

# Working conditions and healthy ageing: redesigning work and careers in ageing societies

**Lisa F Berkman Ph.D.**

Director, Harvard Center for Population and Development Studies

Thomas D Cabot Professor of Epidemiology, Public Policy and Global Health,  
Harvard University

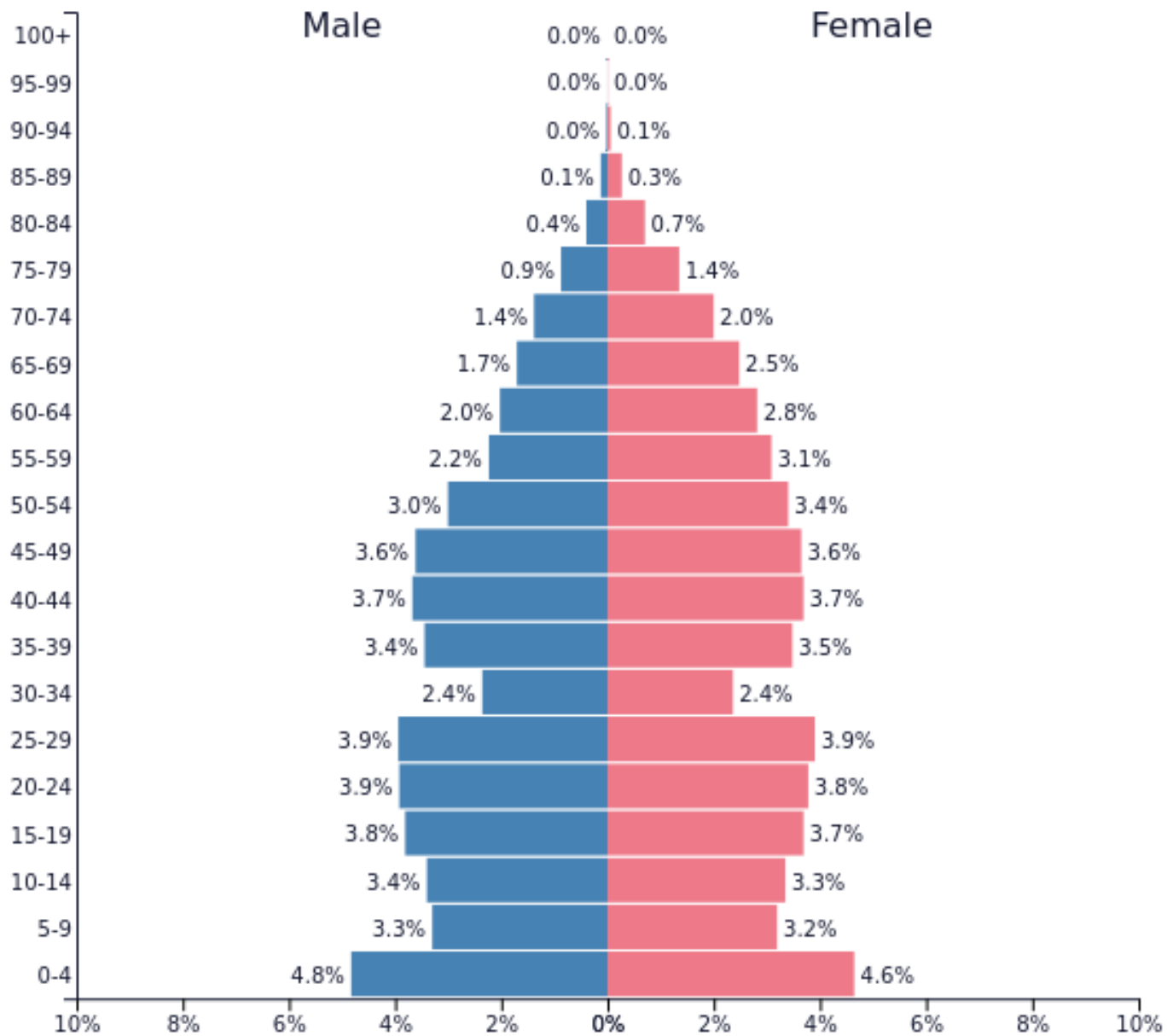
Economics of Longevity and Ageing

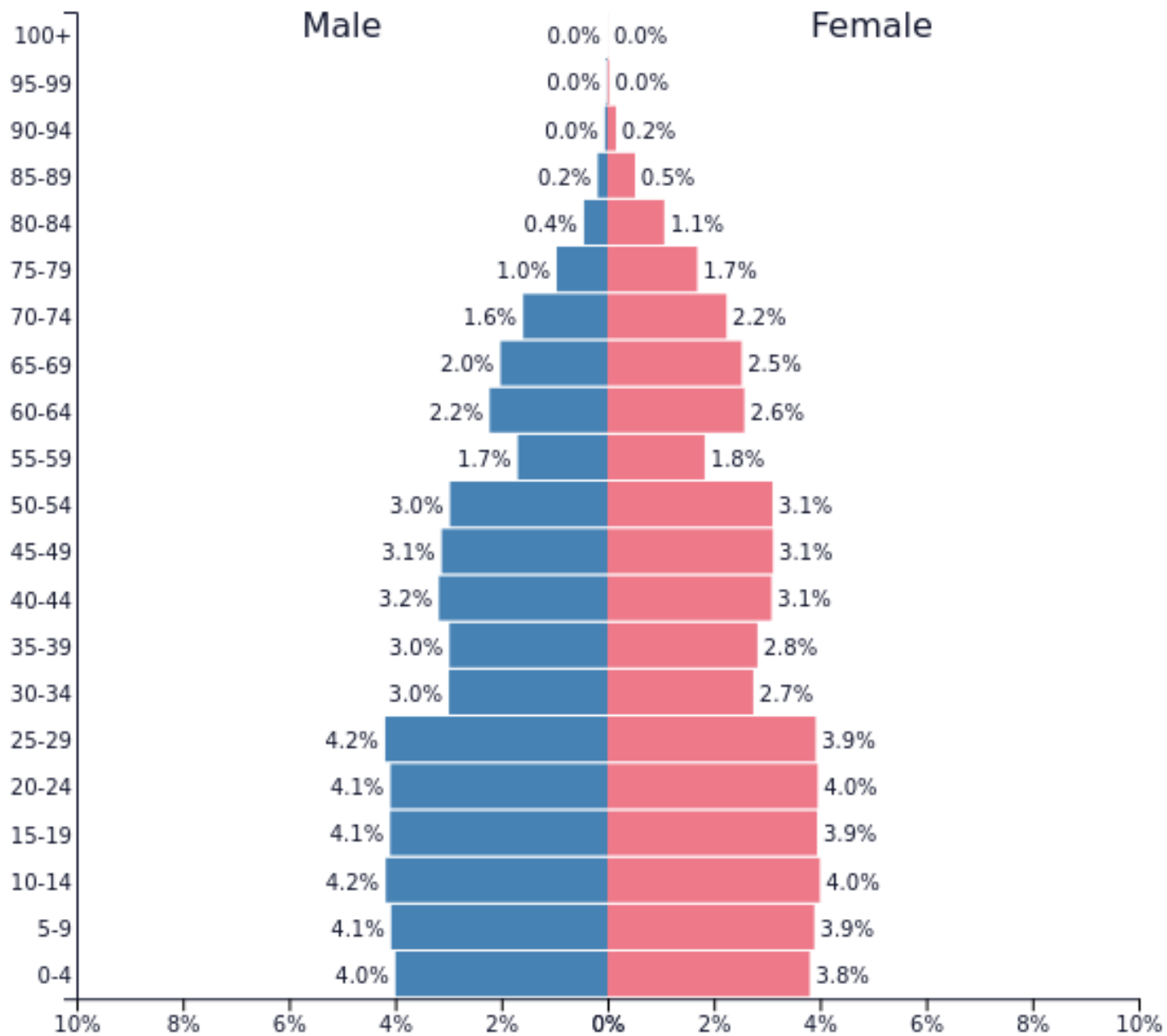
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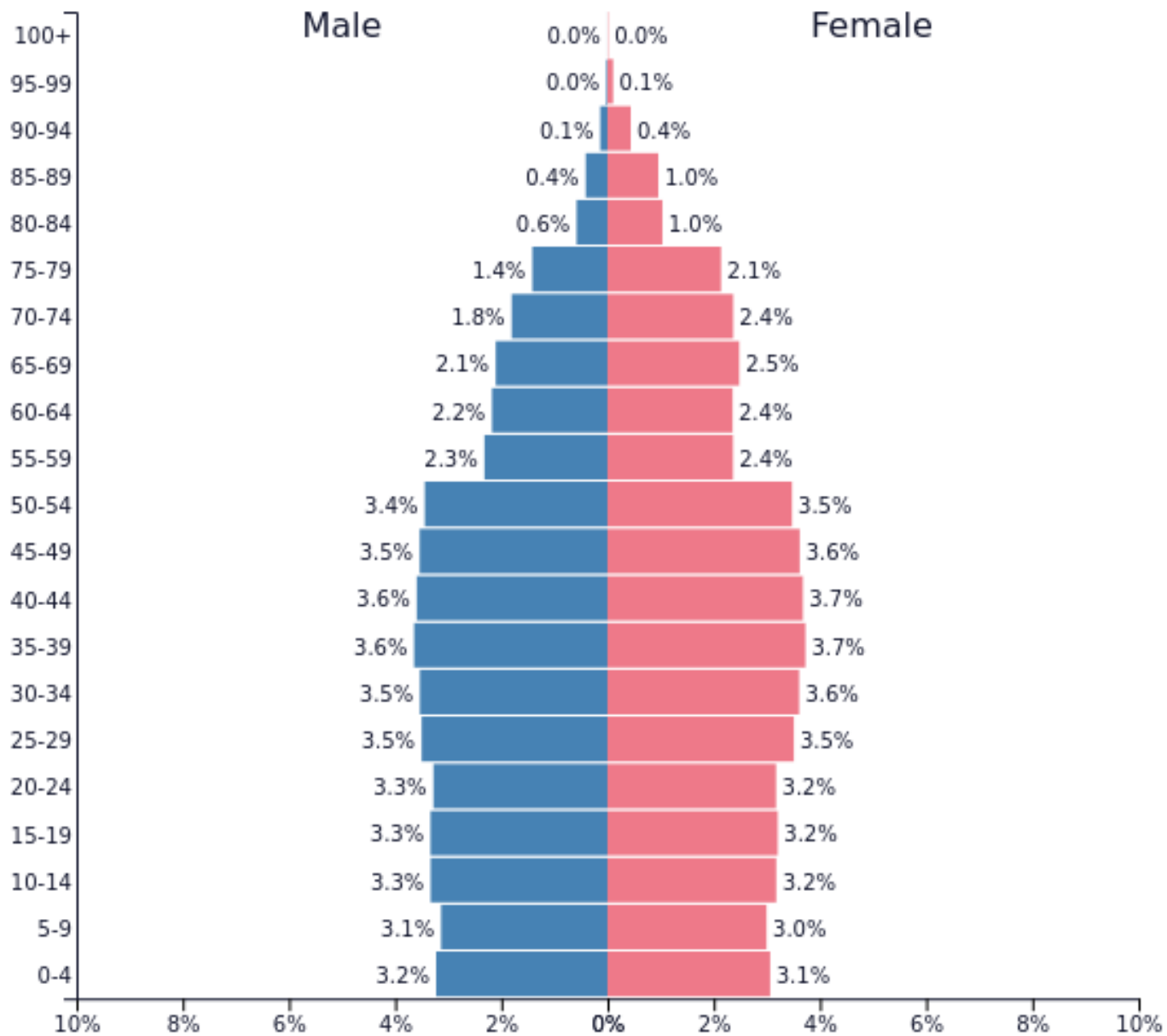
Athens, Greece, June 17-18 2025 June 6 version

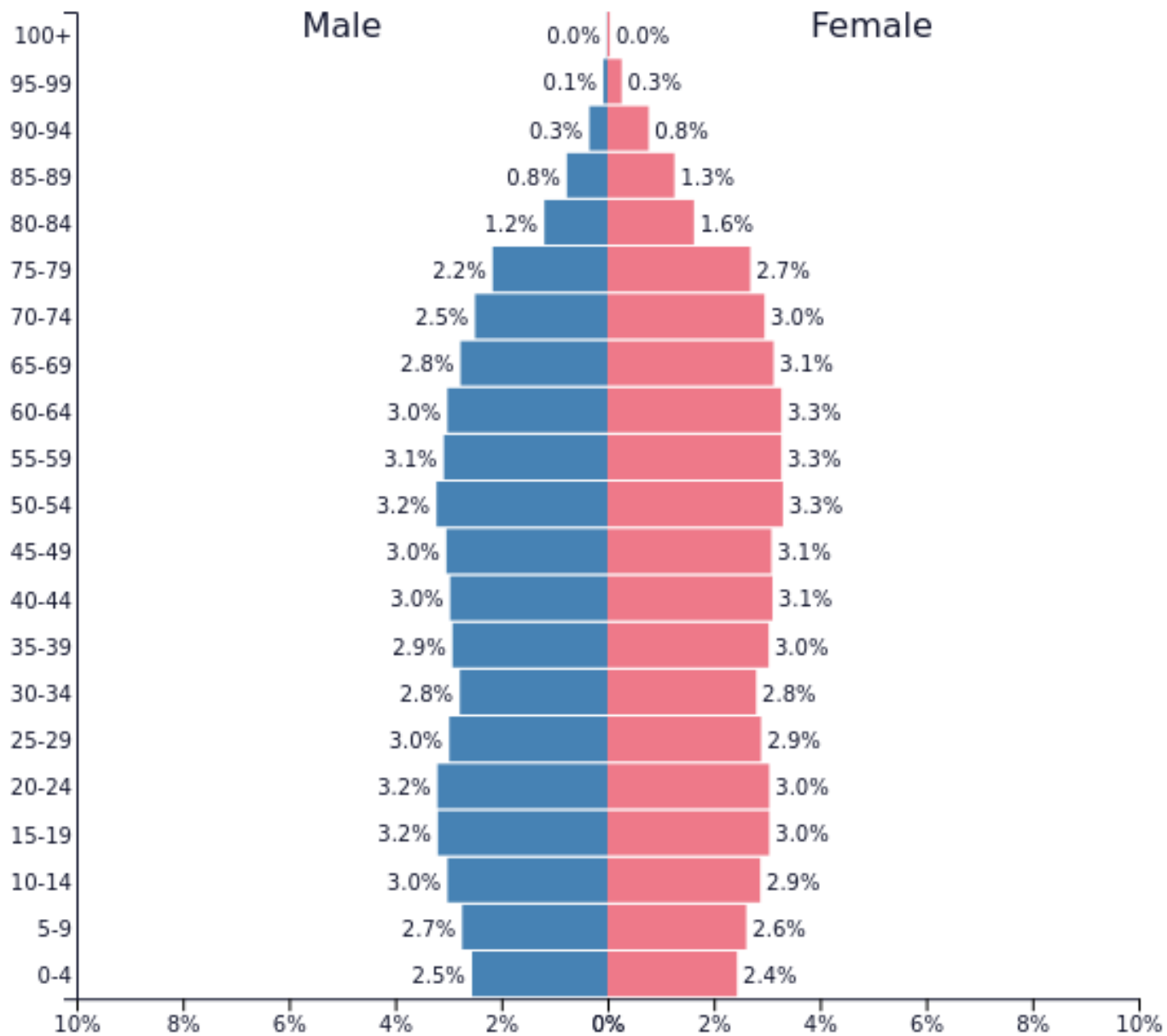
Let's take a look at the  
demographic profiles of **France**  
and **Greece** between 1950-2050

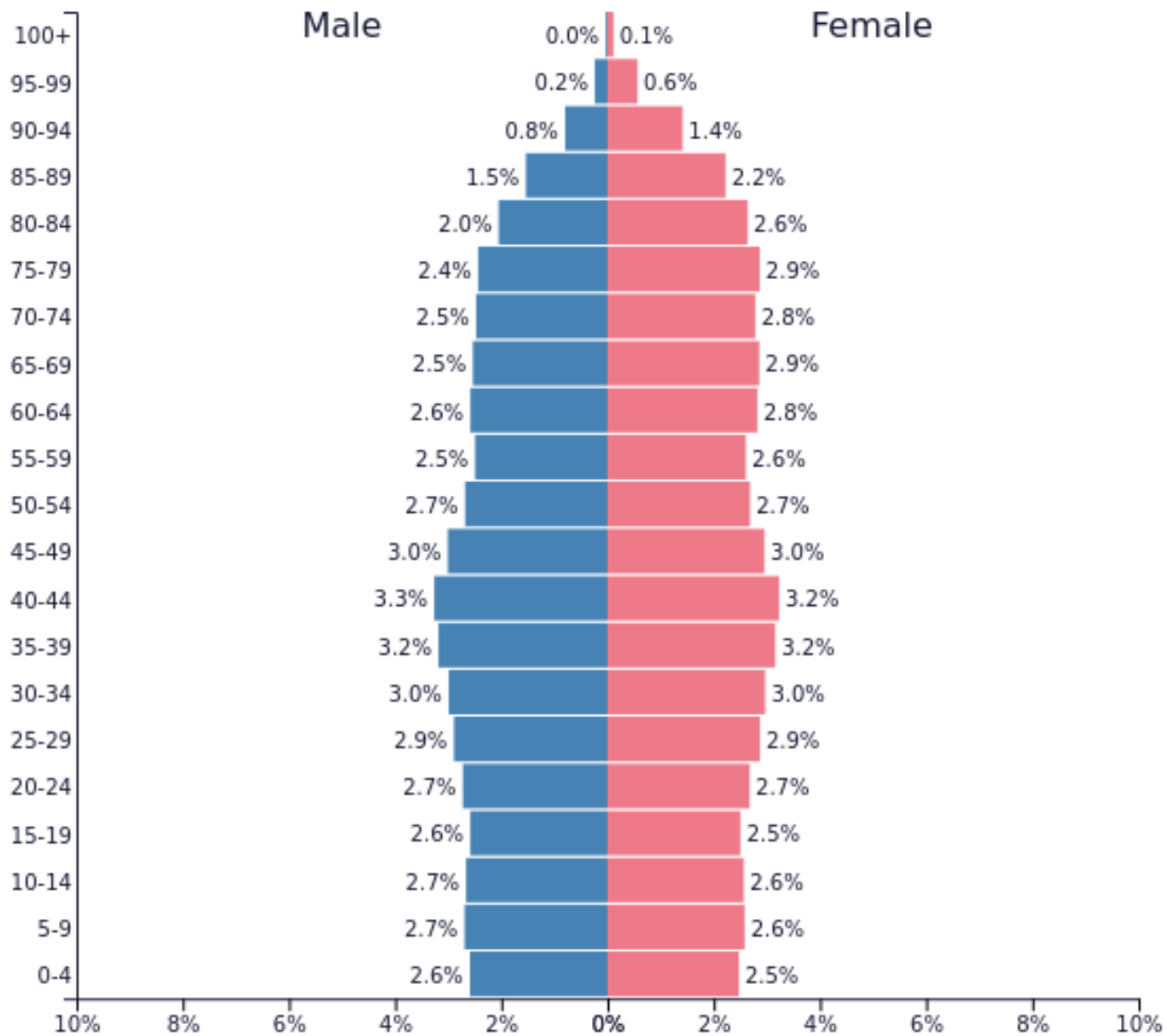
**France**



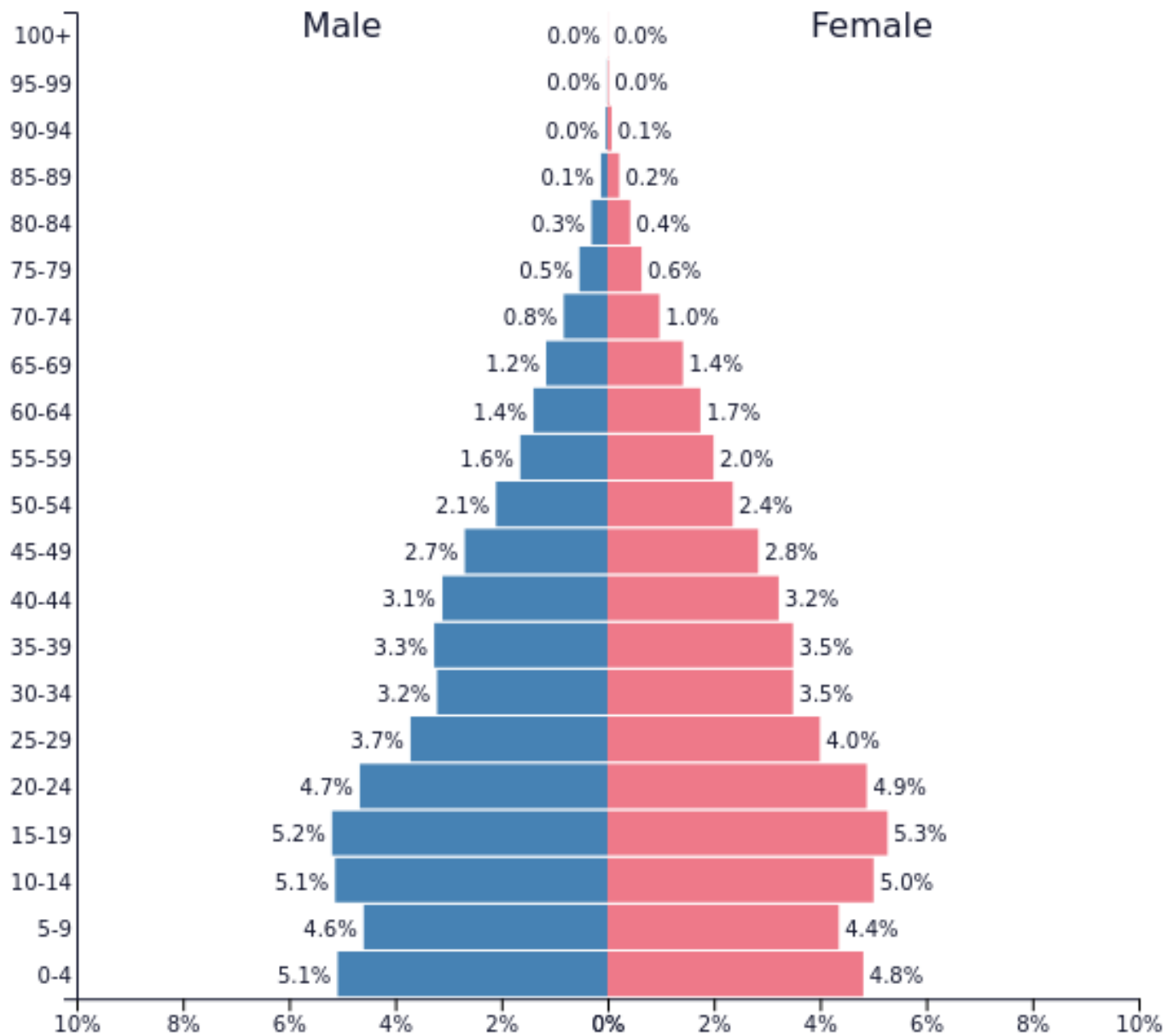


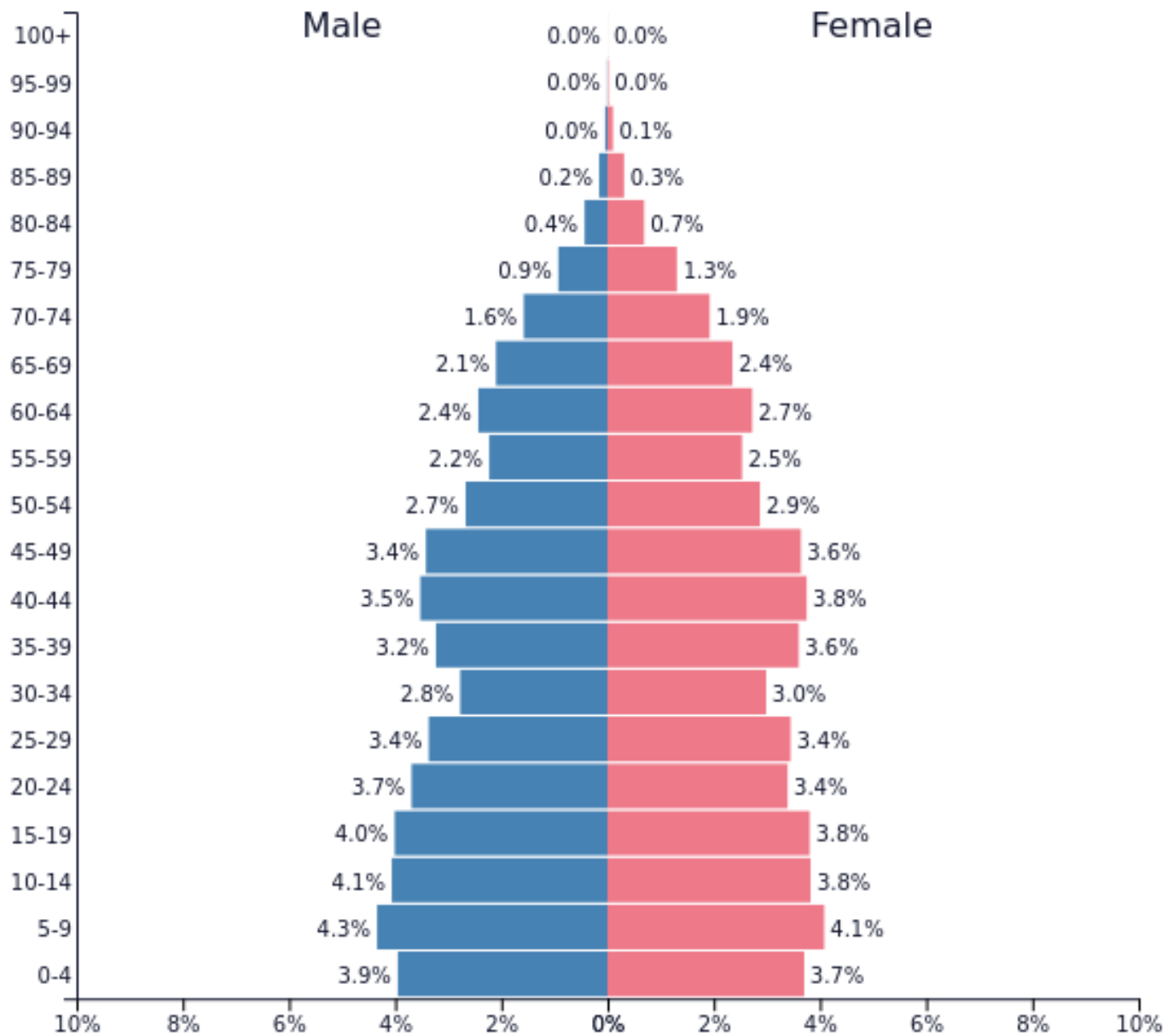






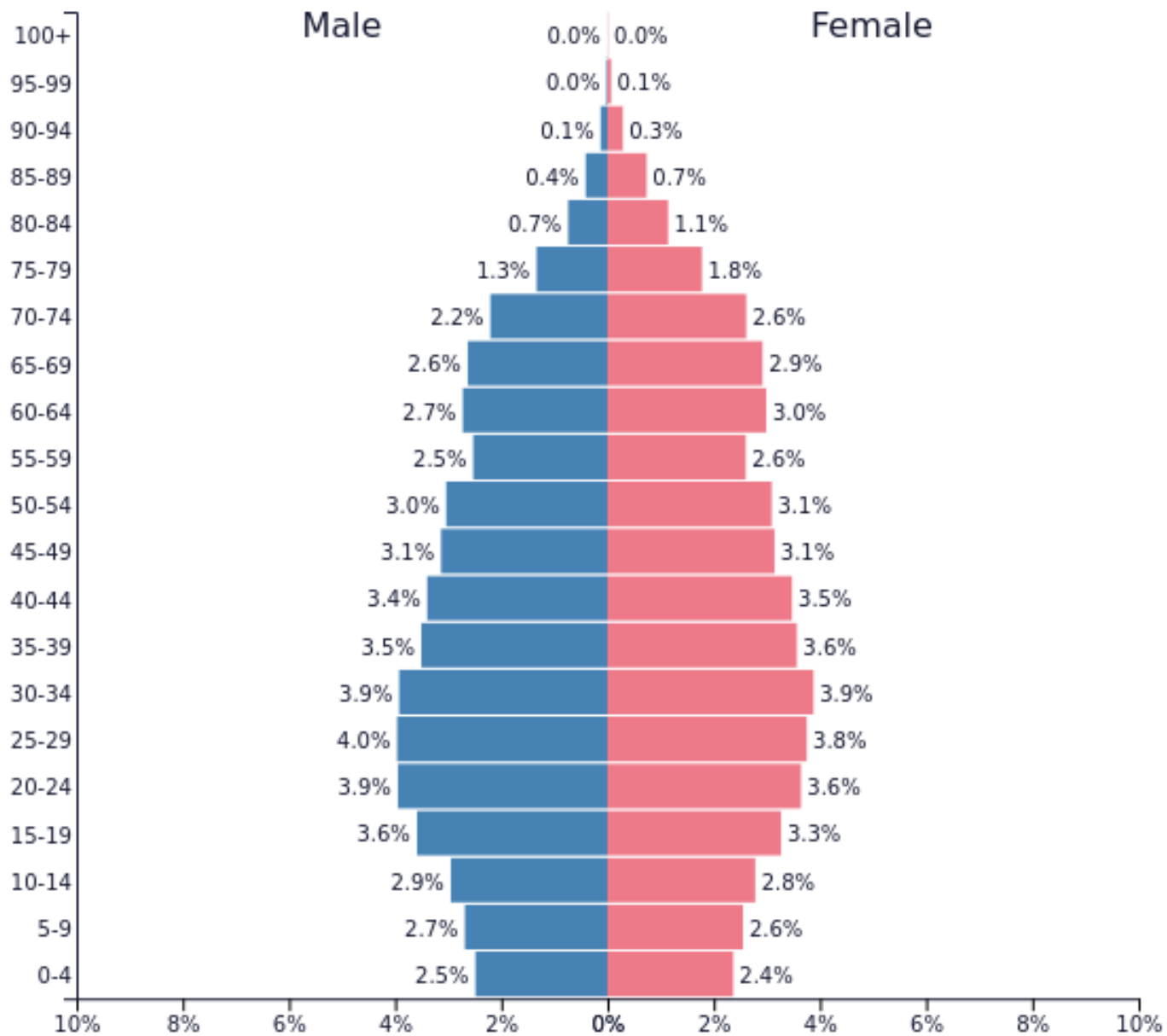
**Greece**

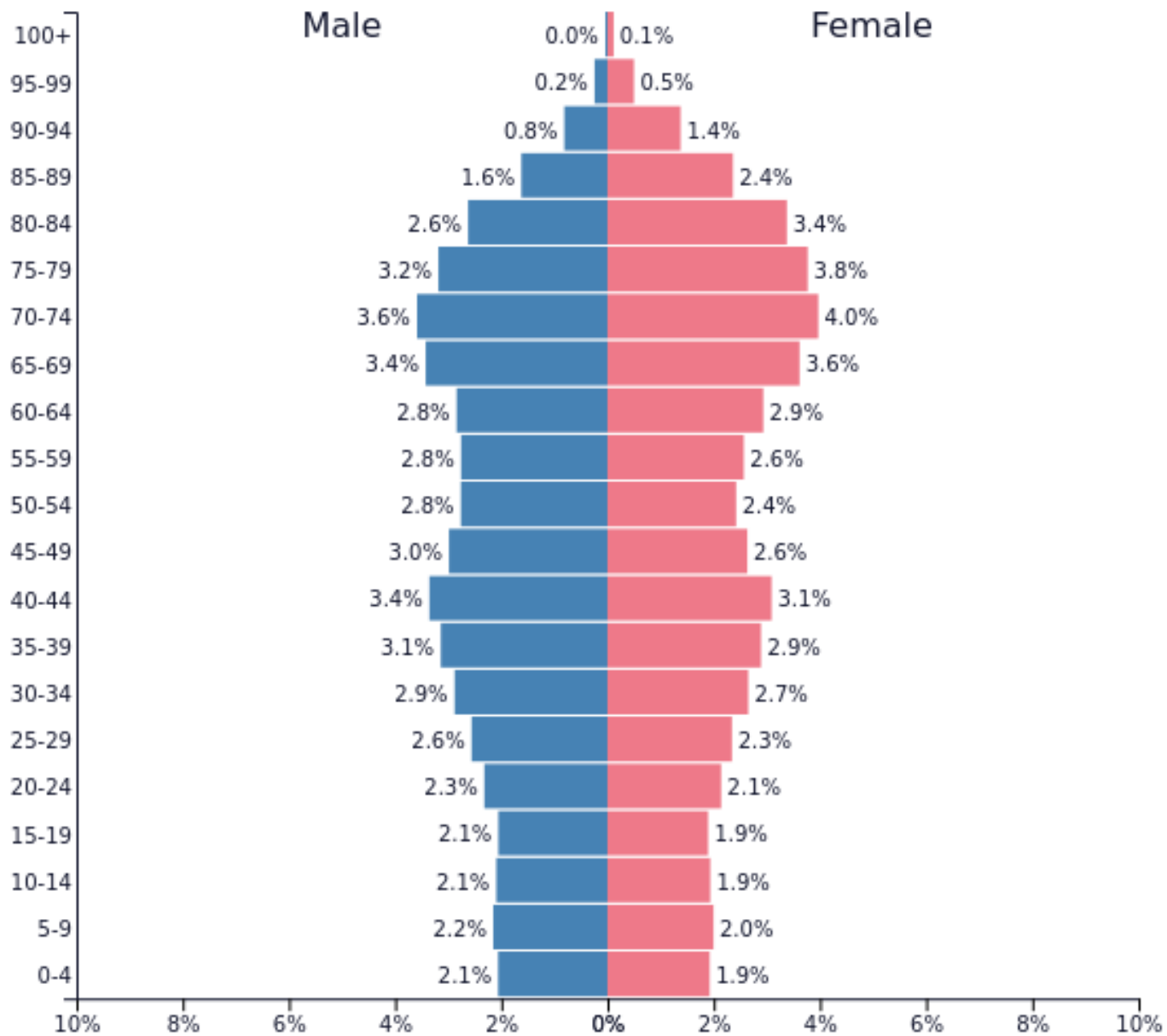




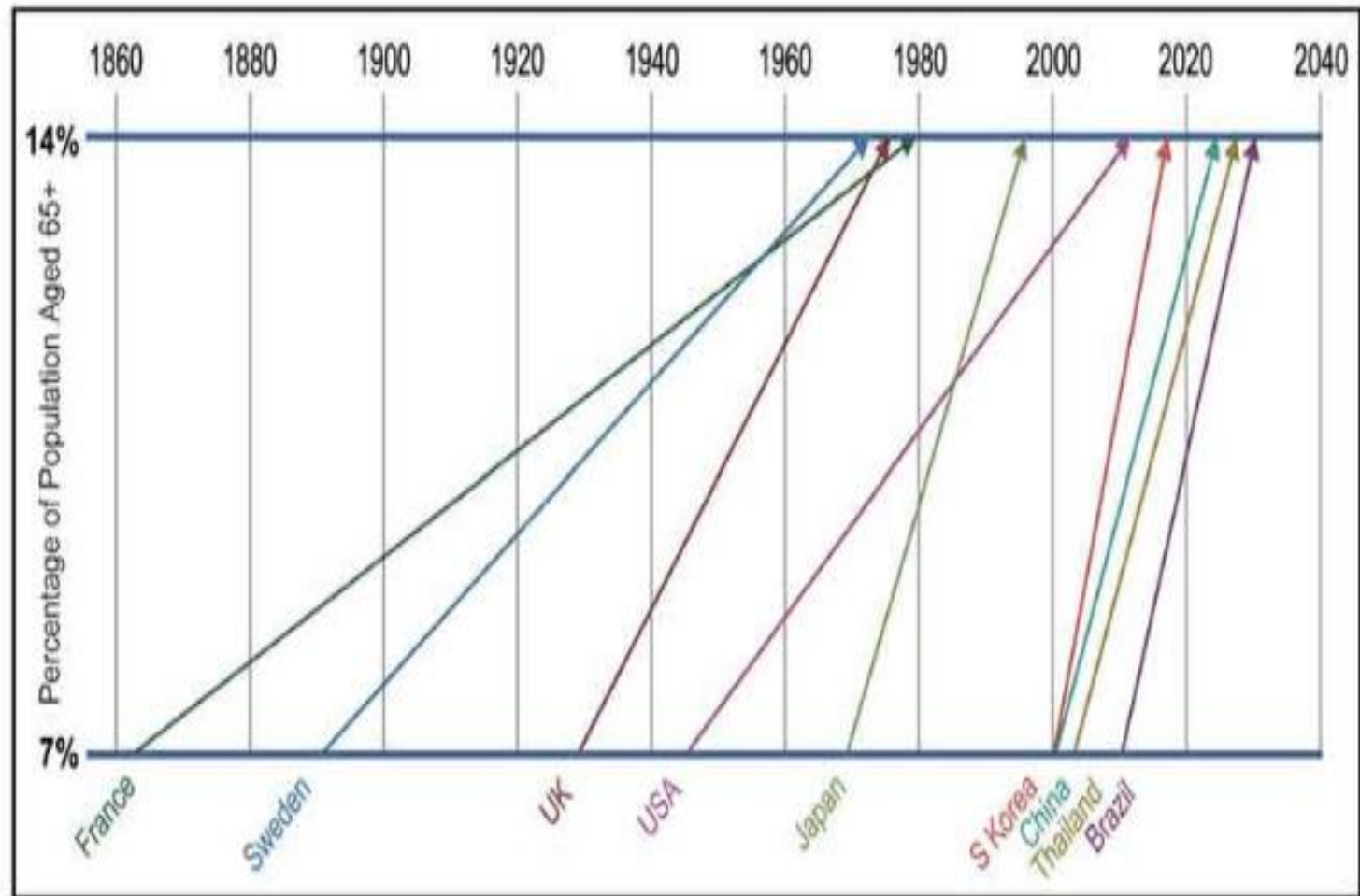
**Greece - 1975**

Population: **9,016,966**





# Aging Societies get there at different paces



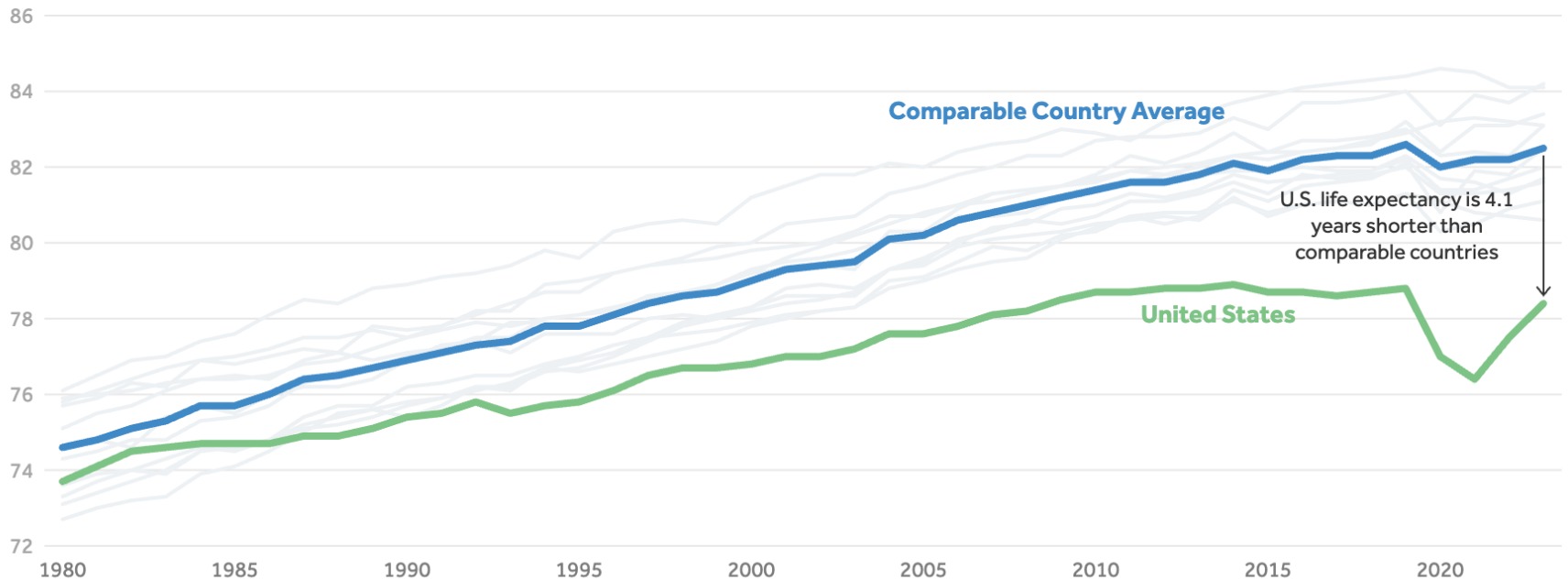
**Figure 1:**

The speed of population aging Time required or expected for percentage of population aged 65 and over to rise from 7 percent to 14 percent.

Source: Kinsella K, He W. An Aging World: 2008. Washington, DC: National Institute on Aging and U.S. Census Bureau, 2009.

# Life Expectancy at Birth 1980-2023; men and women

Life expectancy at birth, in years, 1980-2023



Notes: Comparable countries include Australia, Austria, Belgium, Canada, France, Germany, Japan, the Netherlands, Sweden, Switzerland, and the U.K. 2023 U.K. life expectancy data is only for England and Wales. See [Methods section](#) of "How does U.S. life expectancy compare to other countries?"

Source: KFF analysis of [CDC](#), [OECD](#), [Australian Bureau of Statistics](#), [German Federal Statistical Office](#), [Japanese Ministry of Health, Labour, and Welfare](#), [Statistics Canada](#), and [U.K. Office for National Statistics](#) data • [Get the data](#) • [PNG](#)

Peterson-KFF

**Health System Tracker**

Think about aging societies in addition to aging individuals?

**Imagining the new normal.**

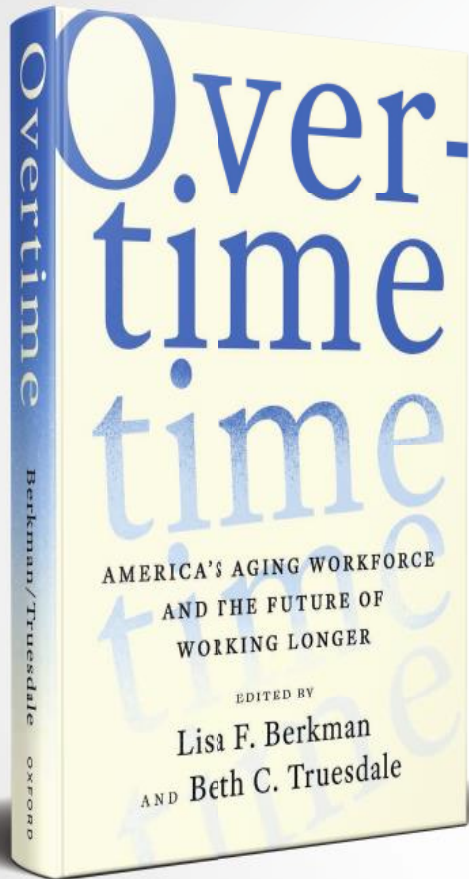
Successfully aging societies for:

Leaving behind the age structured buckets we now realized are no longer functional.

**Rethinking education.**

**Rethinking social connections and family.**

***Rethinking work and retirement.***



# Overtime

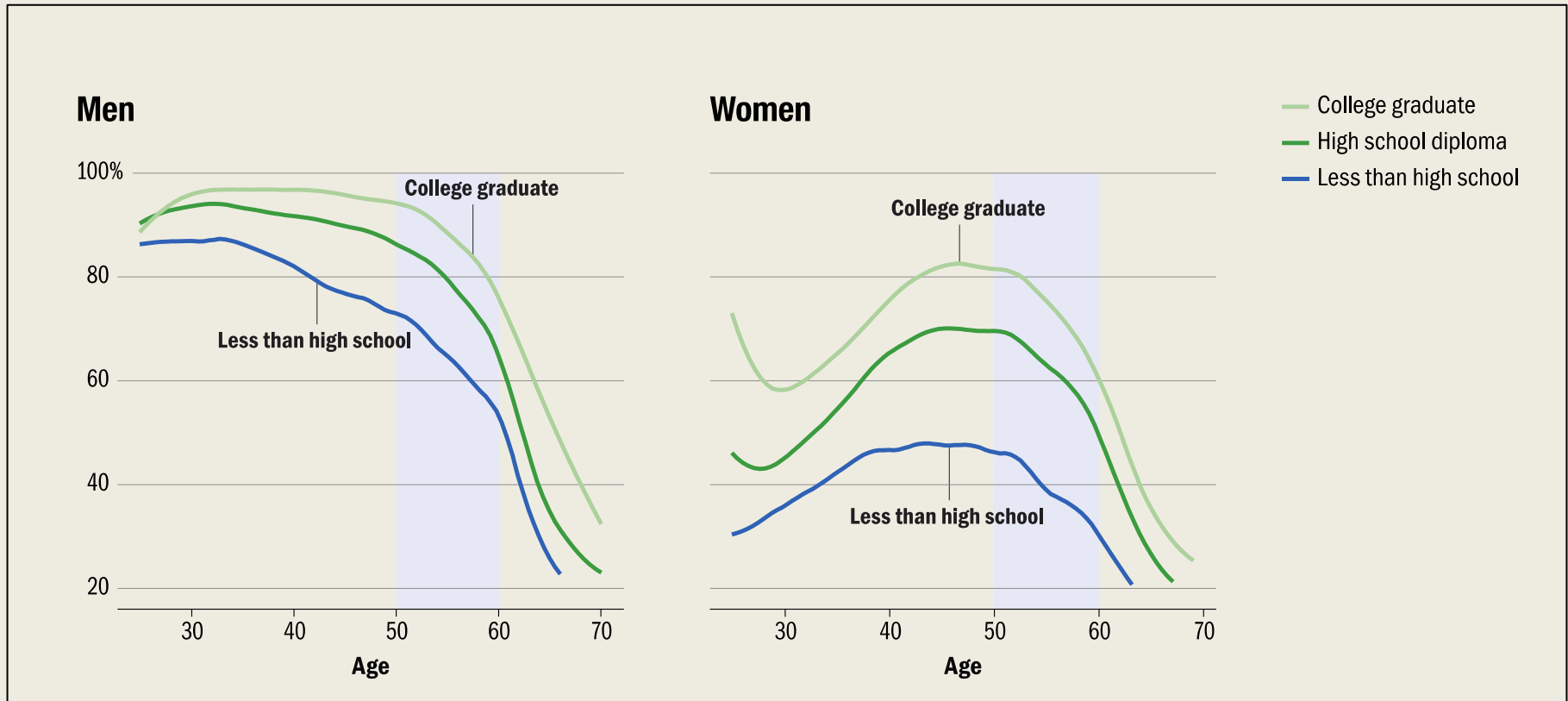
America's Aging Workforce and  
the Future of Working Longer

EDITED BY Lisa F. Berkman  
AND Beth C. Truesdale

[projects.iq.harvard.edu/overtime](https://projects.iq.harvard.edu/overtime)



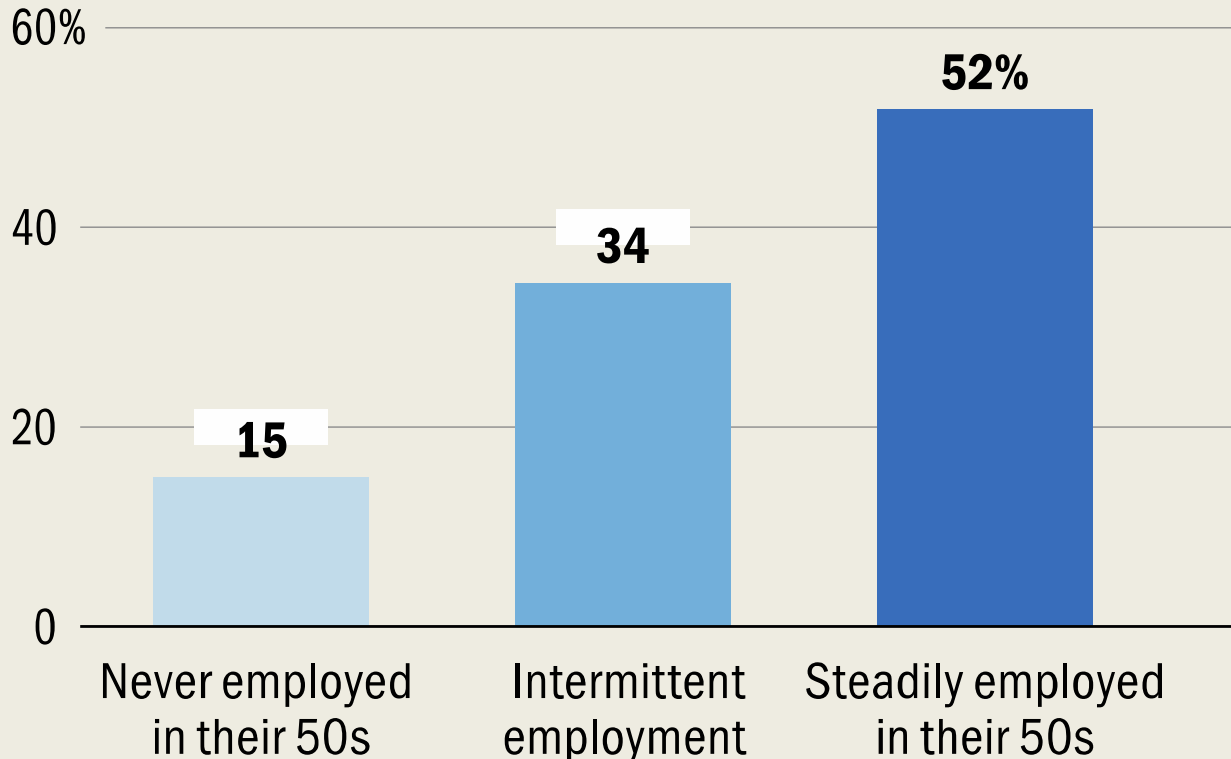
# U.S. employment rates across the life course



# Only about half of older U.S. adults were steadily employed during their 50s

## Employment stability between ages 51 and 61

Percentage of older U.S. adults

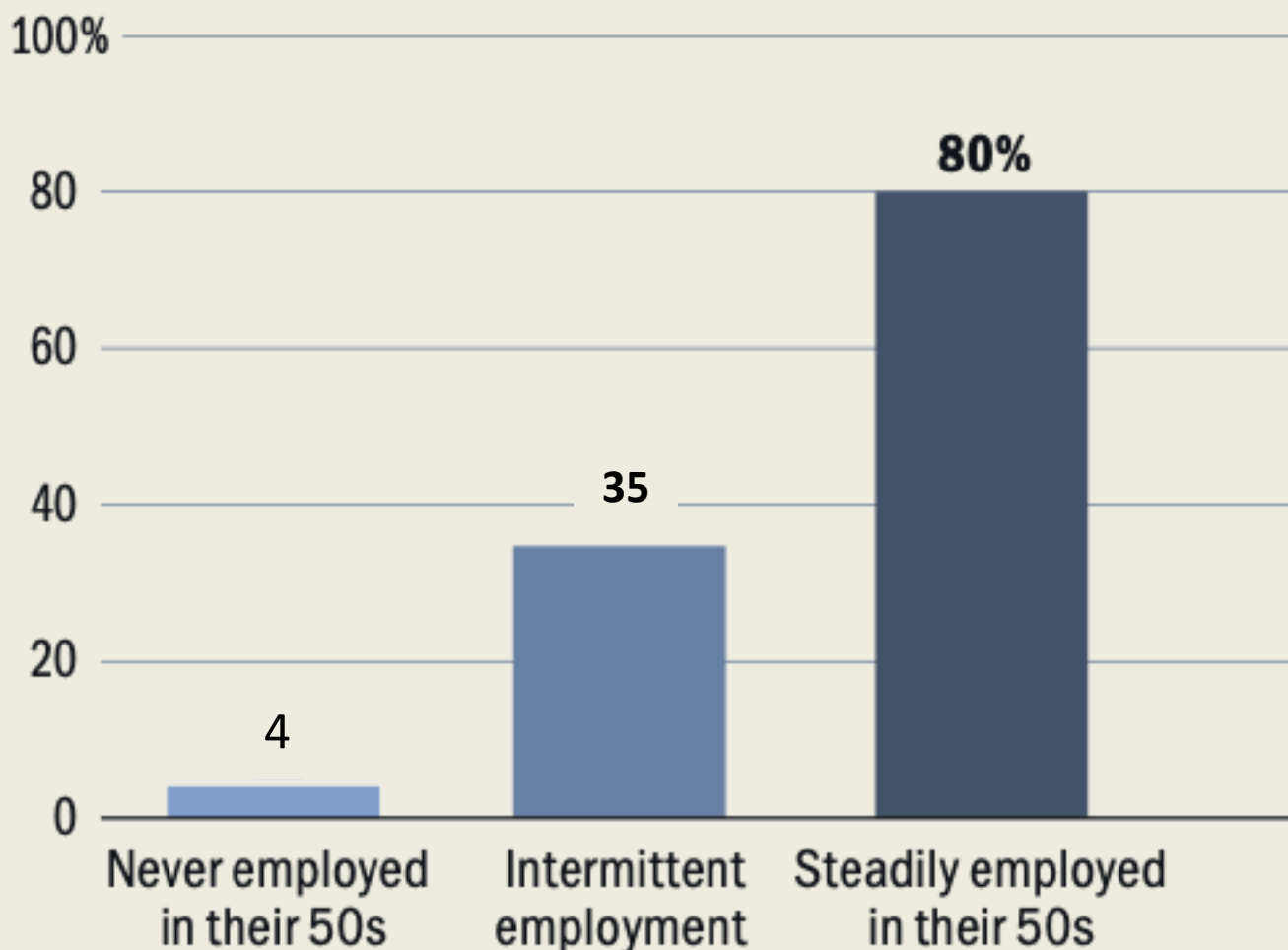


Truesdale, Berkman, &  
Mitukiewicz, Overtime

Data: Health and  
Retirement Study (HRS)

# Steady employment sets the stage for working longer

Percent of U.S. adults who work between ages 62 and 66



Truesdale, Berkman, &  
Mitukiewicz, Overtime

Data: Health and  
Retirement Study (HRS)

# What is responsible for this drop in labor force participation?

- Worker health
- Working conditions
- Work family interface

Let's look at **constellations and incorporate labor force participation** into this equation.

Does cumulative work-family strain predict **mortality risk** among older American women?

Sabbath, Guevera, Glymour, Berkman: AJPH 2015

# Adjusted associations between family status, job control, and mortality: HRS women

Family trajectory	Job control	HR	95% CI
Average married mother (ref)	High Control Job (Ref.)	1.0	
	Mid Control Job	1.30	(0.96, 1.76)
	Low Control Job	1.33	(0.99, 1.79)
Later single mother	High Control Job	1.20	(0.81, 1.77)
	Mid Control Job	1.37	(0.95, 1.96)
	<b>Low Control Job</b>	<b>1.91</b>	<b>(1.38, 2.63)</b>
Earlier single mother	High Control Job	1.57	(0.96, 2.55)
	<b>Mid Control Job</b>	<b>1.72</b>	<b>(1.13, 2.64)</b>
	<b>Low Control Job</b>	<b>1.65</b>	<b>(1.11, 2.47)</b>
Long-term married mother	High Control Job	1.24	(0.88, 1.75)
	Mid Control Job	1.14	(0.81, 1.60)
	Low Control Job	1.23	(0.90, 1.69)
Later married mother	High Control Job	0.89	(0.62, 1.28)
	Mid Control Job	1.31	(0.93, 1.86)
	<b>Low Control Job</b>	<b>1.48</b>	<b>(1.03, 2.12)</b>

# **Parenthood and Happiness:** effects of work-family reconciliation policies in 22 OECD countries.

Glass, Andersson and Simon AJS 2016

# Parenthood Effects from Fixed-Effect Regression

Country	Combined Happiness (1)
Portugal (1)	.77
Hungary (2)	.46
Spain (3)	.31
Norway (4)	.20
Sweden (5)	.19
Finland (6)	.15
France (7)	.11
Russia (8)	.07
Belgium (9)	-.01
Germany (10)	-.06
Czech Republic (11)	-.09

Country	Combined Happiness (1)
Israel (12)	-.12
Netherlands (13)	-.22
Denmark (14)	-.28
Australia (15)	-.41
Poland (16)	-.50
Switzerland (17)	-.70
New Zealand (18)	-.82
United Kingdom (19)	-.83
Greece (20)	-.87
Ireland (21)	-1.00
United States (22)	-1.27

# Happiness for parents and non-parents with comprehensive policy index

American Journal of Sociology

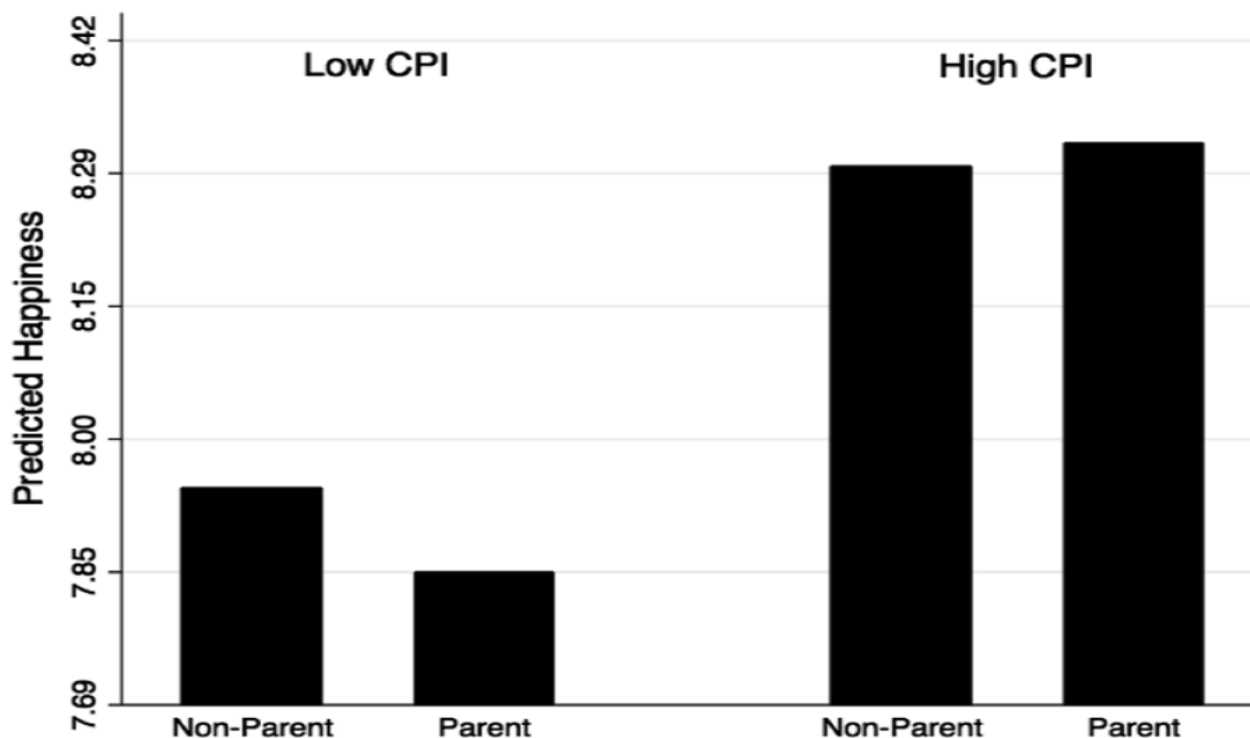


FIG. 2.—Estimated happiness (0–10 scale) for parents and nonparents with comprehensive policy index. Data are from ESS and ISSP, 2004–7. (All control variables at the individual and country level are held at their sample mean.)

# Happiness, and Parenthood and Childcare cost and vacation/sick Leave ( Glass et al)

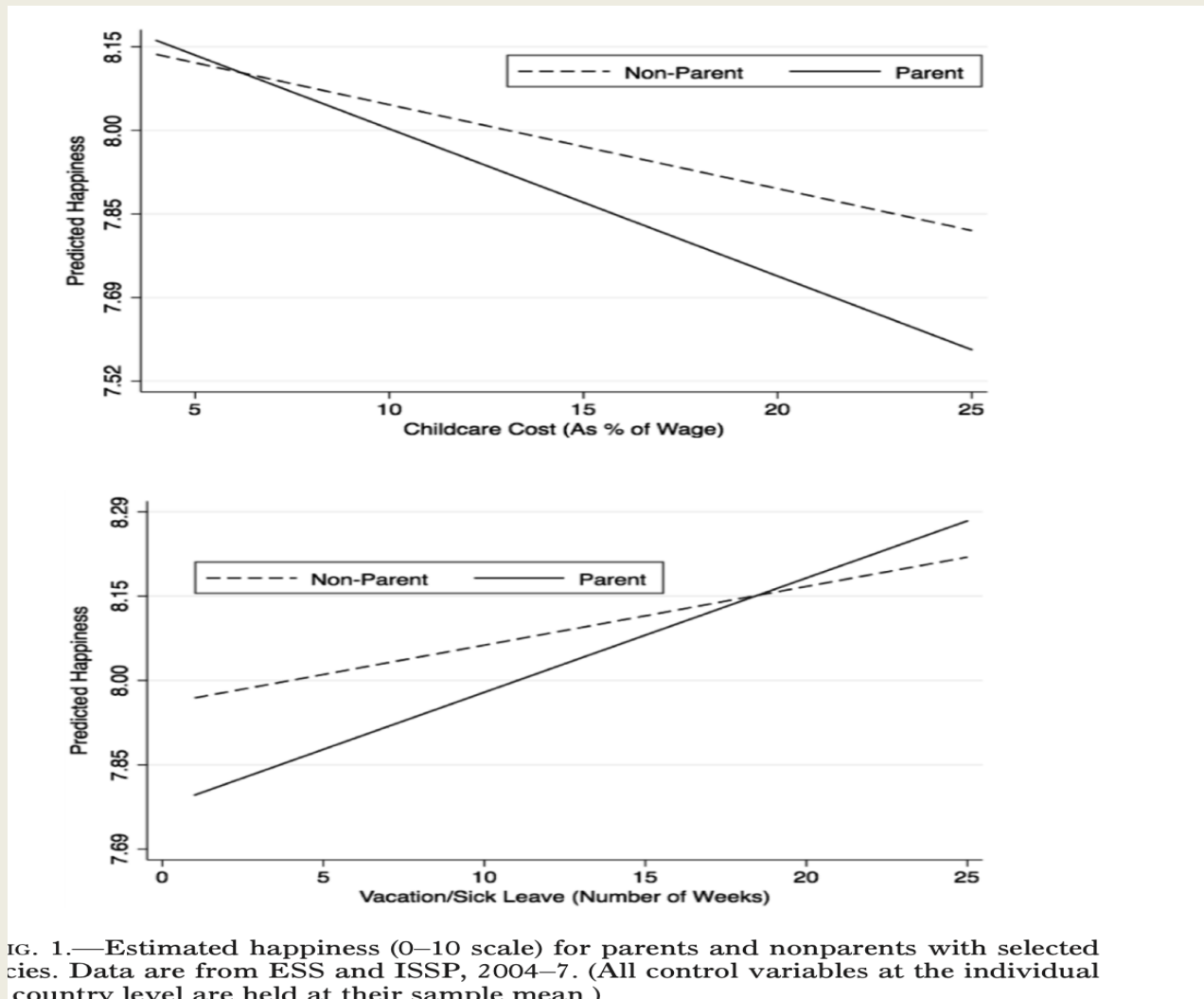


FIG. 1.—Estimated happiness (0–10 scale) for parents and nonparents with selected countries. Data are from ESS and ISSP, 2004–7. (All control variables at the individual country level are held at their sample mean.)

# Can we modify **work characteristics** and improve health?

Findings from the Work, Family and Health Network –a randomized control field study

# Work, Family & Health Network Intervention

- Trained supervisors to be more attuned to work/family balance and issues of equity and fairness
- Employee and supervisor group team meetings to develop approaches to scheduling, work practices, and increasing worker voice
- Worked in two industries: IT and longterm care

# Work, Family & Health Network Study Results: Many Benefits of Redesign Among IT WORKERS

**Job satisfaction**

**Sleep duration & quality**

**Sense of “enough time”**

**Schedule control  
(employee feels more choice)**

**Supervisor support for personal & family life  
(employee reports)**

**Adolescents’ time w/ parents**

**Adolescents’ handling of everyday stressors**

**Burnout\***

**Stress\***

**Psychological distress\***

**Work-family conflicts**

**Plans to leave company**

**Voluntary exits (turnover)**

**Cardiometabolic risk\***

**NULL  
EFFECTS  
for:  
Work hours  
Productivity**

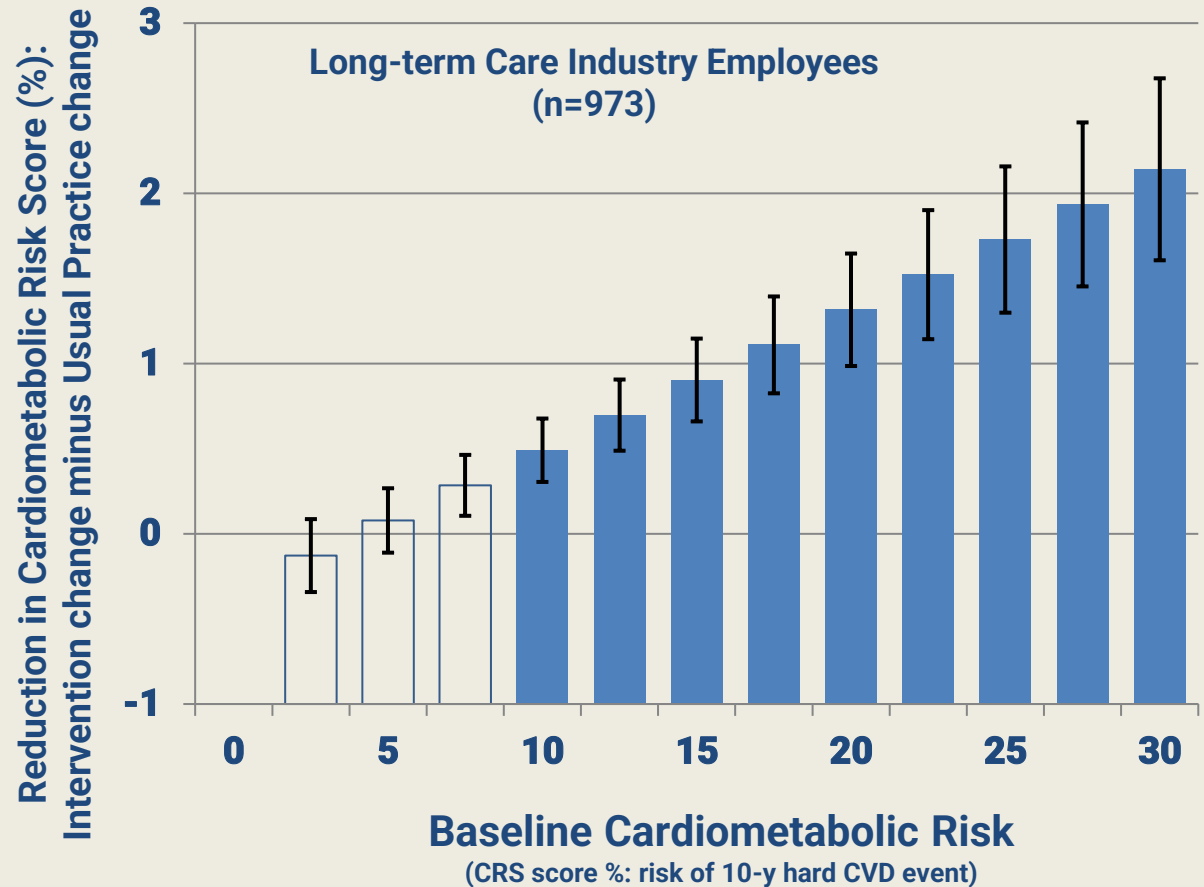
Workplace practices in early and mid adulthood are associated with **early development of cardiometabolic risk?**

Berkman et al., American Journal of Public Health, 2023

# Cardiometabolic Risk Improved by Workplace Intervention

Biomarker-based, cardiometabolic risk score (of hard CVD event in 10y)

**Intervention reduced CRS (> controls) for those employees with higher baseline CRS and for older employees**



# Three Principles

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**Social inequalities across education and gender** in work and retirement are large. But problems are widespread, and solutions need to be widespread too.

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**Working longer starts younger than we think.** Policies to encourage delayed retirement need to address workers' needs a decade or more before traditional pension eligibility ages

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**Policies affecting work and policies affecting retirement are two sides of the same coin.** You can't delay retirement if you don't have a job to delay retiring from

**Thank you all**