

Individual- and work place characteristics associated with job change and exit among individuals with experience of long term sick leave

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Background

- Long term sick leave and ill health increases the risk of exclusion (exit) from the labor market.
- A change of job could be a way of staying employed when the work ability is reduced in relation to present job but not in relation to another job.
- Some risk factors for exit is known, but there is a lack of knowledge about characteristics of long-term sick listed individuals that change job.

Aim

The overall aim was to study if individual and work-place characteristics are associated with job change and exit among employed long-term sick.

- Does the same conditions predict job change and exit?
- Are the associations similar for men and women?

Definitions (in this study)

Job change – A change of work place from one year to the following year (a change of employment number)

Exit – Going from employment to non-employment (not having an employment number)

Methods

- a longitudinal data base of Swedish registers of social insurance and labor market studies
- updated annually, three years delay, includes all registered residents of 16 years of age and older

Cohorts from 2006 and 1999. Inclusion criteria:

- Swedish population who were 20–62 years old,
- had sickness allowance insurance,
- were employed and had more than 180 days of sick leave at base year.

Analysis

The odd ratios for having changed work place or having no employment versus being employed at the same work place in 2006 as in 2008 in regard to predictors were calculated using multiple logistic regression.

Individual Predictors

- Age
- Education
- Country of origin
- Marital status
- Children at home
- Previous job change and non-employment
- Previous sick leave
- Part- or full time sick leave

Work place Predictors

- Sector
- Gender composition
- Number of employees
- Average age at work place
- Average education

Main results

Both individual and work place characteristics were associated with job change and exit

Some characteristics (previous mobility, having had full time sick leave, working in a work place with few employees) were associated with both increased job change and exit.

Other conditions had different associations to type of mobility.
Young age = higher likelihood for job change,
high age = higher likelihood to exit.

Women in male dominated work places had a higher likelihood for both job change and exit.

EXIT



- Old age
- Low education
- Not native origin
- No children
- Previous job change
- Previous non-employment
- Previous sick leave
- Full time sick leave (base year)

Work place

-Male dominated (women)
-Middle sized
-Young average age



-Male dominated (women)
-Small- or middle sized



JOB CHANGE



- Young/middle age
- High education (women)
- Previous job change
- Previous non-employment
- Full time sick leave (base year)

Conclusion

Our study indicate that both individual and work place conditions are associated with job change and exit among people having had long term sickness absence.

Many characteristics are the same for both outcomes, implying circumstances making them leave present work place.

Some characteristics, such as age, education and ethnicity are not shared or goes in different directions.



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