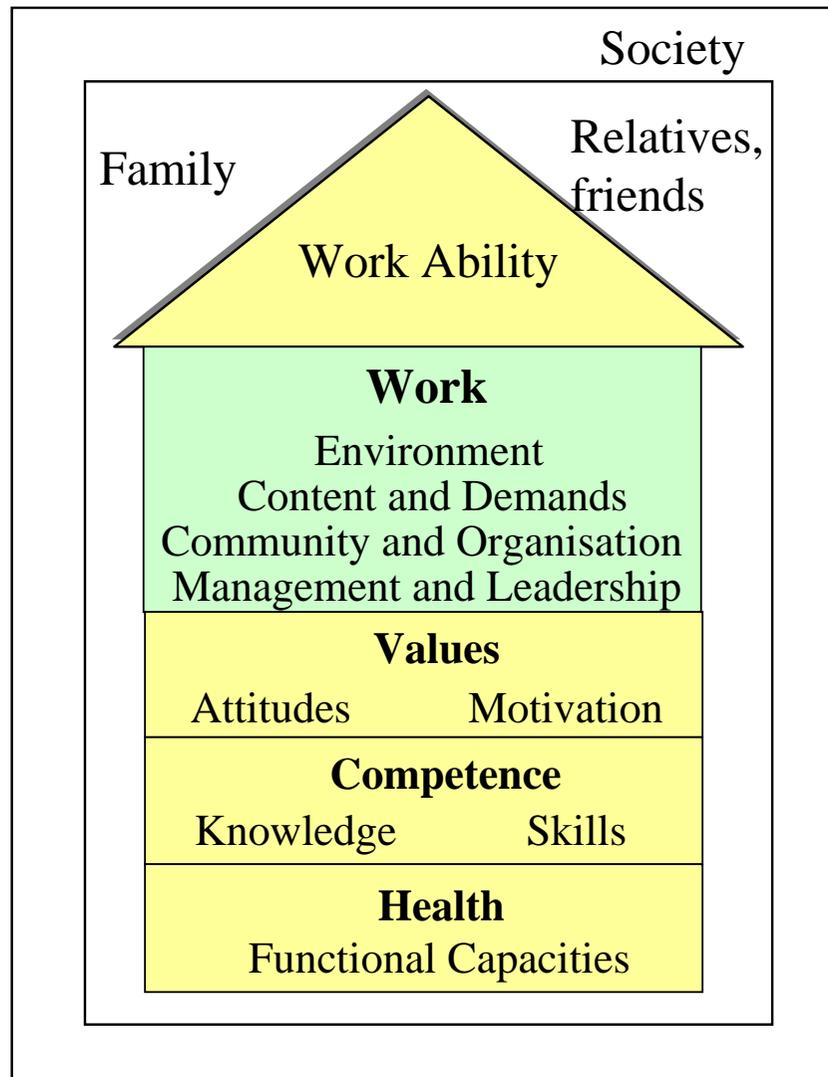




Finnish Institute of
Occupational Health

Work Ability Index (WAI)

Evidence based method for assessment of
human resources related to work



Work Ability Index

7 Items

- Current work ability compared with the lifetime best
- Work ability in relation to the demands of the job
- Number of current diseases diagnosed by physician
- Estimated workimpairment due to diseases
- Sick leave during the past year (12 months)
- Own prognosis of work ability two years from now
- Mental resources

ICOH 2003

Lea Katajarinne
Finnish Institute of Occupational Health

1. Current work ability compared with the life time best

Assume that your work ability at its best has a value of 10 points. How many points would you give to your current work ability?
(0 means that you cannot currently work at all)

0 1 2 3 4 5 6 7 8 9 10

completely unable
to work

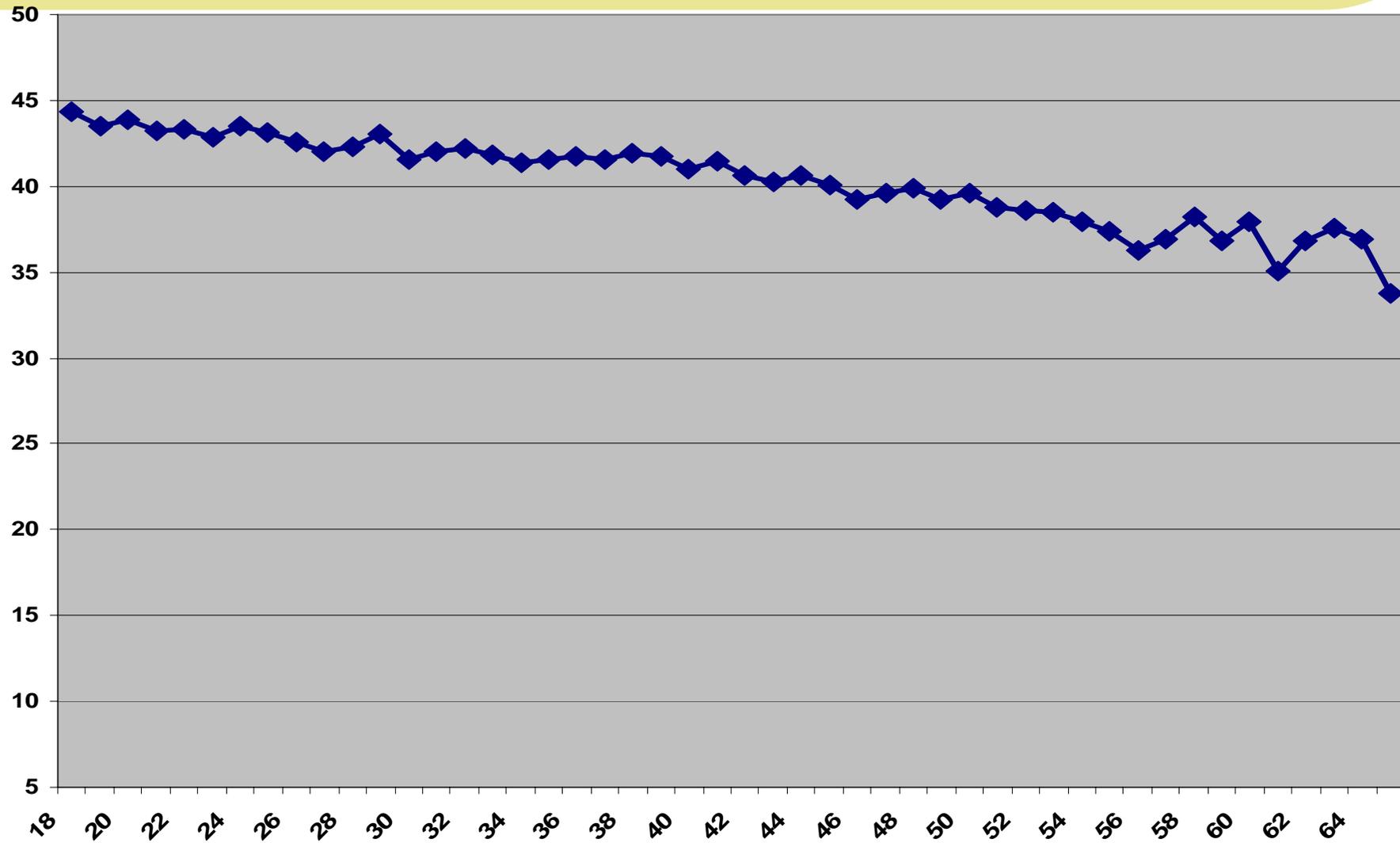
work ability
at its best

Number of current diseases diagnosed by a physician

In the following list, mark your diseases or injuries. Also indicate **whether a physician** has diagnosed or treated these diseases. For each disease, therefore, there can be 2, 1 or no alternatives circled.

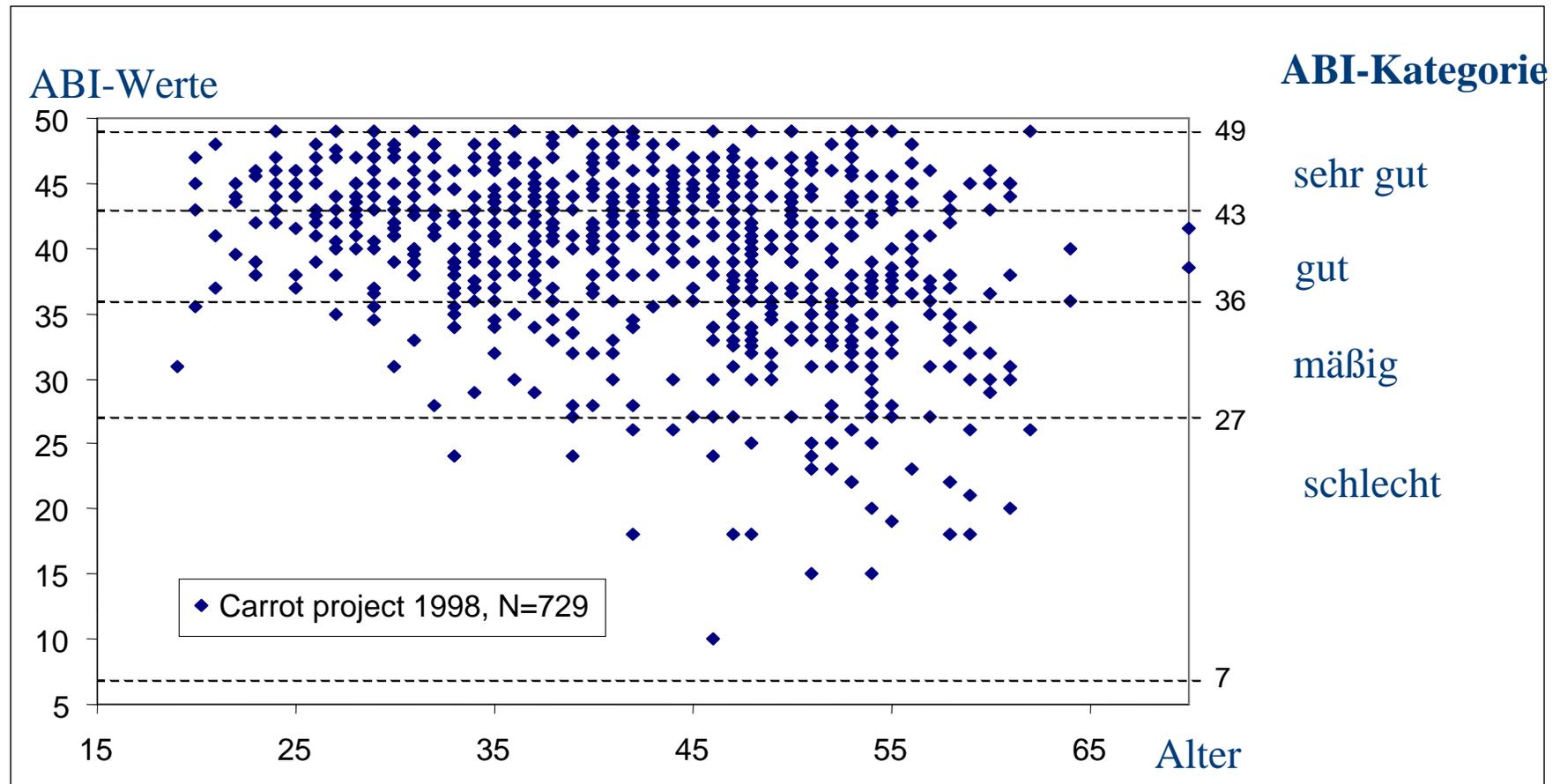
	own opinion	yes physician's diagnosis
Musculoskeletal disease		
05 disorder of the upper back or cervical spine, repeated instances of pain	2	1
06 disorder of the lower back, repeated instances of pain	2	1
07 (sciatica) pain radiating from back into the leg	2	1
08 musculoskeletal disorder affecting the limbs (hands, feet), repeated instances of pain	2	1
09 rheumatoid arthritis		
10 other musculoskeletal disorder, what?	2	1

Average Work Ability Index by age

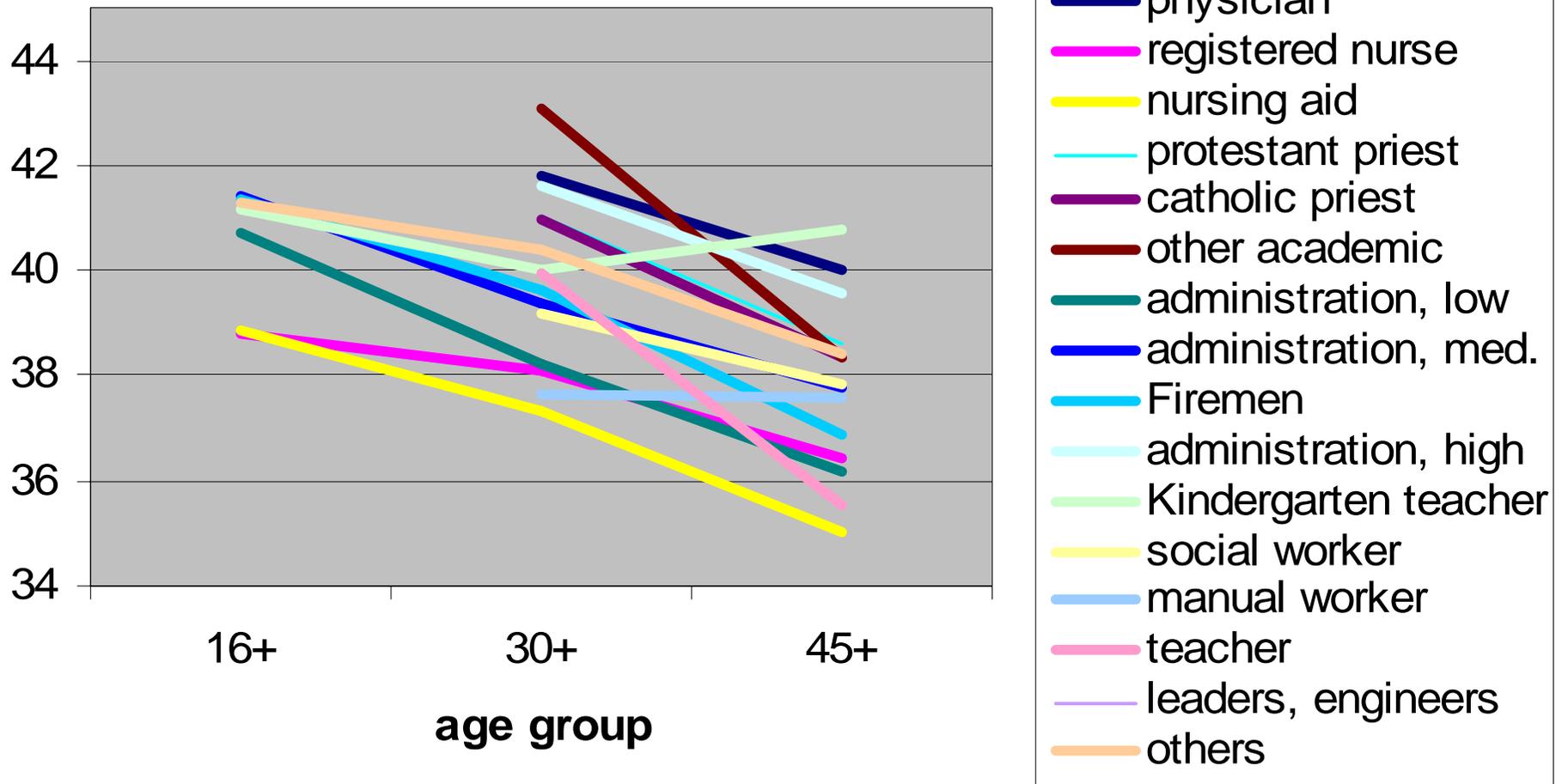


WAI in Mittleren und Kleinbetrieben

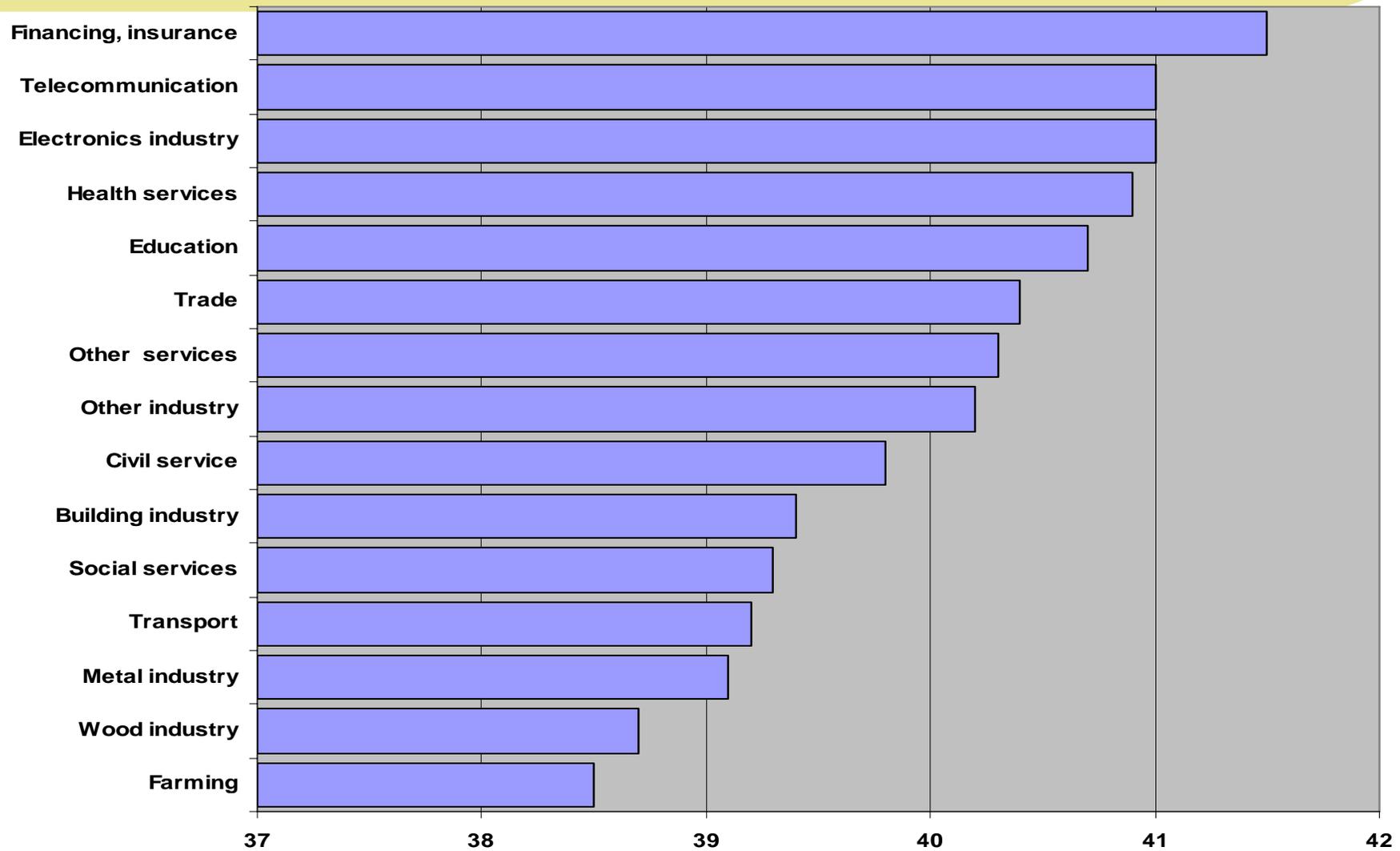
Arbeitsbewältigungs-Index (ABI)



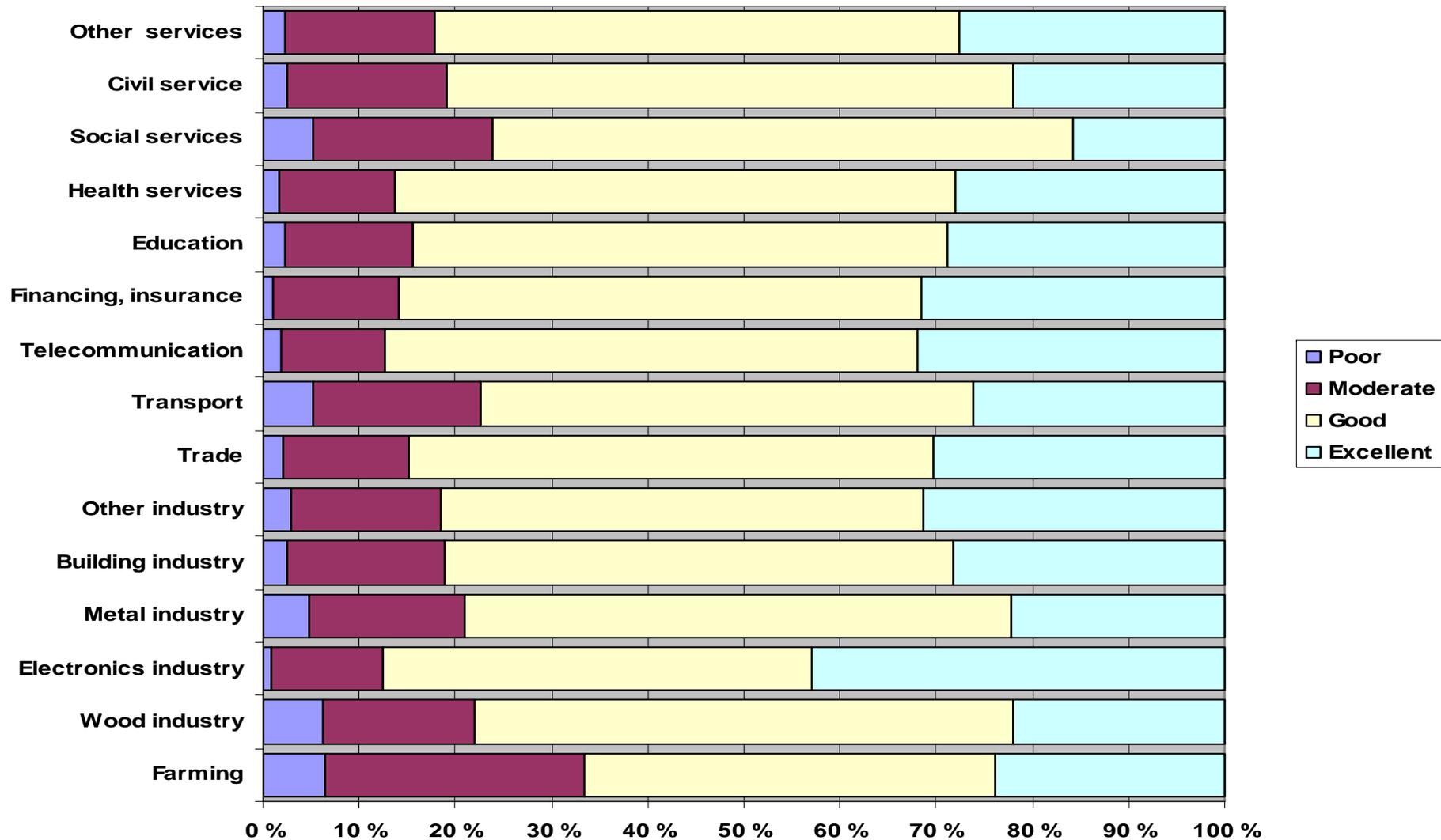
WAI (7-49)



Average Work Ability Index by industrial branch. Adjusted by gender and age, (n=3704)

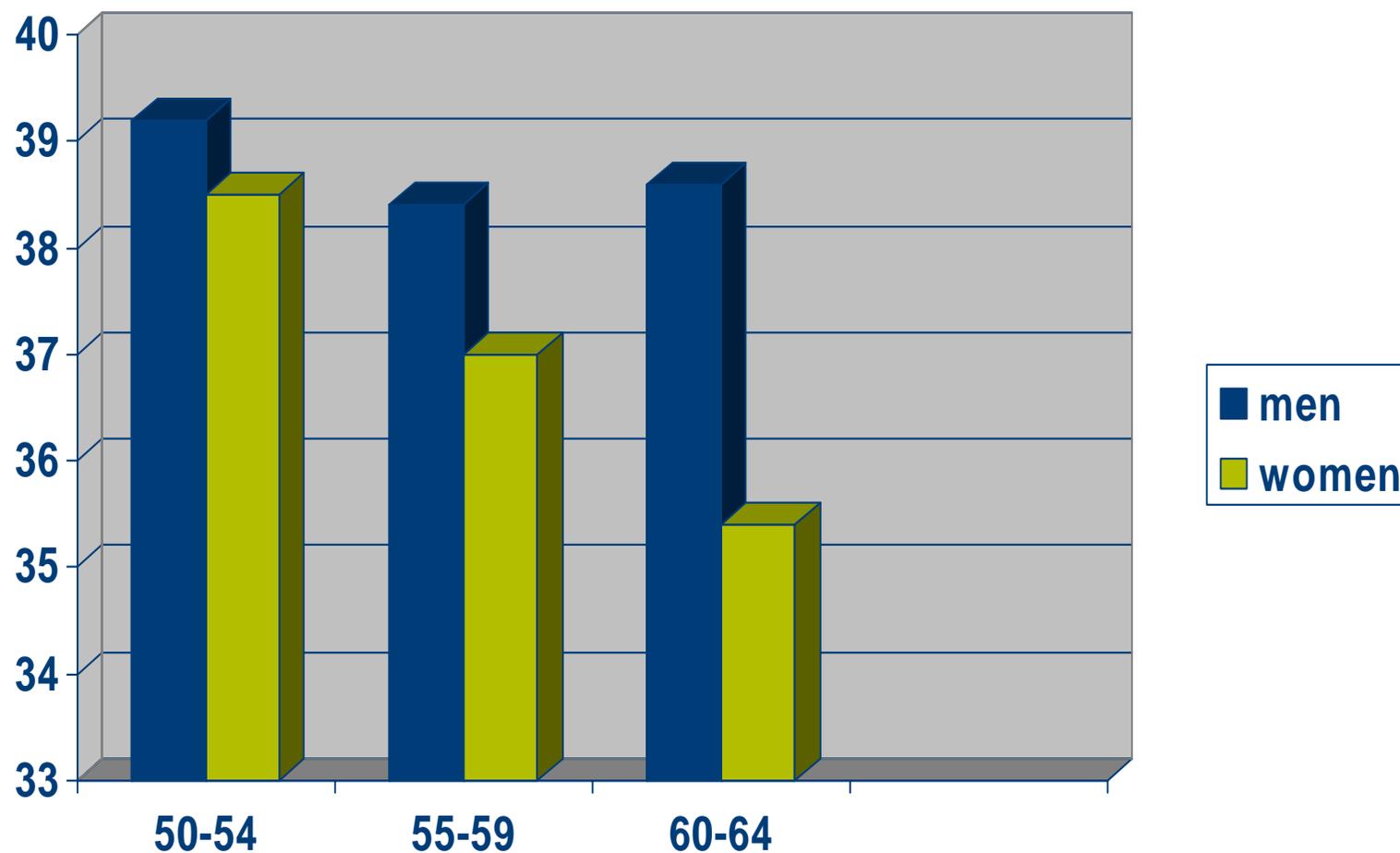


Work Ability Index classes by industrial branch, (n=3704)



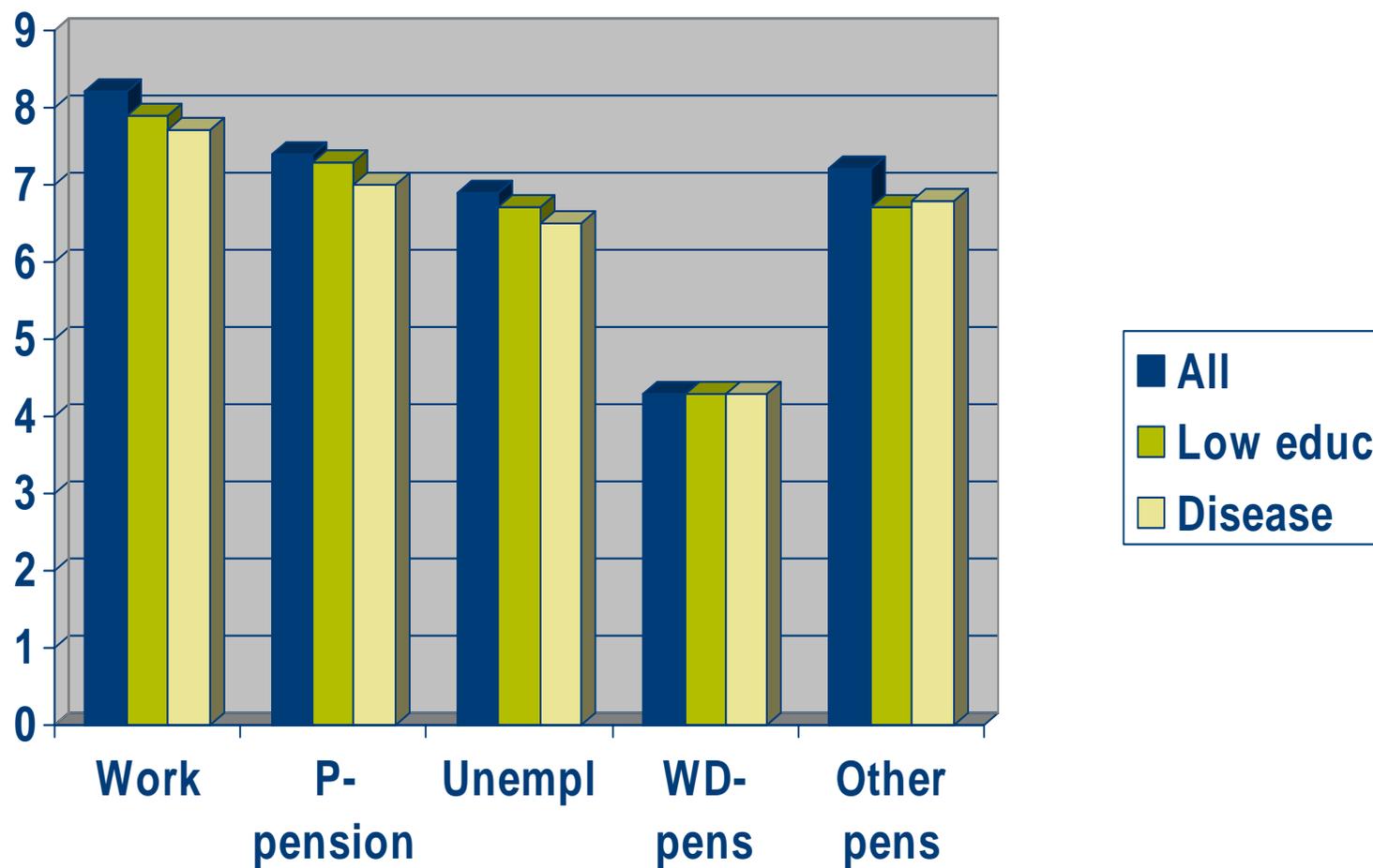
Work ability index (7-49) among working men and women by older age groups

Gould and Polvinen, 2006



Work ability compared with lifetime best (0-10) by life phase, 55-64 years

Gould and Polvinen, 2006



Correlations between Work Ability Index items in two age groups ($r^2 > 0.30$)

Age	18-29	55-64			
WAI item	1.	1.	2.	3.	4.
2. Work ability in relation to job demands	0.41	0.60			
3. Number of current diseases		0.32			
4. Work impairment due to diseases	0.31	0.60	0.53	0.32	
5. Sick leave during the past year		0.39	0.31		0.51
6. Own prognosis of work ability two years from now		0.51	0.52		0.52
7. Mental resources	0.32	0.45	0.41		
Finnish Institute of Occupational Health / Prof. Dr. Juhani Ilmarinen					13

Translations of WAI in 2006

- Finnish * * *
- Swedish * * *
- English * * *
- German * * *
- Dutch * *
- Portuguese * * *
- Danish *
- Chinese * *
- Estonian * *
- Russian *
- Hebrew * *
- Italian * *
- French * *
- Japanese * *
- Polish * *
- Latvian *
- Spanish * *
- Norwegian * *
- Serbian * *
- Hungary * *
- Slovenia * *
- Thai *
- Korean *
- Taiwanese (*)
- Vietnamese (*)

Next International Symposium on Work Ability

- 3rd International Symposium on Work Ability, October 22-24, 2007; Hanoi, Vietnam (malo-j-l@med.uoeh-u.ac.jp)