

Objectives: To identify the factors associated with work ability in older workers and whether they predict whether they will continue to participate in the workforce.

Methods: This is a systematic review of prospective cohort studies. The search was conducted between May and July 2024 in the following databases: PubMed, CINAHL, EMBASE, and Scopus. Only prospective cohort studies were included, with workers over 45 years of age and that had as an outcome an indicator of work ability and associated factors that should be able to predict whether to be involved in work (this includes retirement, total or partial disability pension). Studies with unemployed workers, which did not discriminate between age groups in the results and did not predict the ability to work and participate in work and continue working, were excluded. The methodological quality of the studies was assessed using the Newcastle-Ottawa Scale tool, a version for cohort studies.

Results: 1,063 studies published between 1969 and 2024 remained for the review of titles and abstracts. After reading the remaining 39 articles in full, 33 were excluded based on eligibility criteria, leaving six studies that passed the quality assessment process, of which five were classified as good quality and only one as poor quality. Work ability is a key predictor of prolonged absences and early retirement, influenced by older age, obesity, smoking, strenuous physical conditions, and compromised mental health. Depression and intense physical and emotional demands were associated with low mental and physical work ability over time. Factors such as temporary employment, low job satisfaction, and lack of investment in training increased the risk of dismissal. In addition, support and control in the workplace decreased the risks of early retirement and dissatisfaction.

Conclusion: Low work ability, other indicators of illness, heavy workload, dissatisfaction with life and work, employability, and inadequate training may influence whether workers continue to participate in the workforce.

Implications: This systematic review expands understanding of the interaction between individual health and the work environment across the career path, suggesting that modifiable factors such as control and support at work, in addition to reducing risk behaviors, can prevent absences and prolong healthy employment. The results indicate the importance of tailored workplace health promotion programs, including interventions focused on reducing smoking and weight control and measures that increase psychological support. The results obtained in this systematic review support managers, companies, and governments in improving working conditions, indicating the need for work planning, adequate training, and strategies to remain in work.

Keywords: Aging work, work capacity, predicting factors

Conflict of interest: The authors declare no conflict of interest.

Funding: CAPES - Finance Code 001.

Ethics committee approval: No. 5.976.363.

Registration: Not applicable.

<https://doi.org/10.1016/j.bjpt.2025.101419>

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PREDICTORS OF PHYSICAL ACTIVITY MAINTENANCE OVER ONE YEAR IN PROFESSORS FROM BRAZILIAN PUBLIC HIGHER EDUCATION INSTITUTIONS

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Background: Physical inactivity contributed to a significant mortality rate between 1990 and 2017 in Brazil. Professors who do not practice physical activity (PA) have greater stress, worse quality of life and health. On the other hand, the practice of physical activity has a protective effect on physical and mental health.

Objectives: To identify which factors, predict the maintenance of PA over one year among professors.

Methods: This longitudinal study used an electronic form. Baseline data were collected from May to December 2022 and a 12-month follow-up from May to December 2023. Professors with exclusive dedication of 40 hours per week in Brazilian public higher education institutions (HEIs) were invited to participate mainly by email. PA was assessed using the short version of the International Physical Activity Questionnaire (IPAQ) and classified as active or sedentary. For this study, only cases of active professors in the baseline study data were selected. Logistic regression analyses were performed with each of the following variables: personal (sex; age; preschool age of children; family income; body mass index; satisfaction with: sleep, activities of daily living, work capacity, self-esteem, personal relationships, sexual activity; social support; home environment; accessibility to health and social care; and transport), health conditions (hypothyroidism; arterial hypertension; low back pain; sleep apnea; obesity; menopause; depression; anxiety disorder) and psychosocial risk factors (symptoms of stress and burnout (physical exhaustion or emotional exhaustion), work-family conflict, emotional work demands, and quantitative work demands).

Results: A total of 451 professors participated in the study, with a mean age of 49.5 years (± 9.7). Most professors lived in the state of São Paulo (25.2%), were male (52.4%), white (72%), lived with a partner (69%), and 64% had children, of which 10.6% were of preschool age. The majority had a doctorate (90%), had a family income less than or equal to 12 minimum wages (50.7%), worked in federal HEIs (67.6%), in graduate programs (61.8%), and were at the current HEI more than 10 years (64.6%). Most professors were overweight (56.1%), non-smokers (95.8%), and had at least one of the eight medical diagnoses assessed (60.4%) at baseline. According to the 12-month follow-up, 13.3% of professors became sedentary. Among personal factors, satisfaction with activities of daily living ($p = 0.010$; OR = 2.05; 95% CI: 1.19-3.56) and work capacity ($p = 0.006$; OR = 2.15; 95% CI: 1.24-3.73) showed a significant association with PA in the 12-month follow-up. Among health conditions, only hypothyroidism showed a significant association ($p < 0.001$; OR = 0.25; 95% CI: 0.12-0.54). Among psychosocial risk factors, physical exhaustion ($p = 0.003$; OR = 0.33; 95% CI: 0.16-0.69) and quantitative work demands ($p = 0.044$; OR = 0.50; 95% CI: 0.26-0.98) showed significant associations.

Conclusion: Professors at psychosocial risk for quantitative demands, those with physical exhaustion or diagnosed with hypothyroidism are less likely to remain active in one-year follow-up. Professors who are satisfied with their ability to perform daily activities and those who are satisfied with their ability to work are more likely to remain active.

Implications: This study offers valuable insights into how to maintain professors' PA through improved working conditions, psychosocial support, health promotion, and increased job satisfaction.

Keywords: Occupational Health, Sedentary Behavior, Exercise

Conflict of interest: The authors declare no conflict of interest.

Funding: CAPES - Finance Code 001, CNPq - 308951/2022-0.

Ethics committee approval: CAAE: 73745323.3.0000.5345.

Registration: Not applicable.

<https://doi.org/10.1016/j.bjpt.2025.101420>