

MANUFACTURING: CONCERNS FOR THE AGING MALE WORKFORCE.

Based on the chart below, the demographics for the manufacturing industry show a higher proportion of older workers, with only 29 percent of employees at 35 years of age or younger. These employees are also much more likely to be male (71 percent). As a result, pregnancy and related Short-term Disability absences are less prevalent than those due to musculoskeletal conditions, injuries, and illnesses. Absences due to musculoskeletal conditions are the most prevalent across Short-term Disability (STD) and Long-term Disability (LTD). The 14 percent of this group who are over 55 may require a longer period of recovery. The difficulty of returning to work depends on the type of job and associated physical requirements. This group has a higher occurrence of work-related illness and injury and longer durations of absence.



With this in mind, here are some ideas you may wish to implement to help increase workplace productivity:

- Focus on return-to-work programs.
- Incorporate prevention and employee health and wellness programs to help ensure that your workforce is in good health.

- Devise workplace safety programs.

Following is a compilation of relevant data¹ for the manufacturing industry by the Integrated Benefits Institute, a nonprofit supplier of and leader in health and productivity research. Here you'll find current demographics on various types of absence claims, including workdays lost, costs, and the most prevalent causes. Keep them in mind as you devise your program for healthier practices and safer returns to work.

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Absences due to musculoskeletal conditions are the most prevalent across Short-term Disability (STD) and Long-term Disability (LTD).



Worker Demographics:

% Male	71%
% Female	29%
Age < 35 years	29%
Age between 35 and 54 years	57%
Age 55+	14%
Daily wages and benefits	\$216
Additional lost productivity (LP) costs per absence	\$69

Short-term Disability:

Three most prevalent conditions:	Musculoskeletal conditions
	Injuries and illness
	Pregnancy and related
Average claims per 100 covered lives ²	8.9
Annual lost workdays per claim ^{2, 3}	32
Total wage and LP costs per disability incident	\$6,357

Long-term Disability:

Three most prevalent conditions:	Musculoskeletal conditions
	Circulatory conditions
	Nervous system conditions
Average claims per 100 covered lives ²	2.3
Annual lost workdays per claim ^{2, 3}	224
Total wage and LP costs per disability incident	\$29,021

Workers' Compensation (Claims with Lost Time only):

Three most prevalent body part groups injured:	Upper Extremities
	Back and Neck
	Lower Extremities
Average claims per 100 full-time employees	1.2
Lost workdays per claim ^{2, 3}	58
Total Costs per incident	\$19,083

¹ Integrated Benefits Institute, "Benefits Intelligence," 2008 Benchmarking data. <www.ibiweb.org/benefitsintelligence>

² Claims refers to active claims. That is, any claim that was opened, closed, had any Lost Time or on which any payments were made during 2008.

³ Lost Time data refers to workdays lost during calendar year 2008 only.