

Healthy Workplaces for All Ages

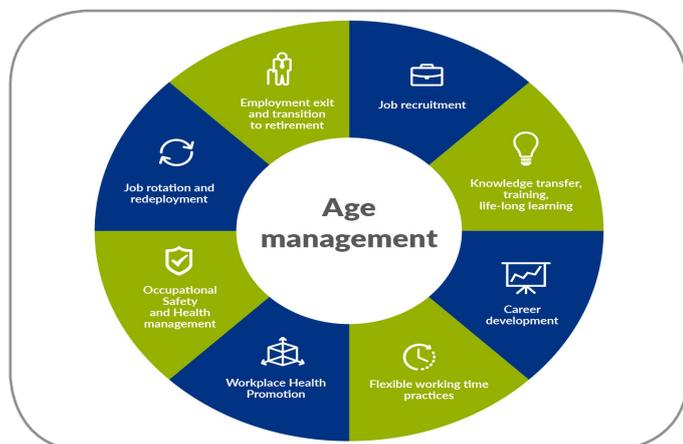
Introduction

By 2030, workers aged 55–64 are expected to make up 30 % or more of the workforce in many European countries. The retirement age is increasing in many Member States and many workers are likely to face longer working lives. Efforts must therefore be made to ensure safe and healthy conditions throughout working life.

The Europe 2020 strategy identifies demographic change as one of the major challenges that Europe faces. To address this, the European Union (EU) Strategic Framework on Health and Safety at Work 2014–2020 outlines measures to promote good practice and improve occupational safety and health (OSH) conditions for all workers.

The ageing workforce presents various challenges for all those involved in managing Occupational Safety and Health:

- Longer working lives may result in longer exposure to risks.
- There will be more workers with chronic health problems and specific needs.
- Older workers might be more vulnerable to certain safety and health hazards.
- The high rate of work-related health problems in certain sectors and jobs that involve a heavy physical and/or mental workload, manual work or atypical working hours must be taken into account.
- Disability prevention, rehabilitation and return to work are of increased importance.
- At the society level, age discrimination needs to be dealt with.



The Business Case

There is a clear business case for ensuring that we support and facilitate all who wish to work. In addition to safeguarding workers and meeting legal obligations, good occupational safety and health (OSH) management practices that address the aging workforce can have significant benefits to businesses in the following ways:

- a healthy, productive and motivated workforce, which enables companies and other organisations to remain competitive and innovative;
- valuable skills and work experience kept within an organisation through knowledge transfer and a greater pool of talent and skill;
- lower rates of sick leave and absenteeism, resulting in lower work disability costs for organisations and better productivity;
- lower levels of staff turnover;
- a working environment in which employees of all ages can achieve their potential;
- greater well-being at work.

Management of workplace safety and health in the context of the ageing workforce will not only improve the health and daily lives of individual workers. It can improve the productivity and cost-effectiveness of an organisation.

What You Can Do

Join 4see Ltd in supporting the “The Healthy Workplaces for All Ages Campaign” for more information call us on +44(0)1327 881 116 or follow the link <https://healthy-workplaces.eu/en>.

If you require any further information or advice please contact 4see on 01327 811166, enquiry@4see.co.uk, www.4see.co.uk

