Whole-life Approach to Prevention Culture

ILO-ISSA Conference on Challenges and Solutions in a Global Economy

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Structure of the presentation

- Short introduction to EU-OSHA
- OSH and the ageing workforce
- EU Member States’ strategies and policies with regard to “Health and safety of older workers”
- The EU-OSHA campaign
  “Healthy workplaces for all ages”
European Agency for Safety and Health at Work

- **An information Agency of the European Union**
  - Scientific, technical, economic, good practice cases, tools, analysis
- **Tripartite Governing Board**
  - employers, workers, Governments
- **National Focal Points** e.g. National OSH Institutes
OSH and the ageing workforce - challenges
OSH and the ageing workforce – goals:

- **Stop early exit of the labour market**
  - Due to occupational diseases
  - Due to chronic diseases
  - Due to mental health issues

- **Keep workers healthy and active through**
  - Proper prevention
  - Workplace health promotion

- **Make sure OSH covers the whole workforce**
  - OSH for young workers determines the health of older workers in the long run
OSH and the ageing workforce:
Improving workability & employability

- Design of work & work- organisation
- Career development
- Working time
- Workplace health promotion
- Return to work & rehabilitation
- Life Long Learning
- Good Leadership and a preventive culture
- Individual competencies
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
### Integrated policy frameworks

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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
Campaign: “Healthy workplaces for all ages”

- **Campaign launch:** April 2016

- **Coordinated by EU-OSHA & organised in more than 30 countries**

- **Supported by a network of partners:**
  - National focal points
  - Official campaign partners & media partners
  - European social partners & Enterprise Europe Network
  - EU institutions & other EU agencies

- **Campaign website in 25 languages:**
  www.healthy-workplaces.eu

- **Resources:**
  - E-guide
  - Reports (policies, return to work systems, etc.)
  - NAPO video
  - And much more….
Thank You!

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