

A man wearing a red plaid shirt, dark trousers, and a red baseball cap is walking from left to right. He is positioned in front of a textured blue wall. The ground is paved with dark cobblestones. The title text is overlaid on the image in large, white, bold, sans-serif capital letters.

THE ORGANIZATIONAL AND SECTORAL DETERMINANTS OF OLDER WORKERS' HEALTHY PATHWAYS TO RETIREMENT: A SCOPING REVIEW

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HEALTHPATH PROJECT AND TEAM

HEALTHPATH is a **ZonMW Open Competition** project.

It aims to **revolutionize our understanding of how society can support workers in achieving a healthy and high-performing retirement age.**

KO1: To investigate how individual vulnerabilities and the organizational context interact as determinants of HPTR of older workers.

KO2: To identify barriers and facilitators of implementing sector-based and employer-based policies and practices to support HPTR of workers.



A man with a beard and glasses, wearing a plaid shirt, is working in a workshop. He is focused on his work, which involves a piece of wood held in a vise. A desk lamp is positioned over his work area, casting a warm light. The background is dark and filled with various tools and equipment, suggesting a well-used workshop.

WHAT IS A HEALTHY PATHWAY TO RETIREMENT?

***WORKERS' ABILITY TO REACH THEIR
PLANNED RETIREMENT AGES WHILE
MAINTAINING PHYSICAL AND MENTAL
HEALTH AND WORK PERFORMANCE.***

Henkens, 2022

CURRENT STATE OF LITERATURE

- Previous research has focused on either the organizational context or the characteristics of workers in isolation.
- Not much is known about the interactions between individual vulnerability of workers and the organizational context, both at employer and sector level, for realizing HPTR.
- Closing this gap requires an interdisciplinary approach integrating perspectives from occupational epidemiology and sociology, integrating data at sector, organizational and worker level into one study.

AIM

To identify and review studies that examine the influence of...

A1.

organization level
determinants,

A2.

sector level
determinants,

A3.

interactions between
individual level and
organization/sector
level determinants.

...on older workers' work performance in their pre-retirement years.

A photograph of two people working in a garden bed. One person is wearing a dark jacket and the other is wearing a light-colored jacket. They are both holding long-handled tools, possibly shovels or rakes. The garden bed is filled with soil and some plants. In the background, there are large green trees and a brick building with white window frames. A white van is parked behind the trees. The text "WHY FOCUS ON WORK PERFORMANCE?" is overlaid on the image in white, bold, sans-serif font.

WHY FOCUS ON WORK PERFORMANCE?

- An outcomes that captures the impact of both work + health.
- Interdisciplinary.



METHOD

TYPE OF REVIEW: SCOPING REVIEW



- To use a systematic method to identify and synthesize the knowledge that is currently available.
- To include a variety of articles with varying methodological approaches.
- PRISMA Guidelines for Scoping Reviews.
- Protocol pre-registered at OSF (<https://doi.org/10.17605/OSF.IO/J62G9>).

SEARCH STRATEGY

Together with the medical librarian (LS) we developed the following search string:

#1 Population

TS=(Older OR senior OR ageing
OR aging OR aged OR elder* OR
mature* OR maturepaged OR
mid OR late OR silver OR
advanced) Near/3 (worker* OR
employ* Or workforce* OR
labour)

#2 Exposure

TS= (organization* OR
organisation* OR employer* OR
manage* OR supervis* OR
boss* OR "staff develop*" OR
sector* OR "collective labor
agreement*" OR "labor union*" OR
"trade union*" OR policy OR
policies OR government* OR
"work arrang*" OR "human
resource*" OR "HR" OR
workplace OR worksite OR
work-related OR "job resources"
OR welfare OR "social security"
OR "work environment" OR
"working condition*" OR "work
condition*" OR "SOC strateg*" OR
(psychosocial NEAR/2
(characteristic* OR aspect* OR
factor*))

#3 Outcome

TS = (perform*)

#4 Timeframe

Timespan: 2000-01-01 to 2024-
12-31 (Publication Date)



DATABASES

- Medline
- Embase
- PsychInfo
- Scopus
- IBSS
- Web of Science
- Business Source Elite
- Google Scholar

INCLUSION CRITERIA

- Empirical studies only.
- Focused on older workers.
- Multi-level analyses.
- Full text articles.
- Peer reviewed articles, pre-prints, and grey literature.
- No language restriction.
- Published between 2000 and 2023.

EXCLUSION CRITERIA

- Non-empirical articles.
- Articles only on individual level variables.
- Studies focused on the general working population, clinical populations or younger workers.

RESULTS

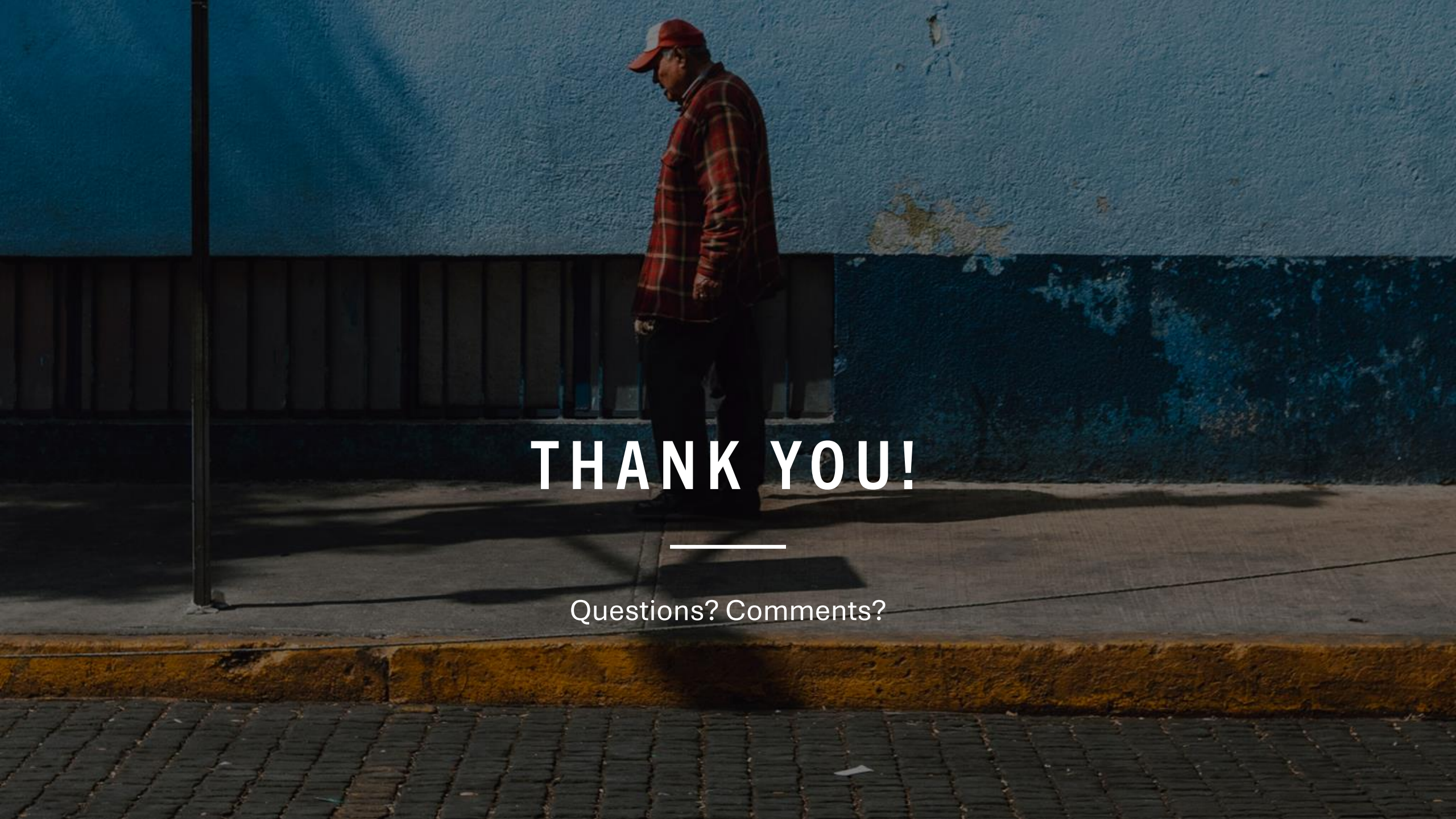


CURRENT STAGE

- 5,545 articles.
- Currently screening abstracts and titles by two reviewers (AV and CG) using the help of AI (Rayyan).
- Conflict resolution by third reviewer (MvdH and/or MH).

NEXT STEPS

1. Screen full texts of chosen articles.
2. Screening reference lists of chosen articles (backward citation check).
3. Screen papers that have cited chosen articles (forward citation check).
4. Consult experts and stakeholders on their recommendations or on whether we've missed an article.
5. Data extraction and analysis.
6. Synthesis.

A man wearing a red plaid shirt, dark pants, and a red baseball cap stands in profile against a blue wall. The wall has a dark horizontal band and some peeling paint. A shadow is cast on the ground. The foreground is a cobblestone sidewalk.

THANK YOU!

Questions? Comments?