

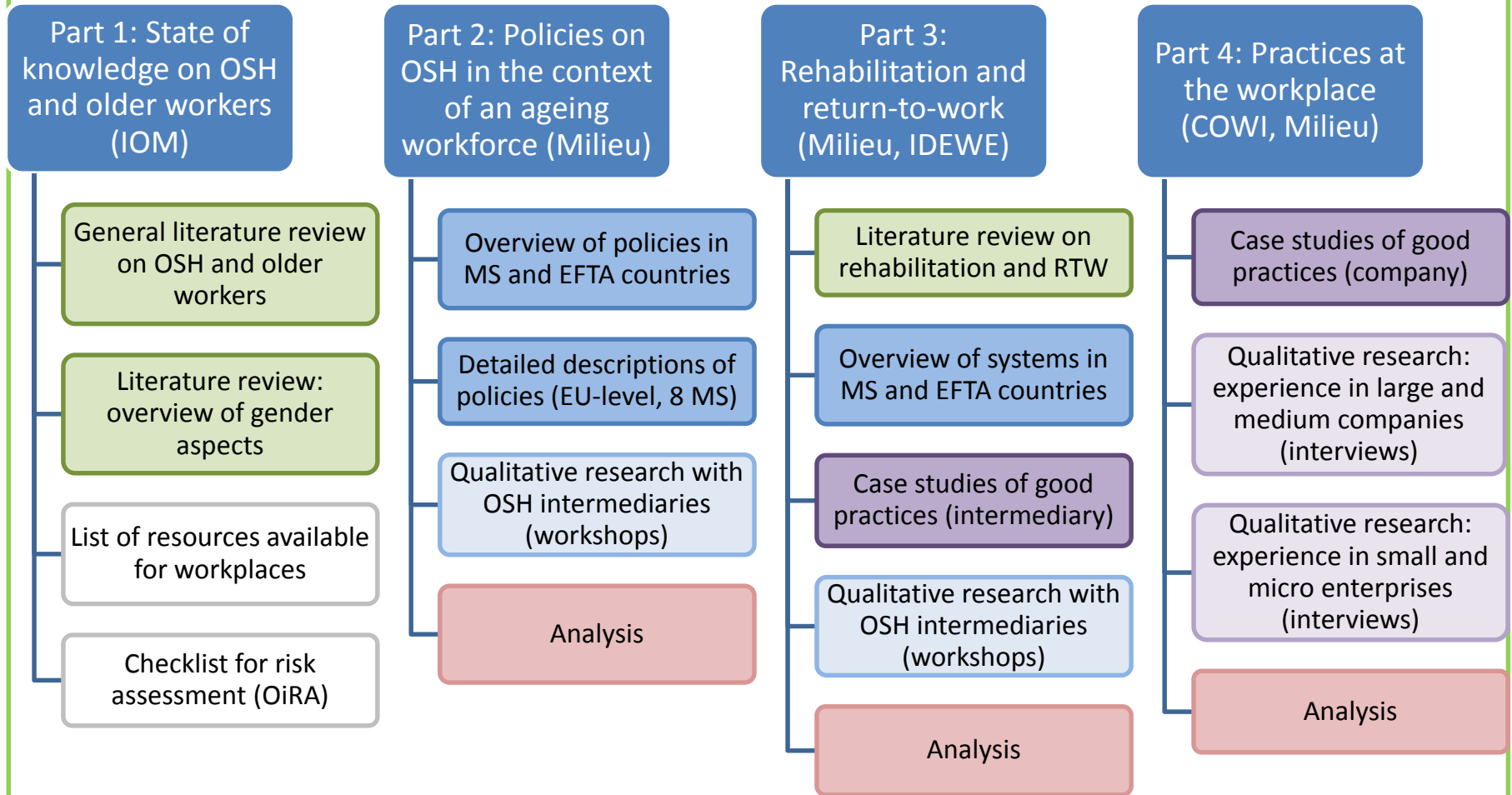
Stakeholder Conference

“Safer and Healthier Work at Any Age”

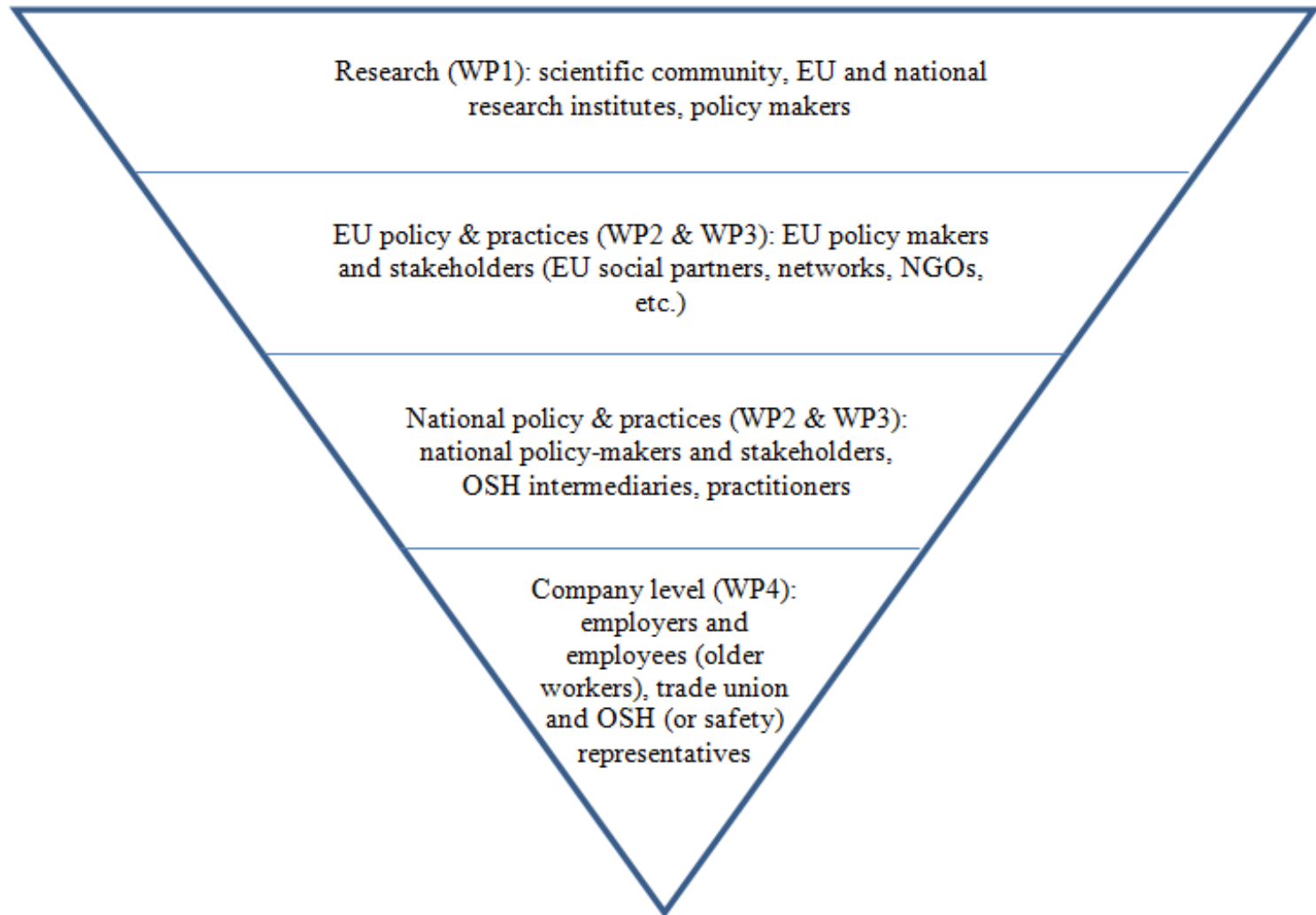
22 September 2015

Project methodology

Structure of the project



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Knowledge reviews

- Three main themes:
 - OSH in the context of an ageing workforce (IOM)
 - Gender issues (IOM)
 - Rehabilitation and return-to-work (IDEWE)
- Academic and grey literature based on search protocol (research questions, inclusion/exclusion criteria) and using well-known database for both type of literature
- Focus on systematic reviews, meta-analysis and literature reviews

Knowledge reviews

Lessons learnt:

- Need for a clear and early **focus on the research questions** as they determine the search strategy) difficult in the case of OSH because of the large number of other policies which interacts with ageing and OSH
- Importance of considering **gender sensitive assessments** in any research – using a gender neutral approach may lead to losing some information
- With regard to RTW, there is a lot of evidence albeit **without focus on older workers** or mental health

Search questions

OSH & older workers (incl. gender)

- What data are there to support changes in retirement data across the EU?
- What are the main hazards for older workers? (sectors, size, gender)
- What is the impact of early intervention for OSH and health promotion for younger workers?
- What is the impact of health promotion for older workers?
- What other policies (employment, health, research and education) impact on OSH for older workers?
- What gender dimensions have an impact on OSH for older workers?

Rehabilitation & return to work

- What is the current state-of-the-art research on the effectiveness of rehabilitation/return-to-work interventions?
- What are the success factors for long-term reintegration and sustainable return-to-work?
- Which kind of support do employers need regarding return-to-work – specifically, occupational safety and health aspects?

Research on national policies

- Country studies carried out by national OSH experts (32 MS & EFTA countries) based on desk-study, including 8 in-depth studies (AT, BE, DK, DE, FI, FR, NL, UK)
- Statistical data to set the context was collected based on European sources (Eurostat, Eurofound and OECD), as well as national data for the in-depth countries
- Qualitative research for 10 countries (in-depth countries and EL and PL) – workshops to discuss current policies and practices amongst a range of stakeholders (governments, social partners, academics, intermediaries)
- All studies reviewed by FOP in several instances and during the workshops

Research on national policies

Lessons learnt

- Area in **constant evolution** with on-going reform, requiring regular up-dating of the country studies (June 2014)
- Rehabilitation and return-to-work: importance of focusing in the country studies on **relevant statistical data** such as sickness absences and disabilities at the national level
- Workshops: **participation** is better ensured when workshops organised in close collaboration with key actors (FOP, ministries, large research institutes)

Review of workplace practices

- 24 case studies (AT, BE, BG, CZ, DE, DK, ES, FI, FR, LV, NL, NO, PL, SI, UK), wide range of sectors with a focus on innovative practices
- Based on preliminary desk-research and interview(s) with relevant actors in the company by national OSH experts
- In addition, grouped interviews in 10 countries, in 20 companies including 7 of the case studies above (10 MSEs and 10 large companies)

Review of workplace practices

Lessons learnt:

- Difficulties in **convincing companies** to participate in grouped interviews (lack of time, resources and interest, especially for the MSEs) – case studies should have been selected on the basis of their willingness to participate in grouped interviews.
- Difficulties in **identifying new companies**, notably for MSEs: the solution was to broaden the selection criteria (coverage of companies without specific policies in place) and change in accordance the focus of the interviews.
- As a result, the **importance of knowledge transfer** and issues of ‘succession’ has been raised in many MSEs and could be a focus for future research.

Environment

Cohesion Policy

Public Health

Energy & Climate Change

Thank you!

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Health & Safety at Work