

# Promoting Longer working life and Maintaining Work Ability

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## Statements

1. Work Ability is an evidence based, comprehensive model describing the relation between individual resources and his/her work: the better is the fitting between my resources ( health, competence, values and attitudes & motivation) and work (work arrangements, work load, work environment, management/leadership) the better is my work ability
2. Work Ability is the most important capital or asset of workers and employees; The better the work ability, the better is the productivity
3. Work Ability can and should be promoted and maintained during the whole working life; the managers and supervisors play the most important role in promoting the work ability because they have the authority to arrange and design the work
4. Therefore, the managers need new competences in age-and generation management – the large diversity of older workers due to the ageing process call for better individual solutions and adjustments in the workplaces
5. Longer work life will be realized in workplaces, not in political level; therefore the enterprises and work organizations form the platform for longer work lifes

6. Several reforms in workplaces are urgently needed to promote better and longer work lives: (i) Attitudinal reform understanding and accepting better the effects of the individual ageing processes – strengths and weaknesses; (ii) Managerial reform to integrate the best age management practices at workplace: and, (iii) Work life reform aiming to create an age-friendly work life for everybody, regardless of age

7. In policy level, there is an urgent need for sustainable ageing policy, which should be a continuous process regardless of the color of the government

8. The best policy practice is: make the positive things first – the negative later! Positive approach means that the work life should be developed so, that people Can, Will, and May work longer; after that, the retirement ages can be increased

9. Retirement age should be flexible because of the large diversity of jobs and the large diversity of people – one age level will never meet the needs and possibilities of majority of work force.

10. People follow better the positive approach