PSYCHOSOCIAL FACTORS OF SUCCESSFUL AGING IN THE WORKPLACE – CURRENT PSYCHOLOGICAL ISSUE

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Abstract. Bulgaria has one of the most rapidly ageing populations in the EU with half of the labour force over age 40. Study aim is to analyze the scarce research findings on psychosocial issues, mental functional capacity and wellbeing of aging workforce in Bulgaria as base for proper intervention.

Design is analysis of over 650 published national research data and documents on population age dynamics reflecting work strain and psychosomatic health, obtained for various occupations and living conditions. Extracted, summarized and briefly presented are representative relationships and evidence based age trends, pointing to how to strengthen the role of occupational health professionals to preserve work ability and health of aging workers. Proposed are number of activities related to aging workforce to maintain their work capacity and health and to overcome the negative consequences of population aging according to National strategy on demographic development. Primary focus is revealed to be on planning and implementation of multidimensional measures to eliminate lacks of work flow, control and organisation interactions accompanied from adequate social support, dissemination of good practices

Keywords: aging models, mental capacity and health, work strain, burnout, aging policy, health promotion.

1. Introduction

1.1. Global trends in aging issues and their studies

In European countries, the labor force is rapidly becoming older, a trend which spreading eastward and which calls for particular attention to be paid to the health and wellbeing of persons aged 50 and above or in the last years of their working life. Bulgaria has one of the most rapidly ageing populations in the EU with half of the labour force aged > 40. The age structure of the population is estimated to change from 1990 to 2030 as follows: aged 40-59 - from 26,7% to 29,1%, and >60 -from 20,4% to 26,6% [1]. It reflects the worldwide population aging trend for increase of people >60 in the period 1960-2005 from 17,4% to 24,9% with >2 Millions annually, with demographic structure more and more spindly as shown in Fig.1 [2]. In few years' time the number of people aged 65 or older will outnumber children under age 5 driven by falling fertility rates and remarkable increases in life expectancy, population aging will even accelerate.

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