Safer and Healthier Work at Any Age

Presentation of the main findings

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Background to the project 2013-2015

- Designated within European Parliament’s pilot project - "Health and safety of older workers"
  - “to enhance implementation of existing recommendations, exchange best practice, further investigation of the ways to improve OSH of older people at work, further developing work already carried out, assessment of appropriateness of further action…”
  - Official Journal 29.02.2012 - 04 04 16 Pilot project — Health and safety at work of older workers

- EU-OSHA carries out the work under a delegation agreement with the European Commission
Objectives and methodology

- Review of the current state of knowledge on:
  - OSH and older workers, with a gender perspective
  - Rehabilitation and return-to-work

- Analysis of current policies to address the challenges of the ageing workforce in 32 European countries:
  - Focus on OSH policies
  - Focus on rehabilitation/return-to-work systems

- Analysis of selected workplace practices related to the OSH of older workers and to the challenges of an ageing workforce
Setting the scene: the European demographic challenge

National policies to address the challenges of an ageing workforce
  • What are countries doing and what drives them to do it
  • Elements of a successful policy framework

National systems for rehabilitation and return-to-work
  • Problem statement and state-of-play
  • Elements of a successful system

Workplace practices to address the challenges of an ageing workforce
  • Internal and external drivers to take action
  • Elements of a successful workplace policy
Setting the scene: the European demographic challenge

Toal: 500 million

2010

- 3% of males and 6% of females are 80+
- 12% of males and 14% of females are 65 - 79
- 69% of males and 65% of females are 15 - 64
- 16% of males and 15% of females are 0 - 14

2060

- 10% of males and 14% of females are 80+
- 17% of males and 18% of females are 65 - 79
- 58% of males and 55% of females are 15 - 64
- 15% of males and 14% of females are 0 - 14

Total: 517 million

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Setting the scene: the European demographic challenge

Life expectancy and HLY expectancy at 65, 2013

Years

<table>
<thead>
<tr>
<th></th>
<th>Healthy Life Years expectancy at 65</th>
<th>Life expectancy at 65</th>
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</thead>
<tbody>
<tr>
<td>Men</td>
<td></td>
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<tr>
<td>Women</td>
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Setting the scene: the European demographic challenge

Changes in employment rates, 2000-2013, by age group (percentage points)

- 15-24 yrs
- 25-54 yrs
- 55-64 yrs
- 65+ yrs

Setting the scene: the European demographic challenge
Setting the scene: the European demographic challenge

- **Opportunities:**
  - Benefits for workplaces: retaining skills, competences and experience; intergenerational exchanges and mentoring.
  - Benefits for society: more active and healthy old-age population

- **Challenges:**
  - Increasing risk of health problems: 33% of the employed 55-64 year olds suffered from a long-standing illness or health problem in 2013.
  - Discrimination: 26% of workers over 50 underwent on-the-job training in 2010 (vs. 32% of 30-49 year olds).
  - Working conditions and work organisation: 27% of older workers thought that work negatively affects their health in 2010.
Setting the scene: the European demographic challenge

- **Gender-specific issues**
  - Horizontal and vertical segregation

- **Sector-specific issues**

- **Challenges for small and micro enterprises**
National policies to address the challenges of an ageing workforce
National policies to address the challenges of an ageing workforce

Drivers and determinants

• Related to different stages of demographic development

• Depending on traditions in OSH, employment and social security matters

• EU drivers: European legal frameworks, EU2020, European OSH strategies, EU health programmes
National policies to address the challenges of an ageing workforce

State-of-play

- **Socio-economic affairs**: raising retirement age, limiting early retirement
- **Employment**: maintaining employability
- **OSH**: supporting work ability
- **Social justice and equality**: antidiscrimination measures, diversity management
- **Public health**: healthy- and active-ageing policies, Workplace Health Promotion
**National policies to address the challenges of an ageing workforce**

*Elements of a successful policy (1/2)*

### Integrated policy frameworks

<table>
<thead>
<tr>
<th>Socio-economic measures</th>
<th>Employment measures</th>
<th>OSH and working conditions measures</th>
<th>Public health measures</th>
<th>Social justice and equality measures</th>
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</thead>
<tbody>
<tr>
<td>• Raising retirement age</td>
<td>• Career management</td>
<td>• Promotion of adapted workplaces</td>
<td>• Workplace Health Promotion</td>
<td>• Prohibition of discrimination on grounds of age and disability</td>
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<tr>
<td>Limiting access to early retirement and disability pensions</td>
<td>Training and lifelong learning</td>
<td>Work-life balance</td>
<td>Work-oriented medical rehabilitation</td>
<td>Diversity management</td>
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<tr>
<td>Economic incentives</td>
<td>Targeted support to older workers</td>
<td>Management of sickness absence</td>
<td>Active and healthy ageing</td>
<td>Social rehabilitation</td>
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<td></td>
<td>Vocational rehabilitation</td>
<td>Return-to-work</td>
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**Maintaining employability & fostering work ability of all workers**

Elements of a successful policy (2/2)

- **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
Rehabilitation and return-to-work systems

**Problem statement**

- 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

State-of-play

• Insufficient consideration for rehabilitation / return-to-work

• Vocational rehabilitation only available to people with disabilities in many countries

• Few countries have established integrated rehabilitation and return-to-work systems
Rehabilitation and return-to-work systems integrated into broader policy frameworks for sustainable working lives

## Elements of a successful system

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<thead>
<tr>
<th>Integrated legal and policy framework</th>
<th>Inclusive systems</th>
<th>Early intervention</th>
<th>Tailored approach</th>
<th>Coordination mechanisms</th>
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Rehabilitation and return-to-work systems

*Elements of a successful system*

- Raising awareness of all stakeholders involved in the return-to-work process
- Enhancing the role of GPs and intermediaries
- Technical and financial support to workplaces
- Addressing research gaps and lack of data
Workplace practices for safer and healthier work at any age
Drivers for taking action at workplace level:

• Internal: skill shortage, avoiding sickness-related costs, improving corporate image

• External: national legal or policy framework, funding, technical support

• Level of awareness
Safe and healthy work at any age: workplace practices

Successful elements of workplace interventions

- Combination of the OSH and HR perspectives
  - Work-station adaptation, workplace health promotion, age management and transition to retirement
  - Integration in wider policy

- Adopting a life course approach to OSH and/or ageing
  - Addressing all age groups; flexible, individualised interventions
  - Communicating on benefits of measures for the whole workforce
Thank you to:

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- All of you for your interest