

Hansez, I., Mahy, A., Grisard, A., Peters, S. & De Keyser, V. (2004). Le WOCCQ, un outil de diagnostic des risques psychosociaux liés au travail. Création de normes et développement d'une base de données. *Médecine du Travail et Ergonomie*, 41(2), 79-84.

WOCCQ is a method of diagnosing work-related psychosocial risks, and has been produced by the University of Liège Business and Industrial Psychology Department (Prof. V. De Keyser). The purpose of this article is to present the latest work carried out so that it can be used more efficiently, and to improve the quality and interpretation of the diagnoses it can provide, with a view to creating norms.

The method consists of three basic questionnaires: one to measure stress (SPPN), one to measure the worker's control over his or her working activity (WOCCQ), and one problem situations report. In the course of this Department's investigations and research, two databases have been set up, covering several thousand subjects, one for SPPN data and the other for WOCCQ data. The breakdown of these two samples matches the composition of the Belgian reference population in terms of the number of in-house jobs per sector in Belgium. The norms constructed on the basis of these samples are thus general norms which can be used for any sector of activity in the environment under consideration.

The initial distribution of scores was normalised by means of a Blom algorithm conversion (2). This made it possible to calculate the norms. The T scores were given priority as normalized standard scores, as they come very close to the known units of measure in teaching and are more significant from the outset. Their average is thus 50 and their standard deviation 10 (18). Tables for converting raw scores into T scores are now available for both SPPN and WOCCQ.

Bertrand, F., Hansez, I., & Peters, S. (2006). Maintien dans l'emploi des travailleurs âgés : enjeux et pistes de travail pour les entreprises. *Médecine du Travail et Ergonomie*, 42(3), 83-89.

Belgium has one of the lowest employment figures in Europe for workers aged 55 and over; our country is far from achieving the employment level objectives of the European Employment Strategy. This finding calls for a reaction from the authorities, employers, and workers - even though the authorities have started setting up structural measures to correct this problem, employers and workers are not yet aware of the options open to them to meet this challenge. Stereotyping on one side and a "right to retirement" culture on the other create major obstacles. This is why it is vital to raise awareness of this question.

This article presents the results of research carried out among Belgian workers to evaluate their reasons for retirement, and the part played by working conditions and stress in decisions to take early retirement. The results provide solid foundations for actions to raise awareness and, within businesses, to encourage continued employment of older staff. It will be noted, for

example, that prevention has to start with workers aged 46 and over, that stress linked with working conditions is being combated - although not enough to prevent early retirement - and that there must be a focus on better management of organisational change and personnel development in order to curb early retirements.