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SK  EU2016



71st meeting of the Senior Labour Inspectors' Committee (SLIC)

Thematic Day
Ageing workforce and changes at the
labour market – role of labour inspection

Wednesday, 9 November 2016
Vysoké Tatry, Slovak republic
This event has received financial
support from the
European Commission EaSI
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The Thematic day has received financial support from the European Union Programme for Employment and social Innovation “EaSI” (2014-2020)

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71st meeting of the Senior Labour Inspectors' Committee (SLIC)

Thematic Day and Plenary Meeting

Ageing workforce and changes at the labour market –
role of labour inspection

9 – 10 November 2016, Slovak republic

Tuesday, 8 November 2016

17:00 – 19:00 Briefing for all members of the working group „Thematic Day“ and moderators of the workshop
19:30 – 21:30 Informal welcome dinner

Wednesday 9 November 2016

08:30 – 09:00 Registration

09:00 – 09:30 Welcome and opening session

09:00 – 09:10 Address by Mr. Branislav Ondruš, Ministry of labour, social affairs and family of Slovak republic
09:10 – 09:20 Address by Ms. Teresa Moitinho de Almeida, European Commission
09:20 – 09:30 Introduction by Mr. Andrej Gmitter, general director of the National labour inspectorate, Slovak republic

09:30 – 12:30 Morning session

Moderator – Ms. Laurencia Jančurová, National labour inspectorate, Slovak republic

09:30 – 09:40 summary of the TD questionnaire
Mr. Pavel Heisig, State Labour Inspection Office, Czech republic
09:40 – 10:00 Ageing workers - Findings of Slovak labour inspection
Ms. Jana Gibódová, National labour inspectorate, Slovak republic
10:00 – 10:15 Analysis of occupational diseases in Slovak republic in relation to age
Mr. Ľubomír Legáth, Department of occupational medicine and clinical toxicology, Slovak republic
10:15 – 10:30 Trade unions and their position in the care of safe and healthy working conditions of ageing workers
Mr. Bohuslav Bendík, Confederation of Trade Unions of Slovak republic, OSH department, Slovak republic
10:30 – 10:45 Questions / discussion

10:45 – 11:05 Coffee break

11:05 – 11:20 Research activities of the Institute for Labour and Family Research in the field of ageing workforce
focusing on working conditions and OSH
Ms. Miroslava Kordošová, Institute for Labour and Family Research, Slovak republic
11:20 – 11:40 Increased retirement age – impact on SWEA
Mr. Matts Ryderheim, Swedish Work Environment Authority, Sweden

11:40 – 12:00 Ageing workforce and the role of labour inspectors – the Austrian experience
Ms. Elsbeth Huber, Federal Ministry of Labour, Social Affairs and Consumer Protection, Austria
12:00 – 12:20 Inspecting psychosocial workload in the Netherlands – A contribution to sustainable employability
Ms. Marijke Habben Jansen, Ministerie van Sociale Zaken en Werkgelegenheid, Netherlands
12:20 – 12:30 Questions / discussion

12:30 Family Photo

12:30 – 14:00 Lunch break

14:00 – 16:30 Afternoon session

Moderator – Mr. Pavel Heisig, State Labour Inspection Office, Czech republic

14:00 – 14:20 European legislation and policies and ageing at work
Ms. Katalin Sas, EU-OSHA
14:30 – 15:20 workshop – discussion on the Thematic Day topic
Venue: to be specified
Moderators:
English: Mr. Robert Jaworski, National labour inspectorate, Poland and Mr. Slavko Krištoflec, Labour Inspectorate Inšpektorat RS za delo Slovenia,
Slovak: Ms. Jana Gibódová National labour inspectorate, Slovak republic,
German: Ms. Elsbeth Huber, Federal Ministry of Labour, Social Affairs and Consumer Protection, Austria,
French: Ms. Jessy Pretto, Ministry of labour, employment and health, France.

15:20 – 15:40 Coffee break

15:40 – 16:00 TNT company - winner of the national round of the EU-OSHA Good practice competition - Healthy work places for all ages
16:00 – 16:30 Synthesis, perspectives and official closing of the day
Workshop moderator Robert Jaworski, National labour inspectorate, Poland and Mr. Andrej Gmitter, general director of the National labour inspectorate, Slovak republic

Evening programme

18:30 – 19:30 sightseeing in town Levoča
19:30 – 22:00 cocktail and official dinner
Venue: congress hall in the City theatre in Levoča

Thursday 10 November 2016

SLIC Plenary meeting

09:00 – 10:30 Morning session
10:30 – 11:00 Coffee break
11:00 – 12:30 Morning session continued
12:30 – 14:00 Family photo + lunch
14:00 – 18:00 Afternoon session + closing

Introduction to the Thematic Day

The Thematic Day in Slovak republic is organised by the National Labour Inspectorate under the title „Ageing workforce and changes at the labour market – role of labour inspection“. The examined topic is highly topical concerning the long-term unfavourable demographic development and ageing of population, workforce accordingly.

The European Commission has set in the Strategic Framework on Health and Safety at Work 2014-2020 three major health and safety at work challenges, among which belongs also to take account of the ageing of the EU's workforce. On behalf of solution of these challenges the European Commission proposed measures and identified strategic goals, inter alia also addressing the ageing of the European workforce.

In Slovak republic the issue is included in two strategic documents. One of them is the Strategy of occupational safety and health in Slovak republic and programme of its implementation for 2013 till 2015 with the view of 2020, which has been prepared in relation to aims, goals and tools of the European strategic framework and whose aspiration is among others also to promote consideration of changes at the labour market resulting from demographic development, ageing of working population and technology development. The other document is the National programme of active ageing 2014 – 2020. Its aim is to create better opportunities and working conditions for older employees and their being of use at the labour market and comprehensive promotion of healthy ageing. The National programme of active ageing 2014 – 2020 includes measures for provision for active ageing of persons older than 50.

Concerning the aim of the Thematic Day is to include a diverse range of contributions to illustrate the chosen theme and promote the debate to help build the policy of the SLIC, as presenters of the Thematic day there will also be the representatives of institutions and authorities of Slovak republic, e. g. - Department of occupational medicine and clinical toxicology, Confederation of Trade Unions of Slovak republic - OSH department and Institute for Labour and Family Research, Slovak republic.

With a view to introduce also real life intervention, which have significant influence and lead to observance over provisions in relation to the workforce age variety, a presentation of the TNT company, the winner of the national level of the EU-OSHA Good practice competition with the topic “Healthy workplaces for all ages” is included.

Within the Thematic Day programme representatives of labour inspection of selected EU member states – Austria, Netherlands and Sweden will present their experiences in the field together with the EU-OSHA representative who will inform us on European legislation and ageing at work.

Standardly also a summary of replies of the member states to the questionnaire on the given topic will be presented.

The goal of Thematic Day is to find out the position of older employees and the care of employers of this age group (55 +), as far as their safety and health is concerned and to find out such preventive measures which ensure that they retire in good health. One of the principles which are to be implemented for the sake of effective application of measures to ensure OSH at employers is to pay attention to older employees with the aim to support such measures that can help keep their safety, health and ability to work.



Q1. continued:

Summary

- **Protection of vulnerable groups sensitive to work risks**
 - Physical / mental / sensory impairment
 - Pregnant women / breastfeeding mothers
- **In some MSs age is taken into account**
- **If age reflected (in risk assessment), it usually concerns young workers**
- **Specific age references and blanket measures tend to be avoided**
 - Effects of age varies greatly based on profession
 - Decline in productivity owing to age is very individual
- **Structuring work based on ageing of workers**

SK EU2016  SLC Questionnaire Results, Henry Smolenski, 05.11.2016

Q2. Are duties of employers, in relation to OSH of ageing workforce in particular, defined ...

... in any national documents, e.g. legislation, programmes, action plans, strategy, etc.?

Summary

- Of all responding MSs 15 responded YES: (selected answers)
 - **UK:** Act on Equality (anti-discrimination)
 - **AT:** Act on OSH: suitability of workers with regard to their constitution, physical strength, age (...) for certain jobs;
 - OSH Strategy 2013-2020: reduction of work-related health risks, especially mental stress and strain of the musculoskeletal system, age- and ageing-appropriate work
 - **IT:** Regulation of VDT workers: health checks more frequent
 - **PL:** project: „Solidarity for generations“;
 - age-management strategies in SMEs
 - **SK:** Active aging programme: inspection priority (every 2 years)
 - **FI:** Collective agreements: max age restrictions (e.g. firefighters)

SK EU2016  SLC Questionnaire Results, Henry Smolenski, 05.11.2016

Q2. continued:

Summary

- **Sources / legislation quoted:**
 - Acts, Ordinances, Decrees, Strategies, Projects, Collective (Sector-Level) Agreements, Action Plans, and Programmes
- | Recurring areas: |
|---|
| Medical examinations (increased frequency, VDU, etc.) |
| Equality / anti-discrimination |
| Active aging strategies |
| Age-appropriate jobs |
| Adaptation of work stations |
| Well-being at work strategies |
| Working time restrictions (overtime, night work) |
| Increased monitoring – demographic research |

SK EU2016  SLC Questionnaire Results, Henry Smolenski, 05.11.2016

Q3. Does labour inspectorate perform any inspections or activities aimed at working conditions of older workers?

Summary

- 10 MSs responded YES:

**Austria, Hungary, Latvia,
Malta, Poland, Romania,
Slovak Republic, Slovenia, Spain,
United Kingdom**

SK EU2016  SLC Questionnaire Results, Henry Smolenski, 05.11.2016

Q3 a) legal provisions on assignment of employees to jobs respecting their ability and capability in relation to their age

Summary

- The following MSs provided details:
 - Austria, Estonia, France, Romania, Slovak Republic, Spain, United Kingdom**
- A few countries provided further details, e.g.:
 - **AT:** in 2009 - Questionnaire Survey in 3,806 companies on implementation of risk assessment considering age and gender - the majority excluded these factors from risk assessment
 - **SK:** (manual) handling of loads is the only area, where age and gender of employees is taken into consideration
 - **UK:** 2016-2017 EU-OSHA campaign: co-operation with partner orgs., to address issues in sectors resulting from a significantly ageing demographic

SK EU2016  SLC Questionnaire Results, Henry Smolenski, 05.11.2016

Q3 b) assessment of document on risk assessment – considering particularities of employment of older workers

Summary

- 7 MSs provided details:
 - Austria, France, Poland, Romania, Spain, Slovak Republic, United Kingdom**
- **PL:** majority of employers:
 - do not treat older workers in internal documentation
 - no age-management
- **AT:** 2008 and 2009:
 - advice and monitoring campaign on elderly workers and ageing-appropriate work design in 308 companies
 - Employers obliged to consider the age structure in risk assessment
 - Labour Inspectorate organized internal training.
 - Age structure tool was developed a start was made on implementing the advice and monitoring campaign.
 - 3-Step Concept towards 'Ageing-appropriate work design'

SK EU2016  SLC Questionnaire Results, Henry Smolenski, 05.11.2016

Q3 c) percentage of occupational accidents of older workers compared to other age groups

Summary

- 13 MSs provided details:
Austria, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovak Republic, Slovenia, Spain, United Kingdom
- LV: all occupational accidents: 22% (workers over 55; 33% serious OA, 26%, fatal OA)
- LT: all OA: 21%; RO: 20-26%; MT: 13-15%; SI: 13.2%; CZ: 13.2%
- PL: in-depth analysis 2013-2015: tasks related to:
 - production and processing (approx. 20% of all victims)
 - falls from height (24%), falling object (9%) and the loss of control – means of transport / machinery (8%)
 - organizational factors (46%), human factor (43%), tech. issues (10%)
- UK: research conclusions: older workers no more likely than others to suffer OA, however, more serious consequences (of injuries + longer recovery)

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SJC Questionnaire Results, Hong Kong, 05.11.2016

Q3 d) preventive and protective measures focused on improving working conditions of older workers

Summary

- The following MSs commented:
Austria, Estonia, Poland, Romania, Slovak Republic, Spain
- PL: labour inspectors will draw employers' attention to working conditions of pre-retirement aged workers: awareness raising / preventive activities
 - seminar titled "Protection of workers' health in view of prolongation of their professional activity"; guide: "Employee aged 60+"
- SK: employers make no difference among workers based on age (work conditions, allocation of work); unwilling to treat older workers differently (e.g. no extra rest periods) unless required by legislation

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SJC Questionnaire Results, Hong Kong, 05.11.2016

Q3 e) social programmes, education / training and other programmes focusing specifically on older workers

Summary

- 6 MSs provided information:
Austria, Czech Republic, France, Slovak Republic, Slovenia, United Kingdom
- SI: ministerial campaign: "Healthy workplaces for all generations"
- SK: special benefits agreed with TUs:
 - bonus at retiring, worklife anniversary, insurance events contributions, increased severance pay, extra holiday, contribution to pension insurance;
 - good practice examples:
 - therapeutic rehabilitation (mostly older employees)
 - scheme focusing on improvement of work performance / change management / personal development, etc.
 - protection of workers about to retire (in time of collective redundancy)
 - transfers to other jobs / adapted jobs (less strenuous)

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SJC Questionnaire Results, Hong Kong, 05.11.2016

Q3 e) continued:

- AT: 2011-2019 "FitWork" programme: to prevent invalidity and early exit from labour market - information and counselling for work and health with targeting: older people, people under threat to lose their jobs owing to illness, disability; also for enterprises.
- SE: Seal of approval NESTOROLD for specially engaged companies in the field of active ageing (supported by the Chamber of Commerce, Chamber of Labour, Trade Union Federation and the Federation of Industry)
- UK: Fuller Working Lives strategy (an age-positive initiative):
 - effective management of ageing workforce; "Extending Working Lives" - sector specific work shops; "Age Action Alliance" employer toolkit
- CZ: Active Employment Policy implemented by the Labour Office:
 - providing advice, retraining, and financial support for creation of jobs - community jobs, socially useful jobs
 - regional projects to increase flexibility and motivation of the +50 unemployed: training courses - projects of pairing the nearly retired with the unemployed people up to 30 years old: enabling transfer of experience

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SJC Questionnaire Results, Hong Kong, 05.11.2016

Q3 f) employment of employees who are entitled to retirement pension

Summary

- 5 MSs commented:
Estonia, Latvia, Romania, Slovak Republic, Spain
- LV: 3.1% of employees older than 65
- EE: 2.4%:
 - 21% of the retired continue working
 - reasons: low pensions, increasing retirement age
- SK: working after reaching the retirement age:
 - mostly in administration - manufacturing workers prefer retirement due to decrease in physical strength

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SJC Questionnaire Results, Hong Kong, 05.11.2016

Q3 g) assessment of the employer's overall / general level of care of OSH of older workers

Summary

- The following MSs replied:
Poland, Slovak Republic, Spain, United Kingdom
- PL: Employers rarely implement age management policy:
 - Pre-retirement workers - employment requires innovation
 - Only companies, aware of workers' age-related problems, have, or will have in the future, a significant influence on the efficiency of work
- SK: employers do not pay particular attention to adaptation of working conditions to ageing employees, although their ratio has been constantly increasing
 - proposing measures for employees above 50 might be counterproductive - i.e. making it harder for them to find employment, as employers would have to create particular working conditions, which would be complicated and costly

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SJC Questionnaire Results, Hong Kong, 05.11.2016

Q4. Further proposals, observations and topics for the improvement of the situation / status of older workers in enterprises

Summary

- MSs made the following suggestions:

Germany, Estonia, Finland, Greece, Luxembourg, Malta, Netherlands, Poland, Slovak Republic, Slovenia, United Kingdom

- (5) sustainable employability measures / age-management / HR management / keep specialists in
- (4) transfer to other less strenuous jobs / job adjusting
- (4) campaign / awareness raising and inspections / pilot project

Q4. continued:

Summary

- key areas:
 - physical agents
 - hazardous substances, hot/cold work environment, strenuous work
 - psychosocial aspects
- EU legislation
- fair attitude to ageing
- good practices
- lifelong education and training
- understand ageing

Q5. In view of improving working conditions of older workers in your MS, is there a collection of data on economic sectors available ...?

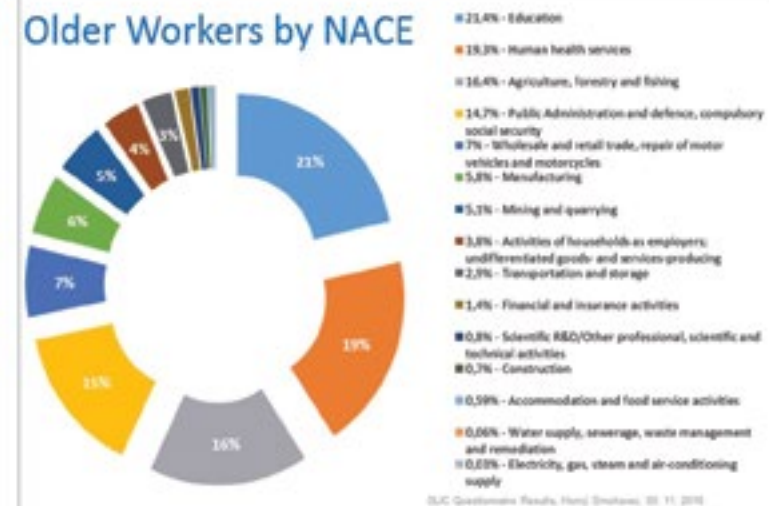
(e.g. in your Labour Inspection bodies) in which these persons are mostly employed

Summary

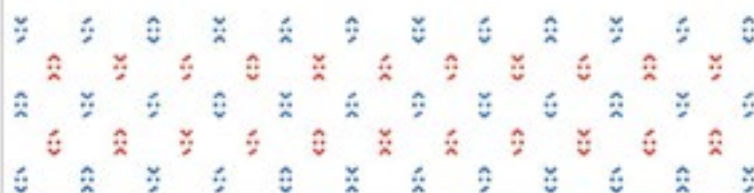
- Of all responding MSs the following responded YES:

Austria, Bulgaria, Cyprus, Czech Republic, Hungary, Ireland, Italy, Latvia, Malta, Netherlands, Slovak Republic, Slovenia, United Kingdom

Older Workers by NACE



Thank you for your attention!



Ageing workers – findings of Slovak labour inspection

9 November 2016

Jana Gibodova

Content of contribution

Dynamic ageing of population in Slovak republic

- findings of Slovak labour inspection
- analysis of occupational accidents in Slovak republic in relation to age
- the comparison of age structure of employees of the framework of labour inspection in Slovak republic

Findings of Slovak labour inspection – inspections

- **National programme of active ageing 2014 – 2020**
- **targeted inspections (2014, 2016, 2018, 2020)**
- **Focus of inspections:**
 - employees 50 +
 - industrial relations and OSH

Content of inspections

- **creation of favourable working conditions** regarding :
 - ✓ seniority of employees
 - ✓ modification of their workplaces and workstations from the ergonomic point of view
 - ✓ conditions of work regarding *state of health, psychosocial load, factors creating stress and invoking health problems, etc.*
- **risk assessment check**
- **free vocational counselling**

Content of inspections

- check the **level of the utilisation of the educational power** of ageing employees and **ensuring further increase of proficiency and education and training** of these employees, **being of use of ageing employees** in relation to installation of new production and information technologies
- Check of the **taking into consideration age criteria and gender equality** in relation to the age at the **recruitment of new employees** to vacant posts
- find out if the employer has a **system of taking measures for the improvement of the position of employees 50 +**, a social programme or a programme of education and training taking into consideration the needs of ageing employees

Content of inspections

- At the focus of inspections also the **EU OSHA sources** used (project concerning ageing working population)
- employees of **various age groups**
- **most** inspections in **medium enterprises**
- **different sectors- physically demanding work :**
 - ✓ 2014 - machinery and wood-processing industry,
 - ✓ 2016 - manufacturing, construction, wholesale and retail
- **risk works of the 3rd category** declared (noise and dust)
- **handling with loads** and processed material

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Content of inspections

- **employers' obligation:**
 - ✓ assess health capacity to work - preventive medical examinations in relation to work
 - ✓ observance of conditions for performance of work at risk workplaces
 - ✓ general obligations of employers to ensure OSH

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Findings of Slovak labour inspection – regular focused inspections

- Inspections performed in 2014 and 2016
- further planned in 2018 and 2020
- age category of employees above 50
- 42 inspections in 2014
- 86 inspections in 2016
- short time period - October 2014, April - May 2016

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Conclusions of inspections

- controlled employers
- ✓ **fulfilment of the tasks in the field of OSH at a good level**
- ✓ **written risk assessments - employers do not take into consideration age differences of employees except for the handling with loads**
- ✓ **do not make any difference between different age categories of employees** in working conditions and allocation of work nor in the field of training and further broadening of qualification
- ✓ **most employers only fulfil the requirements determined by the legislation at this age group**

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Conclusions of inspections - shortcomings

- **no shortcomings found** related merely to the employment of persons above 50
- **most frequent shortcomings - damaged communication ways and roads** of the production facilities, **damaged floors, road holes and missing safety markings** of stairs and construction holes, storage accommodation and escape ways could be a **source of the occupational accident** of the employees above 50 (**worsening of the eyesight and other human senses**)

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Conclusions of inspections – accidents and absence

- **evaluation of the absence from work due to an occupational accident or illness** at employees above 50 and at employees up to 50 in the controlled enterprise -it was **not confirmed** that employees above 50 **were absent from work due to illness or occupational accidents** for more days than the younger ones

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Conclusions of inspections – recruitment

- in 2014 and 2016 labour inspectorates **did not record any complaints concerning discrimination in relation to the seniority**
- no cases found when at the **recruitment of employees in employment relationship ageing employees were handicapped**
- (experiences, expertise and loyalty to the employer are appreciated), age criteria - not an obstacle
- in industrial sectors - **relevant education, professional licence and practice are preferred**

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Conclusions of inspections – social benefits

- Several social benefits found at employers with a **trade union organisation**, effort to enforce **benefits for the employers above the scope of the Labour Code**
- ✓ **financial reward at the retiring** according to the number of years worked, **at working and life anniversary**
- ✓ **increased severance allowance** at the termination of employment relationship with notice
- ✓ **supplementary paid holiday** above the legal scope
- ✓ **contribution of employer to the complementary pension insurance**
- ✓ **provision for specific form of therapeutic rehabilitation**
- ✓ **programme of care for employees**
- ✓ **protection of employees close to the retirement age in case of rationalisation of posts**
- ✓ **creation of conditions for sustaining of their employment**

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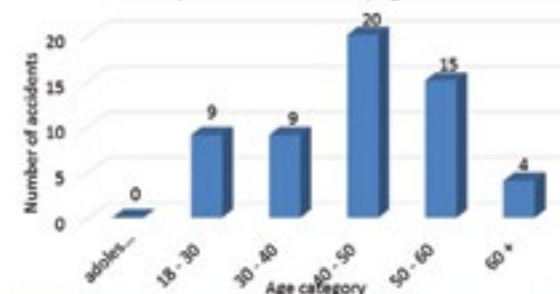
Conclusions of inspections – challenge for labour inspection

- **employers do not pay relevant attention to adaptation of working conditions to ageing employees**
- ratio of ageing employees has been constantly increasing
- proposal of any measures for the protection of the employees above 50 may become counterproductive: particular working conditions → financial burden → complications
- „**healthy workplaces for all ages**“ - not only a favour of employees above 50 but also an adequate workload for younger employees
- **further education and economic approach** (healthy employee is less costly and more efficient for the employer), competitive advantage, e. g. **visualisation of the employer on the national and multinational level** (Safe enterprise, support of the EU-OSHA campaign)
- **three candidates** chosen by labour inspectorates to join **Good Practice competition** – positive results in age management and employer's approach to employees of different age categories

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Analysis of occupational accidents in Slovak republic in relation to age

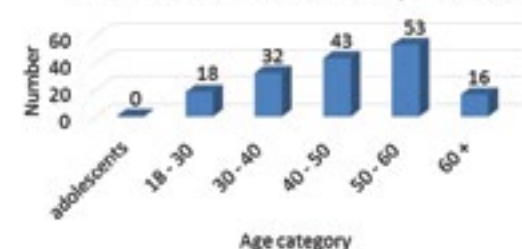
Fatal occupational accidents by age in 2015



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Analysis of occupational accidents in Slovak republic in relation to age

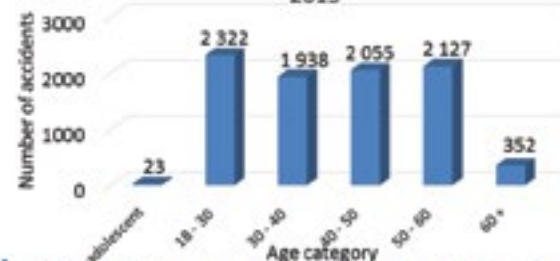
Occupational accidents with serious damage to health in 2015



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Analysis of occupational accidents in Slovak republic in relation to age

Registered occupational accidents by age in 2015



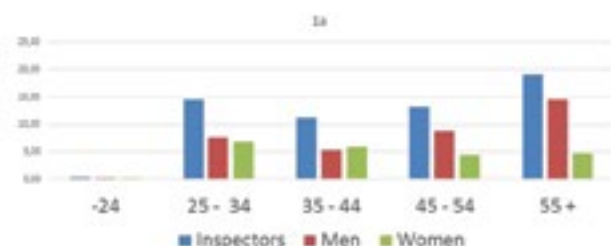
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Age structure of employees of the labour inspection framework in Slovak republic

- **age structure of labour inspectors** (eight labour inspectorates). Number of labour inspectors includes also **labour inspectors - applicants**, **without those on maternity or parental leave**.
- **age structure of administration employees / clerical personnel** – labour inspectorates with heads of units and chief labour inspectors, and employees of the National labour inspectorate.
- **comparison of age structure** – personal data of 2015 and 2007 (TD questionnaire in Slovenia)

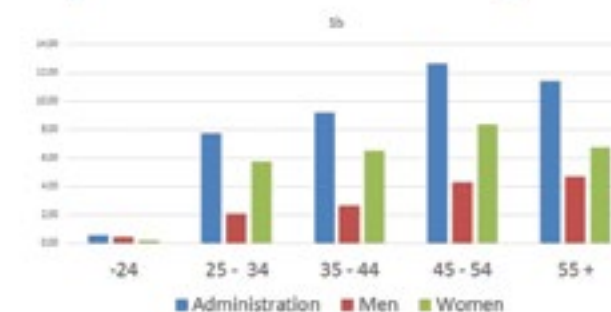
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Age structure of employees of the labour inspection framework in Slovak republic



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Age structure of employees of the labour inspection framework in Slovak republic



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Percentage comparison of the age structure of employees of the labour inspection framework in Slovak republic – 2015 with 2007

Age	up to 24	25 - 34	35 - 44	45 - 54	55 +
Total	- 0.88	3.95	- 2.33	- 10.2	9.46
Inspectors	- 0.07	3	- 1.9	- 8.07	4.14
Men	0.2	0.98	- 2.19	- 7.87	0.41
Women	- 0.27	2.47	0.29	- 0.2	3.73
Administr.	- 0.81	0.5	- 0.43	- 2.13	5.32
Men	0.4	- 0.29	0	- 1.82	0.71
Women	- 1.21	0.79	- 0.27	- 0.31	4.61

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Thank you for your attention!

jana.gibodova@ip.gov.sk

www.nip.sk

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Analysis of occupational diseases in Slovak republic in relation to age

Assoc. Prof. Ľubomír Legáth, MD., PhD.
Chief expert of the Ministry of Health in the field
of clinical occupational medicine
and clinical toxicology

High Tatras, November 9, 2016

Analysis of occupational diseases in Slovak republic in relation to age

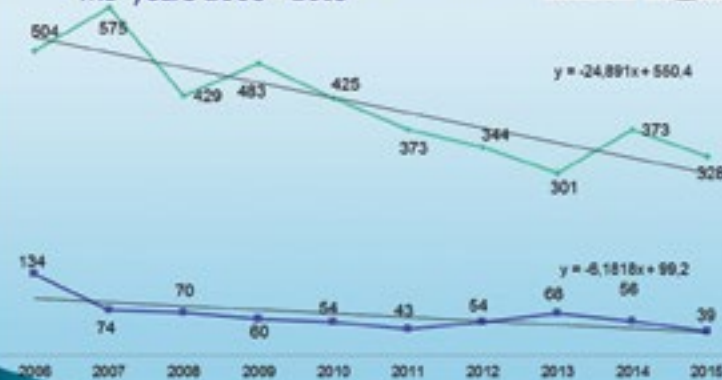


Occupational disease - a disease that occurs in causal connection with the work and included in the list of occupational diseases

Threats of occupational disease - the presence of certain clinical or laboratory signs of occupational diseases which still do not meet the clinical criteria for the diagnosis of occupational diseases

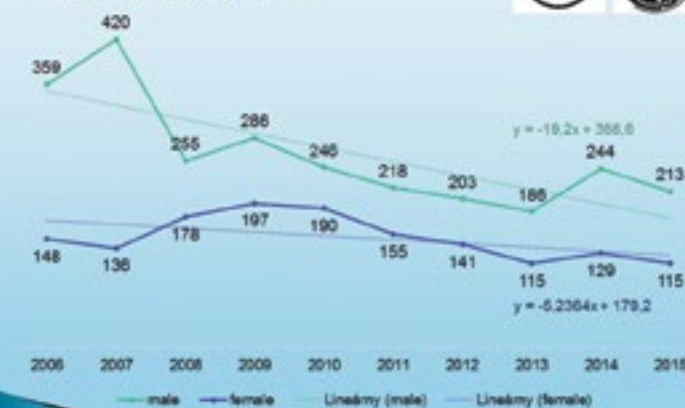
High Tatras, 9 november 2016

Development of occupational diseases and threats of occupational diseases in the years 2006 - 2015



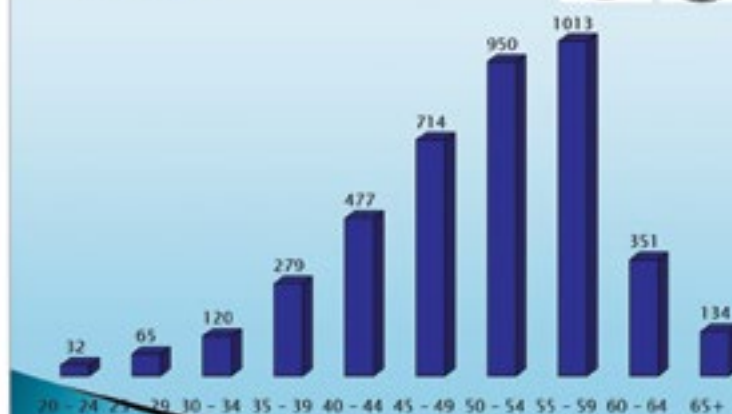
High Tatras, November 9, 2016

Development of occupational diseases according to gender



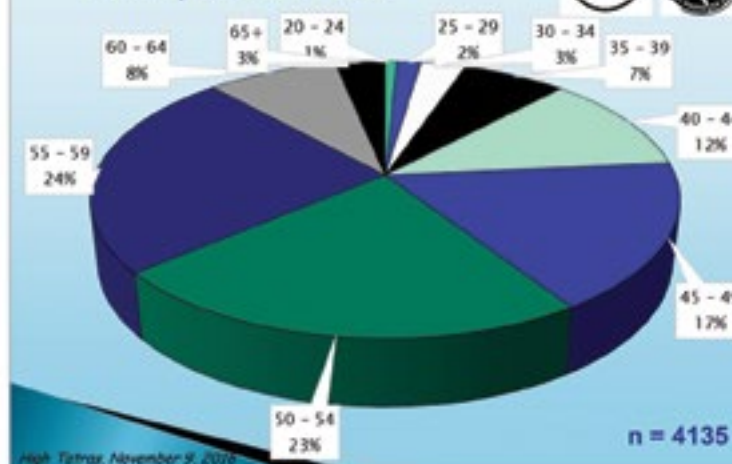
High Tatras, November 9, 2016

Number of occupational diseases by age group



High Tatras, November 9, 2016

Occupational diseases by age group in the years 2006 - 2015



High Tatras, November 9, 2016

Most frequent occupational diseases in the years 2006 -2015

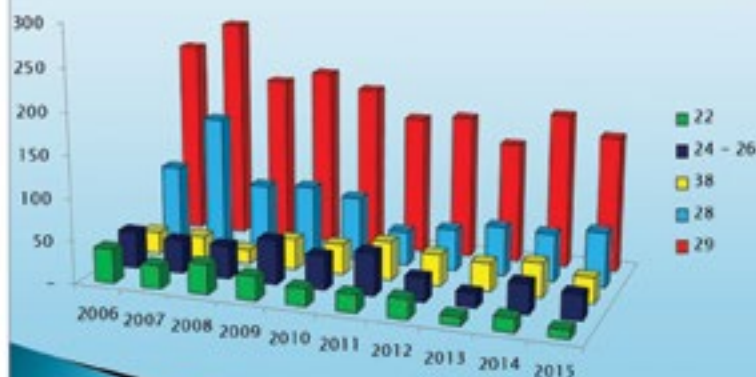


	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
22	40	27	35	28	21	21	23	10	16	10
24-26	43	39	39	52	40	50	28	17	35	30
38	26	27	17	36	36	45	37	33	40	30
28	91	156	79	83	75	40	49	58	56	64
29	230	261	195	209	193	162	168	141	180	159

Number	Occupational diseases
22	occupational dermatoses
22 - 24	infective and parasitic diseases, tropical infective diseases and parasitic diseases transferable from animals on people
38	disorders of hearing caused with noise
28	diseases of connective tissues and nerves of upper extremities from work with vibrating tools
29	diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities

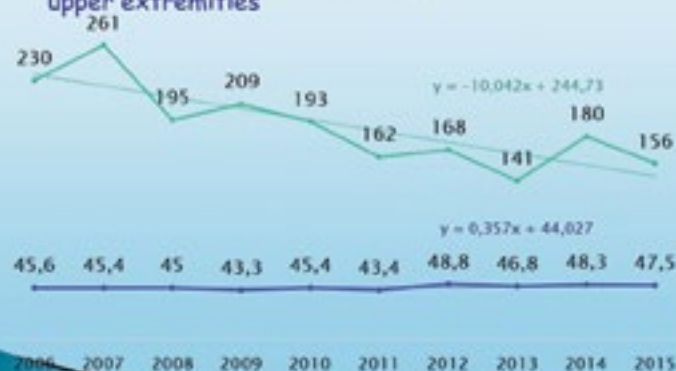
High Tatraz, November 9, 2016

Most frequent occupational diseases in the years 2006 - 2015



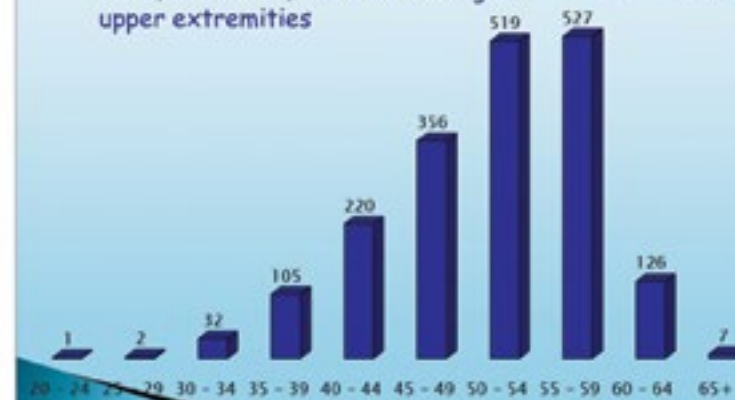
High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities



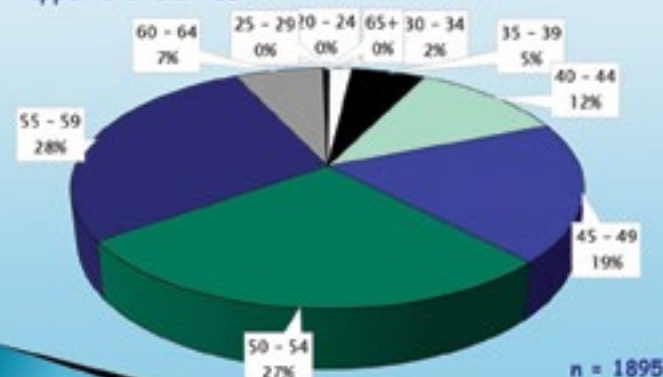
High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities



High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities



High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities



Occupational disease / Diagnosis ICD-10	Total
G560 Carpal tunnel syndrome	745
G562 Lesion of ulnar nerve	239
M700 Chronic crepitant synovitis of hand and wrist	26
M708 Other soft tissue disorders related to use, overuse and pressure	53
M75 Shoulder lesions	73
M770 Enthesopathies	451

High Tatraz, November 9, 2016

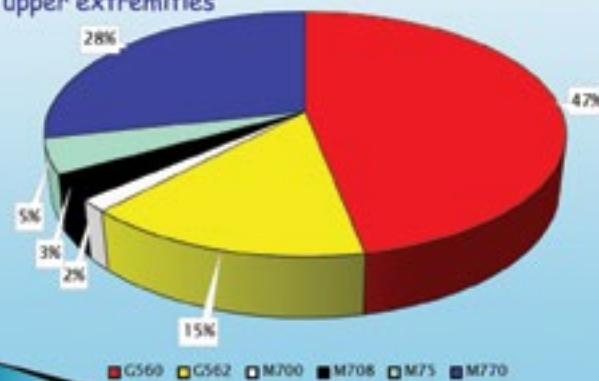
Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities



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High Tatraz, November 9, 2016

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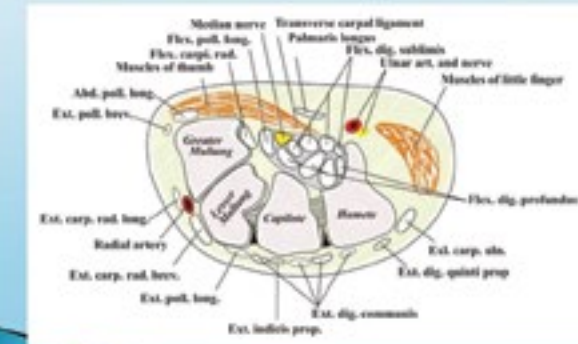
High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities - carpal tunnel syndrome



High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities - carpal tunnel syndrome



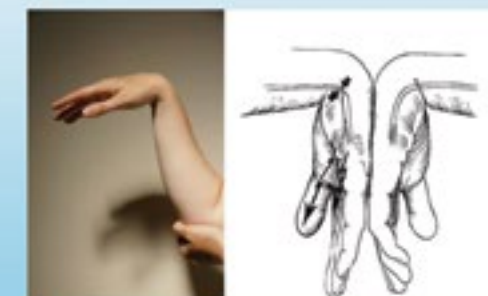
High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities - carpal tunnel syndrome



High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities - carpal tunnel syndrome



Phalen's maneuver

High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities - carpal tunnel syndrome



Tinelov (Hoffmann-Tinel)

High Tatraz, November 9, 2016

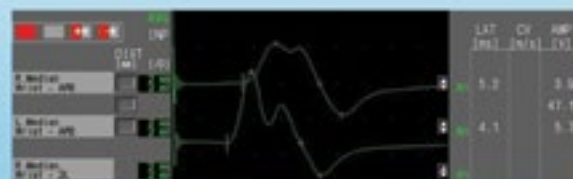
Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities - carpal tunnel syndrome



Durkan test

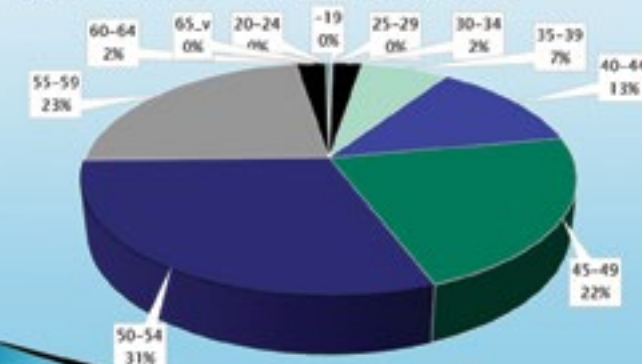
High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities - carpal tunnel syndrome



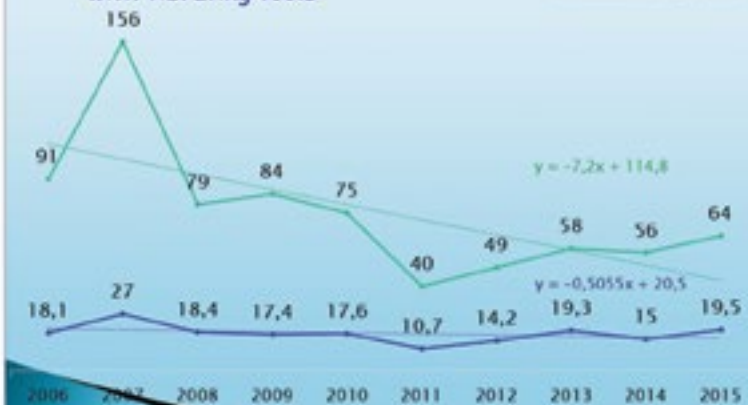
High Tatraz, November 9, 2016

Diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities - carpal tunnel syndrome



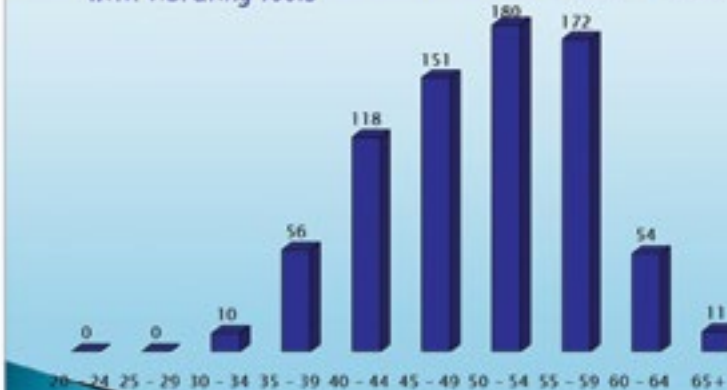
High Tatraz, November 9, 2016

Diseases of connective tissues and nerves of upper extremities from work with vibrating tools

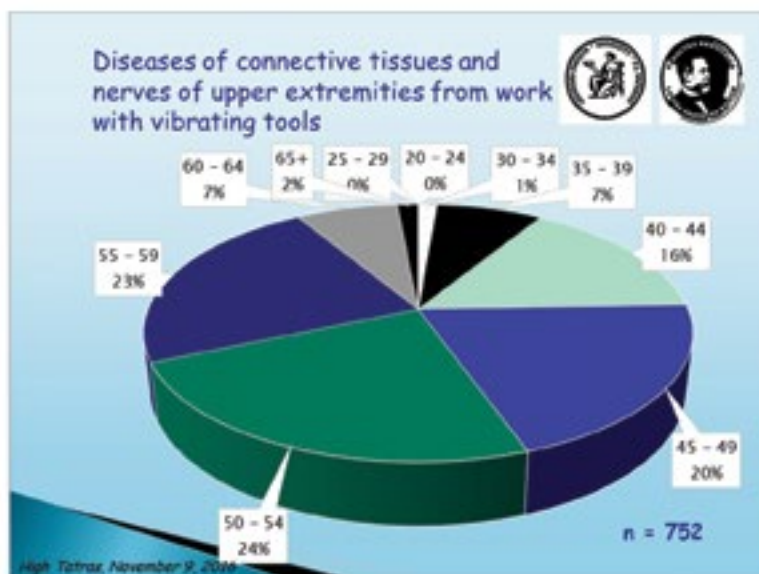


High Tatraz, November 9, 2016

Diseases of connective tissues and nerves of upper extremities from work with vibrating tools



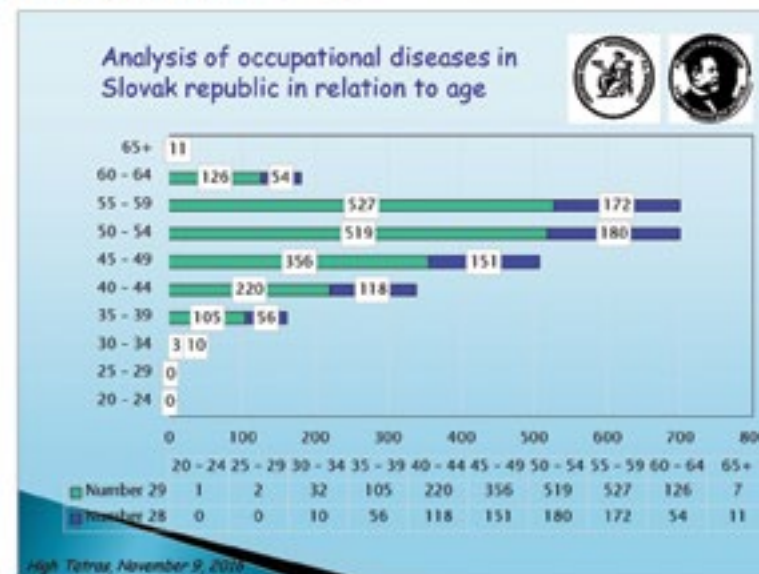
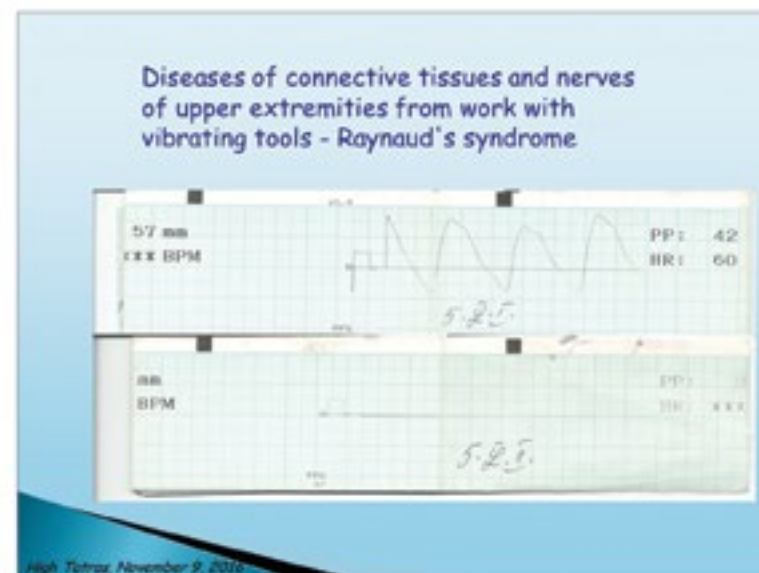
High Tatraz, November 9, 2016



Diseases of connective tissues and nerves of upper extremities from work with vibrating tools

Occupational disease / Diagnosis ICD-10	Total
I730 Raynaud's syndrome	450
G560 Carpal tunnel syndrome	70
M75 Shoulder lesions	24
M77 Enthesopathies	59
W436 Exposure to vibration	112

High Tatraz, November 9, 2016



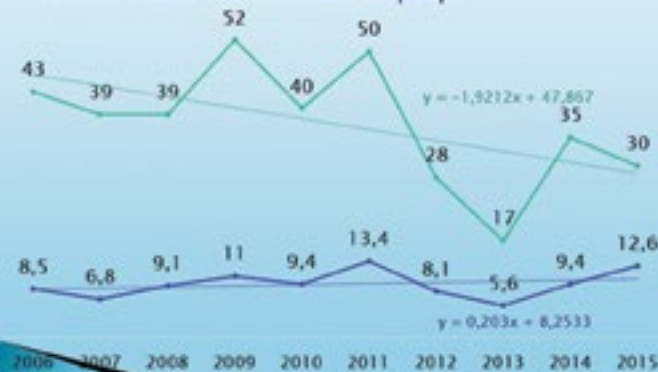
Analysis of occupational diseases in Slovak republic in relation to age



Seriousness of persisted problem of high ratio incidence of occupational diseases affecting supportive-locomotive system, vascular and nervous system at professions exposed long-term, excessive and one-side loading of upper extremities and harmful influence of vibrations underlines fact that these diseases comprise 60,7 % of total number of occupational diseases.

High Tatras, November 9, 2016

Infective and parasitic diseases, tropical infective diseases and parasitic diseases and diseases communicable from animals on people



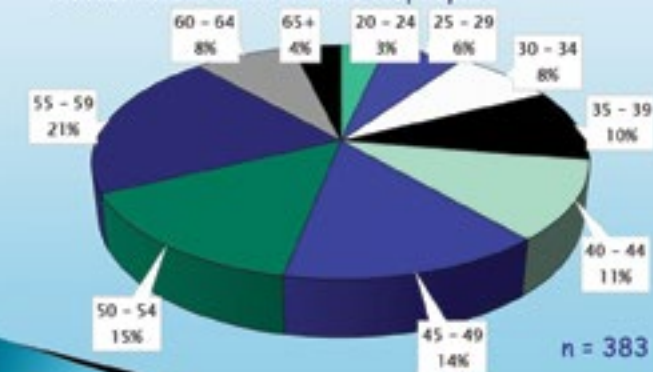
High Tatras, November 9, 2016

Infective and parasitic diseases, tropical infective diseases and parasitic diseases and diseases communicable from animals on people



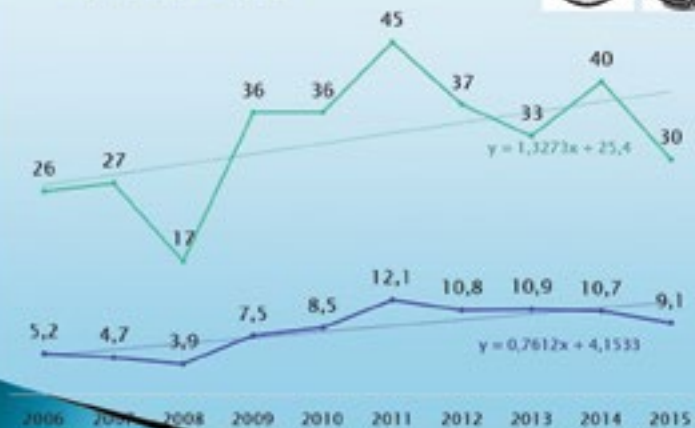
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Infective and parasitic diseases, tropical infective diseases and parasitic diseases and diseases communicable from animals on people



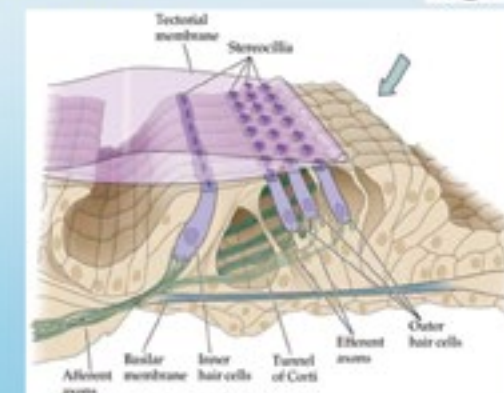
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Occupational disorders of hearing caused with noise



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Occupational disorders of hearing caused with noise



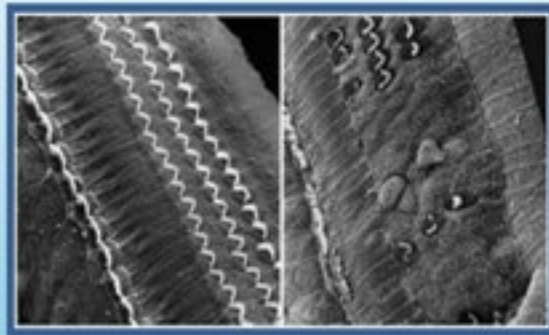
High Tatras, November 9, 2016

Occupational disorders of hearing caused with noise



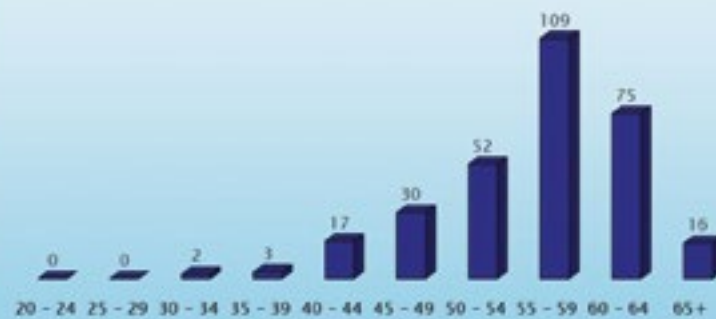
High Tatraz, November 9, 2016

Occupational disorders of hearing caused with noise



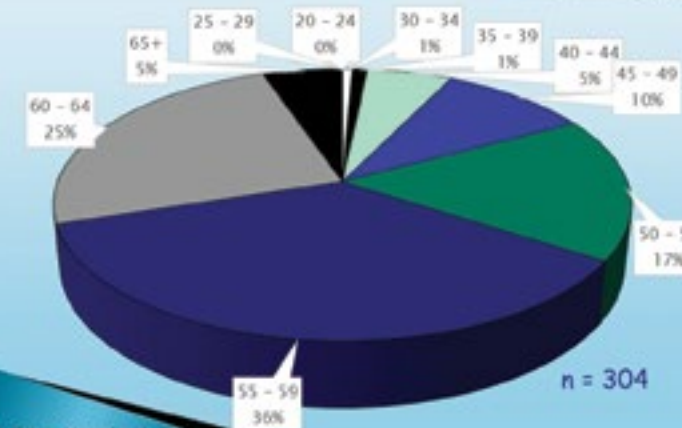
High Tatraz, November 9, 2016

Occupational disorders of hearing caused with noise



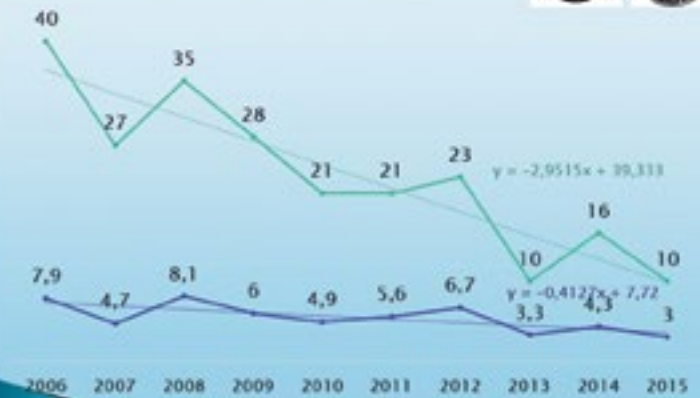
High Tatraz, November 9, 2016

Occupational disorders of hearing caused with noise



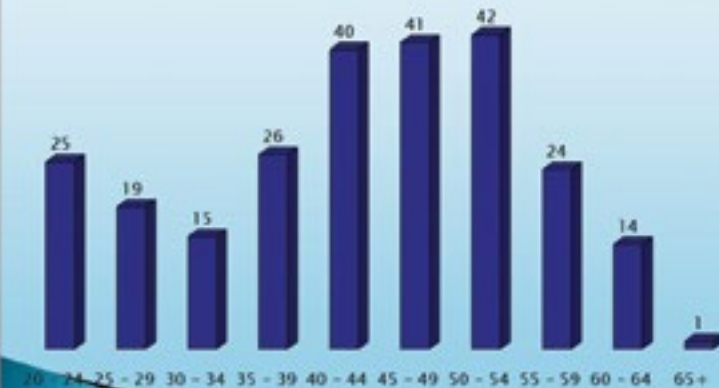
High Tatraz, November 9, 2016

Occupational dermatoses

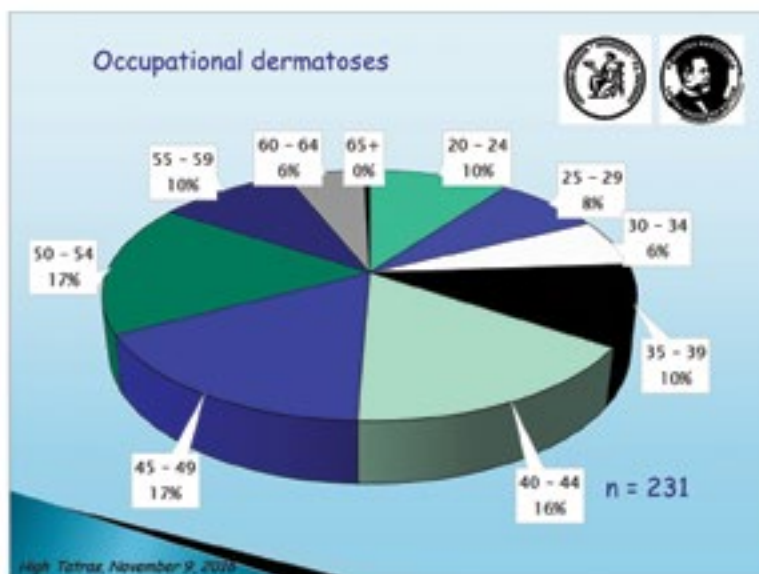


High Tatraz, November 9, 2016

Occupational dermatoses



High Tatraz, November 9, 2016



Analysis of occupational diseases in Slovak republic in relation to age

Number	Occupational diseases	Age Group
29	diseases of bones, joints, tendons and nerves of extremities caused by long-term, excessive, one-side loading of upper extremities	50 - 59
28	diseases of connective tissues and nerves of upper extremities from work with vibrating tools	50 - 59
38	disorders of hearing caused with noise	55 - 64
22 - 24	infective and parasitic diseases, tropical infective diseases and parasitic diseases and diseases transferable from animals on people	50 - 59
22	occupational dermatoses	45 - 54

High Tatras, November 9, 2016



Trade unions and their position in the care of safe and healthy working conditions of ageing workers

Logo of the Institute of Occupational Health and Safety of the Slovak Republic (ÚVZ SR) and the European Union flag.

Bepečnosť a zdravie zamestnancov je priorita pre každú firmu. Činnosť ÚVZ SR je v súlade s touto prioritou.

Demographic change - a challenge even for Trade unions

- Europe's workforce is aging: it is expected that by 2030, the number of countries employees aged 55-64 years form 40% or more of the total workforce.
- In 2013, the employment rate of people aged 55-64 in 28 EU countries increased from 39.9% in 2003 to 50.1%.
- The official retirement age in many Member States has increased, and therefore likely that employees will not only have to work longer, are more exposed to risks at work, but will also face changing the world of work (e. g. a flexible form of organization, flexible work environment).

Logo of the Institute of Occupational Health and Safety of the Slovak Republic (ÚVZ SR) and the European Union flag.

Labor market and employment of ageing workers

- According to the 'Europe 2020', demographic change is among the greatest challenges facing Europe.
- main measurable objective for Employment EU: 2020 must be 75% of the employed population aged 20 to 64.
- goal of "strategic frameworks field of health and safety at work for the period 2014 - 2020, is dealing with an ageing workforce.
- concrete measures to support the identification and exchange of best practices for improving the conditions of occupational health and safety for all employees are needed.

Logo of the Institute of Occupational Health and Safety of the Slovak Republic (ÚVZ SR) and the European Union flag.

Objectives and share trade unions to support the campaign

- To respond flexibly to emerging risks such as psychosocial risks, mobbing - workplace violence, labor abuse, new risks of nanotechnology and the like.
- Promote at all levels of the objectives of the campaign "Healthy Workplaces for all ages" Statement by the European Agency safety for the years 2016-2017 with partner bodies and institutions.
- Responding flexibly to new labor market conditions, such as open European market, migrant workers, in order to establish a level playing field for all employees regardless of nationality and type of employment relationship with the employer.



Labor market and employment of ageing workers

Employment benefits - ageing workers:

- Many factors, such as balance sheet, strategic thinking, holistic perception and reasoning ability is improved with increasing age or just appear. With age work experience and expertise grow

Risk assessment - ageing workers

- As a result of the natural aging process there is a loss of some functional abilities, especially physical and sensory. Possible changes in functional capabilities must be considered in the risk assessment and the work and the working environment should be adjusted to take account of these facts.



The labor market in the Slovak Republic and job opportunities for ageing workers

Factors affecting the employment of ageing workers and trade unions:

- The high unemployment rate
- Regional differences
- Existential dependence
- High demand by employers applied to a general phenomenon in Slovakia "a person older than 40 years in the labor market does not apply."
- Work organization and adaptation of the employees regardless of age
- Discrimination based on age



Expectations of trade unions in Slovakia and support of the campaign

- Active approach of employers to employ older, and creating a healthy environment for the entire working-age
- Eliminate work-related stress and high levels of psychosocial risks
- Elimination of discrimination based on age
- Customize retirement with respect to employees' health
- Prevent employees from being retired with ill health and disability pension or from becoming unemployed
- Campaign objectives to be felt by the final USER-employee



Thank you for your attention
Bohuslav Bendik
 Adviser OHS
 Confederation of Trade Unions of The Slovak Republic







Thematic day of IJC on the topic: „Ageing Workforce and Changes in the Labour Market – Role of the Labour Inspection“
„Research activities of IVPR in the area of ageing workforce with regard to the working conditions and OSH.“

ENDr. Miroslava Kardošová, PhD.
 Grand hotel Bellevue, Horný Smokovec, 9.-10. November 2014

The term senior/elderly employee in the SR legislation

- In general, elderly employee is an employee **above 50 years** (The age of a senior/elderly employee is for various purposes defined in a different way, usually above 50 years e.g. for OSH a senior/elderly employee is a person aged above 45 or 55 years).
- In connection with the Article 6, para 1, letter b) of the Act No. 5/2004 Coll. on employment services as amended, a senior/elderly employee is an employee older than 50 years. Pursuant to the mentioned provision, a disadvantaged job applicant is a citizen above 50 years of age.
- Determination of age limit of elderly employee is **not quite clear**, and should be based on the work capability of an employee.
- Certainly, beside the work capability also peace of mind as well as his/her ability to adapt to the changes and what kind of health problems he/she has (i.e. signs of aging may be the same or similar, but the overall health condition in relation to the work productivity may be different) need to be taken into account.
- This limit might be defined by the physical age, but also by the moment until when the employee subjectively feels work capable regardless his/her age; or by objective findings of his/her health status; as well as by outer signs of a physical person (grey hair, poor sight, hearing).
- When defining the age from which an employee can be determined as a senior/elderly employee, we could base it on the term **„middle age“**. A middle-age employee is an employee between 50 and 60 years of age.

Activity of Institute for Labour and Family Research

- State-funded, scientific and research institution of MOLSAF SR**
- The priority activity of IVPR is its research activity. It is the applied social research in the field of:
 - Policy of labour market and employment, employment relations, labour relations
 - Family, children, social affairs, Roma issue,
 - Working conditions, labour relations,
 - OSH and its aspects (social, economic, technical, educational, working environment factors and other factors)
- Cross-sectional across all fields: gender equality and equal opportunities, prevention of violence and **telephone line for tortured women, Coordination and methodological centre for the prevention of violence against women and children**
- Horizontal priority is the implementation of the **gender dimension** in the applied social research.
- Contact: www.ivpr.gov.sk

Age and occupational safety and health

- Although the senior/elderly employees lose their power and are often less efficient, as the employees are expecting, on the other side their experience may be considered as a significant tool of competition.
- Labour Code**
- The Labour Code provides flexible forms of work performance which could combine possibilities of the senior/elderly employees and expectations of employers. In connection with this, the definition of the age of a senior/elderly employee is individual as it depends on the personality of an employee as well as on the type of the work and working conditions.
- The senior/elderly employee could work part time (Article 49 of the Labour Code), could work at home and could perform telework (Article 52 of the Labour Code) or their working time could have a flexible form (Article 58 of the Labour Code).
- General protection**
- Pursuant to the Article 6 para 1 letter a) of the Act No. 124/2006 Coll. on occupational safety and health as amended (hereinafter only as „Act on OSH“) an employer is obliged, in order to secure the occupational safety and health, to assign employees to perform their work according to their health status, in particular their work capability, abilities, their age, qualification and professional competence according to the legislation and other rules to ensure occupational safety and health and not allow them to perform work which does not answer their health status, their work capability, abilities, for which they do not have age, qualification requirements and professional competence according to the legislation and other rules to ensure occupational safety and health.

IVPR research workers deal with the topic of the ageing workforce from various aspects:

- OSH and working conditions aspects represented by a variety of research projects and reports since 2006-2014
- Some examples:
 - Safe and health supporting work in SR in the light of creation of conditions for decent work - Analysis of the legislative and factual environment for implementation of decent work programmes in SR, 2008
 - Deepening of the management system of the work risk factors: Shogeri's identification and evaluating of emerging work risk factors, 2008
 - Active ageing in the context of the SR labour market, 2010
 - Analysis of specific in employment of individual groups of economically active population including analysis of inequality of research in return to the labour market, 2010
- Working conditions as determinants of the gender work inequality. Analysis of development of the illegal work and illegal employment in SR with an emphasis on its economic and social impact on the society, the employer and the employee, 2010.
- Mobbing and bullying of the workplace 2011.
- Flexible forms of employment in the European Union – possibilities and risks of their implementation in the Slovak Republic, 2013.
- Offering learning and active labour market measures in the context of the flexibility system: possibilities for strengthening of their mutual relations, 2013 and others

Occupational accidents and elderly employees

- Studies of the European Agency OSH (EU-OSHA) indicate that there are fewer accidents of senior/elderly employees, but the accidents are often more serious and require a longer treatment.
- Slippages, stumbles and falls are the most often reasons of accidents in all branches of industry starting with the heavy manufacturing to the office work. While there are more injuries of eyes and hands with younger employees, with senior/elderly employees there are more often back injuries.
- The most serious problems associated with the ageing workforce:
 - Manual handling and transportation of heavy loads, muscular-skeletal problems,
 - painful movements,
 - falls or stumbles,
 - extreme heat and working environment,
 - contact with chemical substances,
 - sensory demanding work activities,
 - working time,
 - psychological and social problems.

Occupational accidents and elderly employees

- Slovakia
- In the period of 2008-2012, in total 47,460 occupational accidents were registered in organisations supervised by the National Labour Inspectorate
- Employees of the age category 50+ suffered totally 13,151 registered occupational accidents in the observed period (28.5% from the total number of the registered occupational accidents), what represents, compared to the age category of employees till 30 years of age, an increase of registered occupational accidents by 1,102 (by 3.5%) by age
- The most often reasons of registered occupational accidents in the age group 50+ were in particular:
 - Insufficient personal preconditions for performance of work during the accident (various predispositions, inattention, etc.) and the existing common work risk (9,346 cases - 71.03%)
 - Dangerous actions of employees who suffer from the occupational accident, their indiscipline connected with breach of rules and instructions to secure OSH, with performance of work contrary to the orders of the managers, directors, etc. (2,757 cases - 5.39%)
- In the reported period, the employees in the age group 50+ caused themselves by their unsafe activities associated with violation of rules and instructions to secure occupational safety and health, 849 registered occupational accidents (6.45%) compared to 1,115 cases of registered occupational accidents (9.25%) of employees in the age group to 30 years.
- Such behaviour includes also use of alcohol by the affected employees. Alcohol plays an important reason of accidents in this age group.

OSH and risk factors of employees 50+ - employment of serious in the work process

- In 2013 a research project on working conditions, risk factors and OSH of employees above 50 was implemented.
- Cooperation of IVPR and the National Labour Inspectorate system
- The survey focused on employer and employees in selected branches of economy, SMEs
- The aim of the survey was to collect, analyse and interpret data on working conditions, work safety and position of employees of the age of 50+ and opinions and attitudes of employer and employees to this topic.
- Survey sample
 - Estimated number of questionnaires: 560 for employees.
- The survey was anonymous, the respondents provided data about their age, employment, economic activity and education.
- Totally 619 employees and 186 employers participated in the survey.
- Out of it, 332 men and 287 women. The average age was 55.4 years.

Survey results

- the questions can be divided into several areas:
 - 1. relationship to work and the employer
 - 2. working conditions
 - 3. relationship to younger employees
- Do you consider your work as physically demanding:
 - 10% respondents said definitely yes and 29% rather no.
- 1. relationship to the employer - selected questions and results
 - Do you consider your work as mentally demanding? 26% respondents answered definitely yes and 10% definitely no.
 - Do you need to decide quickly and under time pressure of your work? 22% respondents said definitely yes, 30% rather yes, 9% definitely no and 24% rather no.
 - Does your superior use professional knowledge and experience? 38% said that rather yes, 7% of respondents said definitely no.
 - Are you interested and willing to learn new things, further educate yourself and acquire new skills? 40% said rather yes and only 2% said definitely no.
 - Would you like to work after reaching the retirement age? 36.7% of respondents would like to work after reaching the retirement age and at the same workplace.

Survey results

2. Working conditions - questions and selected answers

- The respondents were asked, with which labour factor they personally have problems at the workplace: noise, poor lighting, microclimate, dust, chemical substances, arrangement of the workplace, organisation of work, relationships with the people in the team, relationships with the managers, way of remuneration.
- They have the biggest problems with:
 - chemical substances - 54.0%,
 - poor lighting - 51.3%
 - and dust - 43%.

3. Relationships between younger and elderly people at the workplace - selected answers

- Do you have conflicts between the younger and elderly employees at your workplace?
- According to 39% of respondents, there are no conflicts between the younger and elderly employees at the workplace.

Summary- Required reforms for active ageing in the work life

- 3 levels:
 - Individual,
 - Enterprise,
 - Social
- Minimum 4 areas:
 - They must change their attitudes towards ageing (reform of attitudes)
 - It's necessary to change, increase consciousness, awareness of managers and superior in levels concerning age (reform of management)
 - It's required to have a better age setting and flexibility of the working life (reform of working life)
 - The health care services should be adapted to the increasing needs of the senior elderly workers (reform of health care services)
- Recommendations for policy and practice
 - To adopt a clear commitment for support of the age diversity on the national level as well as on the level of the employer's organisations
 - To support and promote the concept of active ageing
 - To pay attention to the work ability of women and men in mature years
 - It's not enough just to increase the retirement age - it's necessary to create also adequate and appropriate work conditions for senior elderly women and men

Thank you for your attention.

RNDr. Miroslava Kardošová, PhD.

Miroslava.Kardosova@ivpr.gov.sk



Increased retirement age – impact on SWEA?

(Mats Rydenheim, senior analyst, Swedish Work Environment Authority)



"... the most important factor..."



The Swedish government October 2015

- "The ambition is that the parliament should decide to increase the retirement age before the next general election in 2018!"
- Today: 61 – 67
- 2018: 62 – 68 or 63 - 69?
- In the future > 70?



Some statistics (EU-OSHA, Country inventory 2016, Sweden)

	Median age (2013)	Part of the population 55-64 (2013)	Employment rate 55-64 (2013)	Parts of retired persons * 50-69
Sweden	41	12 %	74 %	20 %
EU(28), average	42	13 %	50 %	21 %
* whom have left the working force due to health reasons (2012).				



A parliament report in 2013 concluded that

"The work environment is the most important factor in order to give people better prerequisites to work longer."



"The connection between work environment and the decision to leave the work force" (Knowledge compilation 2014:8)

- Low control together with high demands,
- deficient social support,
- physically demanding and ergonomically deficient work environments,
- loud noise, repetitive and monotonous tasks, heavy lifting, uncomfortable working positions etc.

increase the risk of leaving working life prematurely!



"Work environment for women", a governmental assignment 2011-16,

- Women are more often sick-listed than men
- Women report more MSDs and are exposed to more stress than men
- Women leave the work force earlier than men



An accessible work environment, a governmental assignment 2011-16

- Accessibility is about minimizing obstacles in the work environment, so that everyone can work in the best way.
- The better the work environment functions for all, the better it functions for those who have some form of disability.



Work environment for women

- Knowledge compilations
- Information material on the web incl. four short films (Swe, Eng)
- Conferences for employers and safety delegates
- Education for inspectors
- Inspection projects in certain sectors
- Key message: "The organisation makes the difference!"



Background - An accessible work environment (fact sheet 2015, SWEA)

- Nearly 40% of sick listed persons state psychological ill health as the cause.
- About 25% of the adult population have some form of asthma or allergy.
- Approx. 18% of the adult population have reduced mobility in arms or hands.
- About 11% in working age have some form of rheumatism.
- Approx. 10% in working age have a hearing impairment.
- Approx. 10% in working age have a permanent cognitive disability.
- Just over 50 per cent of all in working age are calculated to, at some point in working life, have a temporary disability.



Another key message

"A gender perspective to OSH and inspections is needed"



An accessible work environment, a governmental assignment 2011-16

- Knowledge compilation 2014:2, "The brain friendly workplace"
- Education for inspectors
- Checklists for employers
- Inspection activities
- Information activities
- Web

Key message: "What's essential for someone, benefits all"



"Systematic work environment management", provisions 2001:1

- Policy, allocating of tasks, knowledge, risk assessment, collaboration etc.
- E-tools on the web; self-evaluation, online training, risk assessment
- About 50% of all inspections include stipulations according to 2001:1!

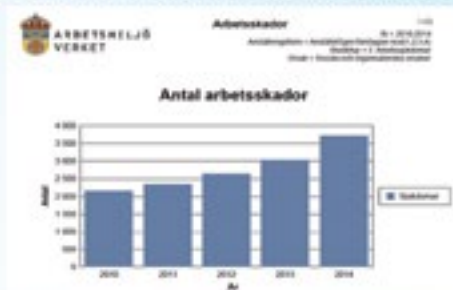


Definition of organisational work environment

- Conditions and prerequisites for the work that include:
 - management and governance,
 - communication,
 - participation, room for action,
 - allocation of work tasks, and
 - demands, resources, and responsibilities.



Increased number of reported work related diseases



Definition of social work environment

- Conditions and prerequisites for the work that include
 - social interaction,
 - collaboration, and
 - social support from managers and colleagues.



Organisational and social work environment, provisions AFS 2015:4 NEW!

- New provisions on March 31st 2016.
- Information campaign - spring 2016
- Guideline for employers, safety delegates (and inspectors)



The new Swedish national OSH Strategy 2016-20

- "A zero tolerance towards fatal accidents and the prevention of occupational accidents"
- "A sustainable working life": "In order to prevent..."
- "Organisational and social work environment"



Challenges for SWEA

- Allocate resources for improvement projects
- Ask scientists to develop/sum up new knowledge
- Develop new inspection methods
- Incorporate new knowledge in SWEA (educate inspectors)
- Collaborate with the social partners (reference groups, conferences)
- Evaluate both internal and external effects



Conclusions: A holistic and life-cycle approach is needed to tackle the demographic challenge

- "The young workers of today, are the old workers of tomorrow"
- "Older workers is a heterogeneous group, as the whole working population"
- "Better to prevent at 40, than to rehabilitate at 55+"
- "What is needed for someone, benefits all"
- "The organisational prerequisites make the difference"



Thank you for your attention!

- www.av.se/eng
- mats.nyderheim@av.se



Ageing Workforce and the Role of Labour Inspectors – the Austrian Experience

Elsbeth Huber
Federal Ministry of Labour, Social Affairs and Consumer Protection,
Department Central Labour Inspectorate
Unit Occupational Health and Occupational Psychology

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2014: Employment participation of older workers (50 – 64) in Austria



806.00 persons employed (24 per cent)
Out of these, about 53 per cent are dispersed among three sectors:
**Public Administration/Insurance companies,
Retail sector,
Manufacturing**

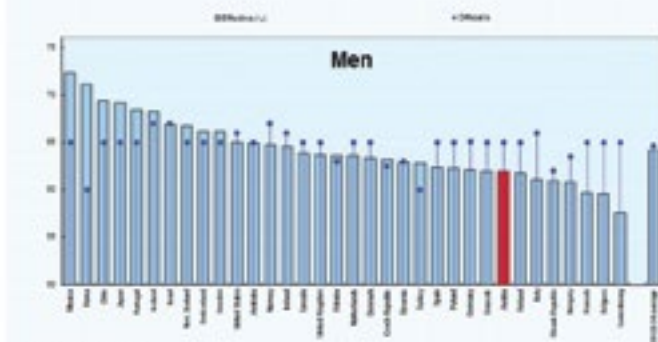
An interrelation between heavy physical work and age distribution could not be found! (Public Employment Service, Info, 338)

More a question of culture and values inside and outside of the workplaces?

10% of the 50+ in Austria feel discriminated at work compared to the EU-average with 6%. The proportion of the Austrian group of under 30 with 6.8% is lower as the EU-average with 8.6% (Eurostat)

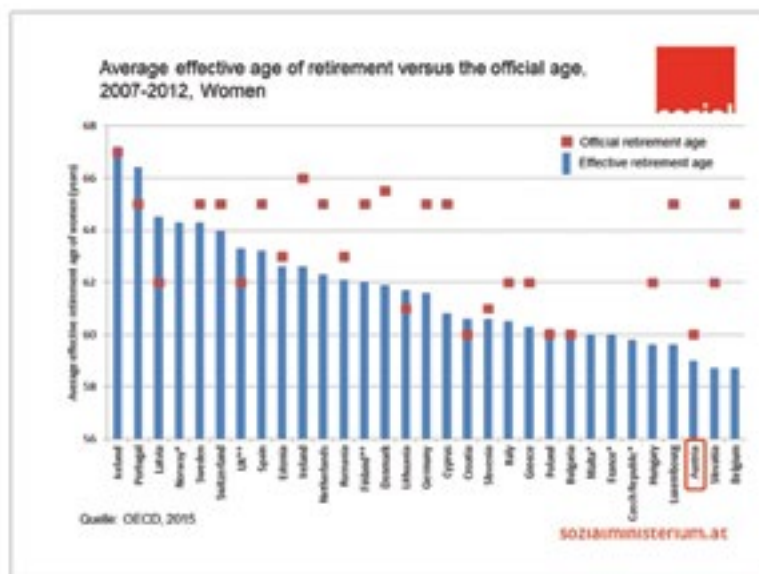
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Average effective age of retirement versus the official age, 2007-2012*



Quelle: OECD, 2015

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Deficits, problems.....

- Low awareness, e.g. consequences for my enterprise, my workplace is underestimated.... (only answer: recruit young people if really necessary)
- Missing benefit assessment and responsibilities: Ageing-appropriate work design is a cross-cutting issue (between OSH, WHIP, return2 work - initiatives)
- Employers, workers and other workplace actors need to be more aware of the **benefits and opportunities of a ageing-appropriate risk assessment and a return-to-work policy in a company**. Intermediaries such as work insurance organisations, OSH preventive services, labour inspectorates and social partners, have a critical role to play in raising awareness at workplace level
- Still inadequate problem solving knowledge - Are standards, limit values really ageing-appropriate?
- Lack of resources and systematic approaches, specially in SME

The Austrian Occupational Safety and Health Strategy 2007 - 2012 and 2013 - 2020

representatives of institutions directly or indirectly involved in occupational safety and health, such as ministries, state governments, accident insurance companies, social partners, stakeholder groups, safety engineering and occupational health centres, research centres, universities, regulatory agencies, companies, associations etc.

>commit themselves to cooperate to improve OSH conditions sustainable and under special consideration of Gender and ageing aspects

4 working groups:

- Improving risk assessment and raising awareness for risks
- Prevention of occupational accidents
- Prevention of work related health risks and occupational diseases, focus on strain for the musculoskeletal system e.g. tiring or painful positions, repetitive hand or arm movements, moving heavy loads and psychosocial risks e.g. having to deal with difficult customers, patients, pupils, time pressure....
- Basic and advanced training in OSH as well as information

NEW: **ÖAS** Occupational Safety and Health Strategy 2013-2020

Cooperation of:

- Federal Ministry of Labour, Social Affairs and Consumer Protection
- Austrian Workers' Compensation Board
- Social partners: Austrian Economic Chamber, Federation of Austrian Industries, Austrian Chamber of Labour, Austrian Trade Union Federation
- Austrian Chamber of Doctors

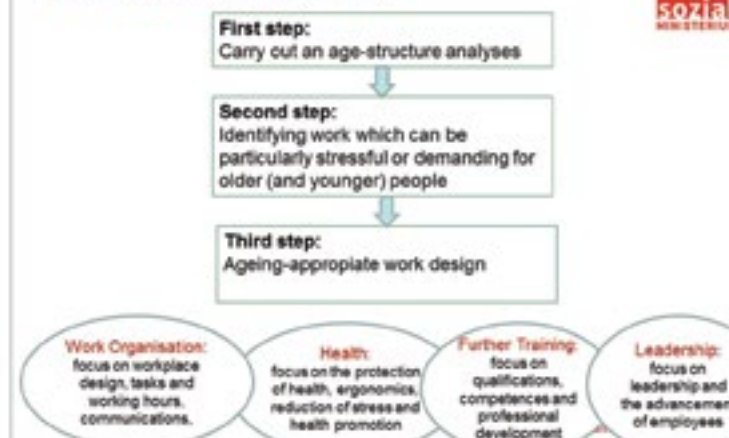
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Legal Basis: The Health and Safety at Work Act (ASchG)

- **Section 3 (1): Employers are obliged to ensure health and safety of their employees – they have to protect the lives, health, integrity and dignity of employees.....**
- **Section 4 (2): When assessing (evaluating) the risks, workers who are particularly at risk or in need of protection should be taken into account as well as the suitability of workers with regard to their constitution, physical strength, age and skills.....**
- **Section 6 (1): When issuing tasks to workers, employers have to take into account their suitability with regard to safety and health. Particular attention should be paid to their constitution and physical strength, age and skills.....**

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Risk Assessment: 3 steps towards the goal – ageing-appropriate work design



Diversity of people - Diversity of measures



Work oriented -
collectively effective

Work Ability,
individually effective

Age- and aging-appropriate
risk assessment including an
age-structure analyses



Return to work programs e.g.
Austrian wide fit2work or personal
employment assistance at the
workplace or workplace health
promotion

- restructuring workplace,
- finding new position,
- reducing work load,
- reducing work time or similarity.

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Field of action 2: Health



What makes work ageing-appropriate?	Recommendations for ageing-appropriate work design
Ergonomic design of the workplace: e.g. by adapting the workplace to the person's individual radius of action, by means of lifting and carrying aids and via balanced hand and arm movements	<ul style="list-style-type: none"> • Making physical work easier via the deployment of technical aids • Activities without the frequent raising of the arms (working above head height) or frequently using bent arms, and without frequent twisting of the spine • Workplace-related improvement of movement and posture, e.g. via workplace-related compensatory exercises
Reduction and/or limitation of work in difficult conditions, such as reduction of work in cold and heat, limiting noise and vibrations, and the improvement of workplace lighting	<ul style="list-style-type: none"> • The use of ventilation and shading systems; provision of unsweetened drinks • The deployment of sound-proofing elements in workshops, better audibility and visibility of warning signals • No excessive lighting which dazzles, but stronger lighting for specific work • Single, individually adjustable lights and individually adjustable light protection
Taking varying degrees of perceptual ability into account	<ul style="list-style-type: none"> • Displaying work instructions in various ways (e.g. posters, videos and diagrams instead of only in writing) • Enlargement of writing and symbols

Specific activities of the LI since 2007

- Campaign of the LI (2007 - 2010)**
Advising and controlling 306 SME concerning an age-sensitive risk assessment
Objectives:
 - Motivate employers to do an age-structure analyses
 - Identifying work which can be particularly stressful or demanding for older people
 - Ageing-appropriate work design
- Project for the LI (since 2008),**
Objectives:
 - age-appropriate work design also in the LI
 - develop specialised skills and experience with this new topic before advising/controlling enterprises again
- Questionnaire of the LI in 3806 enterprises (2009)** concerning the implementation of the risk assessment considering age, gender...
Result: excluded by the majority



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Specific projects/campaigns of the LI



- examples of projects within the framework of the Austrian Occupational Safety and Health Strategy 2007 - 2020:
 - › Since 2005: Gender Mainstreaming and Diversity project and working group in the LI
 - › 2011-2012: Project of the LI in the hotel and the catering services
 - › 2013 - 2015: Project of the LI in the mobile care sector (for elder people)
 - › 2016: Pilot project: Advising enterprises concerning an ageing-appropriate lighting at the workplace
Heading: "Good workplace lighting motivates, promotes health and boosts performance for all ages"

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GM and Diversity (age) in the LI - Success factors



- **clear mandate** from the top management
- Good cooperation and integration in annual campaigns - using synergies
- promote the use of **networks**
- **trainings** for different expert-groups in the LI (technicians, managers, occupational doctors....)
- offer **information** and discussion **platforms** for the LI
- set **language standards** and check them
- choose the **"right" topics** for campaigns, projects ..
- **"Mixed" teams** (old/young, male/female, manager, field service, office, regional, GMD-experts)
- create **GMD-standards for projects** (data acquisition, team members, project leaders, reporting, ...)

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Outcomes by today



Mainstream gender and diversity (age) into daily work of inspectors

- Increasing awareness (supported by checklists) „with whom do I speak during my inspection“ (f/m; old/young), does my advice cover both old women and young men? Will old men and young women equally benefit from my advice?
- GMD enlarge the angle of view in LI and also in enterprises, that is an additional benefit for the LI (improve the image of the LI)

Mainstream gender and diversity in the labour inspectorate by

- „Mixed teams“ in the preparation and implementation of campaigns and for specific inspections
- Improving the cooperation and communication between the field service colleagues and the office colleagues

Special training for the involved inspectors lead to a better understanding and more consideration of this sensitive topic

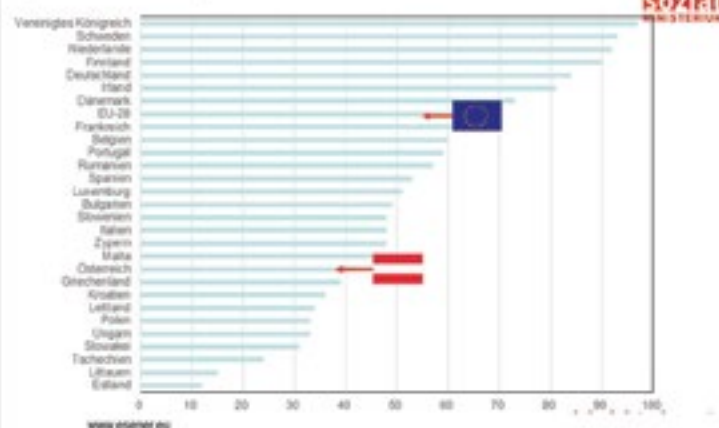
Special training of LI



1. explain the goals
2. Raising the awareness of LI to specific requirements, regulations, standards...
3. make inspectors aware of risk factors related to age, gender..... e.g. age-appropriate lighting, noise, manual handling of heavy loads, forced posture...
4. Generate awareness and understanding of control measures available
6. Discussing new inspection tools and risk assessment methods and improving the quality of inspections and communication methods by learning from existing methods – e.g. age structure analyses

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ESENER 2: Procedure to support employees returning to work after a long-term sickness absence, by country (% establishments)



Specific other Return2work initiatives, where the LI is a cooperation partner



• NESTOR^{GOLD}

- NESTOR^{GOLD} is a quality label which is awarded to specially engaged companies in the field of active ageing and managing across the generations by the Federal Ministry of Labour, Social Affairs and Consumer Protection
https://www.sozialministerium.at/site/Ministerium/Guetesiegel/NESTOR_GOLD/
- The award is supported by the Chamber of Commerce, the Federal Chamber of Labour, the Austrian Trade Union Federation and the Federation of Austrian Industry. Central-Labour Inspectorate is a member of the board.
The prize is awarded every two years.
The last prize-giving was in 2014 so the next one will be 2016

Return to work programme

fit2work
www.fit2work.at



Legal basis: Federal Labour and Health Act (Arbeit-und-Gesundheit-Gesetz-AGG)

- to reduce early retirement due to health reasons
- to reduce invalidity / to prevent unemployment for health reasons at an early stage,
- to reintegrate labour force into the labour market after longer periods of sick leave for health reasons, as well as
- to preserve their capacity for work /workability on a long-term basis by taking preventive measures.

In force since 1.01.2011; kick off July 2011, realisation since June 2012, financed until the end of 2019 by



Fit2Work Programme



Partners

- Federal Ministry of Labour, Social Affairs and Consumer Protection,
- Federal Ministries of Health, Finance, Economy, Family and Youth,
- Public Employment Service,
- **Regional Labour Inspectorates,**
- Social insurance institutions, e.g. Austrian Workers' Compensation Board
- Federal Social Office = Social Ministry Service (coordination) and
- Social partners: Austrian Economic Chamber, Federation of Austrian Industries, Austrian Chamber of Labour, Austrian Trade Union Federation

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Fit2work in-company projects, May 2016



Sector	number of fit2work in-company projects
Construction industry	17
Service sector	162
Energy, water suppliers	1
Education, teaching	32
Human health and social work sector	161
Wholesale and Retail trade	70
Agriculture and forestry, mining	3
Public administration	30
Manufacturing	77

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Thank you for your Attention!



The age pyramid I always imagined differently!

© nach Lotar Reinhardt, <https://www.programm-altenbilder.de/programm/altersbilder-entwurf-zum-alter-schluss-ent-lustigung-und-at.html>



Content:

- Ageing workforce, sustainable employability and Occupational Safety & Health; policy and law enforcement
- Key figures in the Netherlands
- Legislation and inspection methods
- A scientific model
- Inspection results
- Self-inspectiontool

Ageing workforce and psychosocial workload

Main occupational Safety & Health risks:

- Hazardous substances
- Physical Strain
- Psychosocial risks

The Dutch Ministry of Social Affairs and Employment runs a program on sustainable employability to enhance Physical and Mental health and Lifelong learning



Key figures in the Netherlands

- Average absenteeism rate 3.8% (workforce of 7.1 mill.)
- Sectors with high PWL, such as the education, healthcare and public administration sectors, also have higher absenteeism rates.
- 1/3 of the long-term absenteeism is due to mental illness – and amongst young people even higher, more than half.
- In the 1st half of 2014, mental illness absenteeism cost the Netherlands 800 million euros.
- Almost all sectors are confronted with risks arising from one or more PWL factors.
- Half of all persons receiving an occupational disability benefit suffer from mental health problems (not necessarily related to their work).

(Sources: CBS, TNO and ArboNet)



Open work stress to discussion

Public campaign of the Dutch Ministry of Social Affairs and Employment
Check your work stress



Themes:

- 2014 - Workload
- 2015 - Bullying, Aggression and Violence
- 2016 - Inappropriate behaviour at work - June

The Inspectorate pays attention to these themes one year after they have been addressed in the campaign



Work stress factors

Employers should develop policy to control the most important factors that can cause work stress:

- Workload
- Aggression and violence
- Inappropriate behaviour at work:
 - Bullying
 - Harassment
 - Sexual harassment
 - Discrimination

Inspectorate SZW assesses whether an employers PWL policy is appropriate and whether he or she takes enough measures to prevent work stress.



What do the Labour Conditions Act and Labour Conditions Decree say?



What do the Labour Conditions Act and Working Conditions Decree say?



What do the Labour Conditions Act and Labour Conditions Decree say?



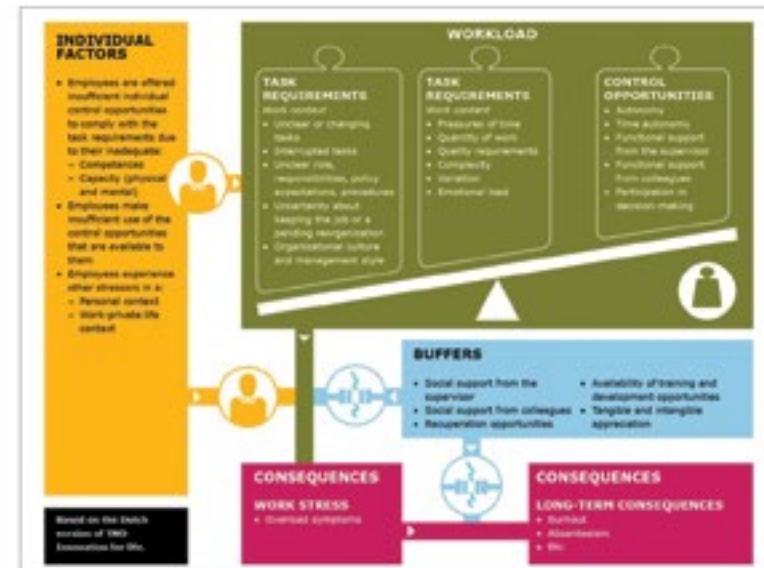
What do the Labour Conditions Act and Working Conditions Decree say?



What do the Labour Conditions Act and Labour Conditions Decree say?



What do the Labour Conditions Act and Labour Conditions Decree say?



Workload inspections:

1. Announcement (employer, employee representation)
2. Contact for appointments (HRM/P&O/OSHA professional)
3. First inspection visit (board, management, HRM/P&O/OSHA professional, employee representation)
4. Location visits (employees, team leaders)
5. Concluding visit (board, management, HRM/P&O/OSHA professional, employee representation)

Where:

1. Specifically in the healthcare and welfare sectors.
2. Broadly across the sectors following different reports, education and banks
3. Following reports from works councils or trade unions.

Aggression and Violence inspections

1. Risk inventory (RI&E)	7. Technical facilities
2. Procedure for reporting, registering and analysing incidents	8. Alarm system and procedure
3. Provision of information and instructions	9. Initial care, support and follow-up care
4. Protocol	10. Dealing with perpetrators
5. In-house rules for third parties	11. Evaluation
6. Specific measures for specific risks	

Where:

2012-2015: at a range of government services.
 2016: broadly across sectors and at a small numbers of specific sectors.
 Private security, education, courts of law and collection agencies

Discrimination and inappropriate behaviour inspections

1. Risk inventory (RI&E)	7. Complaints committee
2. Plan of approach	8. Initial care and counselling
3. Code of conduct	9. Sanctions on inappropriate behaviour
4. Confidential counsellor	10. Provision of information
5. Autonomy	11. Evaluation
6. Complaints procedure	

Where:

1. Broadly across the sectors on the basis of indications.
2. Following reports from works councils or trade unions.

16

Findings from 80 workload inspections in 2015/2016



17

Self-inspection tool to promote compliance and explain regulation

Zelfinspectie.nl Werkdruk en omgevingsfactoren

Zijn alle bronnen van werkdruk binnen uw organisatie onderzocht?

Is mijn onderzoek compleet?

Ja Nee

18

Publicity and agenda setting

Aanpak werkdruk moet nog beter opgepakt worden

Check het zelf!

19

Summary:

1. Work stress costs companies and organizations too much.
2. We inspect on policy development and measurements, not on the presence of psychosocial risks.
3. In addition to inspections the inspectorate supplies a self-inspection tool to check the compliance to labour legislation and regulations by themselves!
4. An appropriate approach to psychosocial risks is mandatory in the Netherlands – and is of great benefit, but compliance is low

20

Thank you for your attention

Zelfinspectie.nl Werkdruk en omgevingsfactoren

21



The challenges of an ageing workforce and European legislation and policies

Katalin Sas, Project Manager
08/11/2016 SLIC

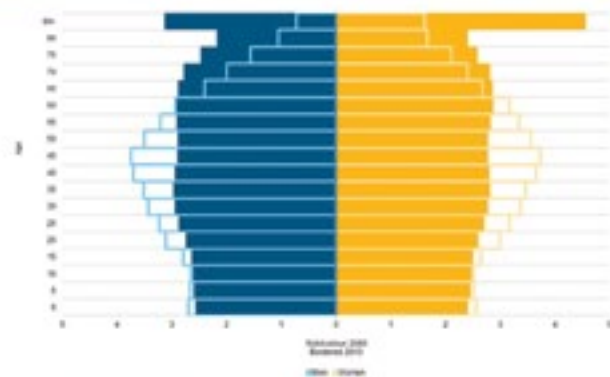
 

Safety and health at work is everyone's concern. It's good for you. It's good for business.

Summary

- The demographic challenge
- European legislation and OSH strategies
- Are older workers more vulnerable?
- OSH management in the context of an ageing workforce
- EU-OSHA HWC 2016-17 Healthy workplace for all ages
- E-guide

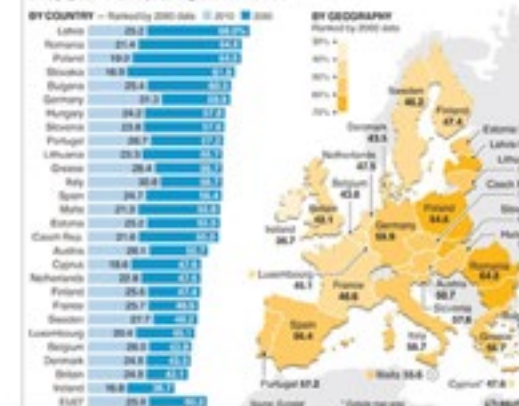
Age pyramid Europe



Old-age dependency ratio

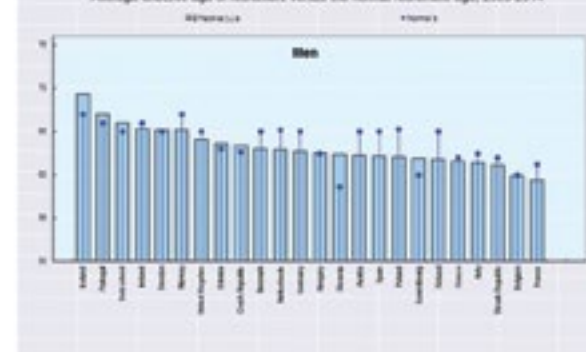
OLD-AGE DEPENDENCY RATIO

Projected number of persons aged 65 and over, expressed as a percentage of the projected number of persons aged between 15 and 64



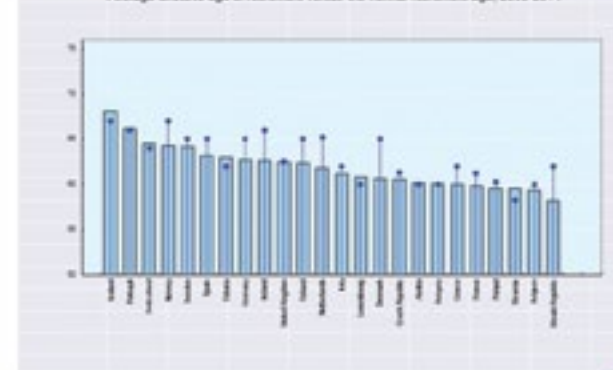
Official and effective retirement age (men)

Average effective age of retirement versus the normal retirement age, 2009-2014

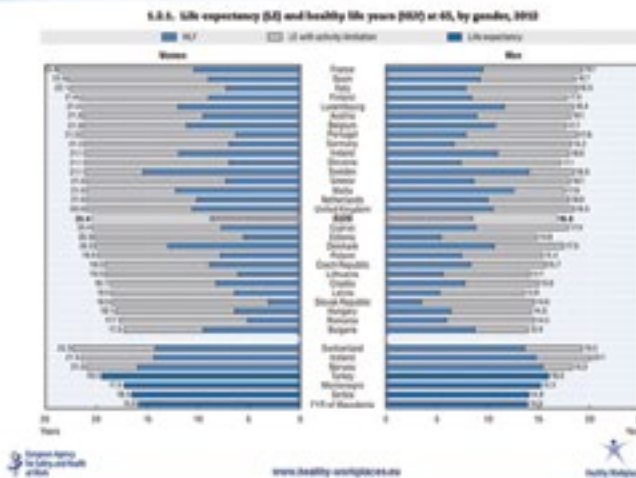


Official and effective retirement age (women)

Average effective age of retirement versus the normal retirement age, 2009-2014

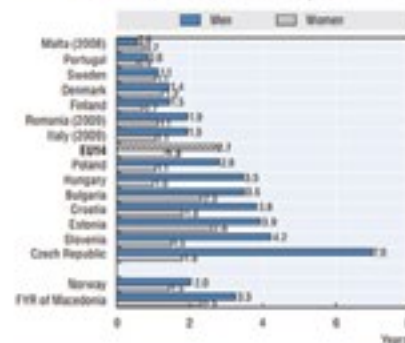


Healthy Life Years Expectancy at 65



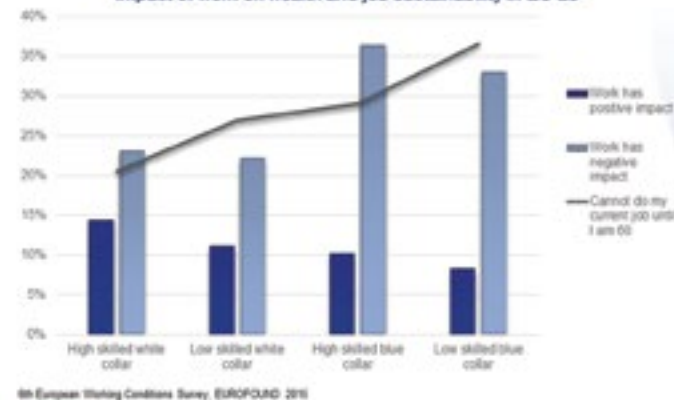
Life expectancy gaps

1.2.2. Life expectancy gaps between people with high and low level of education at 65, 2010



Does work affect our health?

Impact of work on health and job sustainability in EU 28



The challenges of an ageing workforce

- Challenges at society level
 - implications for welfare systems, such as public pensions systems and health care
- Concerns at company level
 - labour shortage, shortage of skilled workforce (war for talent),
 - outdated / obsolete skills, knowledge transfer,
 - absenteeism, productivity and performance
- OSH challenges
 - longer exposures to workplace hazards
 - more people with health problems, working with chronic diseases
 - workplace adaptations
 - rehabilitation, return to work
 - health inequalities at work – sectors and jobs with heavy physical and / or mental workload

Great differences between the Member States in terms of demographic development, economic and societal conditions, working conditions, health, level of awareness, prevalence of age discrimination, priorities, approaches and policies

EU legislative framework

- Framework Directive
 - Employers' legal duty to ensure the safety and health of workers in every aspect related to the work
 - Risk assessment and adapting work to the individual
- Council Directive 2000/78/EC on equal treatment in employment and occupation
 - Prohibits discrimination based (among others) on age or disability
 - Positive action: shall not prevent employers adopting specific measures to prevent or compensate for disadvantages linked to age or disability

EU OSH strategies

EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020

- Major challenges: to take account of the ageing of the EU's workforce
- One of the seven strategic objectives: addressing the ageing of the European workforce and improving prevention of work-related diseases

Improving quality and productivity at work: Community strategy 2007-2012 on health and safety at work

- One of the main challenges - demographic change and the ageing of the working population
 - by tailoring the workplace more effectively to individual needs and by applying reliable ergonomic principles more effectively to the way in which workplaces are designed and work is organised.

Adapting to change in work and society: Community strategy on health and safety at work 2002-2006

- Taking account of demographic change in terms of risks, accidents and illnesses. Preventive measures should take more account of the age factor, and should specifically target young people and ageing workers.

Age / diversity-sensitive risk assessment

- Age – one aspect of diversity:
 - age
 - gender
 - disability
 - migrants
- For younger workers:
 - physical and intellectual development
 - immaturity
 - lack of experience
- For older workers:
 - Specific risk factors, such as shift work, high physical workload, extreme temperatures, updating and maintaining skills
- Older workers are not a homogeneous group and differences in both functional capacity and health between individuals increase with age
- Adapting workplaces - focusing on work demands in relation to individual capacities and health

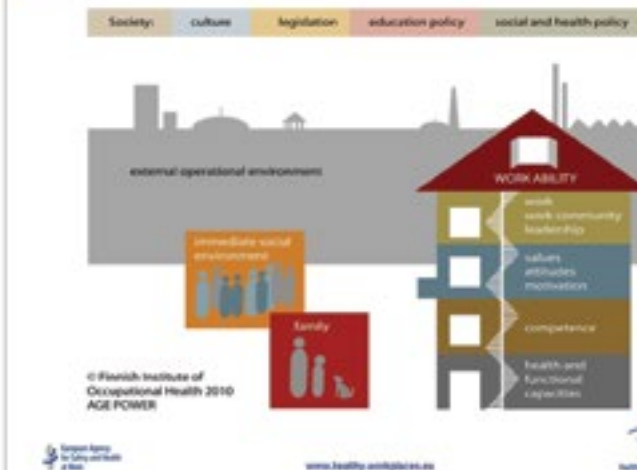
Are older workers more vulnerable?

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

Are older workers more vulnerable?

Hazards and risks	Changes in functional capacities
<ul style="list-style-type: none"> • Noise • Subdued lighting (possible consequences: falls, burns, eye injuries etc.) • Night work, shift work • Time pressure, work demanding great concentration • contact with difficult customers, violence harassment, discrimination 	<ul style="list-style-type: none"> • Changes in hearing • Changes in vision: decreased ability to see in low lighting, to judge distances and the speed of moving objects. • Changes in circadian rhythms (sleep patterns) and sleep quality • Changes in memory, increased reaction times

Work ability concept



Success factors of OSH management for an ageing workforce

- Life course approach, prevention throughout the working life
- Holistic approach, taking into account factors beyond OSH that have an impact on OSH (e.g. based on work ability concept)
- Age / diversity sensitive risk assessment
- Combining primary, secondary and tertiary prevention
- Workplace Health Promotion – integrating health protection and health promotion
- Age management / Diversity management, gender issues
- HR policies supporting OSH management (working time policies, career development, training policies, promoting intergenerational interaction, addressing different needs of young and old)
- Leadership
- Social dialogue / workers participation

HWC 2016-17 'Healthy Workplaces for all Ages'

- Launched April 2016
- European Week 24-28 October
- Good Practice Awards Competition
- Official Campaign Partners
- Campaign materials translated to 25 languages
- Campaign video, NAPO
- Publications from 3 years project on ageing workforce and OSH
 - Visualisation of the results



Visualisation



E-Guide 'Safer and healthier work at any age'

- Information and support for OSH management in the context of an ageing workforce
 - knowledge about ageing and its implications at the workplace
 - practical guidance on how to deal with the related challenges.
- Unbiased, evidence-based information and examples of solutions, good practice, instruments, and tools
- National versions - translated and adapted to the national context
- <https://www.healthy-workplaces.eu/en/healthy-workplaces-all-ages-e-guide>

Further information on the Campaign

- Campaign website: www.healthy-workplaces.eu
- Campaign newsletter: <https://healthy-workplaces.eu/en/healthy-workplaces-newsletter>
- Information about activities and events through social media:





- Information about events in your country from your focal point: www.healthy-workplaces.eu/fops

THANK YOU FOR YOUR ATTENTION!

sas@osha.europa.eu



HEALTHY & SAFE TNT WORKING ENVIRONMENT

TNT Slovakia, Mária Džundová

TNT
THE PEOPLE NETWORK



HEALTHY WORKING ENVIRONMENT

Healthy, safe and pleasant working environment needs to be thought of during the first steps of construction plans:

- Enough daily light – convenient orientation of the building
- Fresh air – opening windows with exterior blinds
- Aircondition individually controlled (instead of central heating)
- Pleasant to work in „Open space“
 - Smaller working nests
 - Sound proof separating walls
 - Greenery
- Rest room
- Canteen directly in the building
- Showers for employees and courier drivers

TNT Slovakia

TNT – THE PEOPLE NETWORK

Our „door to door“ courier services connect people and companies around the world for more than 70 years. One thing however still remains unchanged over the past years. People and human approach in everything we do in TNT. We will always be The People Network.



TNT Slovakia

HEALTHY MIX OF EMPLOYEES

- Our employees rank from students to retirees – healthy mix of working experience from older people to dynamic support of young colleagues.
- Support and work for handicapped employees
- Healthy emancipation in practice with no need of regulations on positive discrimination: 50% of top manager positions are women
- Total ratio of men: women = 72:94
- Ratio of supervising positions men: women = 15:13



TNT Slovakia

TNT SLOVAKIA

- ~ 220 Employees and drivers
- 100 % of Slovak Republic covered with our services
- 6 628 tons of packages picked up and delivered in 2015 by our courier drivers
- € 26,7 mil. revenue in 2015

Certificates and accreditations:

- Investors in People
- ISO 9001
- ISO 14001
- OHSAS 18001
- TAPAA



INVESTORS IN PEOPLE

TNT Slovakia

OLDER COLLEAGUES



- Older colleagues within the whole company as employees and courier drivers, in the office and on the roads as well as in contact with our clients
- Low employee turnover = employees grew older with the company
- New older employees; also for management positions (PUD manager, Facility Manager...)
- New older employees are coming also with subcontractor companies (SSS)
- Experience, responsibility and stability
- 67% of top management are older than 50 years
- 83% of top management works in the company for more than 15 years

TNT Slovakia



TNT Slovensko

HEALTHY LIFE STYLE

- Small reha/fitness centre directly in the building (hayracks, mattresses, fit balls, ...)
- Support of bicycle transportation – engagement in bicycle sidewalk construction for the municipal Vahory; changing rooms with showers in the TNT building; stands for bicycles
- Pilates/yoga exercise directly in the building
- Swimming pool rent for employees
- Favorable MultiSport cards for employees and their family members
- Company running teams: covering the entry expenses for individuals
- Healthy lifestyle professional workshops – directly in the company premises



ACTIVITIES ENHANCING HEALTHY RELATIONSHIPS

- Sport Day
- Family Day for employees, couriers and family members
- Christmas party with charity auction
- Non-formal teambuilding's within each department
- Workshop „smethands“ – preparing various handmade products
- "Company pantry" - home made kitchen products and recipes exchange
- Market and exchange of used books etc.



TNT Slovensko



TNT Slovensko

HEALTH & SAFETY

- "Healthy Days" with preventing medical checks directly in company building
- Free flu-vaccination or vitamin packs for employees and their children
- Eyes medical checks
- Vitamin days – fruits in the office
- Ergonomic working tools upon request
- Drinking habits – water, tea, coffee



HEALTHY COMPANY

- Stable and motivated teams - more than 50% of the employees are working for TNT more than 5 years and almost 25% are working for more than 10 years
- Voluntary turnover in year 2015 was only 3.6%
- Satisfied employee = sustainable (and great) results
- Throughout the history of TNT Slovakia, was year 2015 the most successful in revenue and profitability



TNT Slovensko



TNT Slovensko

HEALTH & SAFETY

- Personal "Safety Kit" for every employee
- Regular FIRST AID trainings
- Annual competition "Drive me Challenge" for couriers, drivers and LHL drivers with the safe ride trainings
- Quarterly "Health & Safety bulletins"
- Monthly conference calls - sharing best practices between countries in EE



MÁRIA DŽUNDOVÁ

Country Sales and Marketing Manager

Graduated from Technical University in Košice, Faculty of Electronics. Later from external studies of management program at well known Warwick University.

Since 2001 Maria has been working at her current position in TNT. Her main responsibilities are leading sales and marketing activities of TNT in Slovakia including special services, customer services and internet solutions.



TNT Slovensko



Abstracts of the Thematic Day

Presentation No. 1

Summary of the Thematic Day questionnaire

Pavel Heisig

Inspector-methodologist for EU relations, State Labour Inspection Office, Czech Republic

Following the questionnaire addressing the main topics of the Thematic Day circulated among the SLIC Members, this contribution outlines and summarises the replies received from individual Member States and attempts to provide a comprehensive overview. The questionnaire concerned the following topics: the legal obligation to assess risks at work-places associated with age, the role of Labour Inspection in this area, targeted labour inspections focusing on working conditions of older employees and their findings, suggestions to improve the status of older employees in enterprises, and the sectors with high incidence of older employees.

Presentation No. 2

Ageing workers – findings of Slovak labour inspection

Jana Gibódová

labour inspection management department, National labour inspectorate, Slovak republic

The contribution brings information concerning findings of Slovak labour inspection, analysis of occupational accidents in Slovak republic in relation to age and the comparison of age structure of employees of the framework of labour inspection in Slovak republic.

It focuses on the content of the performed inspections and findings of the regular targeted inspections, performed every two years in Slovak republic within the tasks of the National programme of active ageing 2014 – 2020. It brings information on the found shortcomings, discrimination in relation to the seniority of employees at the take-up of employees in employment relationship, evaluation of the absence from work due to an occupational accident or illness at employees above 50 and at employees up to 50 in the controlled enterprises, social benefits for ageing employees and good practice examples in this field.

It analyses occupational accidents in Slovak republic in relation to age in the last year.

It also presents the age structure of the employees of labour inspection framework in Slovak republic. In relation to the questionnaire of the Thematic day in Slovenia it brings the comparison of the personal data in 2015 with the data of 2007 in Slovak republic.

In the conclusion it points out at the fact that the requirement of "healthy workplaces for all ages", i. e. not only a favour of employees above 50 but also an adequate workload for younger employees, should be presented to employers in a form of educational training and economic approach (healthy employee is less costly and more efficient for the employer) or competitive advantage.

Presentation No. 3

Analysis of occupational diseases in Slovak republic in relation to age

Lubomír Legáth

Department of Occupational Medicine and Clinical Toxicology, Faculty of Medicine University of Pavol Jozef Šafárik and University hospital of Louis Pasteur Košice, Slovak republic

Incidence of reported occupation diseases and professional poisoning is an indicator of their development and an important factor for the evaluation of efficiency of the primary prevention and the health care of employees performing hazardous jobs.

In the years 2006 - 2015 there were 4 135 cases of occupational diseases and professional poisoning reported in the Slovak Republic, consisted of 36.4% women (i. e. 1 504 cases) from the total number of newly reported cases. The most frequently affected group by occupational diseases were employees aged from 50 to 59 years old with slight shift among the highest age groups in comparison with previous years; it represents 49.9 % of reported occupational diseases.

On the second place, with the total number of 752 reported cases, there are diseases of connective tissues and nerves of upper extremities from work with vibrating tools (item No. 28, enclosure No. 1, the Act 461/2003 Coll.) which represents 17.4 % of the total number of occupational diseases in Slovakia. The most common group affected by occupational diseases were employees between 50th – 59th year of their lives. This disease was, in comparison with the disease of bones, joints, tendons and nerves of extremities, caused by long-term, excessive, one-side loading of upper extremities, diagnosed in a group of employees aged above 65 years old and was not diagnosed between 20th and 29th year of their life.

The third most common occupational disease, with high distance from diseases affecting supportive-locomotive system, are infective and parasitic diseases, including tropical infective diseases and parasitic diseases and diseases transferable from animals on people (items No. 24 – 26, enclosure No.1, the Act 461/2003 Code of Act), total number of 383 reported occupational diseases, of which the most common were reported diseases in a group of employees between 50th – 59th year of their life (34.5%) with proportional representation of employees of all age groups.

The following occupational disease in Slovak Republic with a total number of 304 reported cases is a hearing loss from noise, which forms only 7.4% of the reported occupational diseases. Most frequent group affected by the occupational disease were employees between 55th and 64th age of their lives, which represents 60.5% of reported occupational diseases (item No. 38, enclosure No. 1, the Act No. 461/2003 Coll.).

The fifth most frequent occupational disease are professional dermatoses (231 cases, i. e. 5.6% of reported occupational diseases) with a significant decrease after the year 1997. The most frequent group affected by this occupational disease were employees between the age of 45 - 54 (36%) with the proportional representation of employees in younger age groups.

It is necessary to state again, that the observed occurrence of occupational diseases does not reflect the expected incidence of work-related diseases, taking into account the already debated diagnosis of diseases. This is related to the lack of education of field offices.

We can see a possible solution in the above-mentioned, more consistent implementation of items from other countries of the central Europe and the European list of occupational diseases.

Presentation No. 4

Trade unions and their position in the care of safe and healthy working conditions of ageing workers

Bohuslav Bendík

OSH advisor, Confederation of Trade Unions of The Slovak Republic

The presentation points out at the circumstances which affect the employment of older workers in Slovakia and challenges arising for unions to create healthy and safe working conditions. In particular the following issues are concerned:

- Demographic changes - challenge for trade unions,
- The influence of the labour market in the Slovak Republic and the employment of older workers,
- Regional differences in the unemployment rate,
- Subsistence dependence,
- Organisation of work and adapting the work to the medical fitness of older workers,
- Discrimination based on age.

Presentation No. 5

Research activities of the Institute for Labour and Family Research in the field of ageing workforce focusing on working conditions and OSH

Miroslava Kordošová

Research worker in the field of OSH and working conditions, the Institute for Labour and Family Research, Slovak republic

The contribution brings a review of the research activities of the Institute for Labour and Family Research, as a state-funded, scientific and research institution of the Ministry of labour, social Affairs and Family of Slovak republic in the field of ageing workforce, labour market and employment of ageing persons and the population above 50.

It focuses on the presentation of the found information from the survey done in 2013 in cooperation with labour inspection and selected employers in Slovak republic. It analyses occupational accidents, violations of provisions by senior / elderly employees, working conditions and the level of OSH in comparison to younger employees. It presents some proposals and measures for the improvement of working conditions and OSH of senior / elderly employees mainly on the level of enterprise, national level but also on the level of an individual person.

Presentation No. 6
Increased retirement age – impact on SWEA

Mats Ryderheim

Swedish Work Environment Authority (SWEA), senior analyst at International affairs. A former head of office at the NLI in Malmö for many years. Sweden.

Sweden, as most countries in Europe, has a demographic challenge. In the future less workers will have to pay the pensions for more retired persons. The Swedish government has already informed the public that they will increase the retirement age soon. According to a parliament survey, the work environment is the main factor in order to give people prerequisites to work longer. So, what is the strategy of SWEA? The presentation will show.

Presentation No. 7
Ageing workforce and the role of labour inspectors – the Austrian experiences

Elsbeth Huber

Federal Ministry of Labour, Social Affairs and Consumer Protection, Austria

Labour Inspectors should play an important role in increasing the awareness in industry and business to this subject. Risk assessments may be developed into a suitable instrument to support enterprises relate to the needs of ageing workforce. However working conditions, e.g. the rapid pace of work, work organization, working hours and the design of the work environment, are still geared to younger people. The health and ability to work of employees must be ensured for all generations by means of ageing-appropriate working conditions. Measures at establishments should be organized according to four main action areas: Work organization, health, skills training and leadership. The Austrian Labour Inspectorate carried out several advice and monitoring campaigns on elderly workers and ageing-appropriate work design. Starting point was an analysis of the age structure that gives information on demographic and gender related developments in the following 5-10-15-20 years. Questions and advice centered on job rotation but also on the possibilities to adapt the workplace e.g. regarding manual handling of loads, lighting, noise, training, working hours, reducing night shift, organizing work in teams with mixed age structure. These ongoing initiatives of the LI require further training of the inspectors to control working conditions of older workers at workplaces and to inform employers and employees in a more efficient way and to increase the motivation of those involved.

Presentation No. 8
Inspecting psychosocial workload in the Netherlands – A contribution to sustainable employability

Marijke Habben Jansen

Inspectie Sociale Zaken en Werkgelegenheit, Netherlands

Like other European countries, the Netherlands faces an aging workforce. The Inspectorate of Social Affairs and Employment made a risk assessment for elder workers on Occupational Safety and Health. Besides Physical Workload and Hazardous Substances, Psychosocial workload is assessed as a main risk. In her contribution the presenter shows how the Dutch Inspectorate enforces the legislation on Psychosocial Workload in the Netherlands.

Presentation No. 9
The challenges of an ageing workforce and European legislation and policies

Katalin Sas

EU-OSHA, Bilbao

The European workforce is shrinking and ageing. This creates challenges for the sustainability of the welfare systems, such as public pension systems and health care. Policies are targeted at prolonging working life and increasing employment rates of older age groups – pension reforms have been carried out, and access to early retirement has been tightened in most of the EU Member States. People will have to work longer and this has implications for workplaces. There will be more people with health problems at work, people will be longer exposed to workplace hazards. There are sectors and jobs where due to heavy physical and / or mental workload people are not able to work until the retirement age. European policies have recognised demographic as one of the major challenges facing Europe and consecutive Community strategies for safety and health at work have identified the need to address the consequences of the ageing of the workforce. European legislation sets out the obligation for employers to ensure the safety and health of workers in every aspect related to the work. This includes assessing the risks to the safety and health of workers and adapting work to the individual. European legislation also establishes a framework for equal treatment in employment and occupation and prohibits discrimination based on age or disability.

But what needs to be done at workplaces? How to ensure that people are able and willing to work until the retirement age in good health? Age and changing functional capacities need to be taken into account in risk assessment and workplaces have to be adapted to match the changing functional capacities. Skills and career development as well as age discrimination need to be addressed.

The European Agency Healthy workplaces Campaign 2016-17 is dealing with those and related issues.

Presentation No. 10
The winner of the national level of the EU-OSHA Good practice competition with the topic
“Healthy workplaces for all ages”, Slovak republic

Mária Džundová

With a view to introduce also real life intervention, which have significant influence and lead to observance over provisions in relation to the workforce age variety, a presentation of the winner of the national level of the EU-OSHA Good practice competition with the topic “Healthy workplaces for all ages” is included.

Questions of the SLIC questionnaire

1. Is there a legal obligation of employers to assess risks at the workplaces with respect to the age / depending on the age of employees in your Member State?
 - 1.1 If so, what is the role of labour inspection and other inspection bodies in the field of safety of work in that respect?
2. Are duties of employers in relation to OSH at ageing workforce in particular defined/mentioned specifically in any national documents, e. g. legislation, programmes, action plans, strategy, etc.?
 - 2.1 If so, what is the role of labour inspection in that respect?
3. Does labour inspectorate perform any inspections / activities aimed at working conditions of older workers?
 - 3.1 If so, what are your findings in case of:
 - a) observance of legal provisions on assignment of employees to jobs respecting their ability and capability in relation to their age,
 - b) assessment of the level of written document on risk assessment – if this document takes into consideration particularities of employment of older workers
 - c) percentage of occupational accidents of older workers in comparison to other age categories
 - d) taken preventive and protective measures focused on improving of working conditions of older workers
 - e) social programmes, education / training and other programmes focusing specifically on older workers
 - f) employment of employees who are entitled to retirement pension
 - g) assessment of the employer's overall / general level of care of OSH of older workers
4. Further proposals, observations and topics for the improvement of the situation / status of older workers in enterprises.
5. In view of the improvement of working conditions of older workers in your Member State is there a collection of data (records) on economic sectors available (e. g. (in your Labour Inspection bodies) in which these persons are mostly employed?
 - 5.1 If so, which sectors are they in your Member State?

