



Findings on major EU-OSHA activities

OSH Conference “A better preventive culture in a new labour market”

Christa Sedlatschek
Director



European Agency
for Safety and Health
at Work

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Safer and healthier work at any age

OSH in the context of an ageing – background

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Objectives:

- Improving knowledge of existing policies and initiatives addressing the ageing of the workforce and how they have been implemented in the MSs and EFTA countries
- Providing reliable information and analysis for policy development in the area of OSH, including rehabilitation and return-to work policies
- Supporting the exchange of good practice at company level

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Policies to address the challenges of an ageing workforce

Elements of a successful policy

Integrated policy frameworks

Social policies	Employment	OSH	Public health	Education	Equal treatment
Pension reforms: Raising retirement age Limiting access to early retirement and disability pensions	Promoting employment of older workers and employability Training and lifelong learning Targeted support to older workers	Sustainable Work Working time arrangements Work-life balance Vocational rehabilitation and return-to-work	Workplace Health Promotion Work-oriented medical rehabilitation Active and healthy ageing	Life-long learning Vocational education	Prohibition of discrimination on grounds of age and disability

Maintaining employability & fostering work ability of all workers

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Success factors for return to work

- **Inclusive systems to target all workers with health problems**
 - Broader scope than disability management
- **Intervention already at an early stage**
- **Interventions tailored to the workers' needs**
- **Case manager**
- **Assessment of work capacity, individual support plan**
- **Targeted workplace interventions**
- **Obligations and responsibilities for employers and workers**
- **Coordination at policy level (cross policy), system level and workplace level (GPs, OSH specialists, rehabilitation service providers, case manager, employer...)**
- **Financial, technical support to SMEs**
- **Economic drivers before receiving disability or early retirement benefit**
- **Raising awareness about the benefits of RTW**

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Success factors at company level

▪ Workplace level

- Life course approach, addressing different needs of young and old, intergenerational interaction
- Holistic approach, taking into account factors beyond OSH that have an impact on OSH (e.g. based on work ability concept)
- Workplace Health Promotion
- Age/diversity sensitive risk assessment, gender issues
- HR policies supporting OSH management (working time, training)
- Leadership
- Social dialogue / workers participation

HWC 2016/2017 - Healthy Workplaces on All Ages

Objectives:

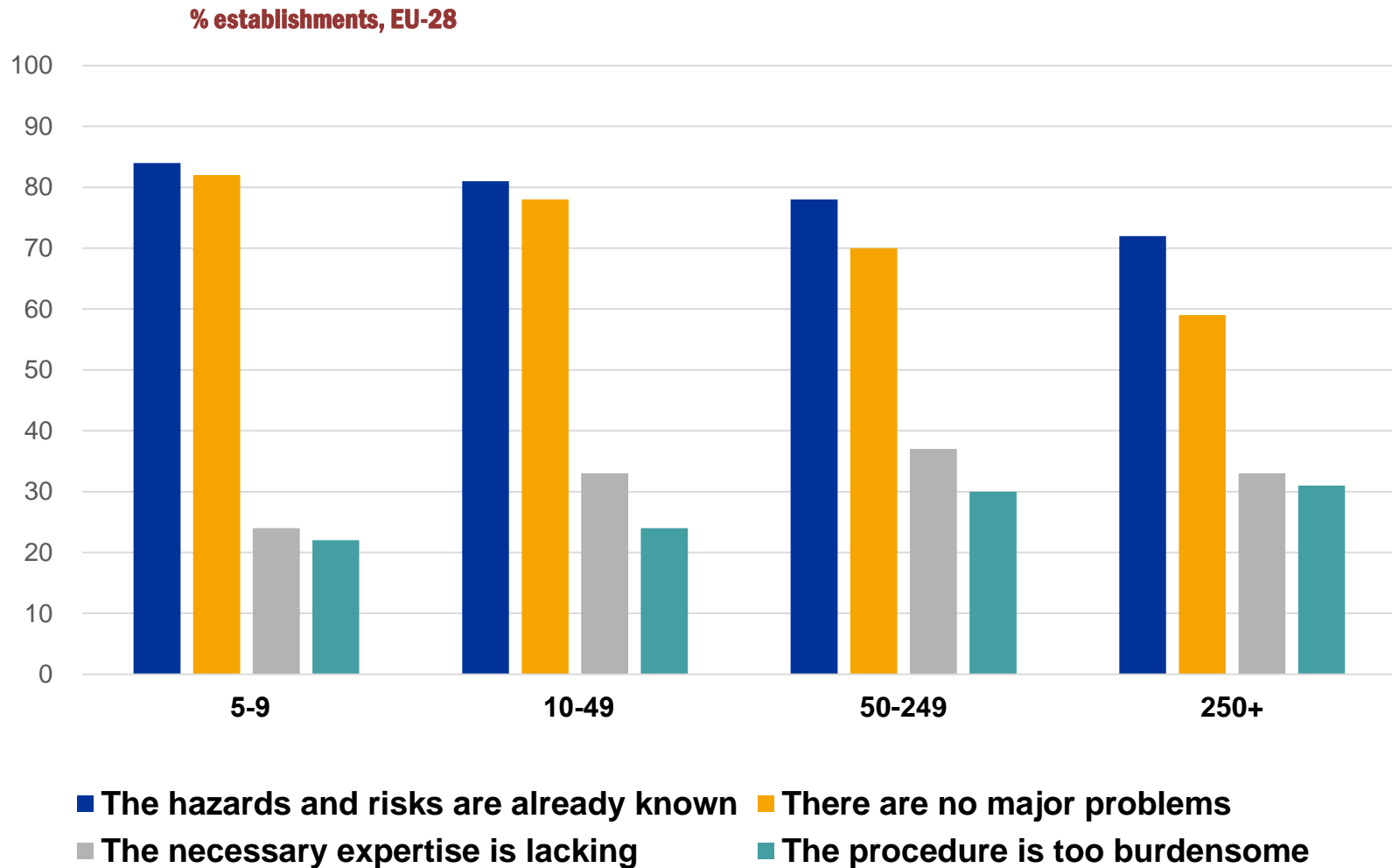
- Promote healthy ageing at work and the importance of prevention throughout the whole working life.
- Assist employers and workers (including micro enterprises) by providing information and tools for managing OSH in the context of an ageing workforce.
- Facilitate exchange of information on and good practice in this area.



Establishing a prevention culture on dangerous substances while targeting specific groups of workers - HWC 2018/2019

- **In pursuit of its overall goal, the campaign will tackle four priority themes:**
 - 1) Promoting risk assessment, elimination and substitution, and the hierarchy of prevention measures.
 - 2) Raising awareness of risks linked to exposure to carcinogens at work.
 - 3) Addressing specific groups of workers.
 - 4) Improving awareness of policy developments / legislative framework (REACH and CLP).

ESENER-2: Reasons why workplace risk assessments are not carried out regularly



Base: establishments in the EU-28 that do not carry out risk assessments regularly

Improving OSH in Micro- and Small Enterprises (MSE)

- **Structured interviews with owners/managers and workers**
 - 160 case studies to better understand problems, concerns, drivers, OSH attitudes and behaviours at the workplace level
- **Identifying mechanisms and contexts of successful policies, strategies and interventions**
 - Actions by national authorities, employer associations, trade unions and other sectoral and professional OSH bodies
 - Tools and methods supporting OSH management, including expert or financial support, training, E-tools, checklists, guidelines, campaigns, etc.
- **The role of intermediaries**
 - National workshops involving key stakeholders and focusing on construction, manufacturing and private service industry
- **Final analysis and seminar (2017)**

Phase 1: 'Contexts and arrangements for OSH in micro and small enterprises in the EU'

- Poor OSH in MSEs determined by a **'general and multifaceted lack of resources'**: a weak economic position, limited knowledge, awareness and competence of owner-managers, low investment in OSH, limited capacity to manage OSH systematically, attitudes and priorities, concerns for economic survival
- Few research attempts to evaluate or analyze **national or EU regulatory or economic contexts** in relation to OSH in MSEs
- Lack of scientific-based understanding of how **interventions** can be tailored to MSEs and what contextual determinants of their effectiveness are



- **MSEs in Europe: How can we make sure they are safe, healthy and productive places to work?**

Policy seminar, 28 June 2016, Brussels

Foresight on new and emerging OSH risks associated with ICT by 2025

- **2-year project (2016-2018) to produce scenarios of the future**
 - To help policy-makers gain insights into future OSH challenges
 - To better understand what decisions could help avoid/ encourage these futures

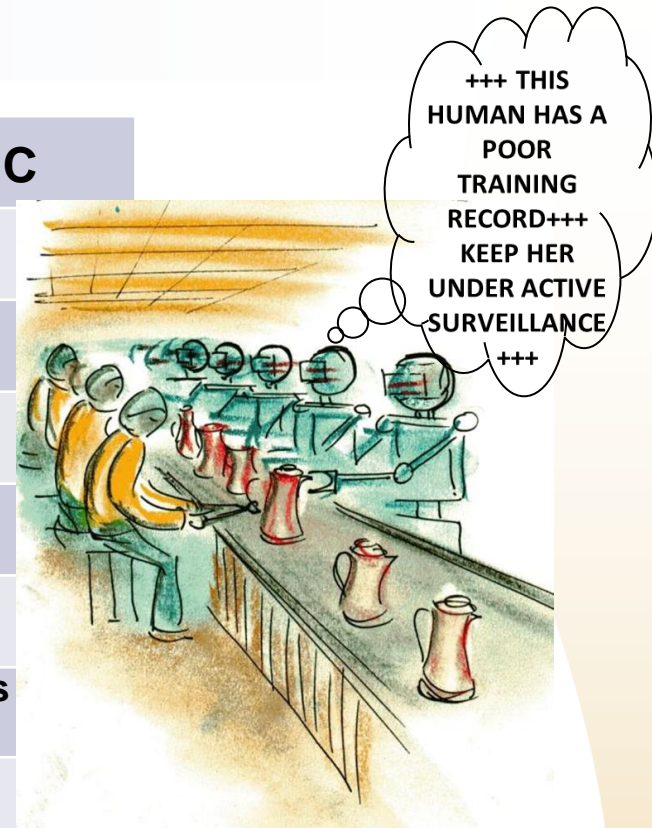
Background

- **EU Strategic Framework on Health and Safety at Work 2014-2020**
 - To anticipate potential negative *effects of new technologies and changes in work organisation* on workers' health and safety
- **EU-OSHA's "Scoping study for a foresight on new and emerging OSH risks":**
 - "*The impact of ICT and work location on OSH*" - top ranking based on desk research and stakeholders' consultation
- **Link to European Commission priority: Digitisation of the economy and development of the EU Digital Single Market**

Trends and Drivers of change

Examples

TECHNOLOGICAL	SOCIETAL & ECONOMIC
Internet of things	Crowdworking
Big Data	Flexible working patterns
Collaborative robotics	Changes to HR management
Artificial intelligence	Globalisation and EU growth
Industry 4.0	Entrepreneurship, Micro and SMEs
Bionics	Alternative distribution chains
Drones	Sharing economy
Miniaturisation and Wearables	Effect of ICT on other sectors
Bionics	Social media
Additive manufacturing (3D-, 4D- and bio-printing)	Cybersecurity
Virtual reality	Demographics of the workforce
Immersive communication	Polarisation towards skills & inequalities



Working with robots and Artificial Intelligence

OSH Challenges

- **Human-Machine Interfaces**
 - Ergonomics
 - Safety
 - Effect of (continuous) cognitive load?
- **Increasing “technological” complexity**
 - Too much trust in the infallibility of technology
 - Understanding the underlying processes?
- **Work organisation**
 - Who does what, the robot or the worker?
 - Can/will a worker take instructions from a robot-boss?
 - Pressures on workers to perform at same level as robots
 - “Peers” are robots –social support
- **Electromagnetic fields?**



Digital work and the 24/7 global economy

OSH Challenges

- **What and how are workers' data collected, shared and used?**
- **Available all the time, including at unsocial times**
 - Work intensity - Interruptions and unpredictability of demand at short notice
 - Dependence to technology and “Fear Of Missing Out” syndrome
 - Constant pressure for competitive self-promotion on the web
- **Virtualisation of work relationships, feeling of isolation**
- **Ergonomic risks**
 - *Online workers*: Intensive use of ICT on devices/ environments not ergonomically designed for (intense) work
 - *Offline crowd-workers*: performing most hazardous jobs: OSH training? Safe equipment?
- **Multiple jobs - no job for life**
 - Interaction of exposures - How to link exposures to health effects?
- **A dispersed workforce - Risk assessment? OSH training, monitoring and enforcement?**
- **Legal status of online work exchange platforms?**
 - Who is the employer? Responsible for prevention/OSH?
 - What's work? - Evaluation of worker's performance and payment
- **Race to the bottom of working conditions and OSH**

Thank you for your attention