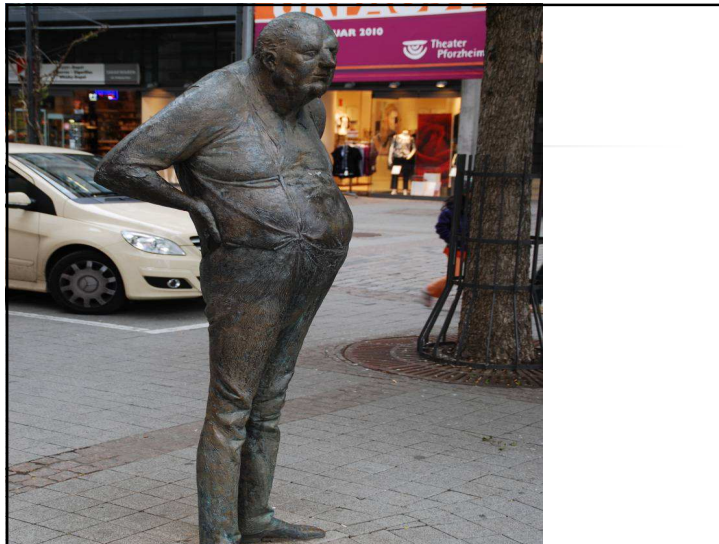


Being active keeps us healthy Aspect of an ageing workforce



European Network on forward policies
and actions for the seniors in Europe
Pforzheim May 18 2010

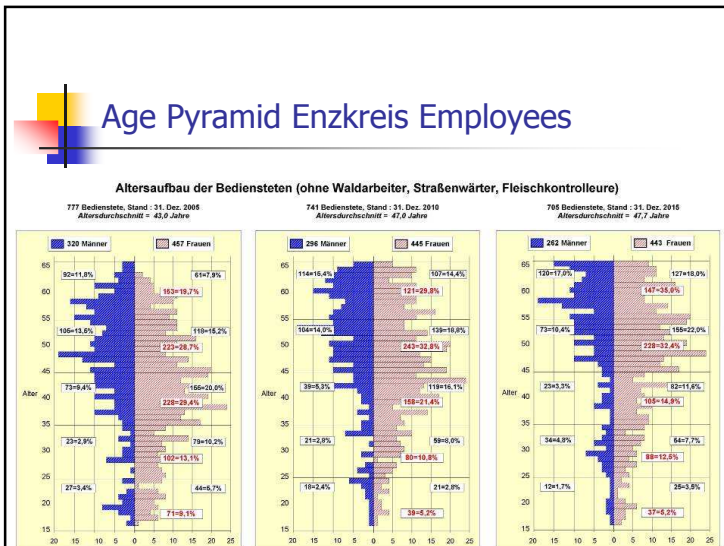
Dr. med. M.Sc. Till Neugebauer
Company Physician Landratsamt Enzkreis





Aspects of an ageing work force

1. Difficulties at work with growing age
2. Work is fun ? !
3. Challenges for society
4. Company solutions
5. Physical activity recommendations



Poll

- Is work principally bad for health?

YES

NO



Growing Age Health Problems

- Cardiovascular disease
- Osteoarthrosis/-porosis
- Diabetes
- Cancer
- Loss of hearing and vision
- Dementia



Health related difficulties at work

- Lifting weights – maximal force
- Strenuous posture
- Extreme clima
- Pressure of time
- Differentiated seeing or hearing requ.
- Time of reaction
- Fine mechanic skills



Assets in elderly at work

- Experience in complex situations
- Social competence
- Self control (individual borders)
- Decision making
- Individual network
- Flexibility (less family duties)

There is no decline of IQ!



Decline of output in a 65 year old

- 10% Biological
- 90% Lack of training, demotivation, lazyness...

A 75 year old has 75 % of output as with 25 (provided regular physical activity is done)



Poll

- Is it desirable to work as a senior?

YES

NO



Work is fun!?

- Job fulfillment / Independence
- Leading position
- Self controlling
- Few monetary constraints
- Less social isolation
- Extensive labour (slowed amount of work)
- ?



Tasks of society with an ageing work force

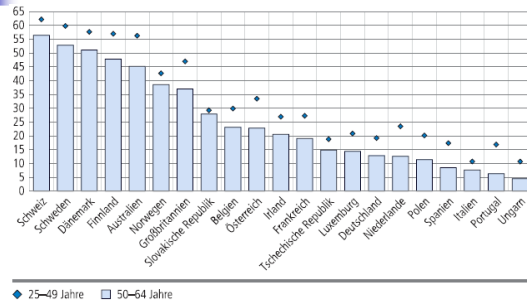
- Luxemburg Declaration of the European Network for workplace health promotion
- General health prevention
- Organisation of labour and retirement
- Promotion of sports (clubs)
- Comuting solutions/Telework
- Image of „expensive“ senior employees



Company requirements

- Ergonomic labour
- Workplace health promotion
- (Re)Integration of disabled/impaired
- „age management“
- ELMA (mental,physical,healthtraining)
- Continuous media training

Professional further training



* Die Daten beziehen sich auf 2003 (für Australien auf 2001).

Quelle: EU-Studie zur Erwerbsbevölkerung (2003 Modul Lebenslanges Lernen) und die australische Studie über Aus- und Fortbildung 2001

ELMA Project Robert Bosch Foundation/Uni HD 2010 Conservation of Ability and Motivation of aged Employees

3 months intensive combined training of employees 45-64 y

- Cognition
- Physical activity
- Health

Improved concentration, working memory, problem solution, physical abilities etc.

<http://www.bosch-stiftung.de/content/language1/html/28792.asp>

6 Years Health Promotion Landratsamt Enzkreis

- Yearly Health and Safety Day
- Various sports and gymnastics programs
- Inspection rounds and analysis of risks
- Company agreement concerning drug and alcohol problems
- Internal health council
- Regional Health Conference

Themes of H&S Days

- General security instructions
- Individual cardiovascular risk factors
- Information on CV diseases
- Nutrition and Physical activities
- Psychic strains at work
- Prevention of cancer
- ?



Physical Activity

- Moderate intensity training at least 30 min on most days of the weeks (ACSM/AHA)
- 10.000 steps
- 50-75% of max heart rate (220-age)
- Continuous dose-response relationship
- Preventing almost every chronic disease

Recomendations for older adults

2 hours and 30 minutes (150 minutes) of moderate-intensity aerobic activity (i.e., brisk walking) every week **and** muscle-strengthening activities on 2 or more days a week that work all major muscle groups (legs, hips, back, abdomen, chest, shoulders, and arms).

Flexibility activities 10 Minutes each time

<http://www.cdc.gov/physicalactivity/everyone/guidelines/index.htm>

- <http://www.cdc.gov/physicalactivity/everyone/videos/index.html>

Requirements for sustained personnel management

- Discover the potential of aged
- Continuing education for all
- Job enabling physical activity
- Prevention and health promotion

Future Outlook Employees

- „Work is fun“
- „Retiring with 67 is the best prevention against dementia“ (W.Schäuble 67)
- The young are the seniors of tomorrow
- Continuing education lifelong pays

„Taking care of people is good business“
(Harvard School of Public Health)

