



A European perspective on OSH

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EU-OSHA - Who we are

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.

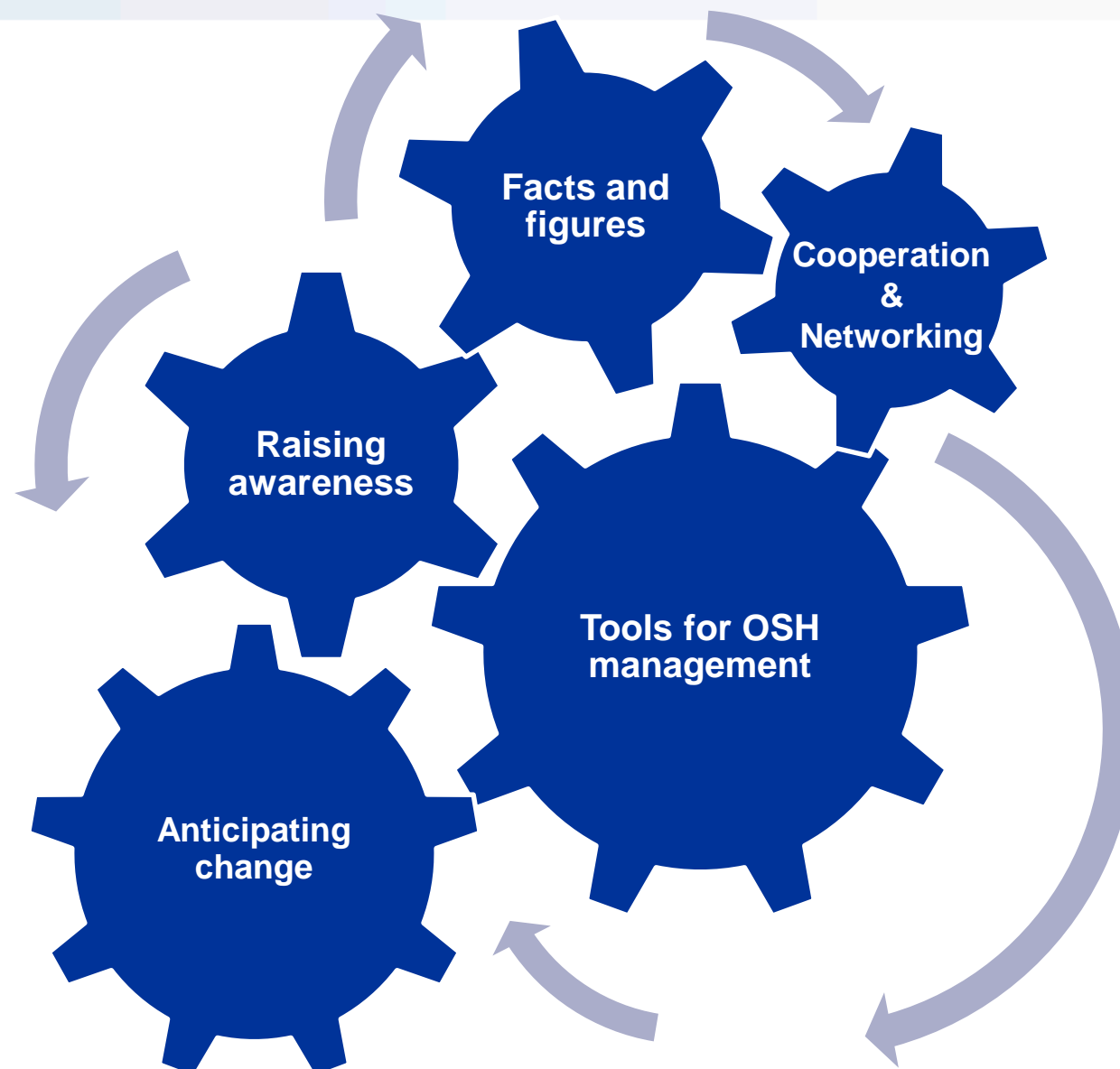
- One of the 40 **EU agencies**
- Governed by **European law**
- Mostly **financed** from the general EU budget
- Independent in the execution of its **mission/tasks**
- **A tripartite network organisation**, closely linked to EU actors and national networks through the national focal points



Mission and vision

- We develop, gather and provide **reliable and relevant information, analysis and tools**.
- We **raise awareness** and **exchange** occupational safety and health (OSH) **information** and **good practice**.
- Our vision is to be a recognised leader in **promoting healthy and safe workplaces**.
- We contribute to the development of an **OSH risk prevention culture**, to ensure a smart, sustainable, productive and inclusive economy.

EU-OSHA key activity areas



Some health and safety challenges



- 28 different OSH systems
- Changes in the policy and regulatory context
- Economic and demographic change
- Micro and small enterprises
- New technologies, new forms of employment, new ways of working
- New and emerging risks
- Work related diseases (psychosocial risks, MSDs, cancer, etc.)

EU Strategic Framework 2014-2020

- Challenges identified are MSEs, work-related diseases, and demographic change
- Objectives:
 1. Consolidation of national strategies
 2. Facilitate compliance, especially in MSEs
 3. Better enforcement by Member States
 4. Simplifying legislation
 5. Ageing, new risks, occupational diseases
 6. Improving statistical data collection
 7. Better international coordination

Reference to the EU Strategic Framework **challenges** or very similar description

Challenge 1: Improving the implementation record (particularly by supporting SMEs and micro enterprises)	Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks	Challenge 3: Tackling demographic change
Austria	Austria	Austria
Cyprus	Cyprus	
	Czech Republic	Czech Republic
Denmark	Denmark	
Finland	Finland	
France	France	France
Germany	Germany	
Ireland		
Malta	Malta	
	Poland	Poland
Netherlands	Netherlands	Netherlands
Portugal	Portugal	
Slovakia	Slovakia	
Spain	Spain	
Sweden	Sweden	Sweden
UK	UK	

Safer and healthier work at any age

OSH in the context of an ageing workforce

Financed by the European Parliament
Implemented by EU-OSHA 2013-2016

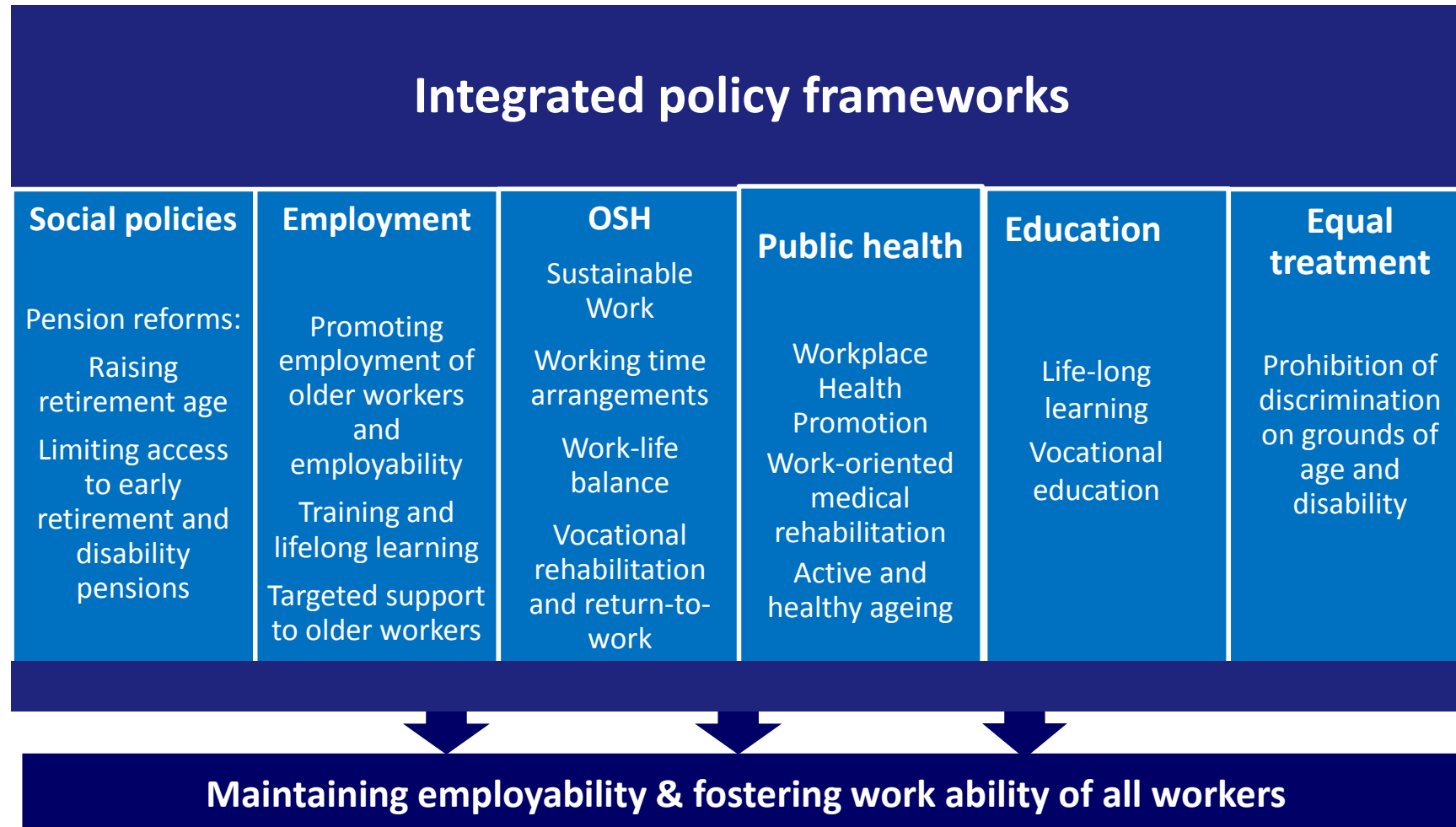
Objectives:

- 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

Safer and healthier work at any age

Policies to address the challenges of an ageing workforce

Elements of a successful policy



National policies to address the challenges of an ageing workforce

Elements of a successful policy

- **Adopting a life course approach to OSH and/or ageing:**
 - Recognition of the needs of all age groups
- **Implementing the policy:**
 - Different types of measures (legal, political, financial, technical)
 - Systematic approach: establishment of objectives and targets, establishment of action plans, monitoring and evaluation
- **Engaging stakeholders and raising awareness:**
 - Developing a common understanding and a common language (e.g. 'Sustainable employability')
 - Putting in place platforms for coordination of action and exchange of experience

Rehabilitation and return-to-work systems

- 21% of the working population suffer from a long-standing illness or health problem.
- Total average time spent on sick leave increases with age.
- Consequences of long-term sickness absence on workers, employers and society.
- Measures to facilitate rehabilitation and return-to-work to avoid long-term sickness absence, work disability or early retirement.

Rehabilitation and return-to-work systems

Elements of a successful system

Rehabilitation and return-to-work systems integrated into broader policy frameworks for sustainable working lives

Integrated legal and policy framework

- Return to work system inscribed in legislation and based on coordination across relevant policy areas.

Inclusive systems

- Rehabilitation services and return-to-work programmes target all employees.

Early intervention

- Avoiding sickness absence.
Early workability assessment.
Maintaining a link with the workplace during the sickness absence.

Tailored approach

- Individual support plan.
Workplace adaptations.
Vocational and social rehabilitation.
Reintegration into the workplace.

Coordination mechanisms

- Enhanced role of employer.
Case management.
Coordination at all stages.
Interdisciplinary teams.

Safer and healthier work at any age

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**

Safer and healthier work at any age

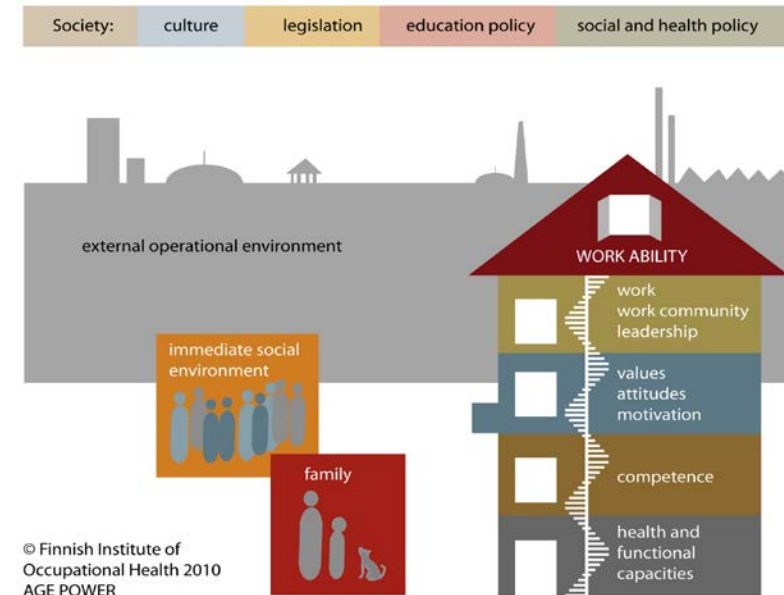
Success factors at company level

■ 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

Work ability concept

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



Age management - elements



Healthy Workplaces Campaign

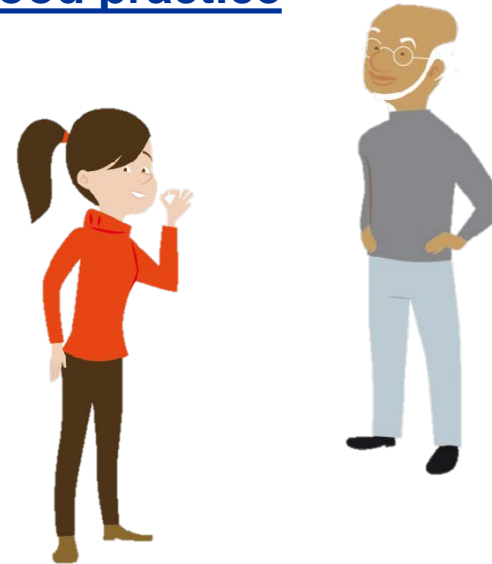
Key strength: Network of partners

- National focal points
- Social partners
- Official campaign partners
- Media partners
- EU institutions and networks



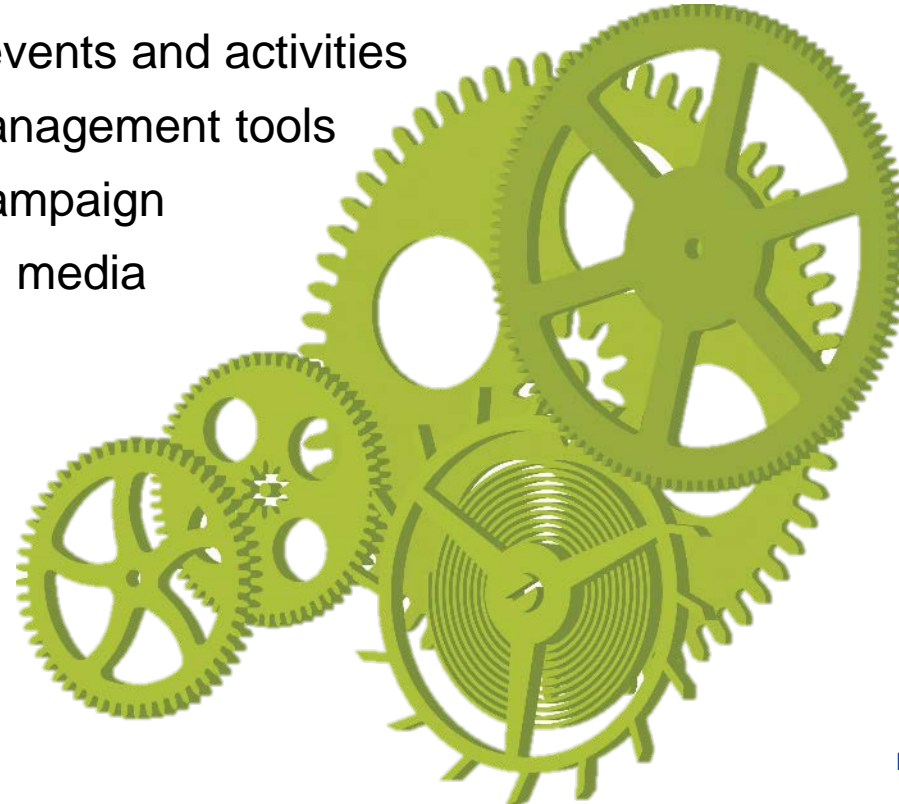
Key objectives

- Promote sustainable work and healthy ageing from the beginning of working life
- Highlight the importance of prevention throughout working life
- Assist employers and workers (including in SMEs) by providing information and tools for managing OSH in the context of an ageing workforce
- Facilitate information exchange and good practice
- <https://youtube/9bodWzkkcCU>



Getting involved

- **Organisations of all sizes and sectors, as well as individuals, can get involved**
- **Get involved by:**
 - disseminating campaign materials
 - taking part in or organising events and activities
 - using and promoting age-management tools
 - becoming a partner of the campaign
 - keeping up to date via social media



Key dates

- **Campaign launch:** 15 April 2016
- **European Weeks for Safety and Health at Work:** October 2016 and 2017
- **Healthy Workplaces Good Practice Awards Ceremony:** April 2017
- **Healthy Workplaces Summit:** November 2017



Healthy Workplaces Good Practice Awards

- **Recognition of innovative safety and health practices in the workplace**
- **Organisations are rewarded for successful and sustainable initiatives promoting healthy workplaces for all ages**
- **Open to organisations in:**
 - EU Member States
 - Candidate countries
 - Potential candidate countries
 - European Free Trade Association (EFTA)
- **Two stages:**
 - National level — focal points nominate national winners
 - European level — official campaign partners and national winners
- **Winners announced at the awards ceremony**

Campaign resources

- Campaign guide
- Practical e-guide
- Promotion material
 - Campaign leaflet
 - Good Practice Awards flyer
 - Poster
 - Video
 - Infographics
 - Online banner, Email signature
- Napo film
- Materials from 'Safer and healthier work at any age' (European Parliament pilot project)
- Module for Online interactive Risk Assessment (OiRA)
- Reports



Further information

- Learn more at the campaign website:
www.healthy-workplaces.eu
- Subscribe to our campaign newsletter:
<https://healthy-workplaces.eu/en/healthy-workplaces-newsletter>
- Keep up to date with activities and events through social media:



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

