

**SYMPOSIUM 'CHALLENGES IN AGING AND WORK FROM ASIA TO EASTERN EUROPE';  
CO-CHAIR: ERIC MIN-YANG WANG (TAIWAN) & MASAHARU KUMASHIRO (JAPAN)**

*Ageing and work in Ukraine*

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Living standards have declined in Ukraine since disintegration of Soviet Union. This led to the shortening of life expectancy (-2.5 years), a reduction in population (-8.1%) and workers' number (-10%). Poor living standards mean old people work beyond retirement age. The number of younger people under the age of 17 is under rapid decline - the population of two year olds is half that of those aged 17. Age changes result in a decrease in workability, accompanied by deterioration in body state and increase in morbidity. Turning point age 40-49 y.o. is coupled with a pronounced decrease in self-esteem and progressive accumulation of chronic diseases. Biological ageing in

workers of certain professions outstrip the average-population tempo: drivers - by 5-10 years, electricity distribution network controllers - by 5 years, marine ship personnel - by 10 years, etc. 26% of Ukrainian workers are exposed to unfavourable work conditions potentiating pathology development. Age and experience related classification of work conditions is elaborated. Shorter working hours, additional rest periods, 15% decrease in production load intensity are proposed for aged workers. Productive ageing related solutions often are given as recommendations. Important actual task is to elaborate the ways of implementing them into labour practice.

*Database for supporting engineers and innovators on the basis of a CD-ROM  
information system for aging processes*

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Demographics of work force show that the average German engineer and innovator is becoming older. Furthermore the dynamic process of economic change affects the work and the work conditions of aging engineers and innovators in companies. Until now the problem of shortage of engineers in Germany is not solved and can especially be eased if aging engineers stay and work longer in the work force. This situation demanded for a new aging-orientated organizational policy and a useful tool for supporting. In order to meet these demands, a database for supporting aging engineers and innovators on the basis of CD-ROM information system was developed and published and can easily be purchased and installed. The database was established on

the basis of empirics and was differently evaluated concerning content and context. The purpose of this paper focuses on adjusting the published database by comparing it with others being developed to serve the usage of aging processes for general purpose. Therefore, engineers were inquired, who have used the developed CD-ROM information system, in order to set new outlines to convert the organizational lay-out to a product-development tool. In this context a special development should be considered because today engineers also change their post as innovator in R&D department to freelancer relating to dynamic change of labour market in Germany. The results show the outlines of the new system under development.

*A job redesign for ageing hospital voluntary workers*

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Ageing population grows rapidly in recent years in Taiwan. At the end of the year 2003, 9.4 percent of the population are above the age of 65. This trend will be considerably increased in between the years of 2011 to 2030 because the baby boomers will enter their senior life stages. It's been estimated that about one fourth of the population will be over 65 years old then. Their leisure activities become their main activities and the sources that make their lives significant. Previous studies of the activities of retired ageing population show that nearly thirty percent of them actually do the voluntary work and almost fifty percent are willing to devote their time to do voluntary work. Among the work, hospital service is often their first choice. In the hospital, voluntary workers are asked to take a basic training under current law, and then assigned to six different categories of work which include outpatient services, visit and comfort the inpatients, religion services, community services, services of books lending/returning, and schoolwork guiding to young inpatients. In these domains, many voluntary workers have already shown great contributions but recently the number of ageing voluntary hospital workers decreases on the contrary. High willingness but low participation rate means there are some barriers to ageing hospital voluntary workers. Further, there were total 90,202 nurses in Taiwan at the year of 2003. The average numbers of inpatients each nurse must take care were

12. It was a relative high workload compared to 3.4 inpatients in America. With the increase of ageing population and chronic diseases followed, nurses' workload will rise and possibly lower the quality of medical service. It is not currently available to introduce more nurses into the current hospital system due to the cost consideration. One possible solution is to ease the nurses' workload either by work redesign or by allowing others to help them. Combining these two situations, the content of hospital voluntary workers needs to be further investigated to discover the difficulties when ageing workers performing them. Meanwhile, the nurses' jobs can be evaluated to check if any of them are suitable to be done by voluntary workers. In this way a better division of work can be achieved, and ageing voluntary workers as well as the nurses can have a better work environment. This may imply a win-win strategy for solving the problems of both medical services and ageing population. To achieve this goal, the first step is to have a clear job description of nurses in charge of inpatients and hospital voluntary workers. Following this description is an in-depth analysis of the work, and together with an interview with nurses and voluntary workers. The physical, mental and professional demands of each task are summarized and the attitude to this change can be derived. At the end of the study a suggestion of task redesign will be given.

*Aging workers in Vietnam*

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In last few decades, the health of the aging people in Vietnam has greatly improved. In the year 2000 the life expectancy of Vietnamese was 68 years, it is estimated that in 2005 it will increase to 70 years. At present, the retirement ages for all occupations (Manual and Intellectual labour) are 60 for men and 55 for women. Though aging people's health tended to decrease (28% and more of people at 55 years old and over complained about their health). However, at the retirement age a high rate of people still have ability and health to

continue working such as scientists, managers, policy makers ...So that the regime for retirement should be based on the characteristic of occupations. The preliminary investigation showed that proper working regime after retirement may be helpful for aging people's health significantly. There is an Occupational Health network throughout Vietnam. But, to provide Occupational Health Services for aging workers needs to be taken into more consideration.

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*Improving the work ability of aging workers, who are becoming a majority of the Japanese labour market, and implementing effective activities to achieve that improvement: A Japanese ergonomist's challenge*

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The phenomenon of an aging population is not limited to Japan. It is a pressing issue shared by all advanced industrial countries in the 21st century. Turning our attention to issues regarding the Japanese workforce, the percentage of aging workers (45 years and older) in the productive age population is growing. As this occurs, the productive age population is trending downward from a peak of 68.1% in 2000. In addition, the Japanese population is forecast to begin a period of decline starting in 2009. There are three basic issues that must be considered for ergonomics in occupational health fields in this situation. They are first, promoting health resources for the people of the country. Second, determining the ideal

approach to personnel and labour management, including establishing wages and treatment based on the objective evaluation of work ability and employability. Third, reconstructing an ergonomics approach for working conditions and environment that takes aging workers into consideration. This paper will examine a strategy required for dealing with these three issues, as well as partially examine tactics. The final goal of these tactics is to create an employment environment in the labour market of the future that enables work without the awareness of age on the part of the company and its employees, and obtaining superior production ability from creating this environment.