



European Agency for Safety and Health at Work (EU-OSHA) HWC 2016-17 Healthy Workplaces for All Ages

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Katalin Sas, Project Manager



Summary

- **About the European Agency for Safety and Health at Work**
 - Anticipating risks
 - Facts and figures
 - Tools for OSH management
 - Networking knowledge
 - Awareness raising
- **Healthy workplaces Campaigns**
- **HWC 2016-17 'Healthy Workplaces for All Ages'**
 - The European demographic challenge
 - Health inequalities
 - Challenges for workplaces
 - Are older workers more vulnerable
 - OSH management
 - Age sensitive risk assessment
 - Work Ability Model
 - Good Practice
 - E-guide

European Agency for Safety and Health at Work (EU-OSHA)

- The European Union body responsible for the collection, analysis and dissemination of relevant information to serve the needs of those involved in safety and health at work



- **Anticipating change / New and emerging risks**
 - What will happen in future?
- **Facts and figures**
 - Present and past
- **Tools for OSH management**
 - Practical help
- **Networking knowledge**
 - New ways of sharing knowledge
- **Raising awareness**
 - Campaigning

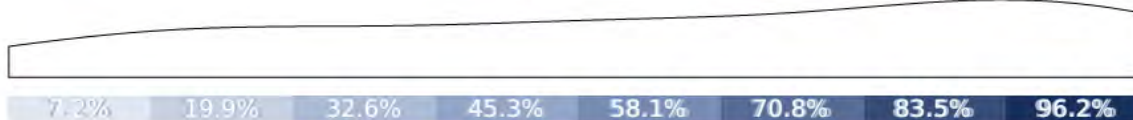
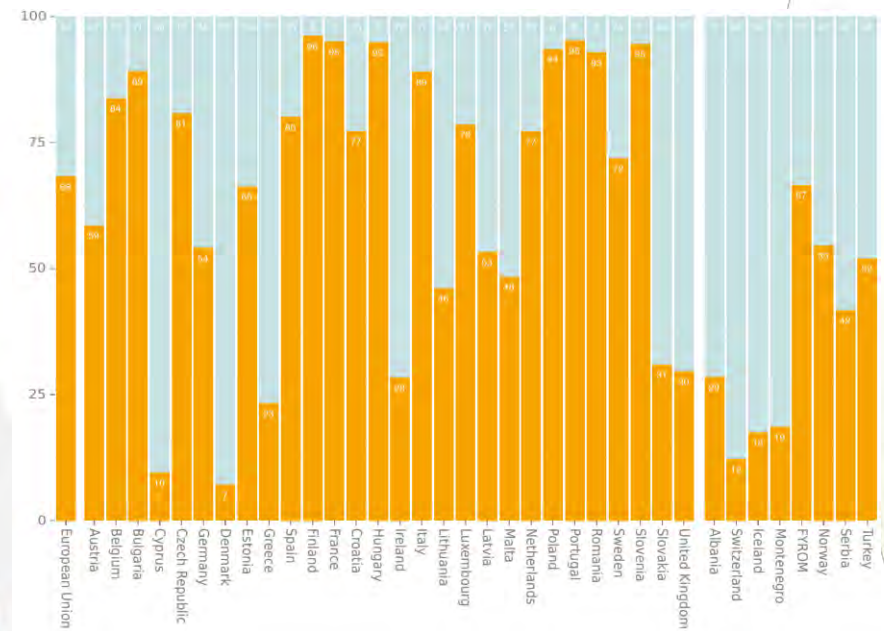
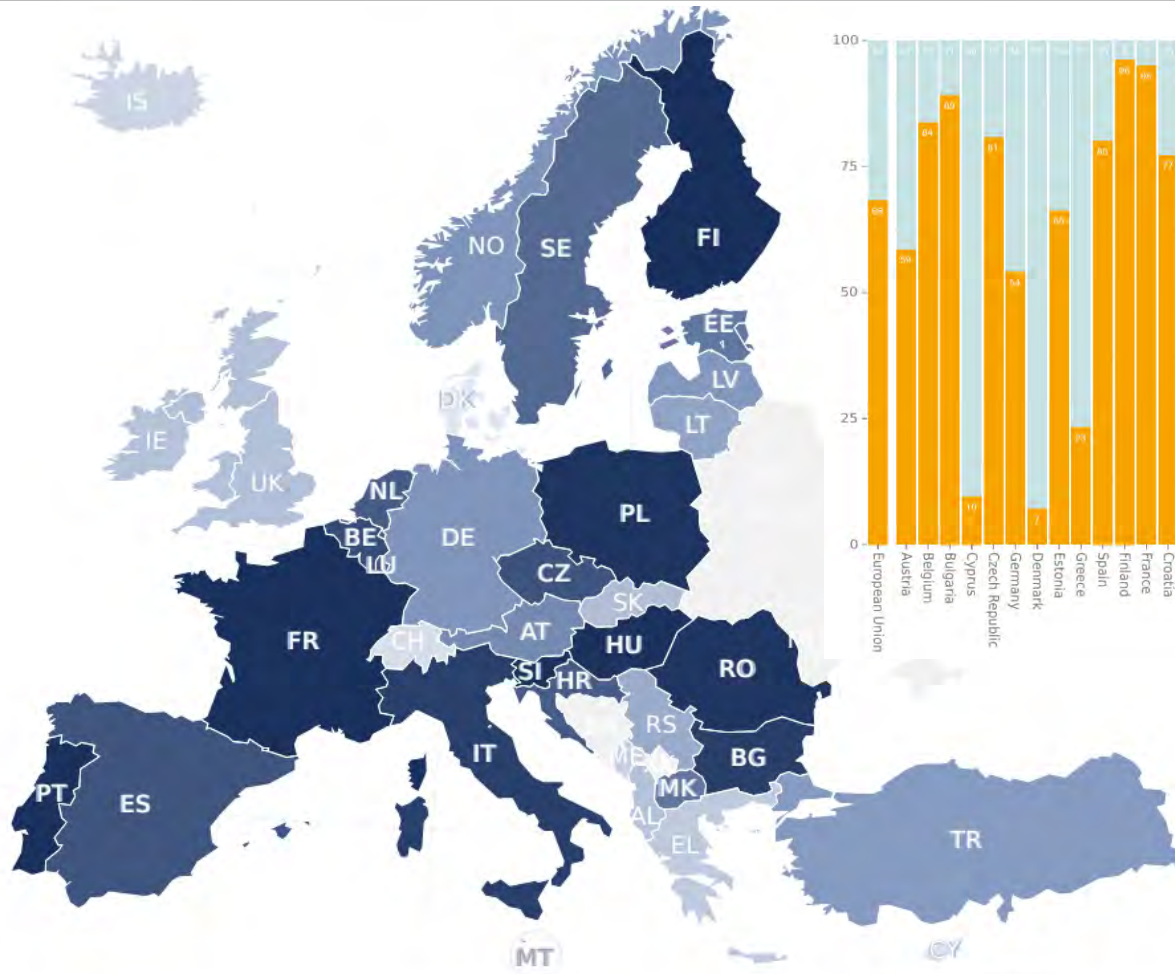
Anticipating change

- **Forecasts (Delphi methodology)**
- **Reports on emerging risks**
 - Biological, chemical, physical and psychosocial risks
- **Foresight on green jobs (scenario building)**
 - Report on wind energy
- **Ongoing foresight on Information and Communication Technologies**
- **Expert articles**
 - The future of work: performance-enhancing drugs
<https://osha.europa.eu/en/oshnews/oshwiki-article-spotlight-performance-enhancing-drugs-workplace>
 - The future of work: crowdsourcing
<https://osha.europa.eu/en/tools-and-publications/publications/future-work-crowdsourcing/view>
 - The future of work: robotics
<https://osha.europa.eu/en/tools-and-publications/publications/future-work-robotics>

Facts and figures

- **European Enterprise Survey on new and emerging risks (ESENER 1 and 2)**
 - Filling the gap between policy knowledge and outcome knowledge
 - Secondary analysis of data: e.g. combining data with Labour Force Survey and EUROFOUND EWCS
- **OSH Overviews – the state of play**
 - Safer and healthier work at any age
 - Micro and small enterprises (MSEs)
 - Work-related diseases (WRD)

Use of health and safety services: occupational health doctor



Safer and healthier work at any age

- **Financed by the European Parliament**
- **How European countries are dealing with the challenges of a shrinking and ageing workforce, with a specific focus on OSH**
 - State of the art reviews
 - Ageing, work and OSH, gender issues
 - Rehabilitation and return to work
 - Analysis of policies, strategies, programmes
 - OSH and related policy areas
 - Rehabilitation and return to work systems and programmes (published)
 - Country reports (published)
 - Rehabilitation and RTW case studies (published)
 - Good practice examples (published)

Tools for OSH management

- **Online Interactive Risk Assessment Tool (OiRA)**
 - Platform for tool development and sharing
 - Facilitating development of specific tools for sectors and Member States
- **E-guides**
 - To manage stress and psychosocial risks HWC 2014-15
 - To manage OSH in the context of an ageing workforce HWC 2016-17
- **E-Tools**
 - Building a network

Networking knowledge

■ OSHWiki

- Authored articles by experts
- Integrated into other social media channels



Campaigning and raising Awareness



■ Campaigns since 2000

■ Topics:

- Stress, musculo-skeletal disorders, risk assessment, noise, dangerous substances

Healthy Workplaces Campaigns

- Coordinated by the European Agency for Safety and Health at Work (EU-OSHA)
- Organised in more than 30 countries
- Supported by a network of partners:
 - National focal points
 - Official campaign partners
 - European social partners
 - Media partners
 - Enterprise Europe Network
 - EU institutions
 - Other EU agencies



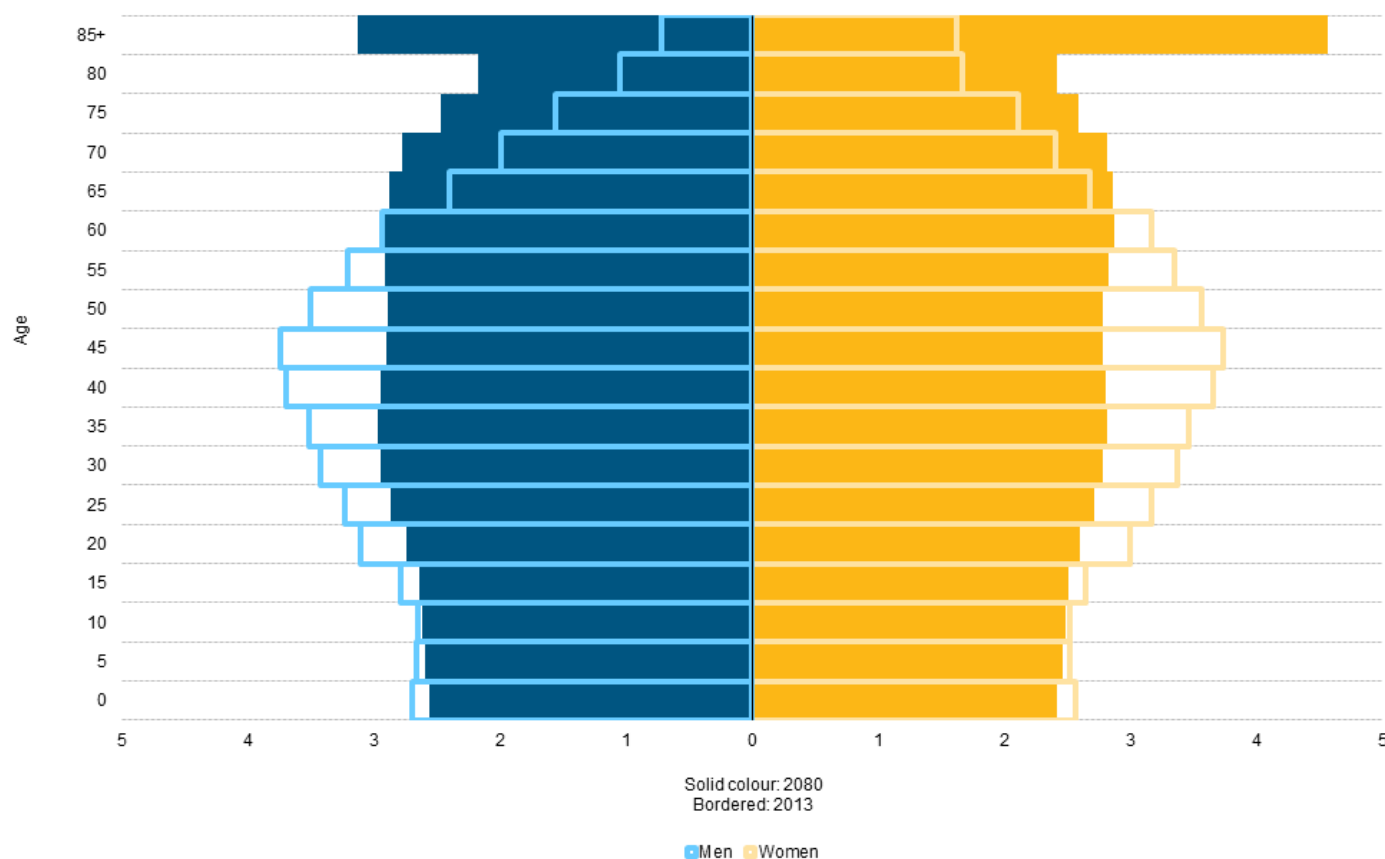
HWC 2016-17 'Healthy Workplaces for all Ages'

Key objectives

- **Promote sustainable work and healthy ageing from the beginning of working life**
- **Highlight the importance of prevention throughout working life**
- **Assist workplaces by providing information and tools for managing OSH in the context of an ageing workforce**
- **Facilitate information exchange and good practice**



The demographic challenge: Age pyramid Europe



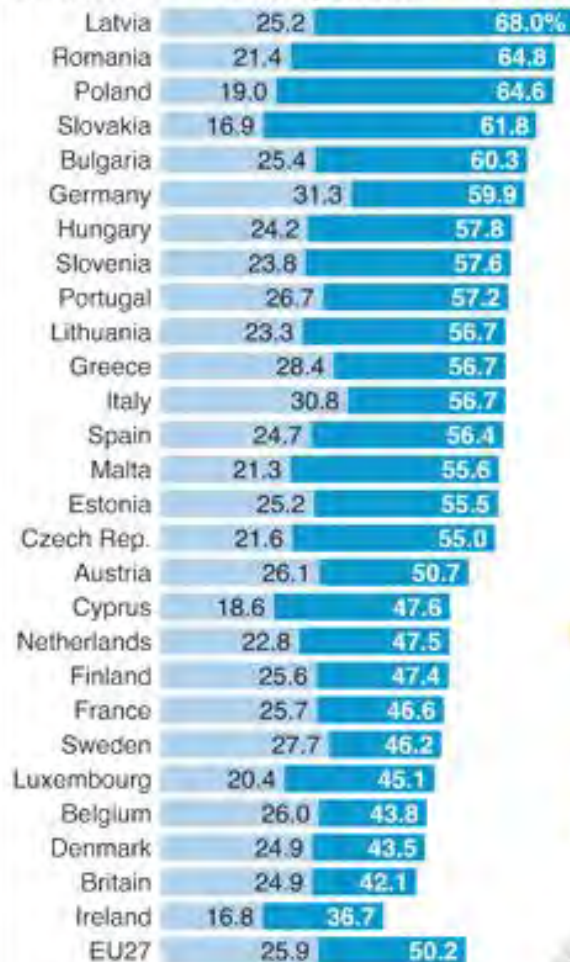
(¹) 2013: provisional. 2080: projections (EUROPOP2013).
Source: Eurostat (online data codes: demo_pjangroup and proj_13npms)

The demographic challenge: Old-age dependency ratio

OLD-AGE DEPENDENCY RATIO

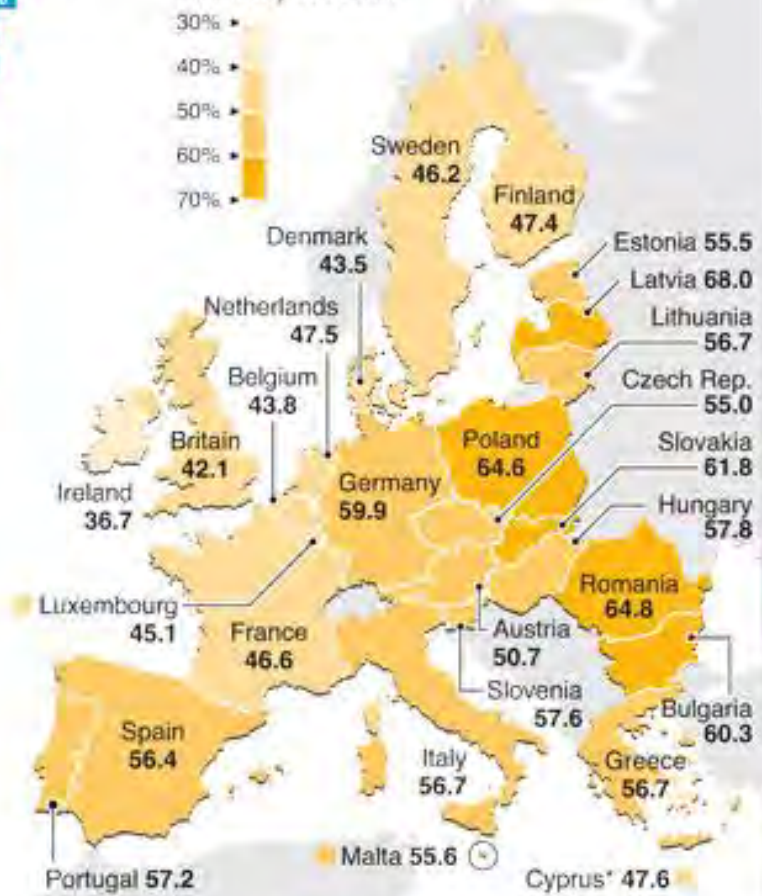
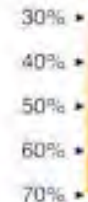
Projected number of persons aged 65 and over, expressed as a percentage of the projected number of persons aged between 15 and 64

BY COUNTRY — Ranked by 2060 data



BY GEOGRAPHY

Ranked by 2060 data



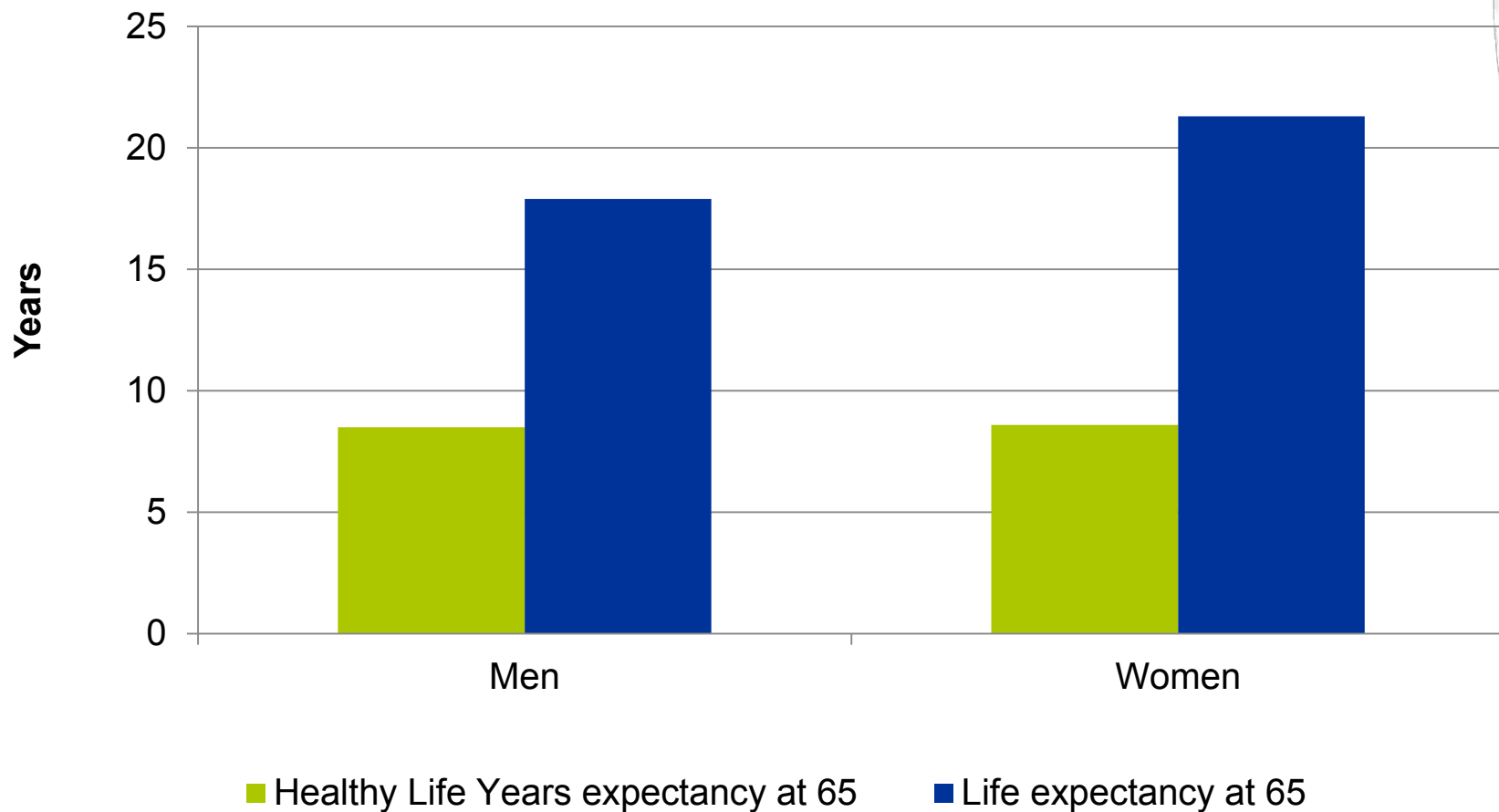
Source: Eurostat

* Outside map area

REUTERS

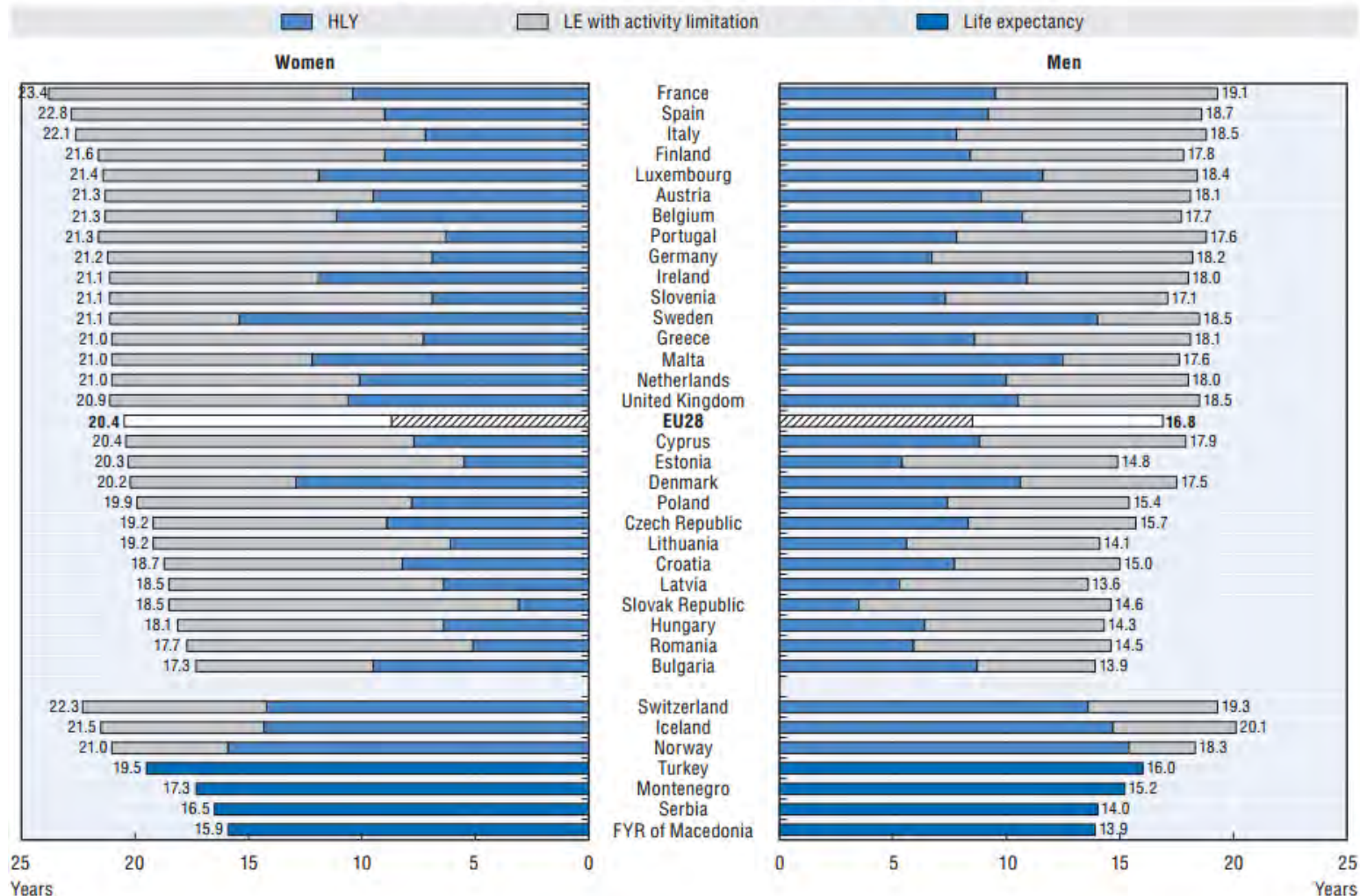
The European demographic challenge

Life expectancy and HLY expectancy at 65, 2013



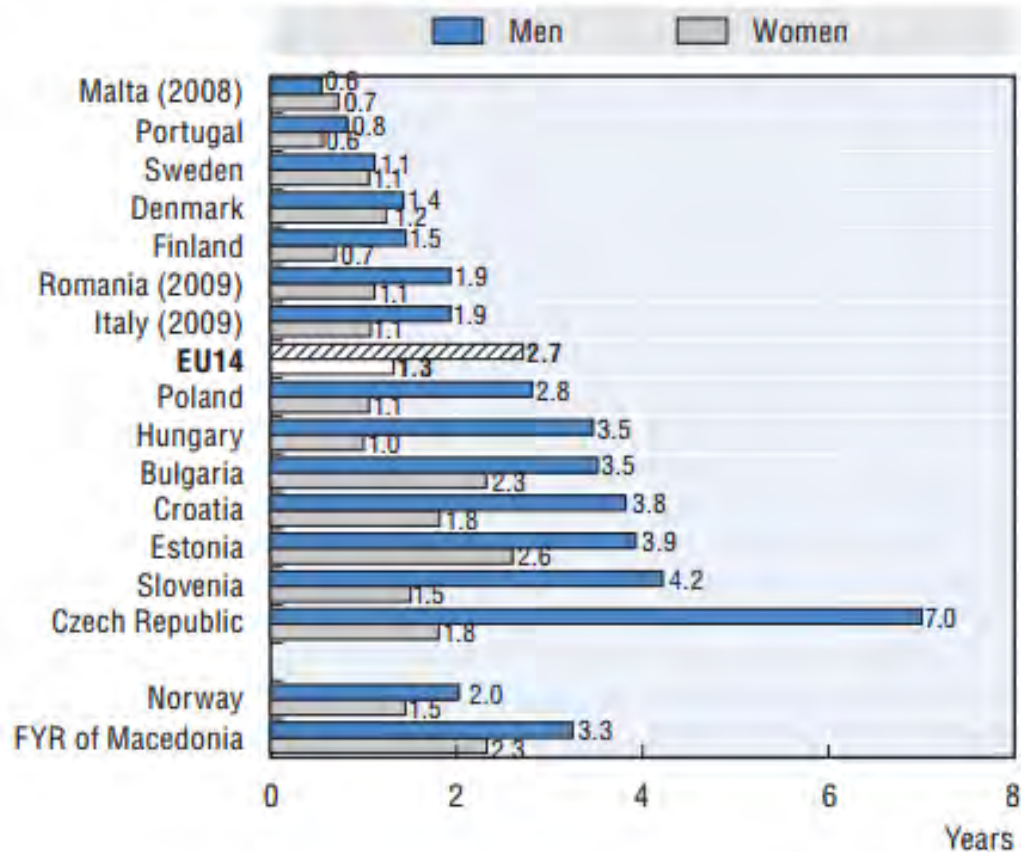
Healthy Life Years Expectancy at 65

1.2.1. Life expectancy (LE) and healthy life years (HLY) at 65, by gender, 2012



Life expectancy gaps

1.2.2. Life expectancy gaps between people with high and low level of education at 65, 2010



What is the issue?

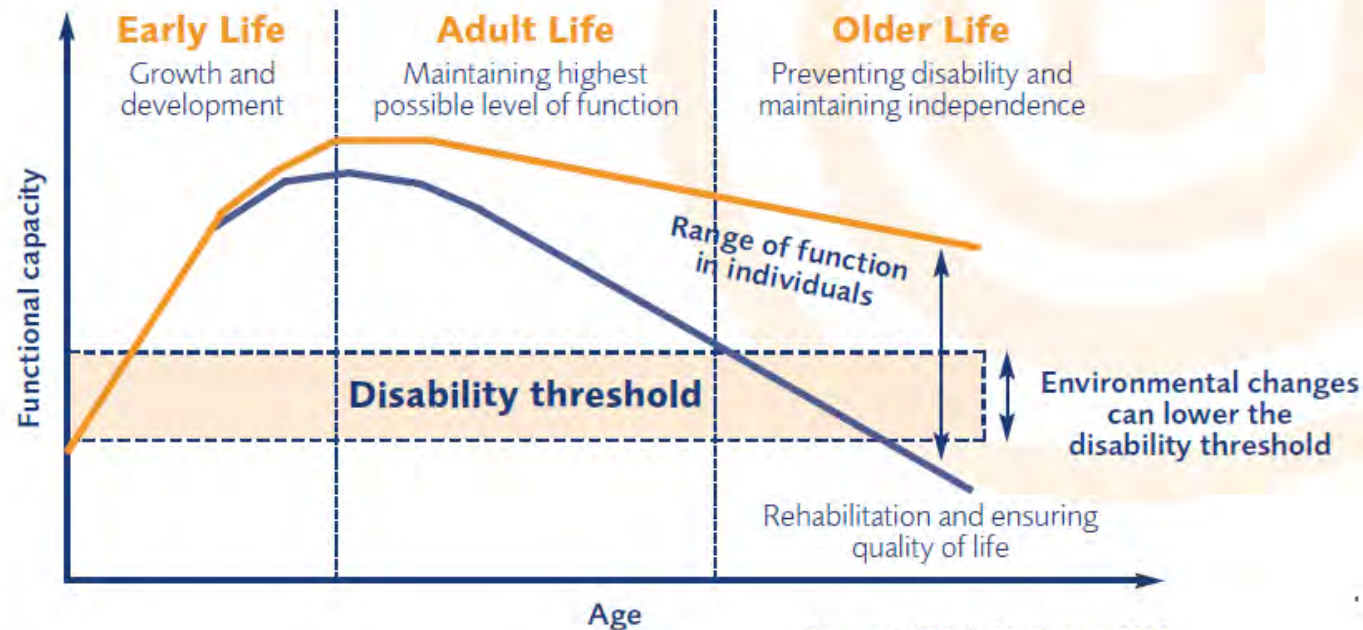
- **Challenges for workplaces arising from demographic change:**
 - general labour shortages
 - shortages of skilled workers
 - concerns about productivity and absenteeism
- **In terms of OSH**
 - longer working lives - longer exposure to workplace hazards
 - more people at work with health problems/chronic diseases
 - health inequalities
 - imbalance between work demands and decreasing functional capacities



The ageing process and functional capacity

Functional capacity and the life course

A life course perspective for maintenance of the highest possible level of functional capacity



Source: WHO/HPS, Geneva 2000

Are older workers more vulnerable?

Hazards and risks	Changes in functional capacities
<ul style="list-style-type: none">• Heavy physical workload (prolonged standing, constant movements, use of stairways, carrying and lifting of heavy loads)• Working at height, risk of slips and trips• Air temperature and quality (extreme hot or cold, sudden temperature variations, exposure to steam, toxic substances and gasses, poor air quality etc.)• Exposure to chemicals, frequent contact with water, food, cleaning products etc.	<ul style="list-style-type: none">• Reduction in 'aerobic power' and in muscle strength and endurance.• Changes in balance control• Decreased tolerance to extreme heat and cold, and difficulties adjusting to temperature differences.• Skin becomes thinner and dryer, increasing susceptibility to skin inflammations.

Are older workers more vulnerable?

Hazards and risks	Changes in functional capacities
<ul style="list-style-type: none">• Noise• Subdued lighting (possible consequences: falls, burns, eye injuries etc.)• Time pressure, work demanding great concentration• contact with difficult customers, violence harassment, discrimination	<ul style="list-style-type: none">• Changes in hearing• Changes in vision: decreased ability to see in low lighting, to judge distances and the speed of moving objects.• Changes in memory, increased reaction times

Diversity-sensitive risk assessment

- **Risk assessment is the cornerstone of OSH management in Europe**
- **Differences exist between individuals, take account of:**
 - age
 - gender
 - disability
 - migrants
- **For younger workers, taking account of:**
 - physical and intellectual development
 - immaturity
 - lack of experience
- **For older workers, considering:**
 - Specific risk factors, such as shift work, high physical workload, extreme temperatures, updating and maintaining skills
- **Older workers are not a homogeneous group and differences in both functional capacity and health between individuals increase with age**
- **Diversity addressed by focusing on work demands in relation to individual capacities and health**

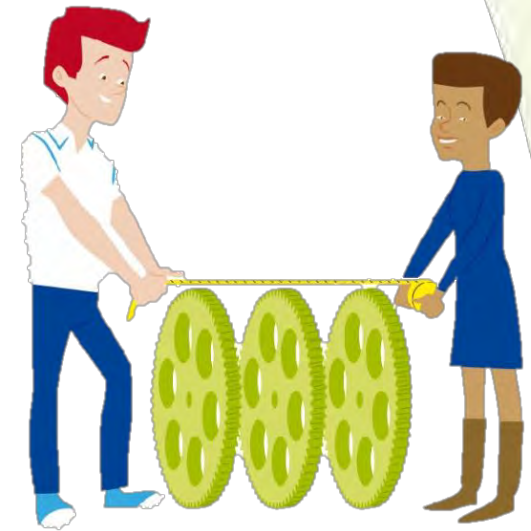
Adapting the workplace

- **Work should be adapted to individual abilities, skills and health status, as well as other factors of diversity**
- **Dynamic and continuous process throughout working life**
- **Examples of changes in response to functional capacity:**
 - providing equipment
 - good ergonomic design
 - job re-design
 - job rotation
- **Good workplace design and good work organisation benefit all ages**



Life-course perspective and a holistic approach

- **Health in later life is affected by working conditions in earlier life**
- **Prevention throughout the working life:**
 - prevent disease or injury before it ever occurs
 - early detection of the problem – health surveillance
 - to reduce the impact of a disease or injury - vocational rehabilitation, return to work
- **Holistic approach – considering factors beyond OSH that have an impact on OSH**
 - work-life balance
 - training
 - career development
- **Management of OSH in the context of an ageing workforce requires a multidisciplinary approach**
- **Age management and work ability model**

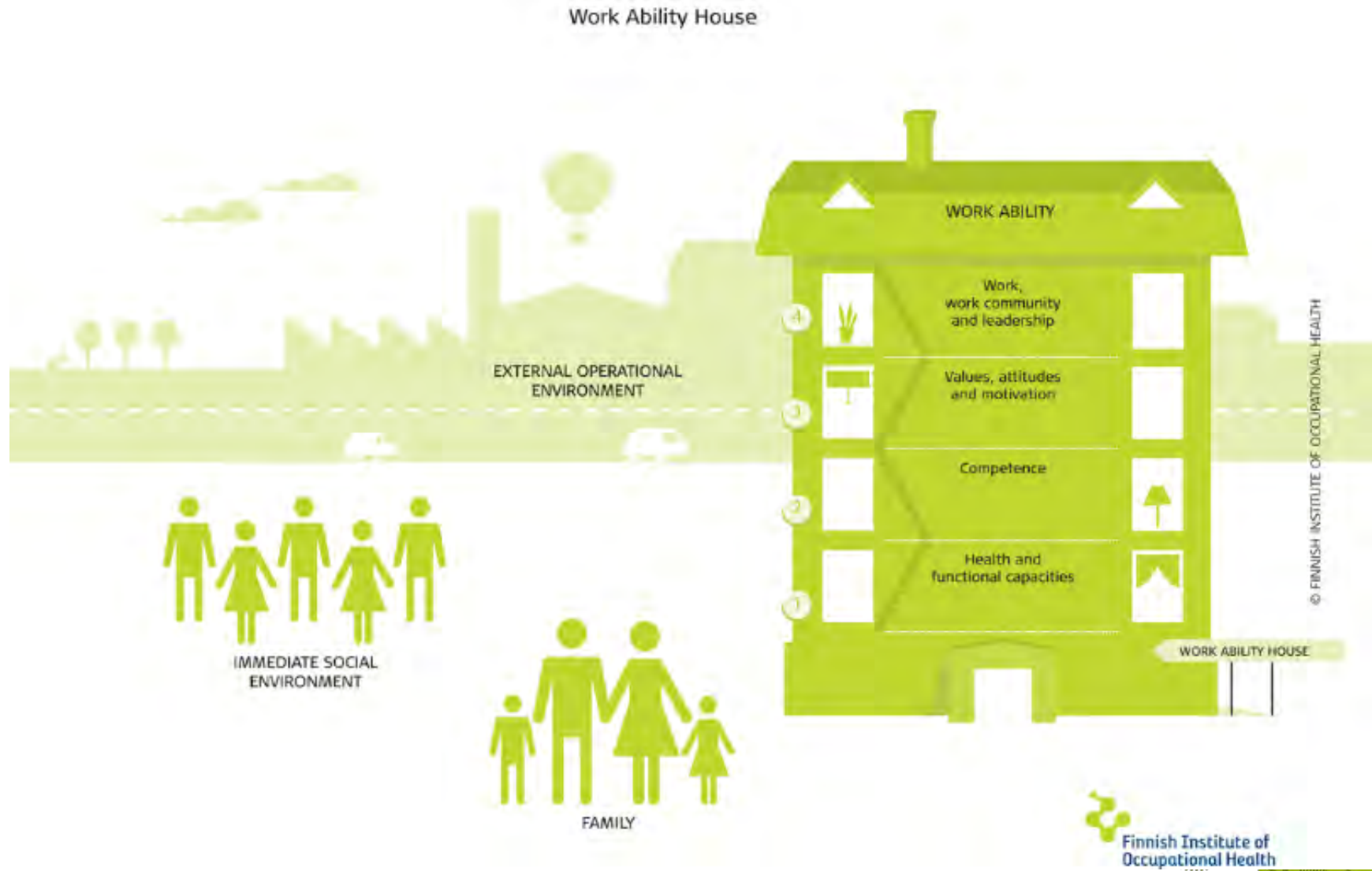


Work ability concept

- **Work ability — balance between work demands and individual resources**
- **Work demands affected by:**
 - work content, workload, work organisation
 - work environment and community
 - leadership
- **Individual resources:**
 - health and functional capacities
 - skills and competences
 - values, attitudes, motivation
- **Promoting work ability requires:**
 - considering all dimensions
 - good leadership
 - worker participation
 - cooperation between management and workers
- **Work ability index**



Work Ability Model



Workplace health promotion

- **Combined efforts of employers, employees and society to improve health and well-being at work**
- **Can be only successful if combined with risk prevention and health protection**
- **‘Health promoting workplaces’ – a comprehensive approach, integrating OSH and health protection with health promotion, addressing both work organisation and work environment issues and the individual risk factors.**

A sewing SME – Łódź, Poland

- Age-sensitive risk assessment
- Single shift
- “Homely” work environment
- Trolleys to move garments
- Baskets to hold smaller items
- Improved lighting



A small German roofing company

- Age-sensitive risk assessment
- Focus on load reduction through new lifting aids
- Retraining for new tasks to allow for job development
- Full worker involvement
- External expertise



E-Guide 'Safer and healthier work at any age'

- **Objective**

- to provide workplaces with information and support for OSH management in the context of an ageing workforce
 - knowledge related to the ageing of the workforce, the ageing process and its implications at the workplace
 - practical guidance on how to deal with the related challenges.

- **Unbiased, evidence-based information and examples of solutions, taking account of the available national or sectoral good practice, instruments, and tools**

- **National versions**

- **Informative, user-friendly, interactive, engaging, innovative, and visually attractive.**

- **<https://www.healthy-workplaces.eu/en/healthy-workplaces-all-ages-e-guide>**



Further information on the Campaign

- Campaign website:
www.healthy-workplaces.eu
- Campaign newsletter:
<https://healthy-workplaces.eu/en/healthy-workplaces-newsletter>
- Information about activities and events through social media:

- Information about events in your country from your focal point:
www.healthy-workplaces.eu/fops



Thank you for your attention!

sas@osha.europa.eu

