Safety and health at work is everyone's concern. It's good for you. It's good for business.
Psychosocial risks and MSDs – the evidence

- Richard Graveling, IOM, United Kingdom
  The association between psychosocial risks at work and the occurrence and prevention of musculoskeletal disorders (MSDs) – Evidence from the literature

- Irene Kloimüller, Wertarbeit, Austria
  Return to work after MSD-related sick leave in the context of psychosocial risks at work

- Cristina Di Tecco, INAIL, Italy
  Prevention of musculoskeletal disorders and psychosocial risks in the workplace: EU strategies and future challenges

- Yves Roquelaure, University of Angers, France
  Psychosocial risk factors for work-related MSDs in the context of new forms of work and digitalisation
Psychosocial risks and MSDs – the evidence

▪ Psychosocial risks associated with MSDs
  • demands
  • control
  • support
  • role conflict/lack of role clarity
  • job insecurity
  • violence and harassment

▪ Positive associations with some psychosocial factors

▪ Systematic, holistic and participatory approach to risk assessment (physical and psychosocial risk factors)
Psychosocial risks and MSDs – return to work

- Prevention of work-related MSDs, early intervention and return to work risk assessments covering the whole range of risk factors are necessary

- Successful return to work
  - health policy, awareness about chronic illness and competence building
  - supportive culture and good communication, facilitating external support
  - workplace adjustments (inc. workload, time pressure), allowing gradual and timely return
  - customised procedures, monitoring progress
  - worker active participation, positive attitude and trust

- Some workers with MSDs may never be a 100 % fit again, but with adequate adjustments at work and by focusing on the workers’ available capabilities, they might still be able to work lifelong
Prevention of MSDs – strategies and challenges

- Self-reported health disorders and work-related stress risk exposure (Italy - INAIL, 2014, 2021)

- The main challenge in preventing work-related MSDs is advancing a multidisciplinary approach to health policy and strategy at European and national system levels
Digitalisation and new forms of work

- Acceleration of long-term trends of changes in the world of work

- OSH risks
  - high work intensity (cognitive overload, digital fatigue, mental exhaustion prolonged sitting)
  - poor social relations at work (automation and algorithmic management)
  - job insecurity (precariousness)
  - high emotional demands at work (permanent surveillance)
  - blurred boundaries between work and personal life

- Surveillance, risk assessment and OSH policies need to be adapted to new working patterns and forms of employment

- Digitalisation brings new OSH risks but also opportunities, depending on how the technologies will be implemented, managed and regulated
Psychosocial risks and MSDs – publications

- Research on work-related MSDs