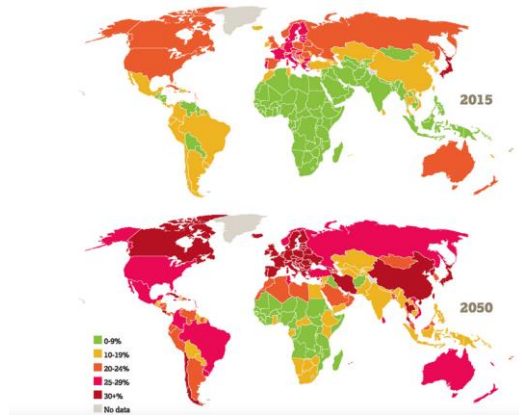


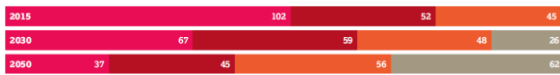
Workers and creativity:
How to improve working conditions by participative methods?
Brussels, June 26 & 27, 2017

Ageing at Work in Portugal

Teresa Cotrim
President of APERGO
Assistant Professor of Ergonomics, Ergonomics Section, FMH,
Universidade de Lisboa
Researcher at CIAUD



WORLD DEMOGRAPHIC CHANGES

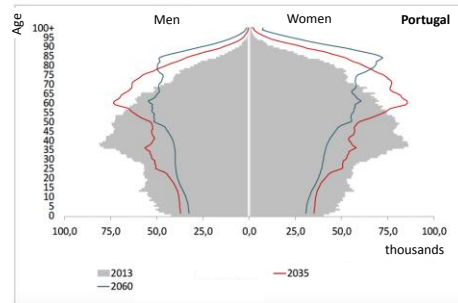


■ **Young societies** Less than 10 per cent of population aged 60 and over
■ **Ageing societies** 10-19 per cent of population aged 60 and over
■ **High-ageing societies** 20-29 per cent of population aged 60 and over
■ **Hyper-ageing societies** 30 per cent or more of population aged 60 and over



(World Population Ageing, 2015)

DEMOGRAPHIC CHANGES IN PORTUGAL



The ageing index of the municipalities in the region of Lisbon and Tagus Valley increased in the last decade from 102,2% in 2001 to 127% in 2014.

Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

Cooperation Project between University and Lisbon Municipality

Project Team

- Members from the Health and Safety Department of the Municipality of Lisbon.
- Researcher from University of Lisbon.
- Cemetery Workers.

Methodology

- Training sessions for the Health and Safety Department members.
- Data Collection done by the Health and Safety Department members.
- Discussion of results and recommendations with all the participants.

Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

AIMS

1ST STEP

- Characterization of work ability perception.
- Characterization of psychosocial risk factors perception.
- Define a psychosocial risk factor profile by cemetery.

2ND STEP

- Discussion of all results with workers, supervisors and coordinators.

3RD STEP

- Recommendations aiming at promotion of work ability and prevention of psychosocial risk factors.

Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

TOOLS

1. QUESTIONNAIRE including
 - a. WORK ABILITY INDEX – Portuguese version (Silva e cols., 2011)
 - b. COPSOQ II – Portuguese version (Silva e cols., 2012)
 - c. Socio-demographic data
2. FOCUS GROUPS with workers and supervisors

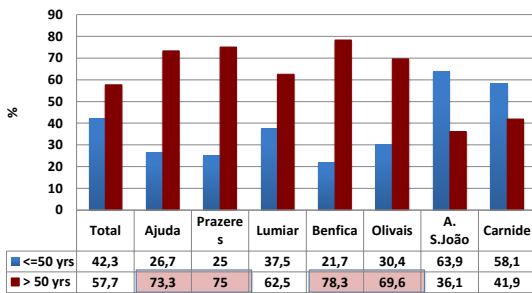
Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

Total number of workers: 189
 Sample size: 168 participants.
 Response Rate = 88,9%



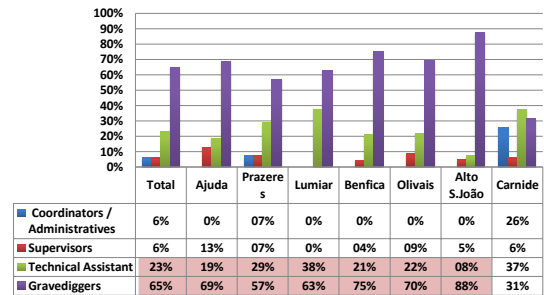
Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

Age Groups x Cemetery



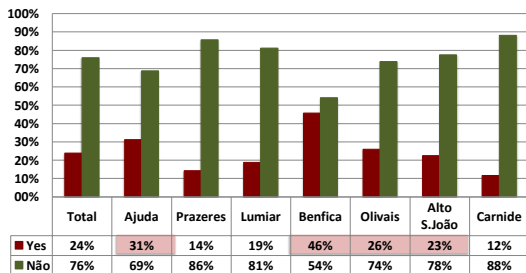
Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

Occupational Category X Cemetery



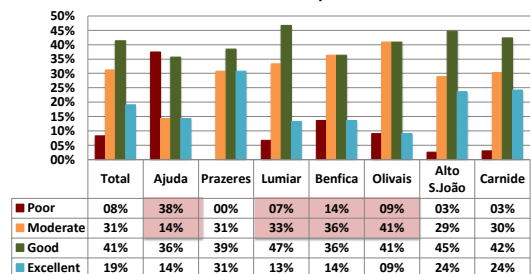
Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

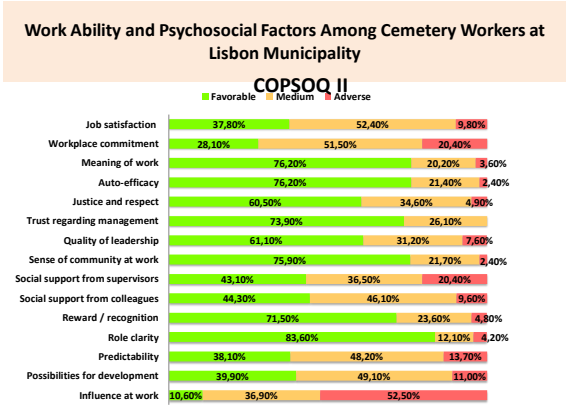
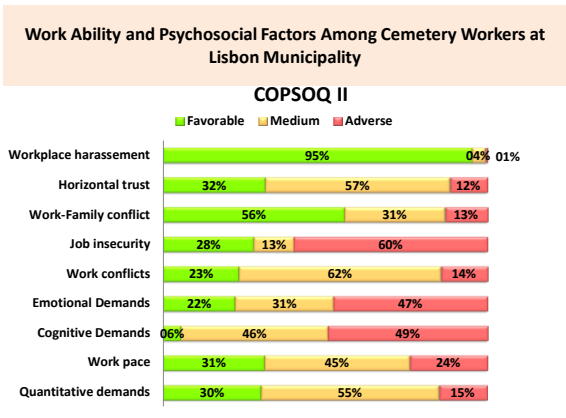
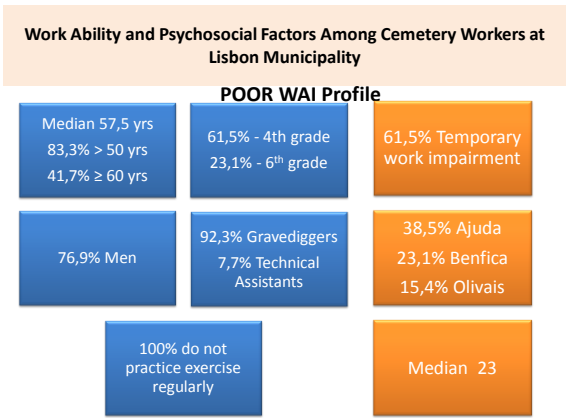
Temporary Work Impairment x Cemetery



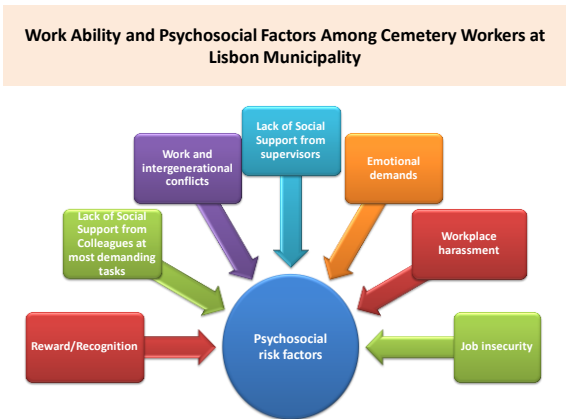
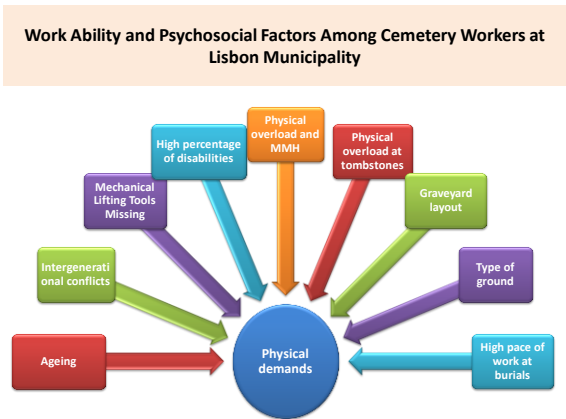
Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

WAI x Cemetery

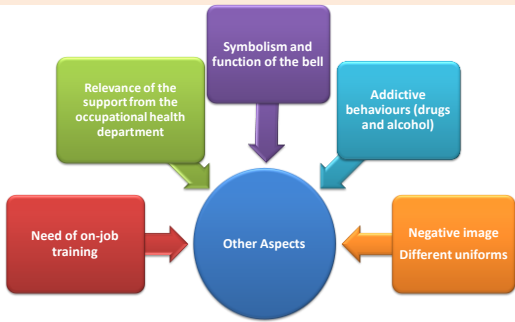




- ### Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality
- Linear regression model**
- The predictors that were included in the model were Age, Quality of leadership (QL), Job satisfaction (JS), General health (GH), Burnout, and Temporary work impairment (TWI).
 - WAI = 58.643 – 0.156 Age – 0.045 QL – 0.083 JS – 0.075 GH – 0.079 Burnout – 4.501 TWI.
 - General health is the predictor that gives the bigger contribution (17.0%), followed by Burnout and Temporary Work Impairment with a contribution of 10.8% each one. Job satisfaction, Age and Quality of leadership contribute with 9.9%, 6.0% and 4.3% to the percentage of WAI explained variability.

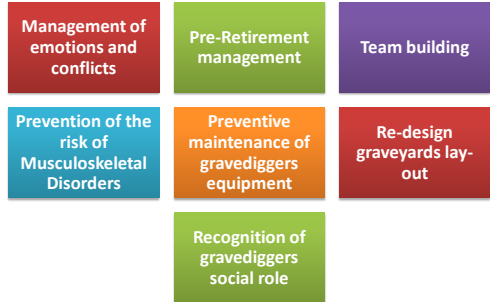


Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

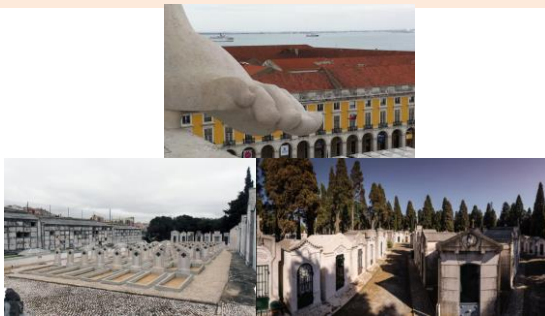


Work Ability and Psychosocial Factors Among Cemetery Workers at Lisbon Municipality

RECOMMENDATIONS



Thank You Very Much!



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