



# **FIOH comments to the position papers**

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Harri Vainio, Director General

Mikko Härmä, Research Professor

Finnish Institute of Occupational Health, Helsinki,  
Finland

## *Challenge of Europe in a changing world - inclusive, innovative and reflective societies. The changing world of work and OSH*



- Relevant and important area that certainly deserves additional emphasis in the future European research strategy.
- The analysis on the main trends and research topics is correct: globalization, increasing use of ICT and the research needs related to the transfer from standardized work organizations and working time patterns towards more complex and diversified structures.
- The need to promote growth of the human, social, economic and ecological resources is important, as well as research on the socio-economic inequalities in health.
- Research on management practices and policies (especially in small and medium-sized companies) and the development of co-operation models and innovations in the working places could be emphasized.

## *Leadership in Enabling and Industrial Technologies / Societal challenges - Prevention through design*



- Relevant and important topic with the focus on efficient, sustainable (green) and competitive economy.
- The used risk approach is strong in this paper. Risk approach related to prevention/harmonizing/standardizing could be expanded by research on design of workplaces/applications/ technologies that can offer possibilities for more continuous learning and design, utilizing possibilities to participate, control and adjust the work environment.

## *Health, Demographic Change and Wellbeing. Occupational safety and health in the context of the demographic change*



- Relevant and important topic that would be very important to add to the current Horizon 2020 strategy.
- The determinants of health and quality of life in the workplace involve a combination of factors: individual (capacity, skills, motivation and health); company based (leadership, job design, working conditions and working times); and social (labour market, employment systems). Health has a rather limited effect on labour market participation alone. Epidemiological and intervention research on the above factors with the focus on work organization/modification and design of working places would be most important for the extension of long work careers.
- The gender aspect is very strong in this paper. Research needs on the reproductive effects are somewhat overemphasized. Additional information is needed on the possible effects of circadian dysrhythmia (due to shift work) on breast cancer among women and prostate cancer among men.