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PUTTING YOU *FIRST*

## PROFESSOR JUHANI ILMARINEN



Professor Juhani Ilmarinen is highly regarded both in Finland and worldwide for his research, development and pioneering in ageing and the quality of working life. Formerly Director of the Work and Life Course at the Finnish Institute of Occupational Health, it was under his leadership that the Work Ability Model and Index (WAI), an integrated and holistic approach to work based wellbeing were developed.

Professor Juhani Ilmarinen is the chair of Ageing Committee of the International Ergonomics Association (IEA) and Secretary of Ageing and Work Scientific Committee of the International Commission on Occupational Health (ICOH). In 2009 Professor Juhani Ilmarinen established JIC Ltd. The ongoing mission of the company worldwide is to implement an evidence-based model for work ability and to promote the status of all generations with respect to the concepts of age management, work ability, and the life course.

### WORK ABILITY

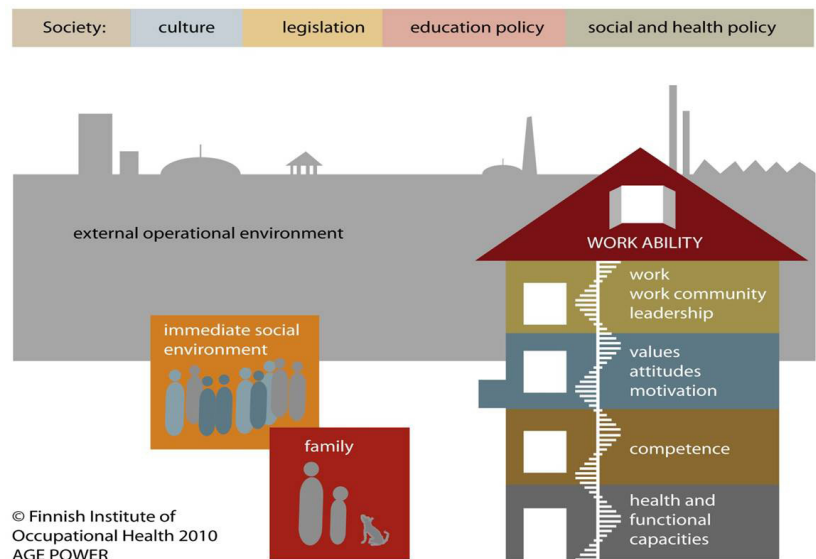
Balance between work and personal resources. Achieving this balance will vary through phases of working life depending on the following factors:

- > personal health
- > physical, psychological and social functioning
- > knowledge, competence and skills
- > values and attitudes and motivations
- > work itself including work conditions; work content and demands; the work community and organisation; supervision and management.

This is influenced by the broader environment—the operational context, family, community, and social infrastructure.

#### Reference

Ilmarinen, J. *Towards a longer worklife! Ageing and the quality of worklife in the European Union*, Finnish Institute of Occupational Health 2005, pp.132–134.



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AGE POWER