



**NNGYK**  
NATIONAL CENTER FOR PUBLIC  
HEALTH AND PHARMACY

# **FACTORS RELATED TO POOR WORK ABILITY AMONG PUBLIC SERVICE WORKERS**

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# Contents

Background

Results of the survey in public service workers

Work ability promotion and age management

# Milestones in the use of the Work Ability Index in Hungary

- Before 2012: ad-hoc individual uses
- 2012-2016: „TÁMOP - Social Renewal Operational Programme” supported by the European Social Fund
  - Official Hungarian translation
  - Survey of 5000 aging worker
- 2020-2023: ERASMUS+ project (lead: Age Management z.s.)
  - 3 publications (policy overview, practical guides)
  - Development of DigitalCoach tool
  - Dissemination of the work ability management and age management approaches



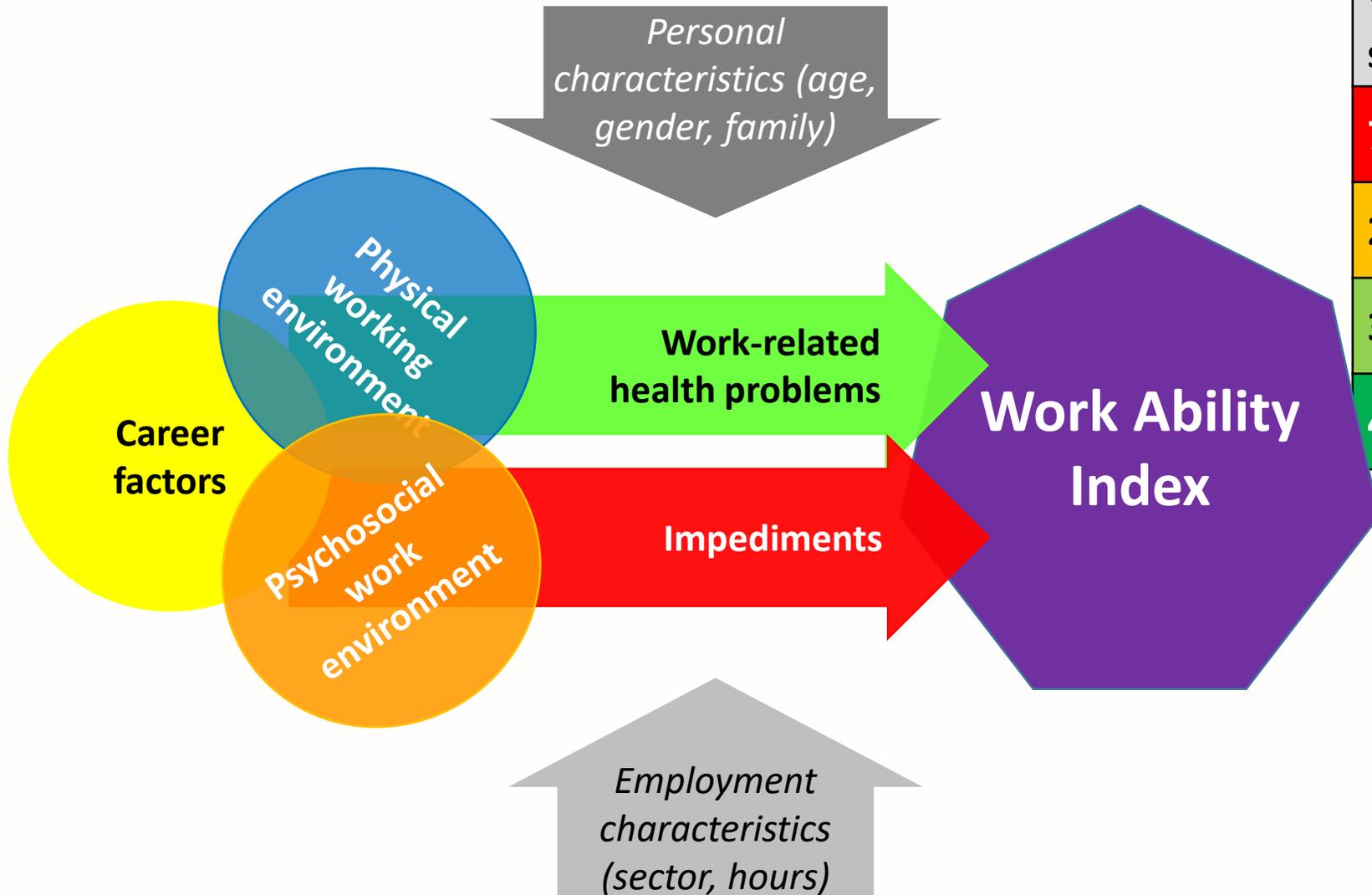
# Trade union initiative 2024-2025

by trade union confederation: **SZEF**

*„Unionising occupational safety and health”*

- Mainstreaming the topic into the everyday work of trade union activists
  - Food for thought on local level (activity starter)
- Get valid and current data on the work ability of public service workers
  - Input for decision makers (National OSH Committee)

# Methodology



WAI score	Category of work ability
7-27	Critical
28-36	Moderate
37-43	Good
44-49	Excellent

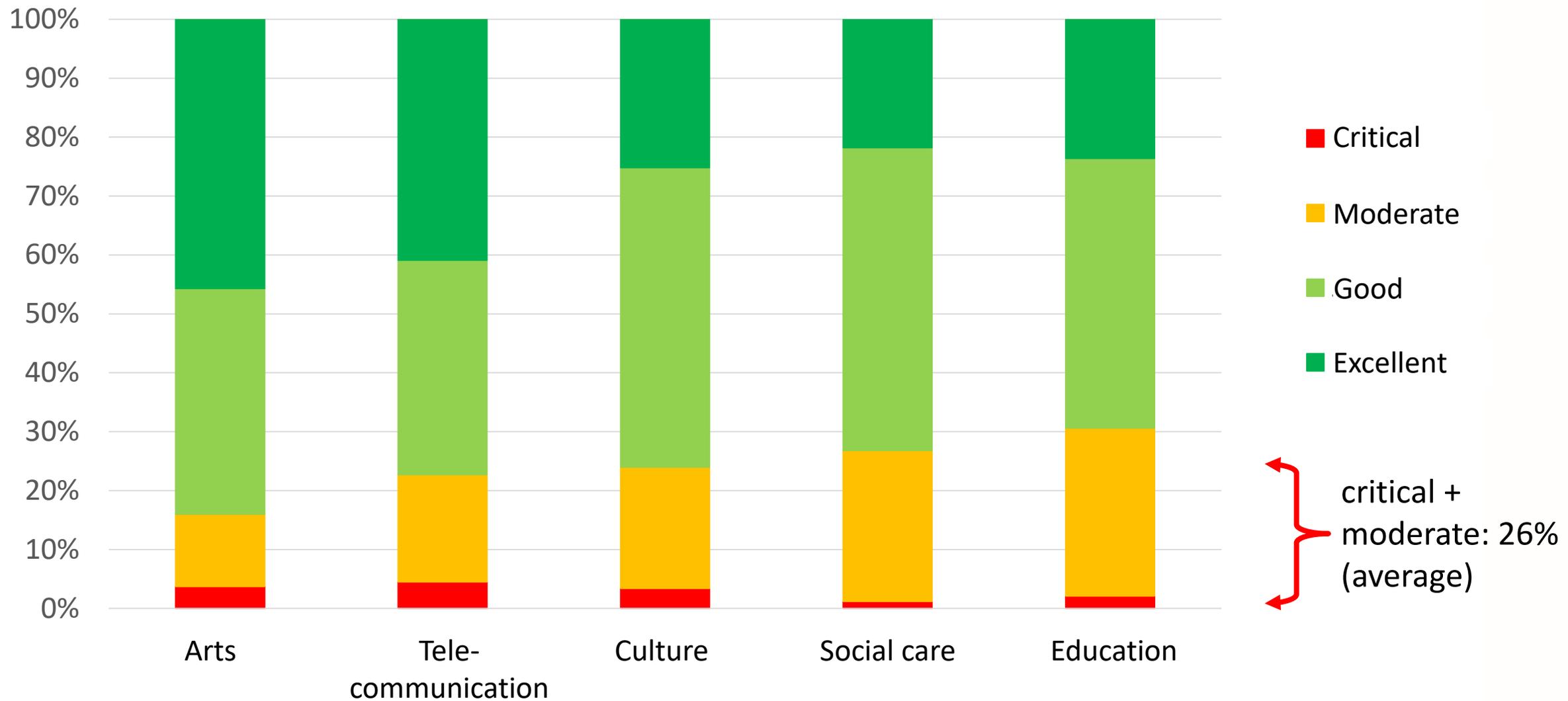
Work ability should be improved

Voluntary, anonymous

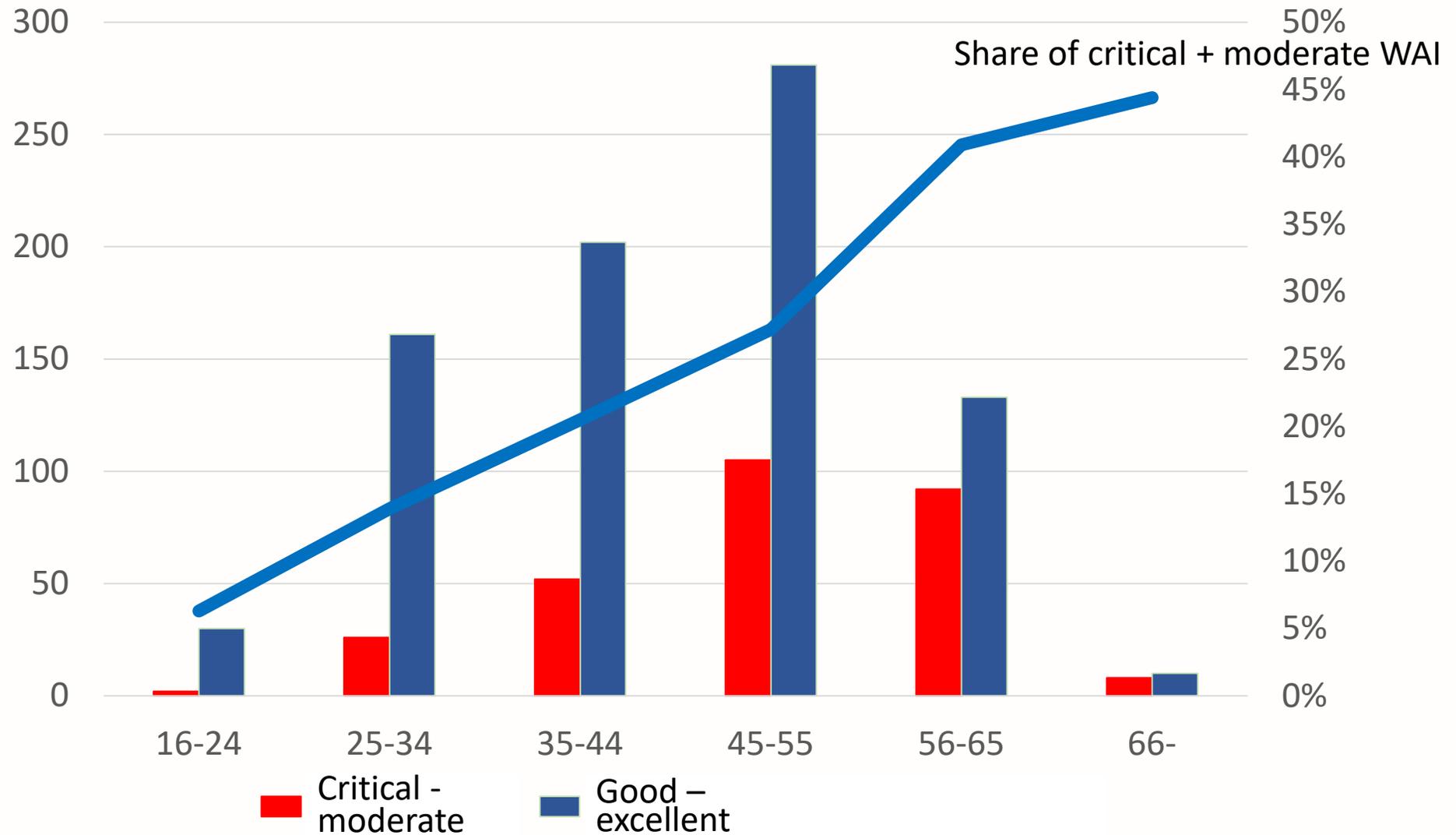
# Demographics

		Culture	Arts	Education	Social care	Telecom- munication	Science
	<b>N (1105)</b>	238	81	288	<b>430</b>	44	19
<b>Gender</b>	<b>Female (83%)</b>	<b>75%</b>	57%	<b>85%</b>	<b>96%</b>	55%	50%
	<b>Male (17%)</b>	25%	43%	15%	4%	46%	50%
<b>Age</b>	<b>45- (42%)</b>	44%	51%	34%	40%	<b>80%</b>	50%
	<b>45+ (58%)</b>	56%	50%	<b>66%</b>	<b>60%</b>	20%	50%
<b>Workload</b>	<b>Mental (49%)</b>	<b>71%</b>	36%	<b>72%</b>	18%	<b>96%</b>	<b>80%</b>
	<b>50-50 (42%)</b>	24%	<b>58%</b>	25%	<b>65%</b>	4%	15%
	<b>Physical (9%)</b>	5%	7%	2%	<b>17%</b>	0%	5%

# Work ability and sectors



# Work ability and age



# Physical working environment and WAI

Tiring or painful positions	1.74
Repetitive hand or arm movements	1.71
Heat, cold or draught	1.66
Loud noise	1.44
None	0.30

Odds ratio to get into the critical-moderate group

# Psychosocial working environment and WAI

Harassment or bullying	2.68
Violence or verbal abuse from customers, patients, pupils, etc.	2.43
Lack of autonomy, or lack of influence over the work pace or work processes	2.11
Severe time pressure or overload of work	2.01
Conflicts with co-workers, managers	2.03
Conflicts with external persons	1.64
Something else that is causing me stress	1.62
Poor communication or cooperation within the organisation	1.59
None	0.38

Odds ratio to get into the critical-moderate group

# Appreciation, prospects, worries and WAI

I am expecting an undesirable change in my work situation.	3.63
My job offers good prospects for career advancement. → <i>neglect</i>	3.60
I receive the recognition I deserve for my work → neglect	3.06
I have enough opportunities to use my knowledge and skills in my current job → <i>neglect</i>	2.48
Considering all my efforts and achievements in my job, I feel I get paid appropriately. → <i>neglect</i>	2.38

Odds ratio to get into the critical-moderate group

# Work-related health problems and WAI

Stress, depression or anxiety	3.45
Bone, joint or muscle problems or pain	3.27
Other work-related health problem	3.20
Headaches, eyestrain	2.46
Overall fatigue	2.43
Accident or injuries	2.21
Infectious diseases (including Covid-19)	1.90
None	0.14

Odds ratio to get into the critical-moderate group

# Impediments and WAI

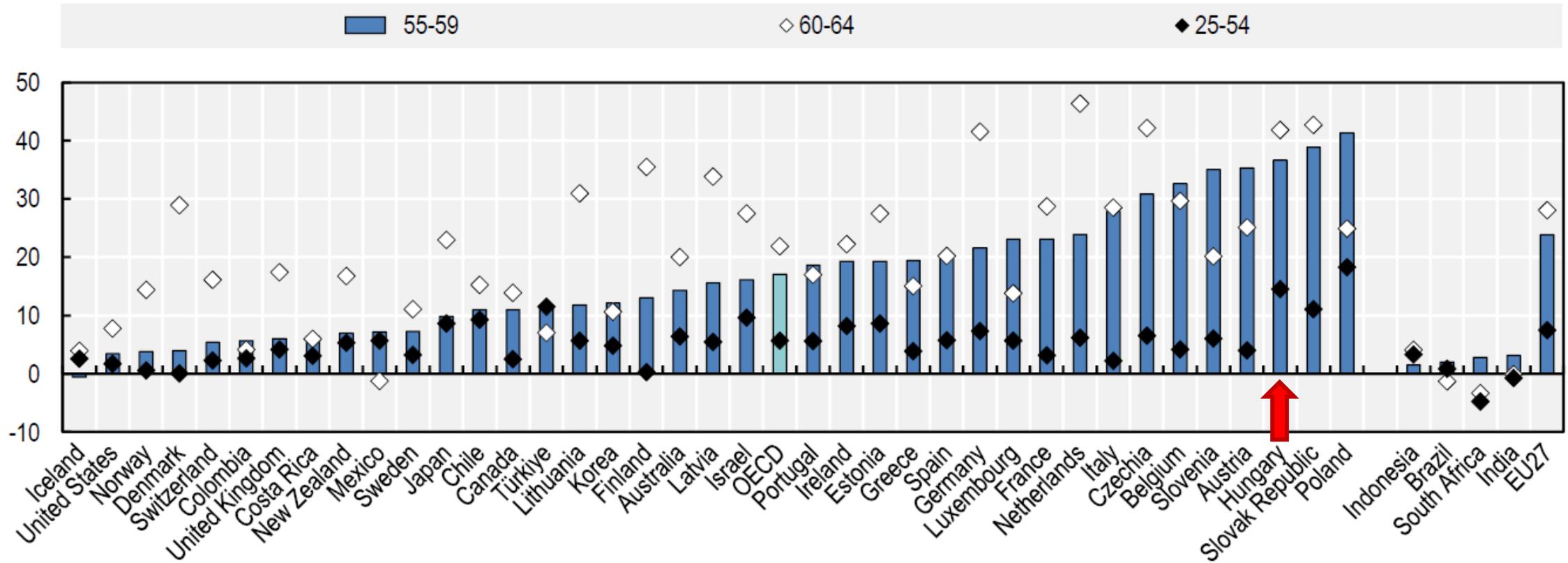
Health-related problems	8.98
Capacity-related problems	5.42
Problems related to the physical load of work	3.58
Decrease in motivation to work	3.43
Problems related to the mental load of work	3.03
Problems related to the functionality of the work community	2.50
Problems in the work environment	2.19
Competence-related problems	1.96
Problems outside of work (with family, finances and the like)	1.97

Odds ratio to get into the critical-moderate group

# Common pairs for impediments

- **Conflicts** with co-workers, managers
- **Poor communication** or cooperation within the organisation
- **Lack of autonomy**, or lack of influence over the work pace or work processes
- **Stress**, depression or anxiety
  - **Problems related to the functionality of the work community**
- **Poor communication** or cooperation within the organisation
- I am expecting an **undesirable change** in my work situation.
- **Stress**, depression or anxiety
  - **Decrease in motivation to work**
- Bone, joint or muscle problems or **pain**
  - **Problems related to the physical load of work**

# Employment trends 2004-2024

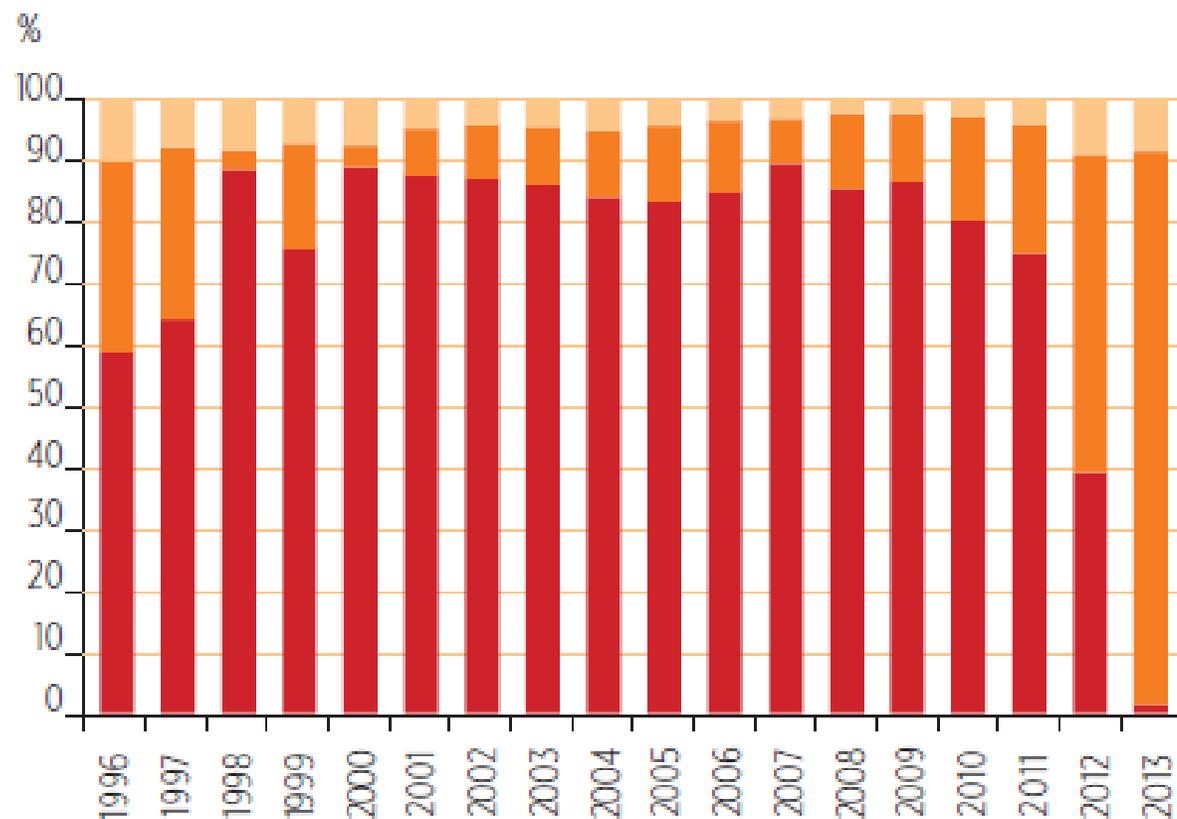


Effective age of labour market exit in Hungary in 2024: females 62; males 63.6

Source: Pensions at a Glance 2025, OECD



# Effective retirement age and employment

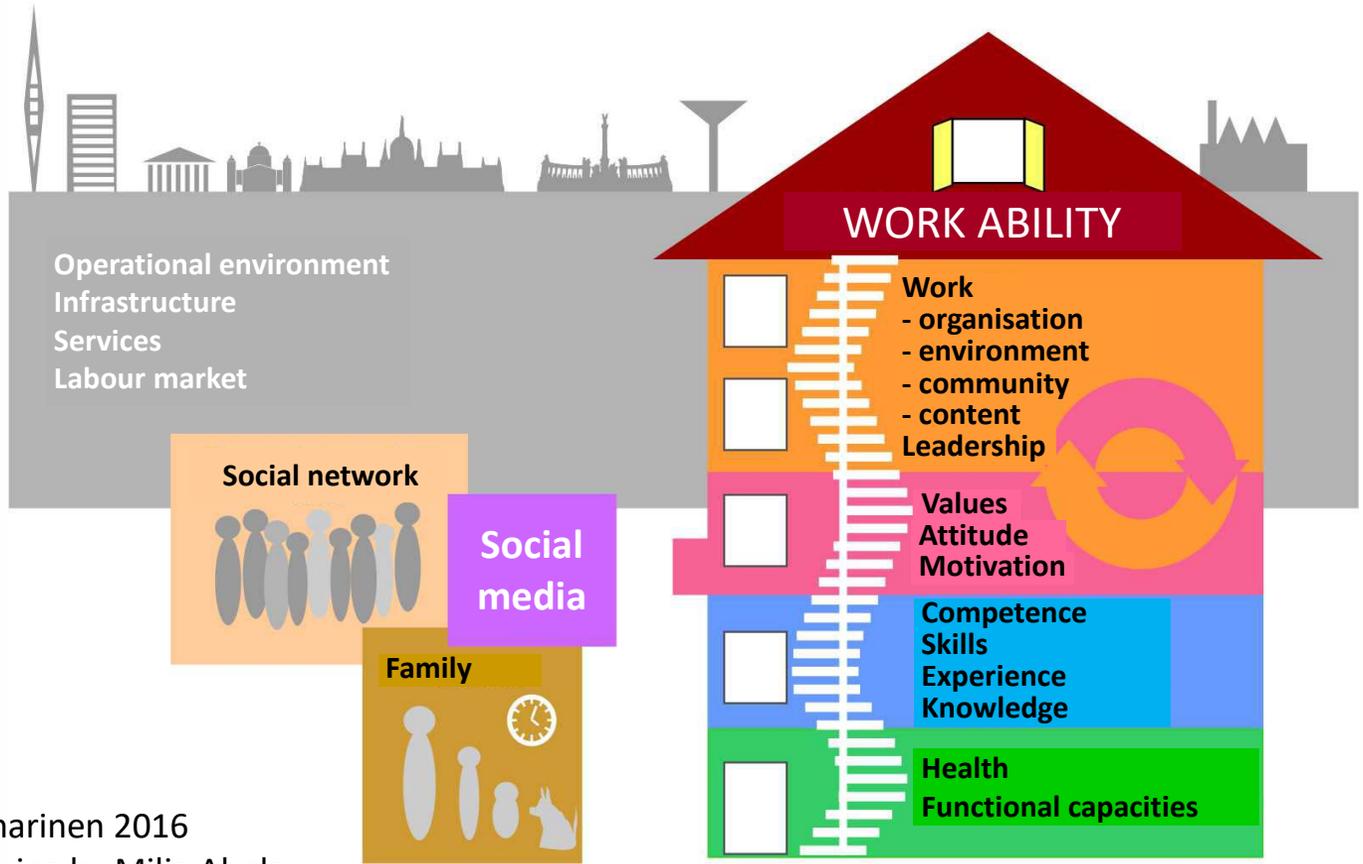
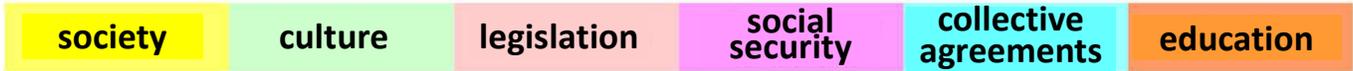
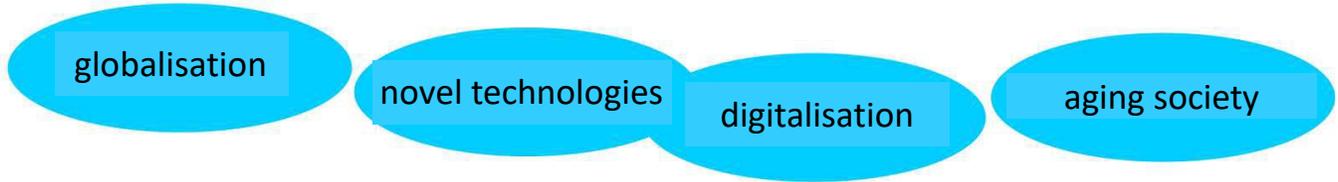


Age Year	45-49	50-54	55-59	60-64	65-69	70-74
2010	74.6	69.1	49.1	10.1	3.6	1.0
2019	88.6	82.5	69.4	<b>28.7</b>	<b>7.3</b>	<b>2.9</b>

■ Before   
 ■ In time   
 ■ After the mandatory retirement age

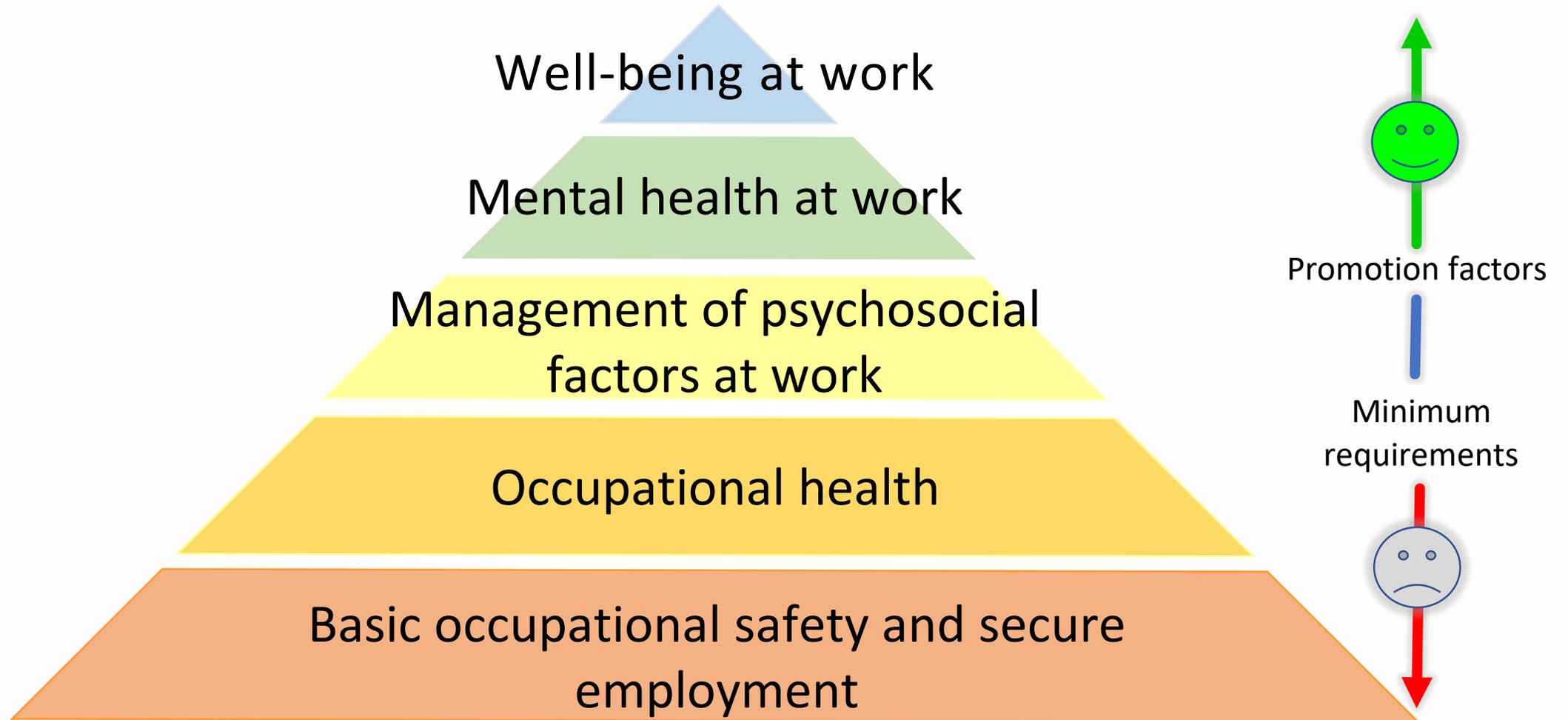
Forrás: ONYF.





Source: Juhani Ilmarinen 2016  
Based on the drawing by Milja Ahola

# Sound foundation and aiming higher



# Successful management of work ability and age

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

**Thank you for your  
attention!**

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