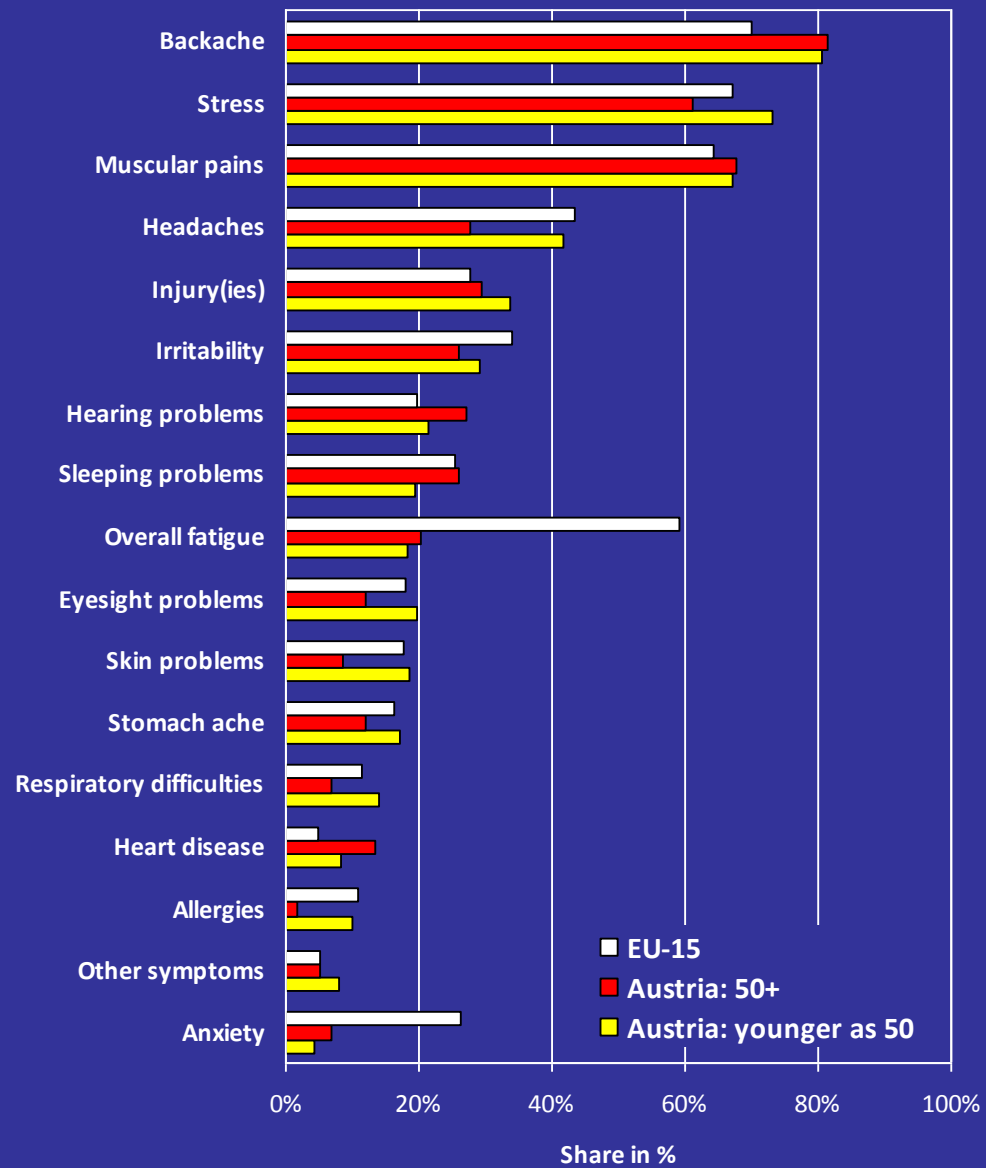
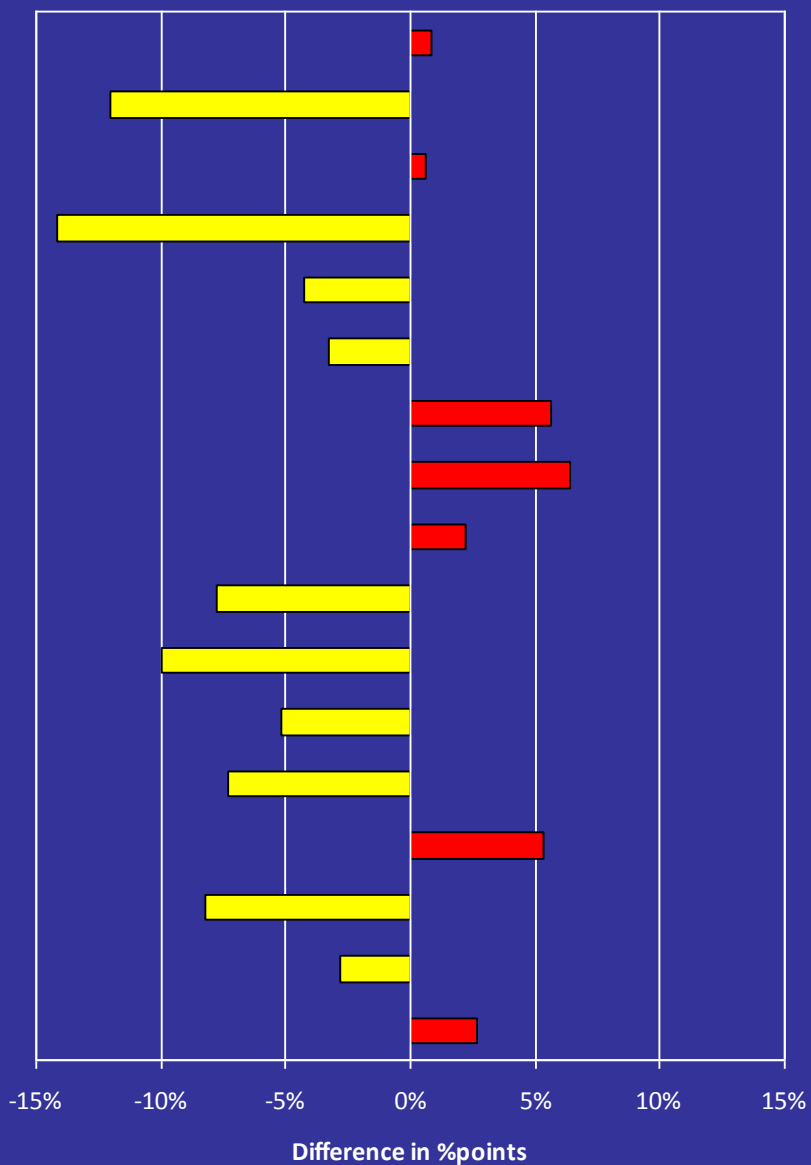
No empirical data is available for Austria on aspects such as company restructurings. Furthermore, no research exist on the consequences of restructuring for the stress and well-being of employees in general as well as for older ones.

„Does your work affect your health?“ I

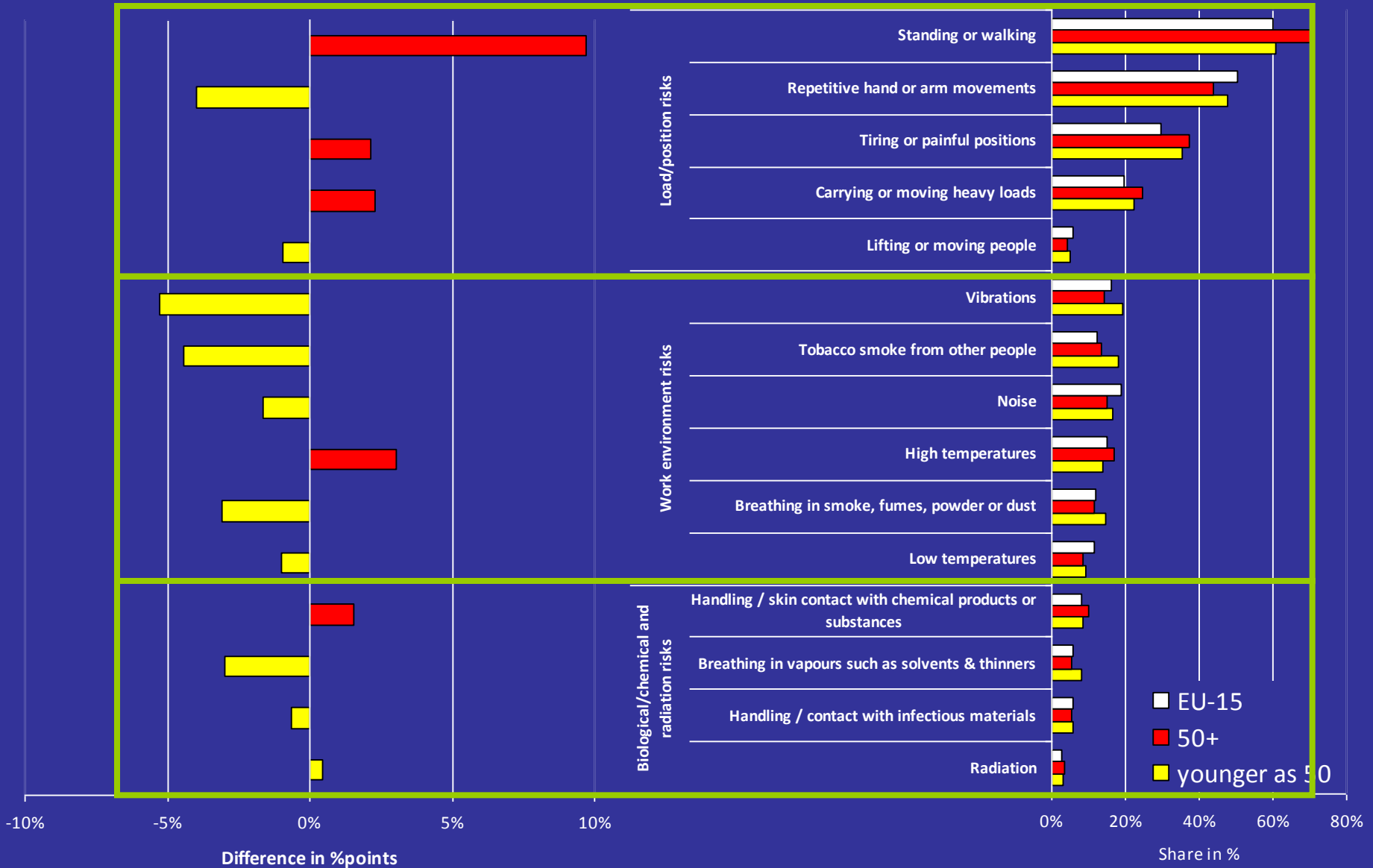


Symptoms

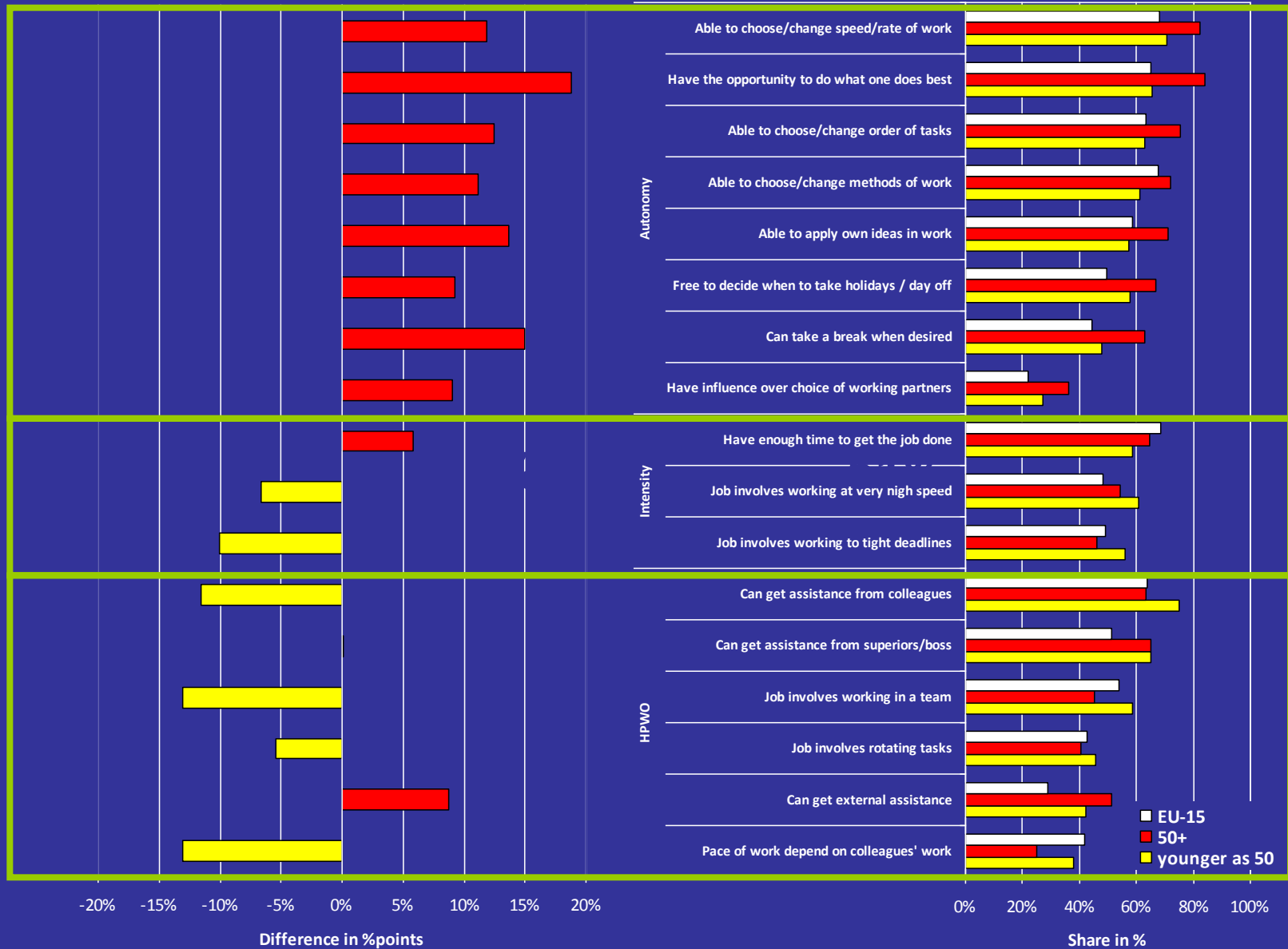
(employees reporting work-related health problems)



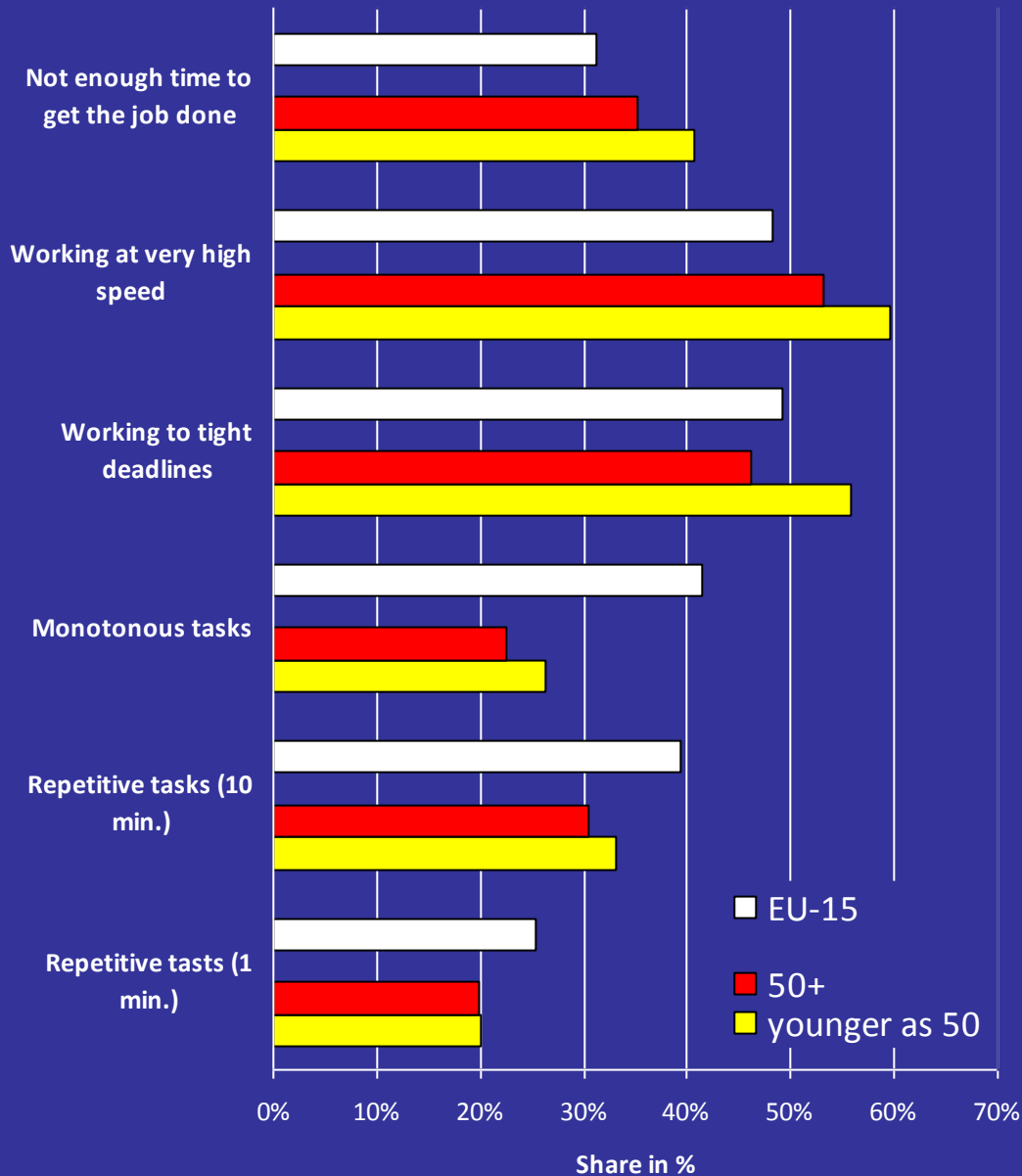
exposures to physical risk



working conditions



Risks with respect to work intensity & monotony



Older employees report lower exposure to repetitive & monotonous tasks as well as working speed and intensity.

Austria has a higher share of employees who suffer from work intensity and a lower share of those reporting monotonous work compared to EU-15.

8-10% of 50+ have personally experiences with age discrimination – fourth highest share of 32 European countries.

Probabilities for work related health problems

| | AUSTRIA | |
|---|-----------------|-------|
| | Exp (β) | Sign. |
| Female | 1,55 | * |
| Age 50+ | 1,22 | |
| Physical Risk-Index | 1,29 | *** |
| Autonomy-Index | 0,97 | |
| Intensity-Index | 1,36 | *** |
| HPWO-Index | 1,09 | |
| Non-standard working time | 1,17 | ** |
| Work-Life Balance | 0,40 | *** |
| Professional groups (Ref. craft workers – ISCO 7) | | |
| Legislators, senior officials, managers | 0,48 | * |
| Profesionals | 0,46 | |
| Technicians and associate professionals | 1,17 | |
| Clerks | 0,53 | |
| Service workers and shop/market sales workers | 0,39 | *** |
| Skilled agricultural and fishery workers | 1,43 | |
| Plant and machine operators and assemblers | 1,67 | |
| Elementary occupations | 0,64 | |

Probabilities for work related health problems

| | AUSTRIA | | EU-15 | |
|---|-----------------|-------|-----------------|-------|
| | Exp (β) | Sign. | Exp (β) | Sign. |
| Female | 1,55 | * | 1,11 | * |
| Age 50+ | 1,22 | | 1,11 | * |
| Physical Risk-Index | 1,29 | *** | 1,27 | *** |
| Autonomy-Index | 0,97 | | 1,04 | *** |
| Intensity-Index | 1,36 | *** | 1,39 | *** |
| HPWO-Index | 1,09 | | 0,96 | ** |
| Non-standard working time | 1,17 | ** | 1,10 | *** |
| Work-Life Balance | 0,40 | *** | 0,45 | *** |
| Professional groups (Ref. craft workers – ISCO 7) | | | | |
| Legislators, senior officials, managers | 0,48 | * | 0,97 | |
| Professionals | 0,46 | | 1,13 | |
| Technicians and associate professionals | 1,17 | | 0,83 | * |
| Clerks | 0,53 | | 0,89 | |
| Service workers and shop/market sales workers | 0,39 | *** | 0,76 | *** |
| Skilled agricultural and fishery workers | 1,43 | | 2,10 | *** |
| Plant and machine operators and assemblers | 1,67 | | 1,16 | |
| Elementary occupations | 0,64 | | 0,68 | *** |

Conclusions

About 1/3 of Austrian employees report work related health problems.

Mainly backache, muscular pains & stress (2/3 of those reporting problems) –
1/3 reports irritability / sleeping problems, 5% anxiety

Half of employees moan about high working intensity (high speed & time pressure)

One in three employees reports monotonous & repetitive tasks

Compared to EU-15: Work intensity (working speed & time pressure) is higher Austria
whereas repetitive & monotonous tasks are less often reported

One in ten employees of 50+ have personally experiences with age discrimination –
fourth highest share of 32 European countries

In Austria, age is not separate influence factor for work related health problems

ELDERS

**ELDer Employees in companies experiencing Restructuring:
Stress and well-being**

**Explorative survey of 59 employees 50+
in companies experiencing restructurings & who have
activities with respect to health provision**

Missing data: company restructurings & its effect on workload, health, well-being and employment behaviour

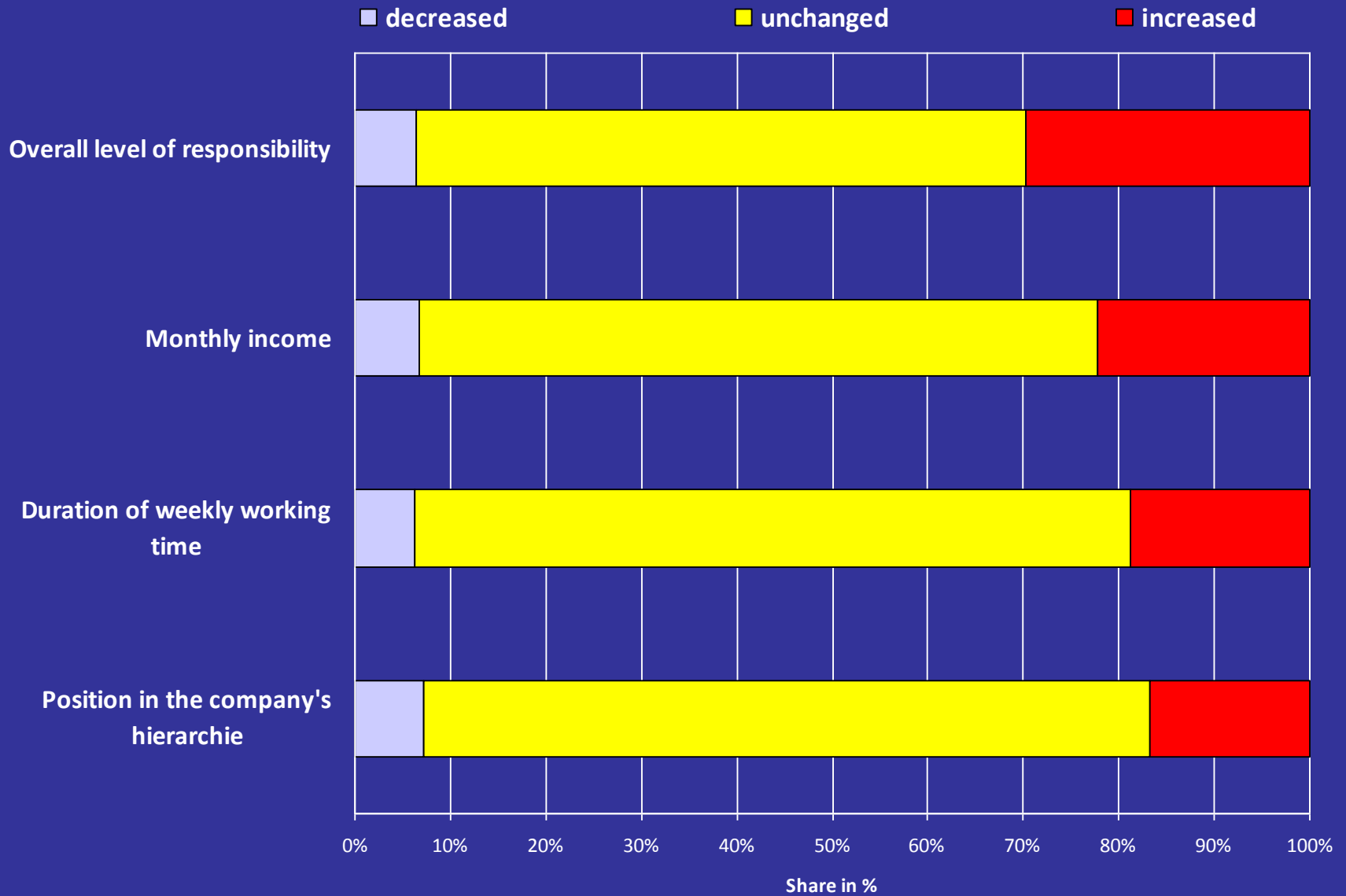
Changes during the last 2 years

| | Shares in % |
|---|-------------|
| initiatives related to the company's stated mission or values | 67 |

Consequences of organisational changes I

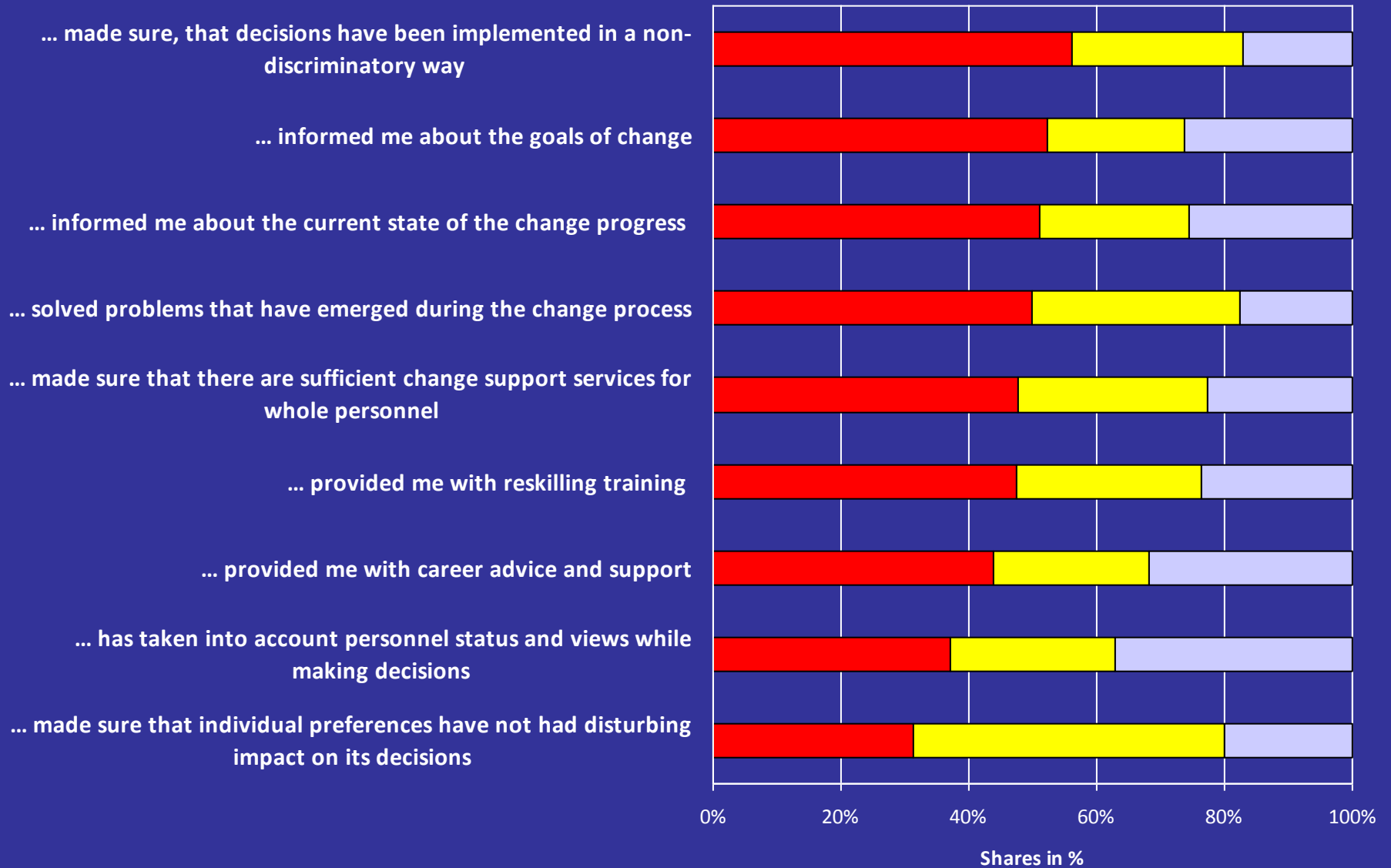
| | Shares in % |
|--|-------------|
| Change of superior | 36 |
| Change of work tasks | 36 |
| Receiving additional co-workers | 28 |
| Moving into a new working team / departement | 19 |
| Change of weekly working hours | 16 |
| Change of employment contract | 9 |
| Had to take paid holidays | 9 |
| Had to take unpaid holidays | 6 |

Consequences of organisational changes II



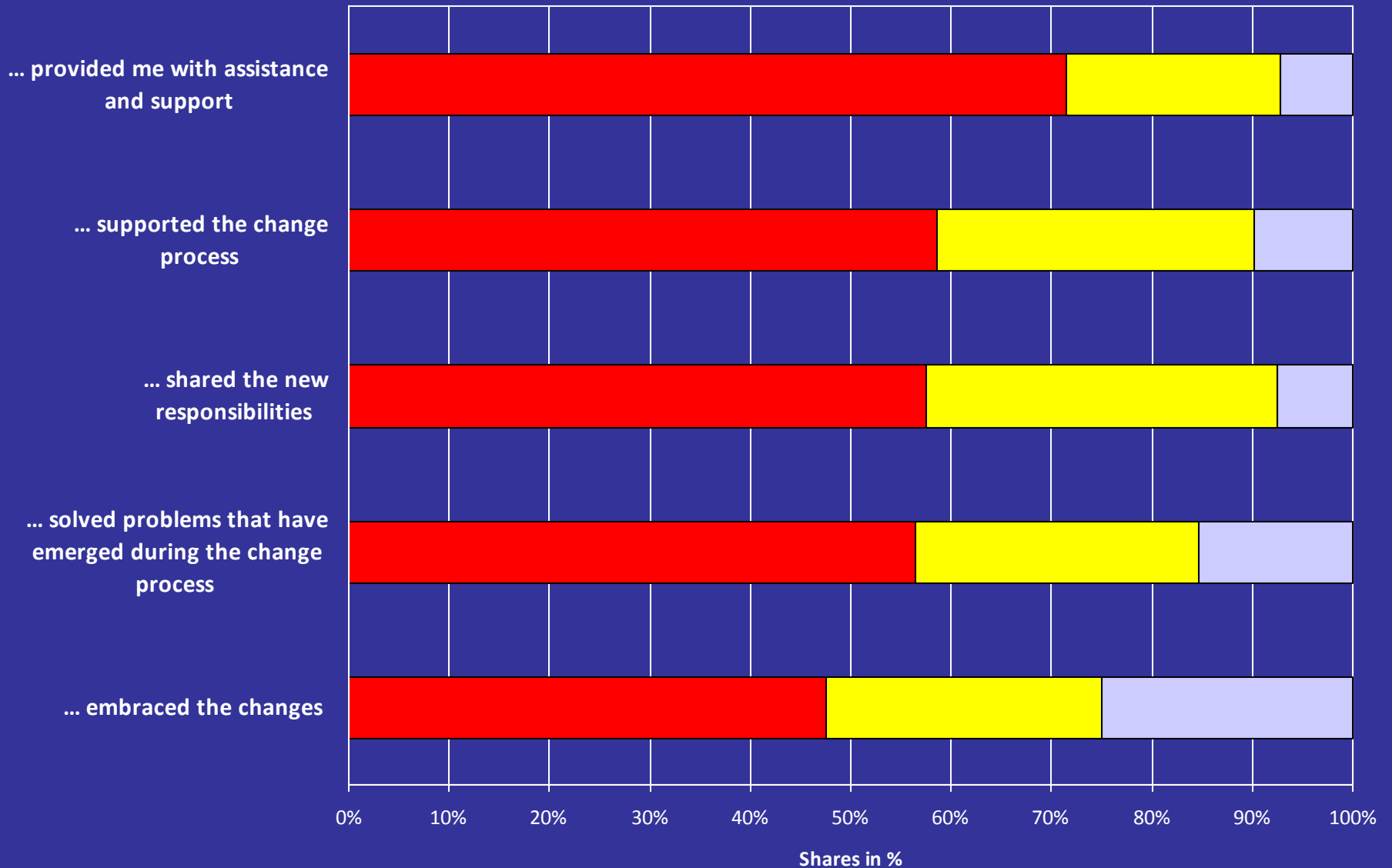
Implementation of changes – by management

■ rather well or very well ■ neither poorly nor well ■ rather poorly/very poorly



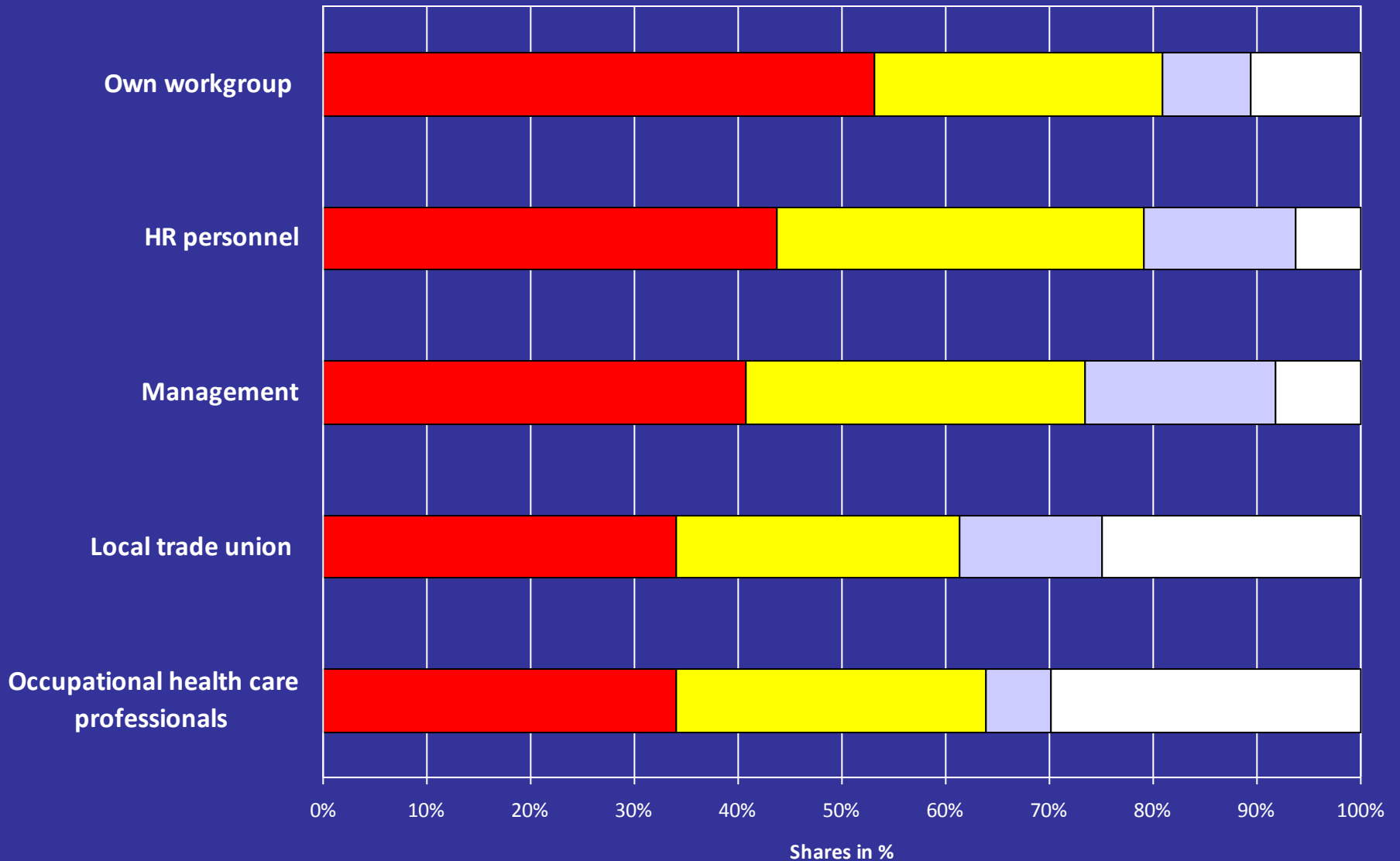
Implementation of changes – by co-workers

■ rather well or very well ■ neither poorly nor well ■ rather poorly/very poorly

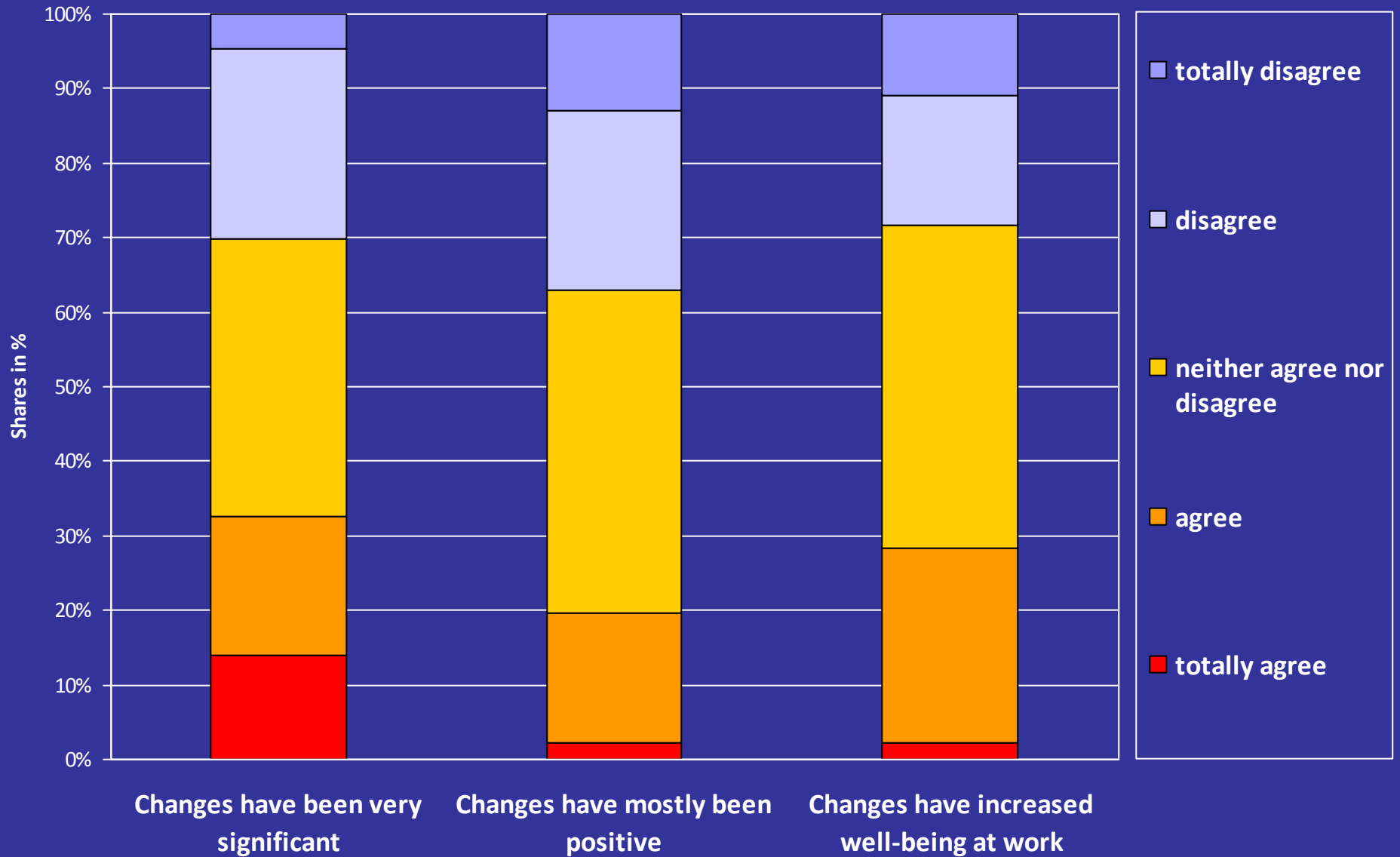


Implementation of changes – assessment of actors

■ rather well or very well ■ neither poorly nor well ■ rather poorly/very poorly ■ not applicable

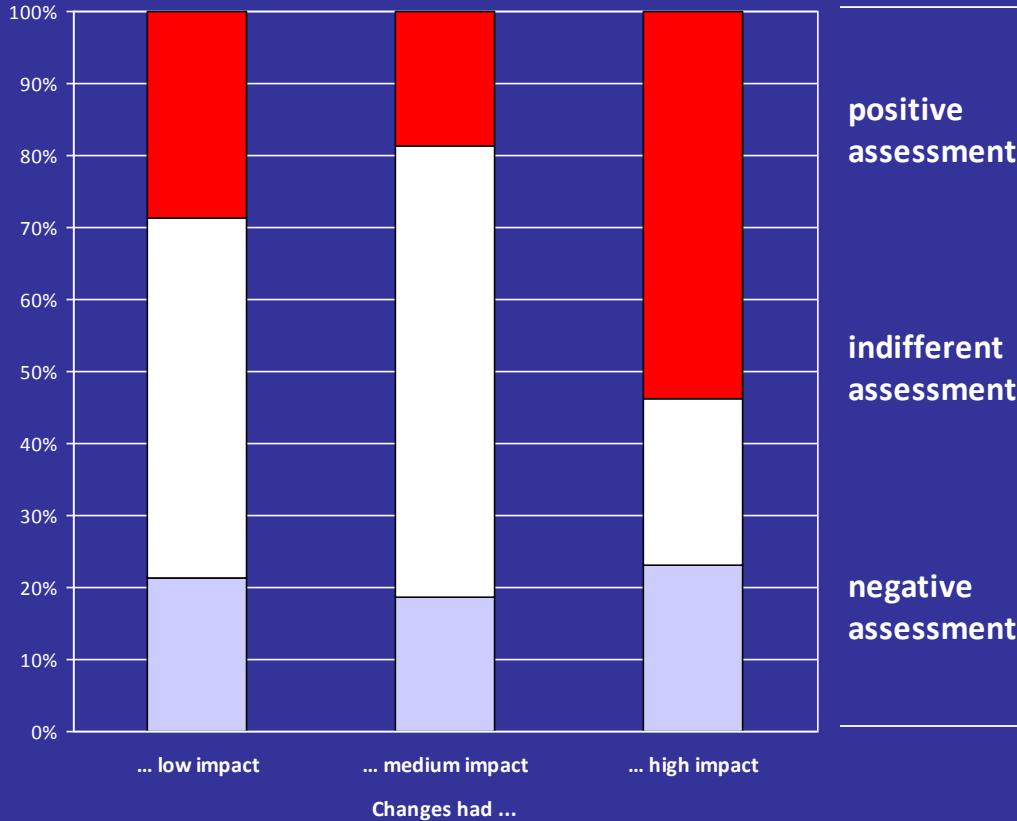


Overall assessment induced by changes I

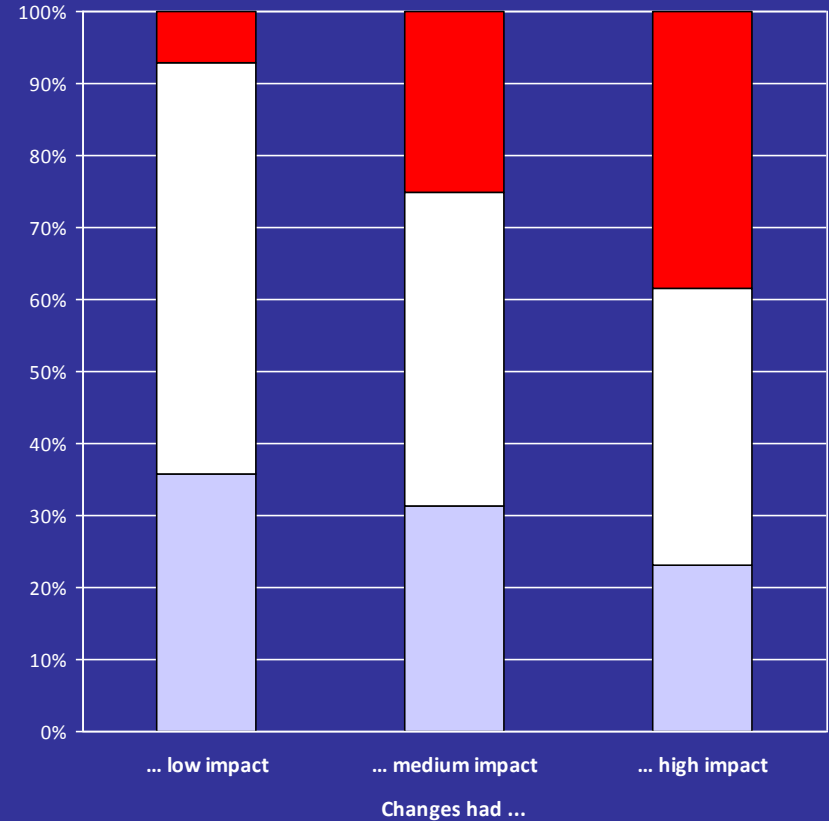


Overall assessment induced by changes II

Overall assessment of changes



Assesment of changes with respect to well-being

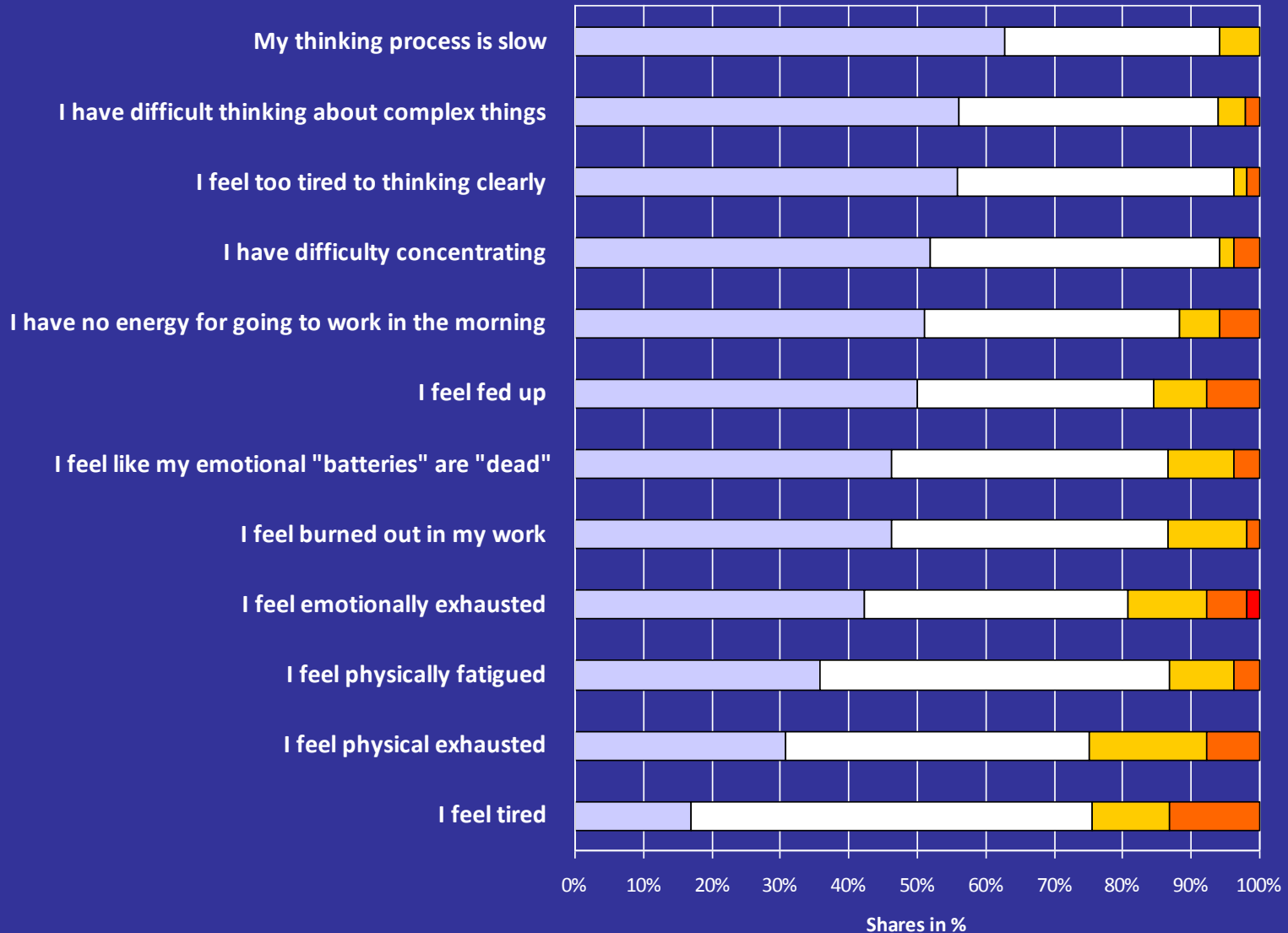


The stronger the impact of changes, the more positive their assessment.

Emotional exhaustion at work I

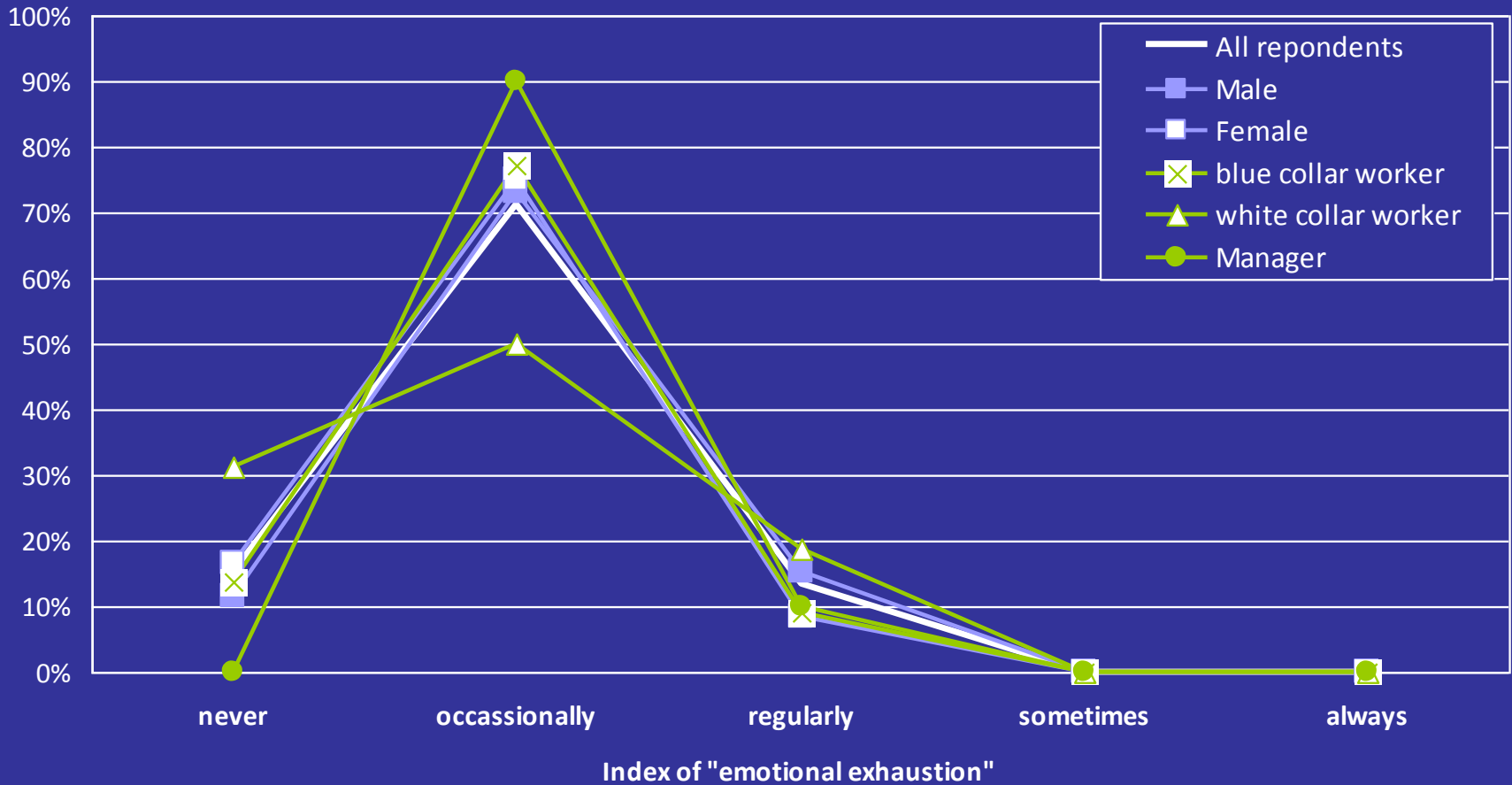
during the last month

■ never ■ occasionally ■ regularly ■ sometimes ■ always



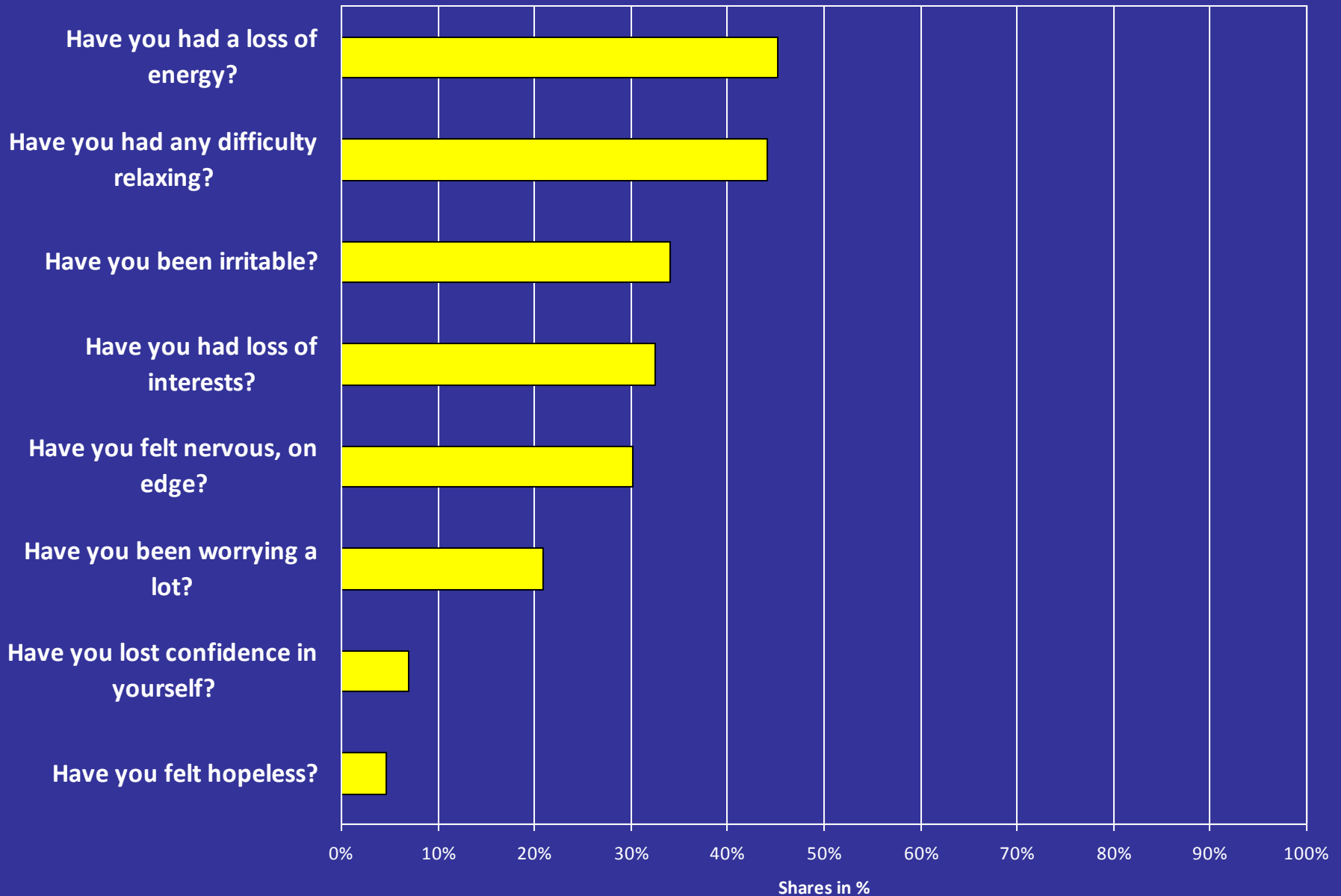
Emotional exhaustion at work II

Overall index

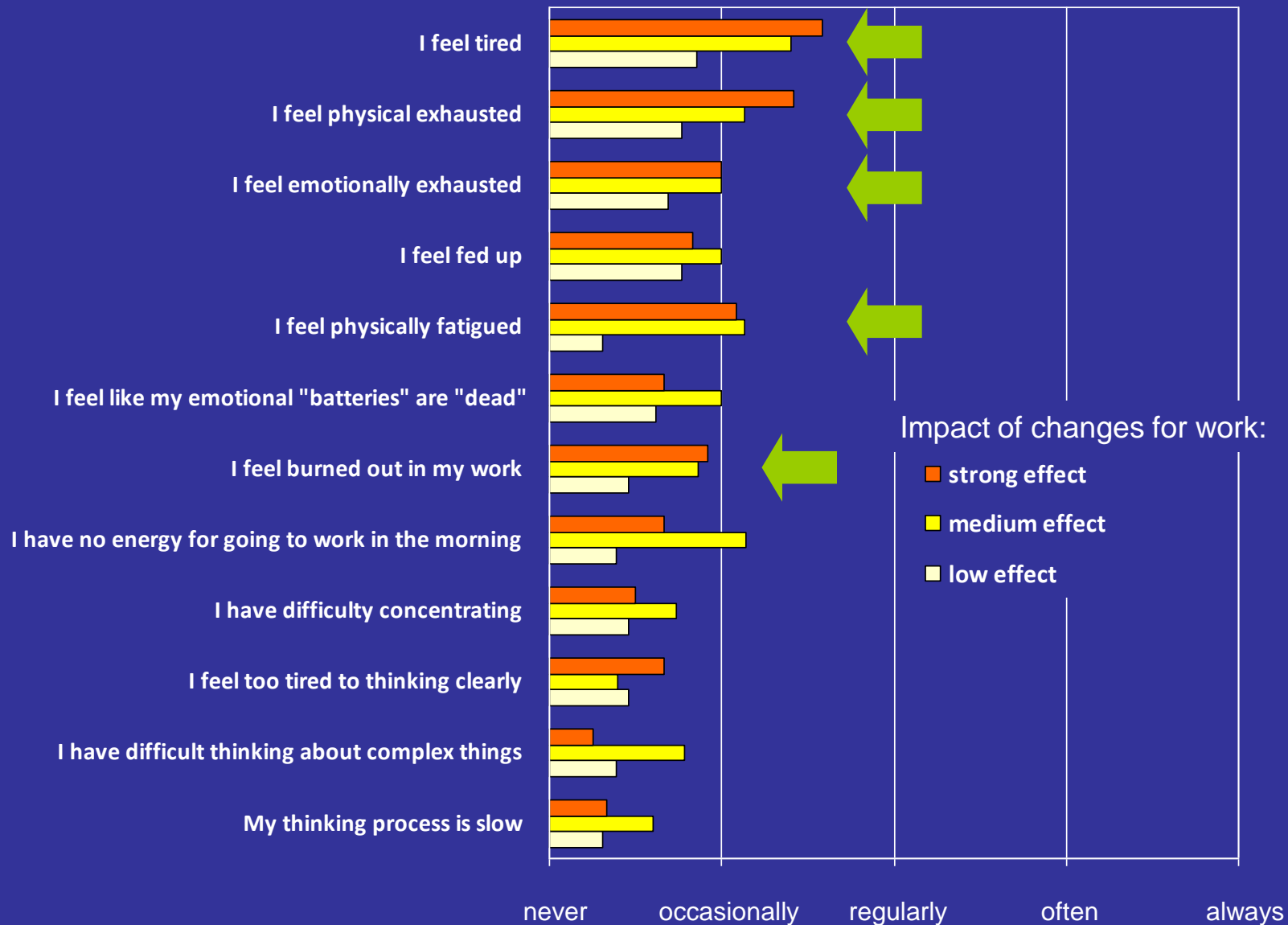


Emotional conditions at work

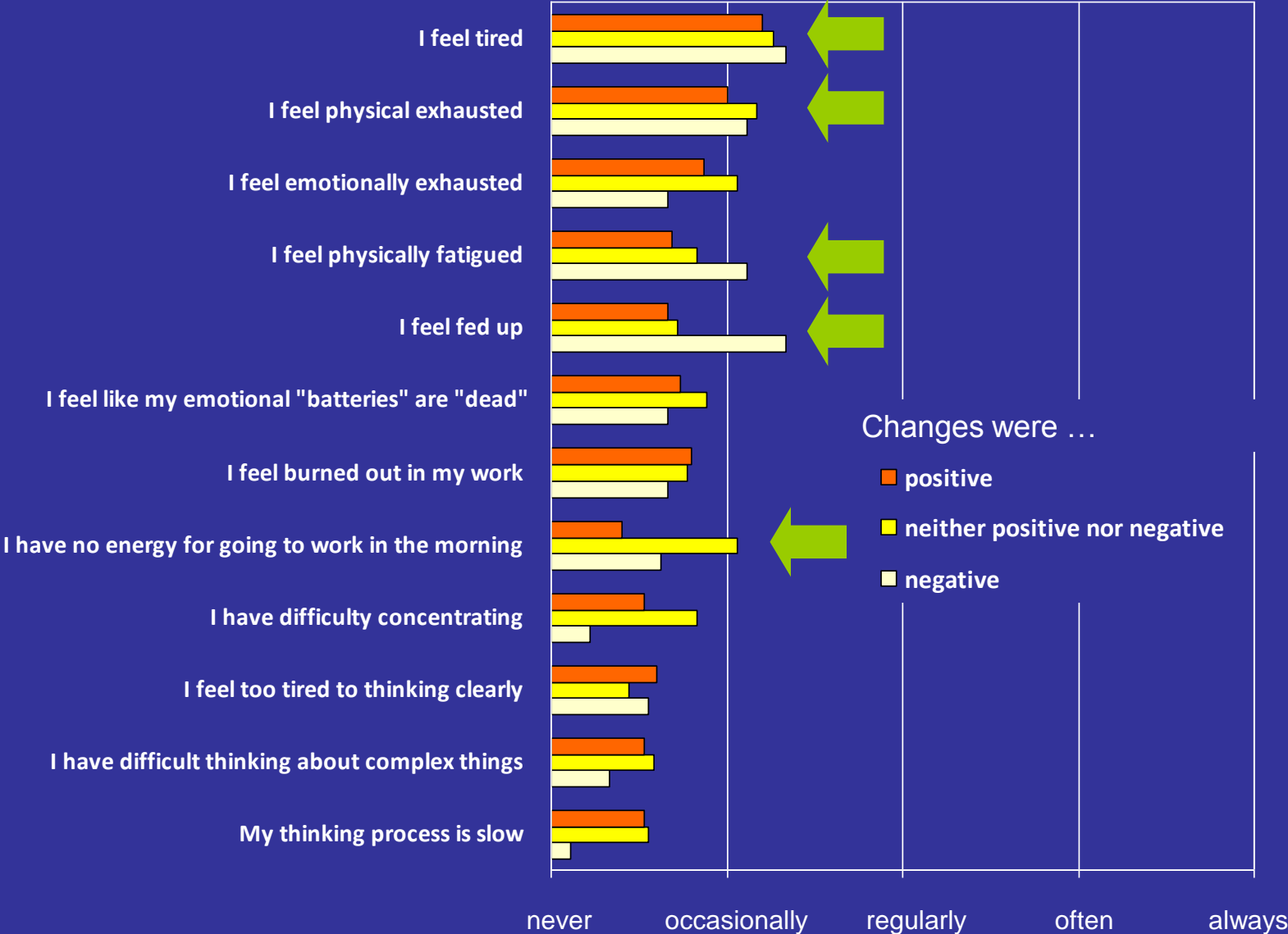
during the last 3 months



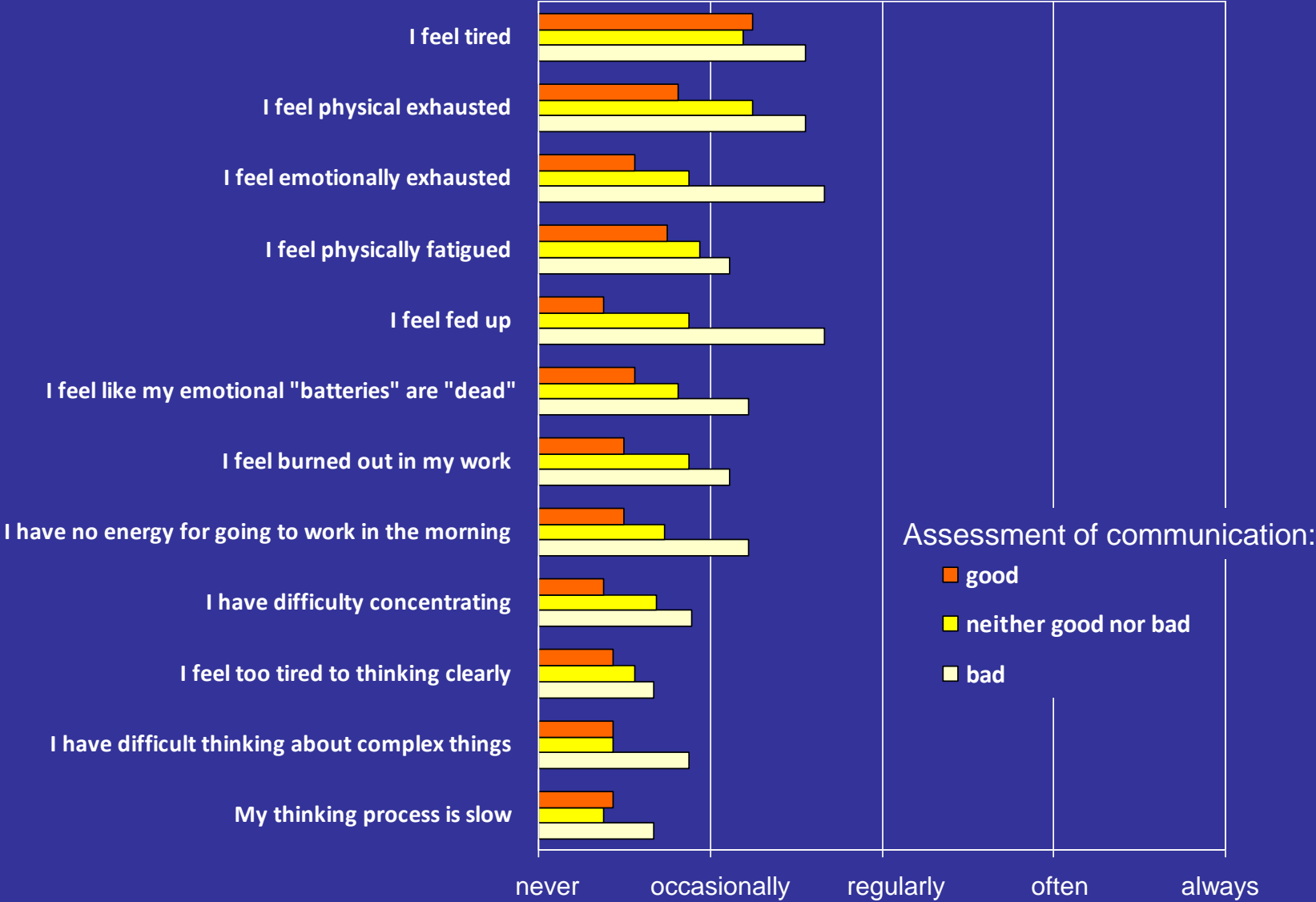
Average scores for emotional exhaustion aspects at work conditional on perceived degree of the organisational changes



Average scores for emotional exhaustion aspects at work conditional on perceived effects of the organisational changes

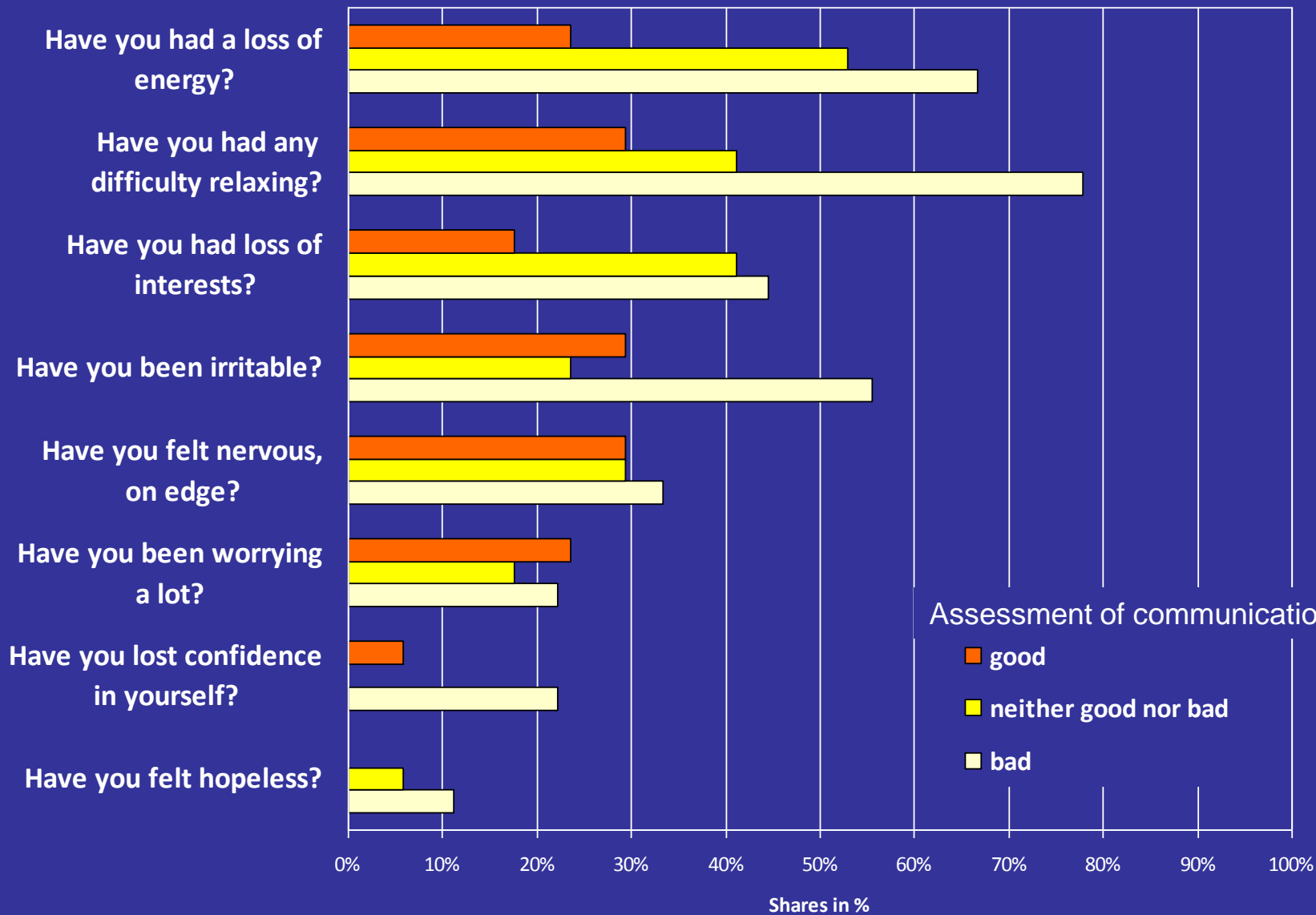


Average scores for emotional exhaustion aspects at work conditional on index of communication policies of the company I



Emotional well-being

conditional on index of communication policies of the company II



Result ELDERS I

Organisational changes: mostly management-system, hierarchy, separating/merging working units, product-/service-focus – rarely closures & dismissals

Consequences of these organisational changes:

Usually changes of working tasks and superiors/co-workers

Position, working time, income & responsibility increased for 20-30% – for the rest unchanged

Implementation of changes:

Management: Half of employees is well informed and got support (1/3 indifferent – 1/3 assessed management bad)

co-workers: 2/3 assess co-works behaviour/response as good (1/4 indifferent)

Own workgroup got better assessment than PE & Management

Result ELDERS II

Effect of changes:

40% report no direct effect for their work; 30% positive – 30% negative
the stronger the effect on work, the more positive the assessment of changes

Emotional exhaustion & emotional condition:

only a minority affected – usually „never“ or „only occasionally“
nevertheless 1/3 of respondents report difficulties to relax, lack of energy,
nervousness & lack of enthusiasm

Organisational changes & emotional exhaustion:

tendency: the stronger the impact of changes, the higher the degree of
emotional exhaustion
tendency: positive assessment of changes correspond with lower degree of
emotional exhaustion
the better communication of change processes, the lower the degree of
emotional exhaustion

ThanX 4 Your Patience !!!