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Workability management

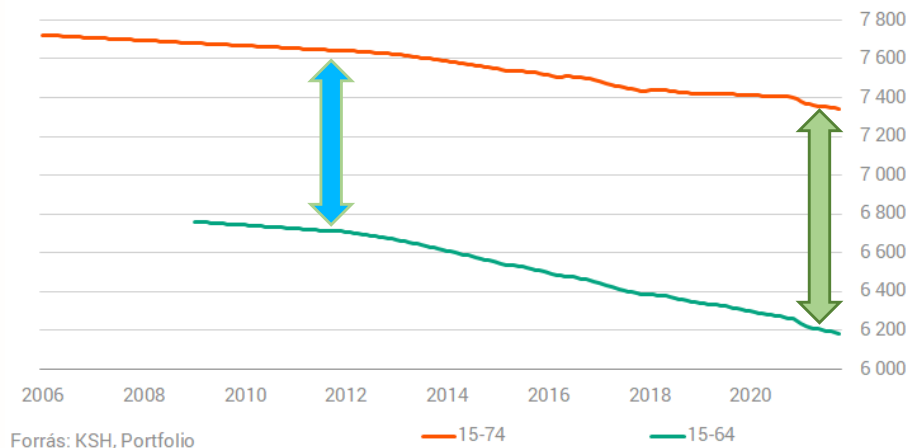
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occupational medicine specialist

Contents

- Demographics: Hungarian situation
- Work ability approach
- The Work Ability House
- ERASMUS+ project



Demographic trends in Hungary



Reforming the Hungarian labour landscape

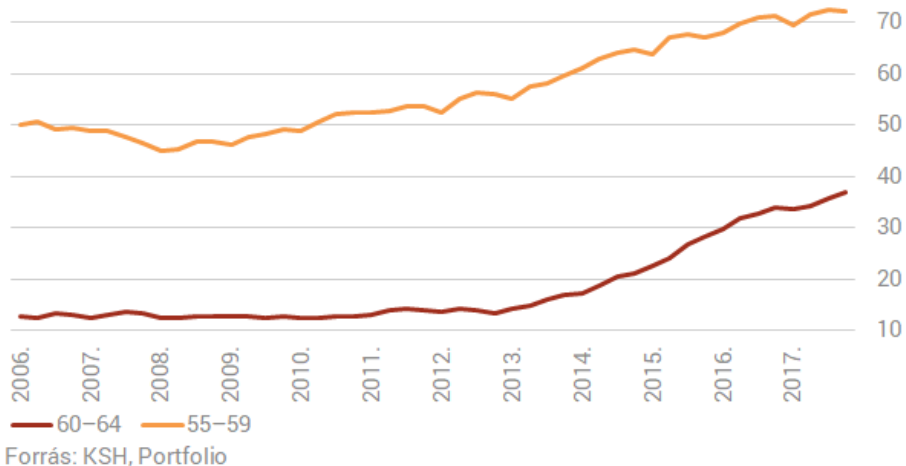
- Companies could opt-out or had to pay the missing future contributions
- Gradual rise of mandatory retirement age to 65
- Early retirement schemes completely abolished
- Disablement benefits supervised

Economy upturn, with labour shortages

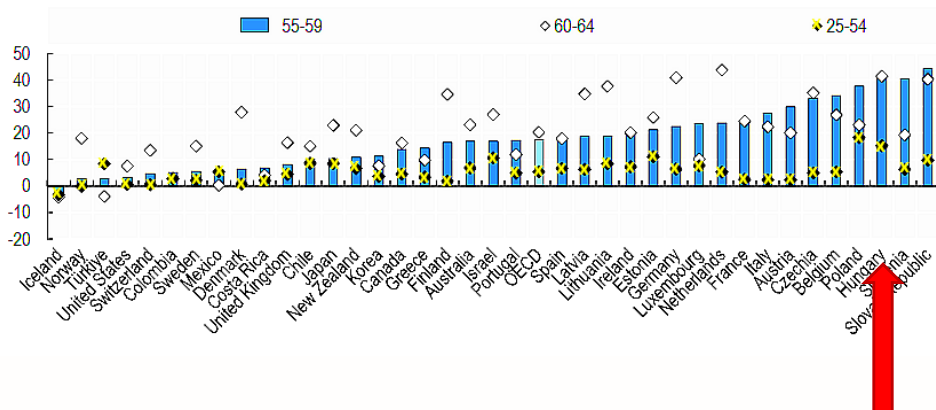
- ✓ Retired persons can work: only income tax, no social/pension contributions
 - Not applicable to the state sector (exemptions in the health care workers and education sectors)
- ✓ Unemployment benefit is 3 months
- ✓ Disabled persons get very low benefits

Women with 40 years of service can retire full

Employment trends by age in Hungary



Employment trends 2002-2022

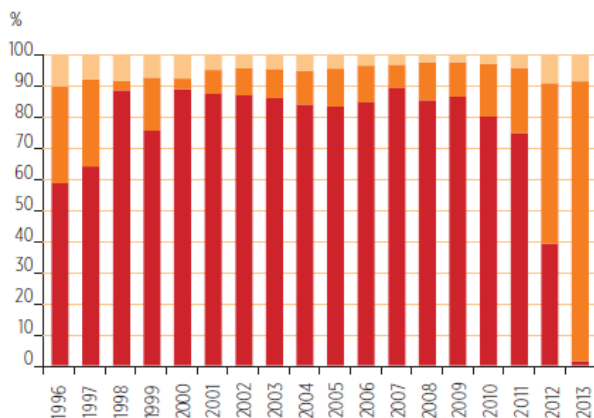


Effective retirement age in Hungary in 2022: females 60.8; males 63.2

Source: Pensions at a Glance 2023, OECD



Effective retirement age and employment



Age	45-49	50-54	55-59	60-64	65-69	70-74
Year						
2010	74.6	69.1	49.1	10.1	3.6	1.0
2019	88.6	82.5	69.4	28.7	7.3	2.9

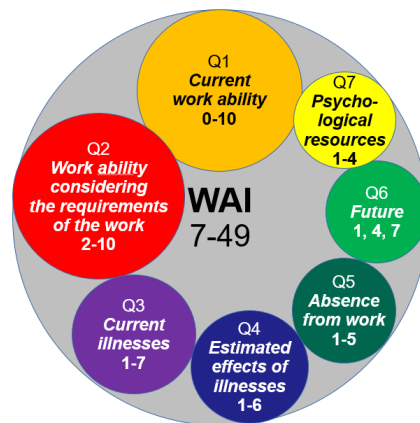
■ Before ■ In time ■ After the mandatory retirement age

Forrás: ONYF.



Workability approach

- Based on the Work Ability Index (WAI)
 - Work Ability 2.0, Personal radar – Company radar
- Complex
 - Multidimensional
 - Multidisciplinary
- Age management
 - Expert conducted
 - Confidential
 - Tailored to individual/company needs
 - Targeted



Tools deriving from the Work Ability Index

- Work Ability Score
 - Mass screening
- **Work Ability Index**
 - Individual's overview
- WAI 2013 - Questions related to impediments
 - Domains of individual promotion
- WAI 2.0, Personal & Company Radar, Work Ability Coaching
 - Complex intervention



Work Ability House

The house is set into the close and distant social environment.

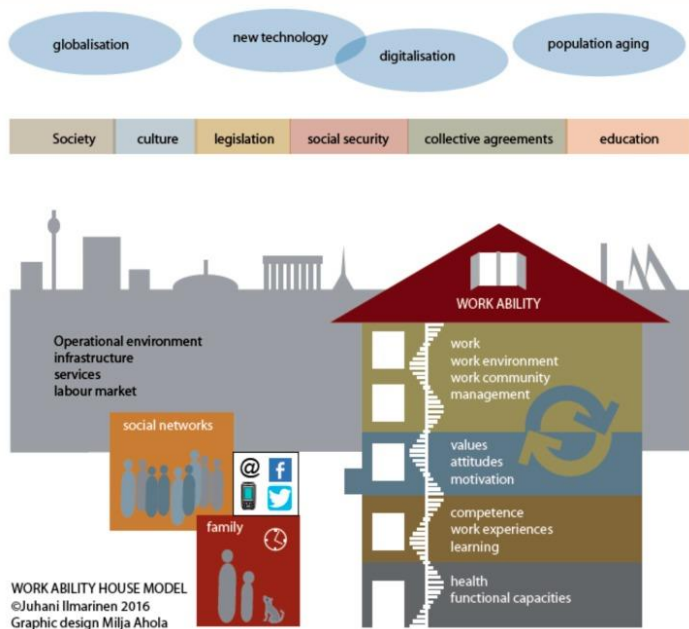
Interconnected floors

4th: work

3rd: internal self

2nd: knowledge

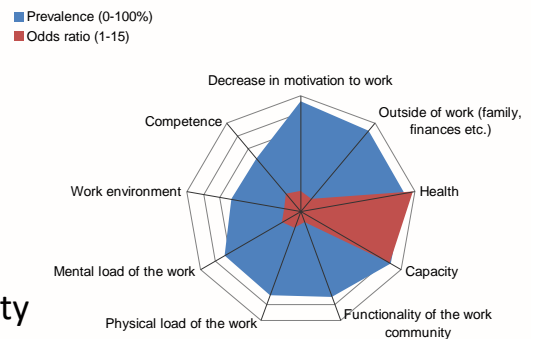
1st : health



1st floor

Health and functional capacities

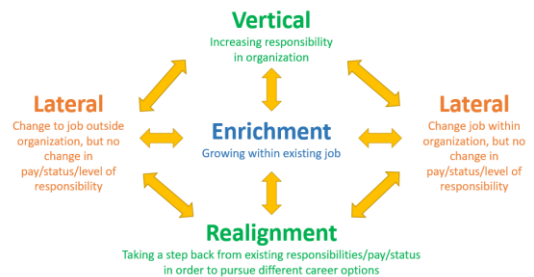
- WAI is „*health-heavy*”
- Health is fundamental for good work ability
- Health impairments are common among ageing workers
 - Note: prevalence and effect
- Interventions:
 - General health promotion (diet, exercise, habits)
 - Occupational medicine (optimising workload, fit work to worker)
 - Health management (maximising health)



2nd floor

Competence, work experience, learning

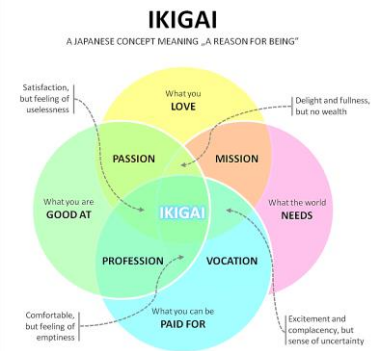
- Perception/awareness is missing
- Can be major obstacle to create more added value
- Ageing workers are seldom target of trainings
- „*Ahead is not always up*” – career lattice
- Interventions:
 - Age-tailored
 - Intergenerational knowledge transfer
 - Digital literacy and soft skills
 - LLL



3rd floor

Values, attitudes, motivation

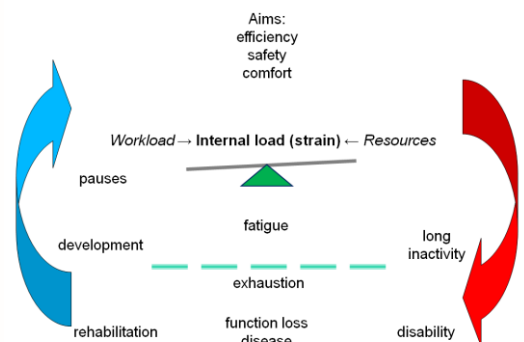
- Deep, solid, inner characteristics. Decisions!
- Strongly linked to the social norms/environment
- Interaction with work: job satisfaction and work engagement are positively correlated to the work ability.
- Interventions (indirect):
 - Providing open time-perspective
 - First step: creating ambivalence
 - Influencing from the 4th floor



4th floor

Work, work environment, work community, management

- From physical hazards to leadership
- Interaction with the 3rd floor
- Interventions:
 - Mainstreaming age management into
 - risk assessment
 - supervisors' training
 - Work organisation (time, breaks)
 - Minimising risks (all hazards)
 - Social support (colleagues, supervisors)



Successful work ability management

- Needs driven
- Participatory
- Complex, overarching
- Priority setting: focus on real issues
- Experts, multidisciplinary team
- Follow-up



Benefits of good workability management

- Increased compliance with regulations
- Decreased turnover
- Retained talents
- Increased productivity
- Personal wellbeing and national added values



ERASMUS+ project 2020-2023

2020-1-CZ01-KA204-078204 Work Ability Management

1. Age Management z.s – *lead* (Czechia)
2. Blik Op Werk (Netherland)
3. Slovenská asociácia age managementu, o.z., SAAM (Slovakia)
4. Nemzeti Népegészségügyi Központ (Hungary)
5. Arbeit und Zukunft Consulting (Germany)



Erasmus+



Outputs

1. Support of the aging in the workplace (policy overviews in the 5 countries)
2. Methodology for Managing Work Ability for Employed Persons or Considering a Change of Profession - Needs and Implementation Tips
3. Methodology for managing in the field of work ability support for the target group of unemployed people
4. *DigiCoach* application

Available in: English, Dutch, German, Czech, Slovak, Hungarian



Thank you!

Have a wonderful workability!

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