



The role of health in professional dropping out : results of a large-scale study of women over 45

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Preventing people from professional dropping out: a key issue for public prevention policies

- Important issue due to demographic trends, longer working lives and invalidity costs
- 1 to 2 million French workers are at risk of dropping out in the short to medium term (IGAS, 2017)
- 2.6 million French workers had a long-term health problem which made it difficult to carry out daily activities for at least 6 months (INSEE, 2021)
- A growing population due to policies raising the retirement age

The Value of Gendered Analysis of Ending Careers

Pay particular attention to the situation of women because :

- women's careers are more fragmented
- women have more frequent and longer periods of inactivity
- women have more precarious employment conditions
- women report more health limitations and disabilities

A study on women dropping out after 45

- A study including a statistical survey and biographical interviews
- A statistical survey of 1,927 women (March 2020-November 2021) with questions about educational and professional background, the last job and its conditions, the past and current perceived health, and the perceptions of return to work
- Interviews with 24 women on their professional, personal, family, residential and health histories

RESULTS & DISCUSSION



■ A few figures from the statistical survey

- 51.3% of women consider their health to be deteriorated
- 30.8% of women report having at least one or more health-related absences of more than one year.
- 69.3% of women say that these health problems have affected their ability to work, on their job and on their career development.
- 12% of women had been dismissed due to incapacity for work.
- 67.6% of women who left their job said they did so to protect their health.

Tab. Association between perceived current health and increases in job search duration

	Multivariate model (N=13655)			
	OR	95% IC*		p
		inf	sup	
Perceived health				0,000
Excellent	1,00			
good	1,02	0,91	1,14	
fair	1,07	0,96	1,20	
poor	1,28	1,12	1,48	
Very poor	1,44	1,14	1,82	

- **Biographical interviews that highlight how the tensions between health and work can lead to people becoming excluded from the workforce as they age.**
 - “Pathogenic work”: damage to health caused by difficult working conditions or accidents at work. It is challenging to find a sustainable job and to be able to plan for the future.
 - Employment directly affected by health : chronic illness and advancing age, an obstacle to finding a job.

“A constantly reconfiguring skein of multiple threads” (Volkoff et Molinié, 2011)

- To demonstrate statistical links between health and long periods of absence from work due to sickness or accident (whether work-related or not) and dropping out at the end of a career, confirming the literature.
- To show, through biographical accounts, how work and health influence each other and play a role in people leaving work.
- Occupational, health and family factors need to be examined by occupational health professionals to identify workers at risk of dropping out, offer them individual support and set up collective actions to keep them employed.

ACKNOWLEDGEMENTS & REFERENCES



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