



# Work, health, and the demographic change

The world(s) of work in transition / PANEL 2 - Working conditions in an ageing society, Brussels, 27 June 2018

Katalin Sas, Project Manager, EU-OSHA



# Summary

- **EP Project ‘Safer and healthier work at any age’**
- **OSH management in the context of an ageing workforce**
  - Active ageing, sustainable work, the work ability concept
- **Are older workers vulnerable?**
- **Health inequalities – do they matter?**
- **Policy response**

# EP Pilot Project “Safer and healthier work at any age”

- **Financed by the European Parliament, implemented by EU-OSHA 2013-16**
  - To provide a comprehensive overview of issues related to ageing and work (ageing process, productivity, gender, etc.)
  - To analyse policies and initiatives addressing the ageing of the workforce and how they have been implemented in the Member States and EFTA countries
- **To support policy development in the area of OSH, including rehabilitation and return-to work policies**

# EP Pilot Project “Safer and healthier work at any age”

The project was investigating:

- **State of the art knowledge ( state-of-the-art reviews):**
  - Work, ageing and OSH
  - Work, gender and ageing
  - Rehabilitation and return to work
- **OSH (and related) policies, strategies, programmes addressing the challenges of ageing workforce (31 country reports + analysis report)**
- **Rehabilitation / Return-to-work systems and programmes (8 case studies + analysis report)**
- **Workplace practices (24 case studies + analysis)**
- **Existing tools and guidance to assist workplaces in managing OSH in the context of an ageing workforce**
  
- **<https://osha.europa.eu/en/themes/osh-management-context-ageing-workforce/ep-osh-project>**
- **<https://visualisation.osha.europa.eu/ageing-and-osh>**

# Active ageing – what does it mean?

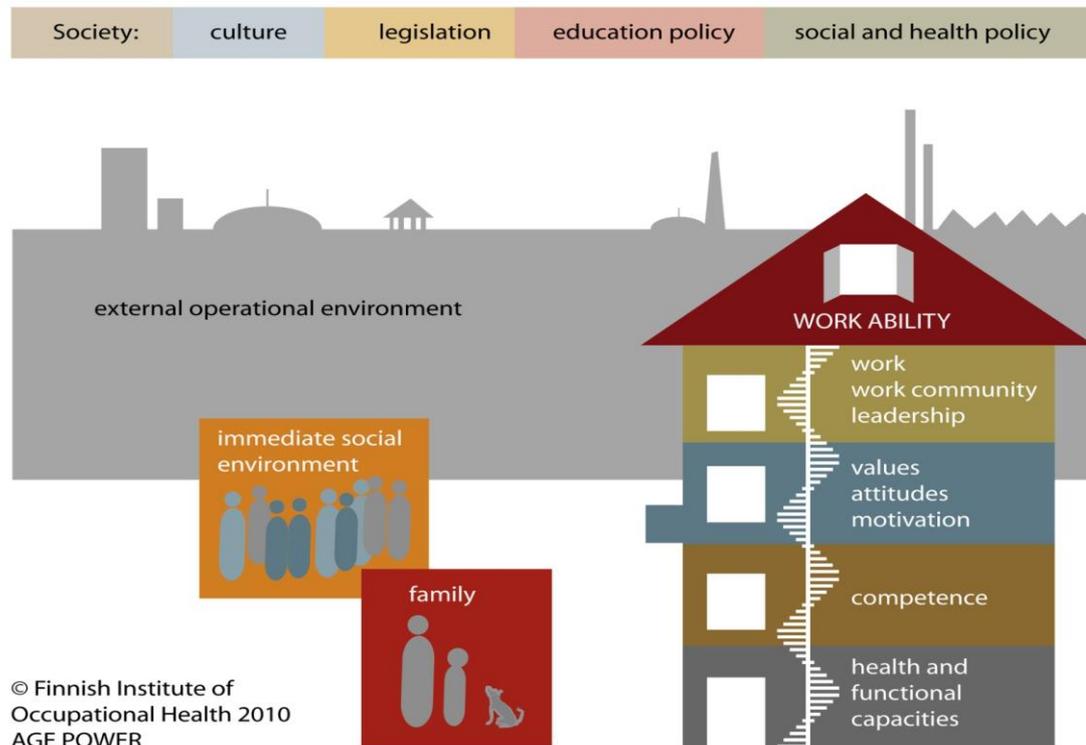
- The process of optimizing opportunities for health, participation and security in order to enhance quality of life as people age.
- Allows people to realize their potential for physical, social, and mental well-being throughout the life course and to participate in society, while providing them with adequate protection, security and care when they need.  
(WHO, 2002, Active Ageing: A Policy Framework)
- Comprehensive strategy to maximize participation and well-being as people age.
  - at the individual (lifestyle),
  - organizational (management)
  - and societal (policy) levels
  - at all stages of the life course.



# Sustainable work – what does it mean?

- **Working conditions and career paths that help workers to retain their physical and mental health – as well as motivation and productivity – throughout an extended working life.**
- **Fit between work and the characteristics or circumstances of the individual throughout their changing life course**
- Eurofound (2015), Sustainable work over the life course: Concept paper  
Publications Office of the European Union, Luxembourg

# Work ability concept



# Are older workers more vulnerable?

Hazards and risks	Changes in functional capacities
<ul style="list-style-type: none"><li>• Heavy physical workload (prolonged standing, constant movements, use of stairways, carrying and lifting of heavy loads)</li><li>• Working at height, risk of slips and trips</li><li>• Air temperature and quality (extreme hot or cold, sudden temperature variations, exposure to steam, toxic substances and gasses, poor air quality etc.)</li><li>• Exposure to chemicals, frequent contact with water, food, cleaning products etc.</li></ul>	<ul style="list-style-type: none"><li>• Reduction in 'aerobic power' and in muscle strength and endurance.</li><li>• Changes in balance control</li><li>• Decreased tolerance to extreme heat and cold, and difficulties adjusting to temperature differences.</li><li>• Skin becomes thinner and dryer, increasing susceptibility to skin inflammations.</li></ul>

# Are older workers more vulnerable?

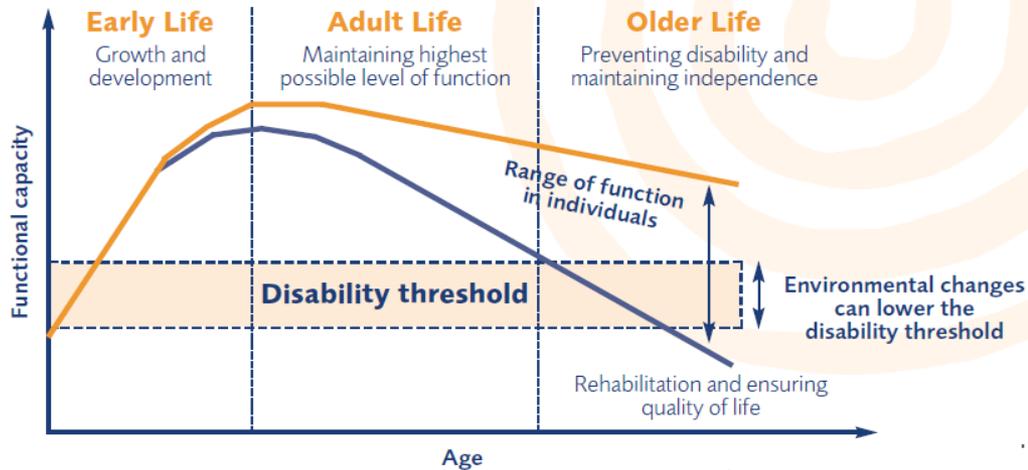
Hazards and risks	Changes in functional capacities
<ul style="list-style-type: none"><li>• Noise</li><li>• Subdued lighting (possible consequences: falls, burns, eye injuries etc.)</li><li>• Time pressure, work demanding great concentration</li><li>• Multitasking, driving</li></ul>	<ul style="list-style-type: none"><li>• Changes in hearing</li><li>• Changes in vision: decreased ability to see in low lighting, to judge distances and the speed of moving objects.</li><li>• Changes in memory, increased reaction times</li><li>• Slowing of information processing</li><li>• Deficits in divided attention</li></ul>

**The changes in functional capacity occur in relation to individuals.**

# The ageing process and functional capacity

## Functional capacity and the life course

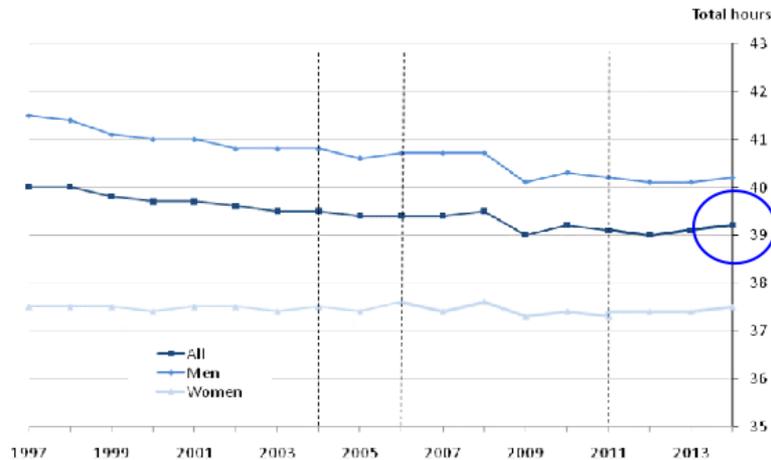
A life course perspective for maintenance of the highest possible level of functional capacity



# Time spent at work

How long will the average person spend at work in a lifetime?

Figure 21: Mean full-time weekly paid hours of work (including overtime), UK, April 1997 to 2014



Source: Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics (UK figures)

= 39.2 hours worked per week  
Assuming mean working hours

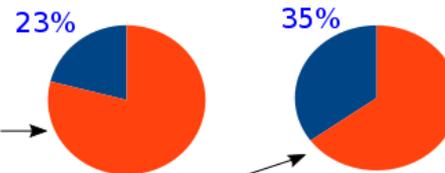
= 1842 hours worked per year  
Assuming 5 weeks holiday per year

= 92 120 hours over a lifetime  
Assuming a full adult working life from 18-67

Assuming 8 hours sleep a night this equates to

21% of your total waking hours over a 76 year lifespan

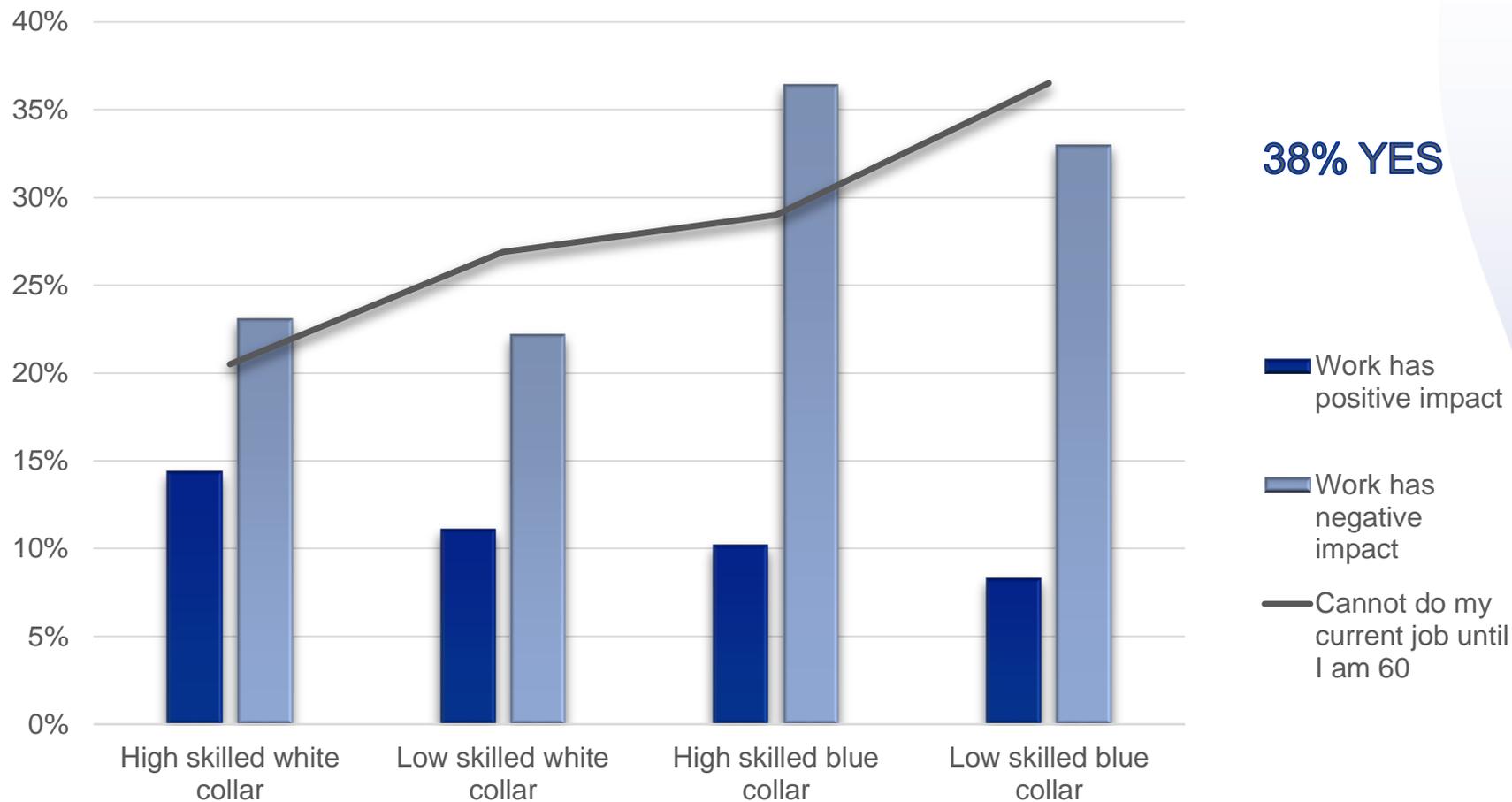
35% of your total waking hours over a 50 year working-life



<https://revisesociology.com/2016/08/16/percentage-life-work/>

# Does work affect our health?

## Impact of work on health and job sustainability in EU 28

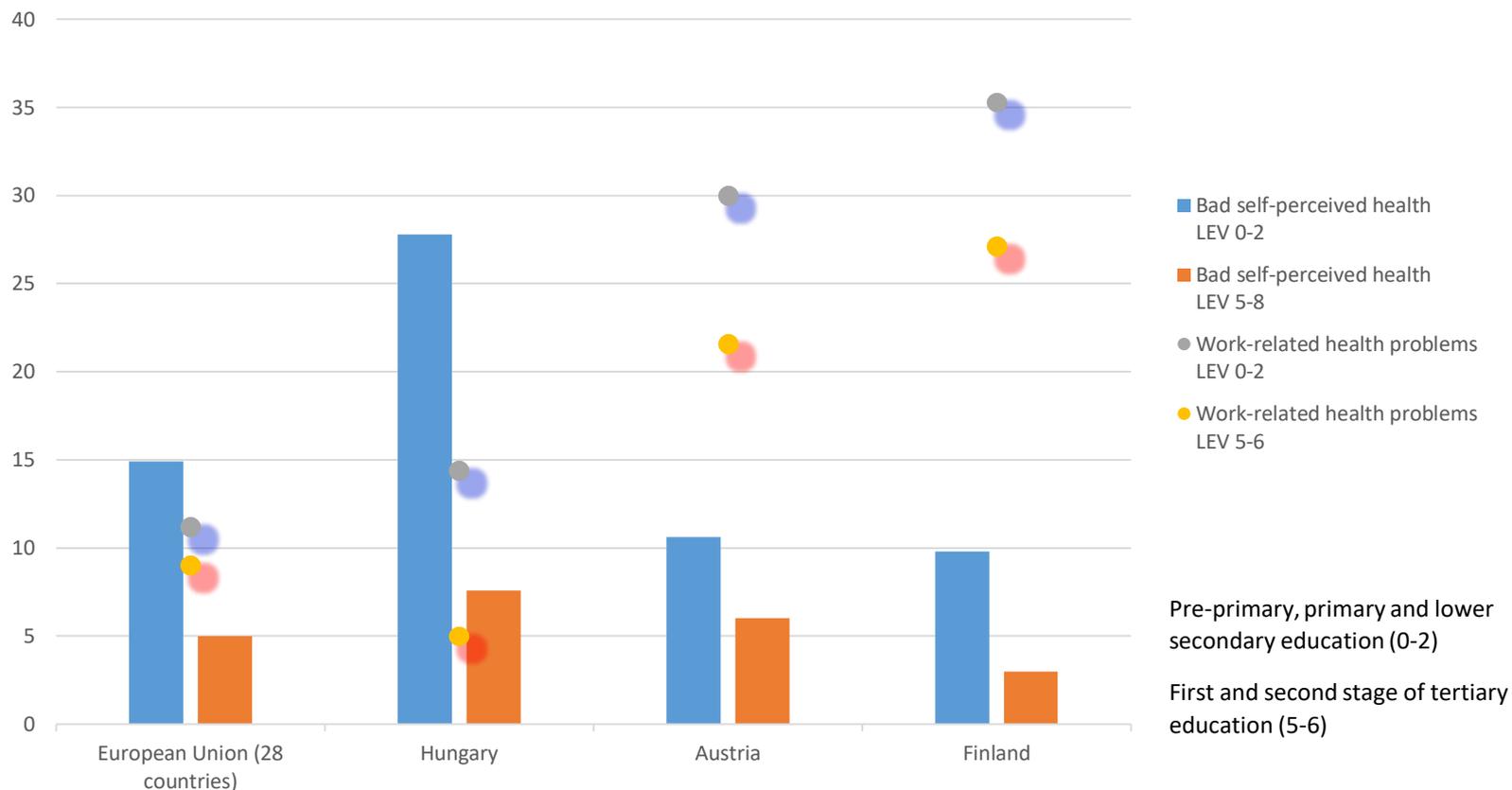


**38% YES**

6th European Working Conditions Survey, EUROFOUND 2015

# Does better education mean better health?

## Self-perceived health and work-related health problems by education (%)

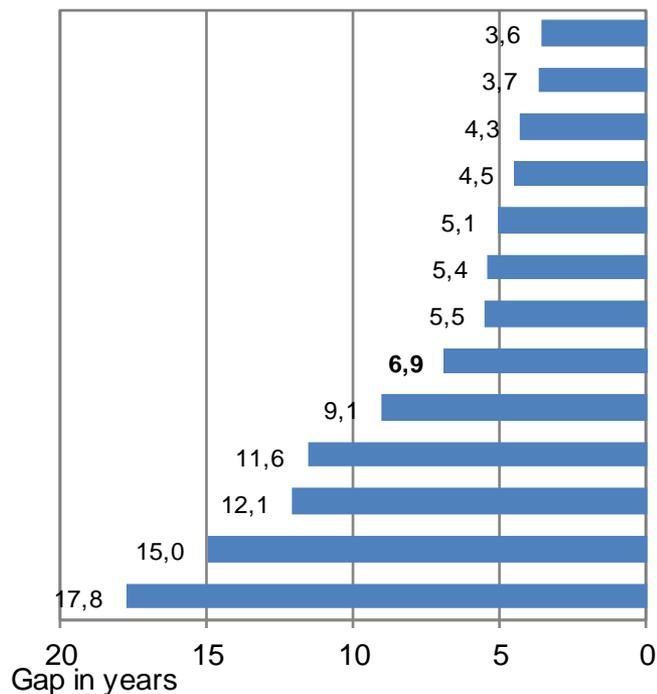


Labour Force Survey ad-hoc module, 2013  
European Statistics of Income and Living Condition (EU-SILC) survey, 2014

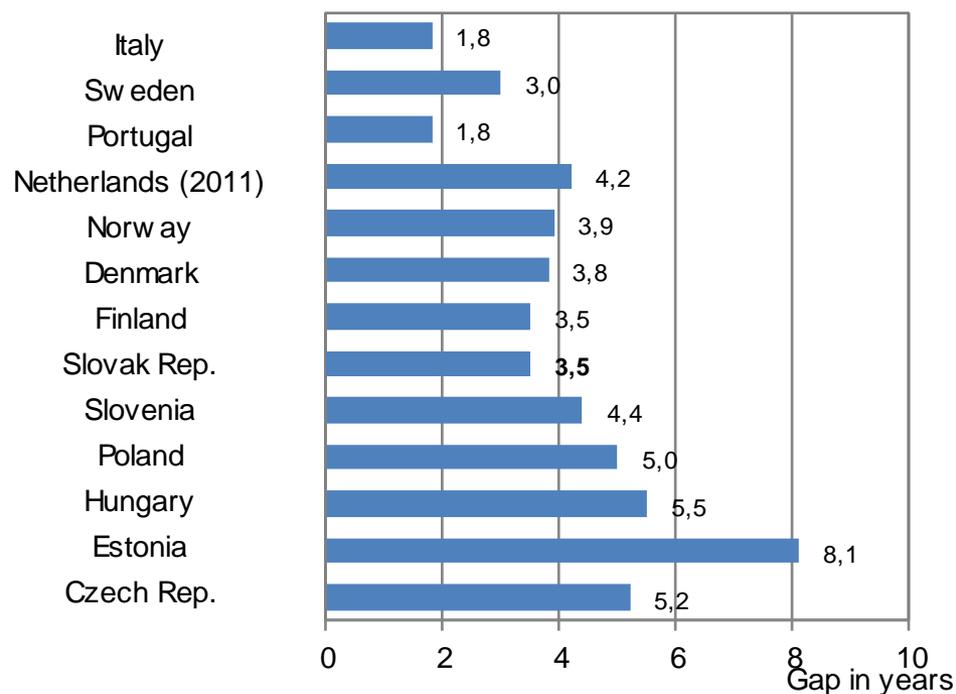
# And longer life?

## Gap in life expectancy at age 30 by sex and educational level, 2012 (or latest year)

### Men



### Women

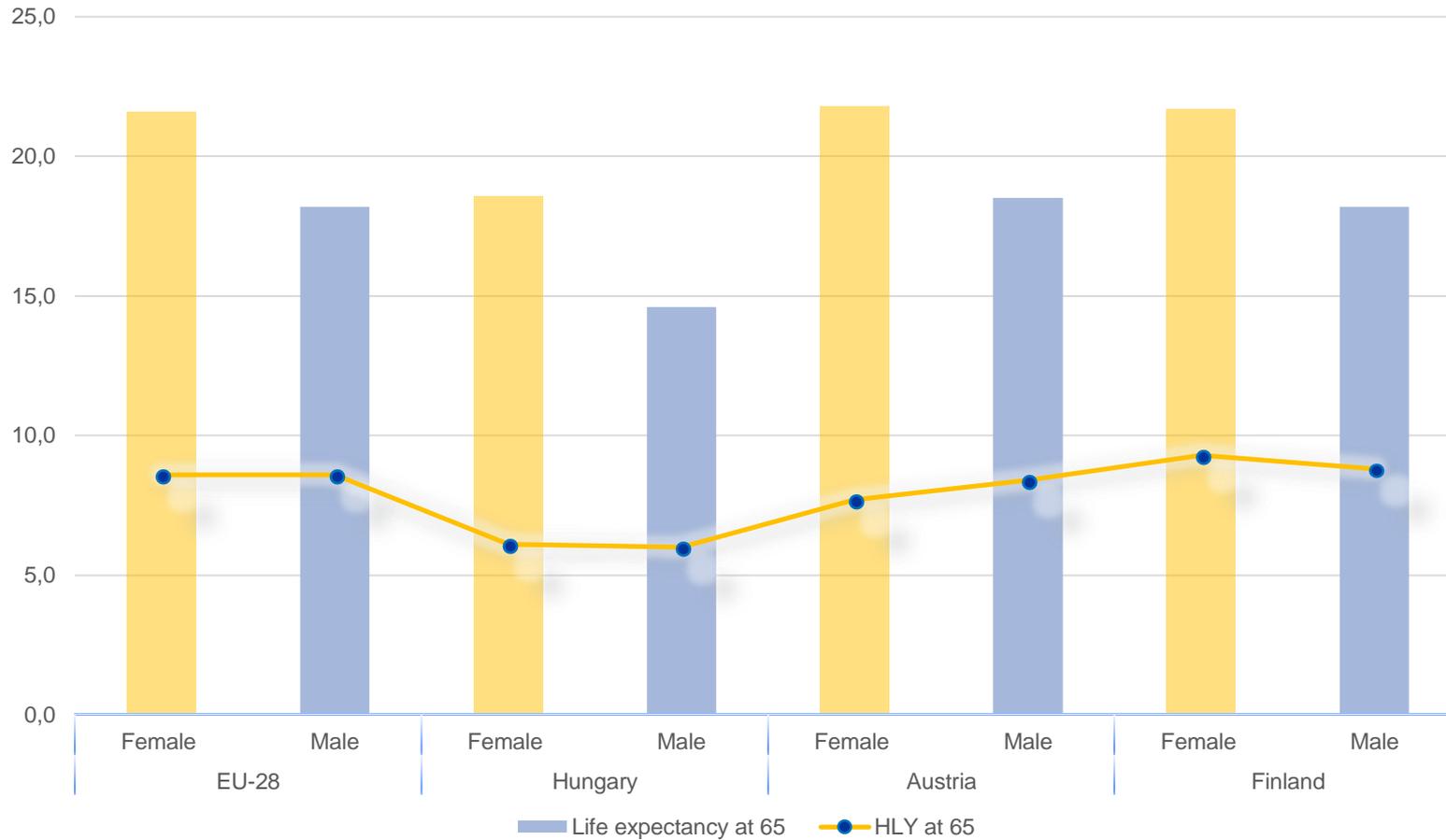


Note: The figures show the gap in the expected years of life remaining at age 30 between adults with the highest level ("tertiary education") and the lowest level ("below upper secondary education") of education.

Source: Eurostat database complemented with national data for Israel, Mexico and Netherlands.

# We live longer but in good health?

## Life expectancy and HLY at 65



Eurostat, 2014

# Elements of successful ageing policies

## Integrated policy framework

Social policies	Employment	OSH and working conditions	Public health	Education	Equal treatment
<p>Pension reforms:</p> <p>Raising retirement age</p> <p>Limiting access to early retirement and disability pensions</p>	<p>Promoting employment of older workers and employability</p> <p>Targeted support to older workers</p>	<p>Sustainable Work</p> <p>Working time arrangements</p> <p>Work-life balance</p> <p>Vocational rehabilitation and return-to-work</p>	<p>Workplace Health Promotion</p> <p>Work-oriented medical rehabilitation</p> <p>Active and healthy ageing</p>	<p>Life-long learning</p> <p>Vocational education</p>	<p>Prohibition of discrimination on grounds of age and disability</p>

# Success factors for effective policies...

... to ensure sustainable work and active ageing

## Policy development

- *Integrated policy framework including all relevant policy areas – economic and social affairs, employment, public health, education, OSH, anti-discrimination*
- *Life-course perspective*
- *Social dialogue*

## Implementation

- *Cross-policy and multi-disciplinary systems and structures*
- *Coordination*
- *Involvement of a broad range of stakeholders*

# THANK YOU FOR YOUR ATTENTION!

<https://osha.europa.eu/en>



## OSHmail newsletter

Get our monthly update on safety and health at work. [See more info](#)

Join 76 000 subscribers!

[Privacy notice](#)

Interested in specific topics?

[Privacy notice](#)

## Highlights

22/06/2018

How are psychosocial risks managed in Europe's workplaces?

19/06/2018

FU-OSHA's high-level conference focuses on next steps for safety and health in MSEs

## Upcoming events

27/06/2018 Romania Bucharest

> Romania Campaign launching press conference and national network meeting on

