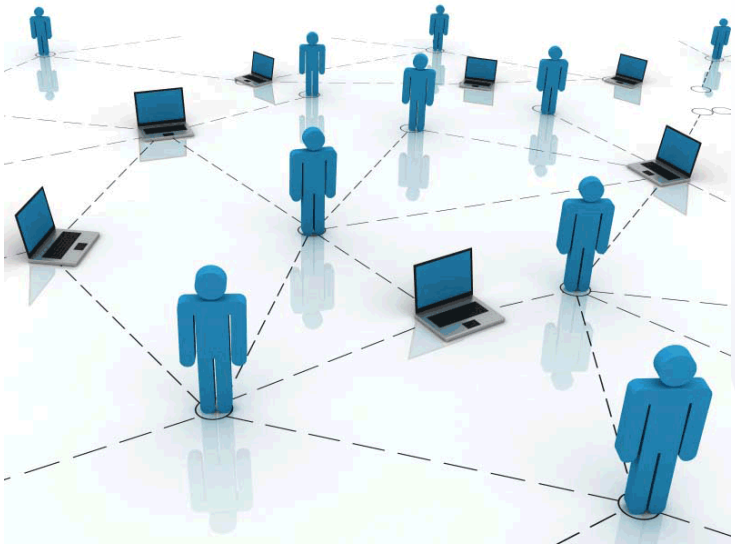
Multi-annual strategic programme – 2014-2020
Priority areas



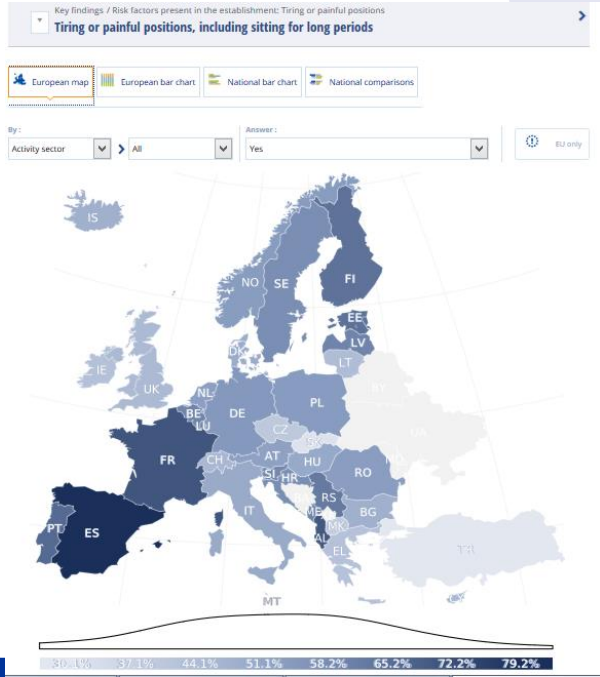
1. **Anticipating change**
   - Foresight activities
2. **Facts and figures**
   - ESENER
   - MSEs – Micro and small enterprises
   - WRD – work-related diseases
   - Cost and benefits of OSH
   - MSD – musculoskeletal disorders
3. **Tools for OSH management**
   - OiRA
4. **Raising awareness**
   - Healthy Workplaces Campaigns (stress, all ages, dangerous substances, MSDs etc.)
5. **OSHwiki and networking knowledge**
   - OSHwiki
   - e-tools
   - OSH info systems and ad-hoc support to EC
   - Information on national strategies
   - Research Priorities
   - Legislation
6. **Strategic and operational networking**
   - Portfolio approach
   - IPA

Activity 1.2 Large-scale foresight

- **Foresight 2 'Foresight on new and emerging occupational safety and health risks associated with digitalisation by 2025'**
  - Final report "Foresight on new and emerging OSH risks associated with digitalisation by 2025", summary and scenario cartoons (Nov/18); brochure (Mar/19)
  - Workshops: Slovenia (Sep/18), Norway (Nov/18), Romania (Feb/19)
  - The online platform economy – report and summary in BG | CS | DA | DE | EL | EN | ES | FI | HR | HU | IS | IT | LV | NL | NO | PL | PT | RO | SL
  - Evaluation report (2019)
- **Discussion papers on new and emerging risks:**
  - 'Managing performance-enhancing drugs in the workplace: an OSH perspective' and 'The future of (e-)retail sector from an OSH point of view' (Jun/18)
  - Language versions of 2017 articles '3D printing: a new industrial revolution' and 'Monitoring technology in the workplace' (Jun/18)
  - Articles on 'Management by artificial inteligence', 'Use of big data in inspection efficiency', 'Social innovation in the context of digitalisation in future jobs' and 'MSDs and exoskeletons' (Dec/19)

Activity 2.1: ESENER-2

- **ESENER-2:**
  - Summary of ‘Health and safety risks at the workplace: a joint analysis of three major surveys’ (ESENER-2, LFS2013 ad-hoc module and 6th EWCS) in DA | EL | EN | ET | FI | FR | HR | HU | LT | NL | NO | PL | PT | SK | SV (Aug/18)
  - Management of occupational health and safety in European workplaces Report and Summary in BG | DA | DE | EL | EN | ES | FI | FR | HR | HU | IS | LT | NO | PL | PT | RO | SK | SL (Feb/18)
  - Psychosocial risk management – Report and Summary in BG | DA | DE | EL | EN | ES | FI | FR | HR | HU | IS | LT | NO | PL | PT | RO | SK | SL | SV (Jun/18)
  - Technical assessment of the expansion of the survey universe (2018 Q1)
  - Ex-post evaluation (May/18)



Activity 2.1: ESENER-3

- Contract signature (Kantar Public) June 2018
- Cognitive test August 2018
  - Aim: *are questions understood as intended?*
  - 36 semi-structured interviews (face-to-face) in three countries.
- Questionnaire unchanged
  - But new questions on digitalisation.
- Next up:
  - Translation: Q4 2018
  - Pilot test: Q1 2019
  - Fieldwork: Q2 2019
  - First analysis: Q4 2019
- National promotion: 2020-2023
- Secondary analyses: 2020-2023

Activity 2.3: OSH overview – Improving OSH in Micro and Small Enterprises (MSE) in Europe

- **Investigation of OSH policies, strategies, programmes and tools facilitating OSH management in MSE**
  - ‘From policy to practice: The design and implementation of OSH policies, strategies, programmes, actions and support for micro and small enterprises’ report and summary (Jun/18)
  - Comparative report and summary on the existing support and the role of intermediaries – qualitative research and nine national reports (Dec/18)
- **Final analysis and wrap-up conference**
  - Seminar with Governing Board, Bilbao 25/Jan/18
  - Safety and health in micro and small enterprises in the EU: Final report and summary from the 3-year SESAME project
  - Final conference of the SESAME project (summary), Brussels 19/Jun/18

Activity 2.4: OSH overview – Work-related diseases (WRDs) and disabilities (1)

1. **Rehabilitation and back-to-work after cancer (Instruments and practices)**
   - 'Rehabilitation and return to work after cancer: Literature review' and Summary in BG | EL | EN | ES | FI | FR | HU | IS | IT | LV | NO | PL | PT | RO | SK | SL
   - Final report, summary, annexes and appendix (May/18)
2. **Work-related diseases linked to exposure to biological agents (Reviews on specific diseases)**
   - Literature review, five articles, Final Report and Summary (early 2019)
3. **Alert and sentinel systems in OSH (Methodologies to identify work-related diseases)**
   - Literature review 'Methodologies to identify work-related diseases: Review of sentinel and alert approaches' (Aug/17)
   - Five articles, Final Report and Summary (Dec/18)

Activity 2.4: OSH overview – Work-related diseases (WRDs) and disabilities (2)

Fumigation in cargo - health risks in ports

- Handling fumigated containers in ports – health risks and prevention practices Report, OSHwiki article and discussion paper (Apr/18)

Roadmap on carcinogens

- Co-organisers of session at ICOH2018 29/Apr-04/May/18 – Dublin
- ETUI conference ‘Women, work and cancer’ 4/Dec/18
- Finnish Presidency event (to be confirmed)

Activity 2.5: OSH overview – Cost and benefits of OSH

- **Estimation of the costs of work-related injuries, illnesses and deaths at European level:**
  - Development of comprehensive estimates methodology for five selected member states with good data availability (Finland, the Netherlands, Germany, Poland, Italy)
    - Bottom-up approach based on national data
    - Top-down approach based on international data
  - Publication of report planned May/June 2019
  - Stakeholder seminar planned September 2019

Activity 2.7: OSH overview: work-related musculo-skeletal disorders (MSD)

EU-OSHA aims to provide a comprehensive analysis of the prevalence, causes and costs of MSD. It will foster a positive preventive culture by identifying the most effective instruments, interventions, guidance and tools and sharing and raising awareness about them

Project definition (including consultation with stakeholders and experts) finalised in August 2017; Research started in 2018 and will feed into HWC 2020-2022 on MSDs

- **Action areas and related projects:**
  - Mainstreaming MSDs into education
  - Review of research, policy and practice
  - Working with chronic MSDs
  - Prolonged static postures and lower limb disorders
  - Participatory ergonomics to prevent MSDs
  - Toolbox on MSDs
  - Diversity in the workforce and MSDs
  - Prevalence, costs and demographics of MSDs in Europe
  - Training Resources for workplaces – NAPO films

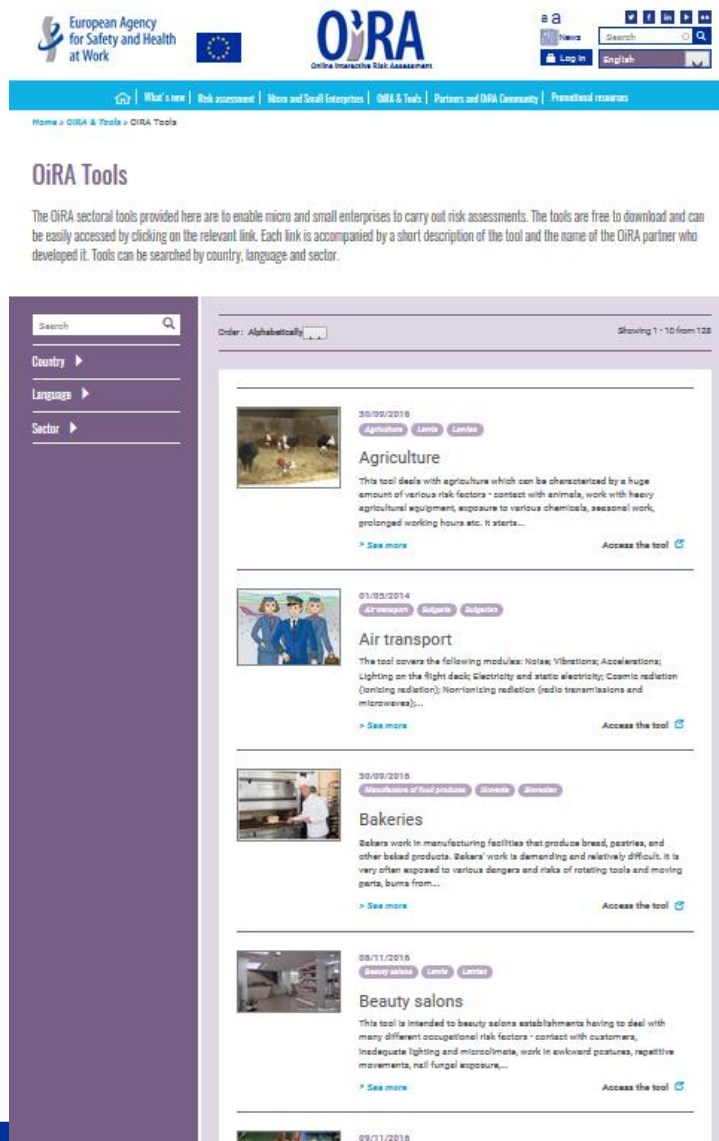
Activity 3.1: OiRA – Online interactive Risk Assessment

Risk assessment is at the heart of good workplace safety and health.
https://oiraproject.eu/en

Easy-to-use online tools guide micro and small enterprises through the risk assessment process.

- **OIRA Partners**
  - In 16 EU countries (most of them Ministries/Labour Inspectorates)
  - Collaborating with other countries/institutions that developed own online RA tool (IE, EE, ES, NL, DK, NO)
- **EU sectoral social partners**
  - 15 EU sectoral social partners also involved in OiRA
- **Common platform / software available in 18 languages**
- **OiRA tools (average 20-25 per year)**
  - 155 published
  - Over 40 updated in 2018
  - Over 90 under development
  - 68 sectors covered so far
- **OiRA user accounts created: over 57,000**
- **Number of RA created: over 81,000**

Updated November 2018



European Agency for Safety and Health at Work

Activity 4.5: HWC 2018-19 – Healthy Workplaces Manage Dangerous Substances

- **Campaign launch – 24 April 2018**
- **To raise awareness of the importance of preventing risks from dangerous substances, helping to dispel common misunderstandings**
- **To pay special attention to exposures to carcinogens at work and groups of workers with specific needs and higher levels of risks**
- **To increase knowledge of the legislative framework that is already in place to protect workers, as well as highlighting policy developments**
- **HWC online offer includes:**
  - Database of more than 800 practical tools and resources
  - E-guide for SMEs to manage workplace risks
  - Case studies
  - Campaign material in 25 languages including new Napo film on ‘dust at work’
- **Supporting focal points via FAST to run more than 230 activities in 2018**
- **c. 100 official campaign partners actively backing the campaign**
- **Active support to Roadmap on Carcinogens**

Activity 4.6: HWC 2020-22 – Musculoskeletal Disorders (MSDs)

- **Healthy Workplaces Lighten the Load**
- **Campaign's six main messages:**
  1. MSDs are preventable and manageable (Umbrella message of the campaign)
  2. Preventive measures can be simple and low cost
  3. Early intervention and rehabilitation of workers with MSDs is possible, needed and desired
  4. Staying physically active - even in periods of musculoskeletal pain – is important
  5. MSDs can be influenced by psychosocial risks – that´s why it makes sense to tackle MSDs and psychosocial risks together
  6. Promote good musculoskeletal health among the future generation of workers
- **Will draw on findings and outputs of OSH Overview on MSDs (2018-2020)**
- **Revised campaign cycle to allow Agency and FoPs to promote ESENER and other results at EU and MS level**
- **HWC launch October 2020 – Closing summit November 2022**

Activity 5.3: Networking knowledge

- **OSHWIKI – connecting the OSH community**
  - New strategy (2018)
- **e-tools**
  - Seminar on e-tools in Bilbao 18-19/Sep/18)
- **OSH information systems and support to the European Commission**
  - Data visualisation tool on OSH information systems (Mar/19)
  - Guide on psychosocial and musculoskeletal disorders (end 2018)
- **National strategies**
  - Mapping of national strategies completed; articles on OSH national systems available in OSHwiki
  - Report presented at 4th ACSH workshop of national OSH strategies (Oct/18)
- **OSH research priorities**
  - Seminar 'Consolidation of stakeholder views on research priorities' with PEROSH members, Bilbao Jun/19

Activity 6.4: Strategic and operational networking

- **Continued working closely with Member States via the focal point network**
- **Global OSH coalition**
  - EU-OSHA
  - ILO – International Labour Organisation
  - STM – Finnish Ministry of Social Affairs and Health
  - WHO – Work Health Organisation
  - WSHI – Workplace Safety and Health Council - Singapore
- **Continued work in Western Balkans and Turkey under European Commission IPA Programme**
- **Support to EU-Georgia Dialogue on Labour, Employment and Social issues: labour standards and inspections 19-20 September - Tbilisi**

Healthy workers, thriving companies — a practical guide to wellbeing at work

Tackling psychosocial risks and musculoskeletal disorders in small businesses

European Agency for Safety and Health at Work

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

Request received

- **“Publication on best practices in managing psychosocial risks and ergonomic risks”**
  - Included in the Communication “Safer and Healthier Work for All – Modernisation of the EU Occupational Safety and Health Legislation and Policy”.

- **After discussion / clarification with the Commission, it was decided to produce a guide:**
  - Intended for micro and small companies.
  - Including practical methods for the prevention of psychosocial risks and MSDs in the workplace.
  - Consistent with the guide produced in 2017 by the Commission “*Health and safety at work is everybody´s business: Practical guidance for employers*”.

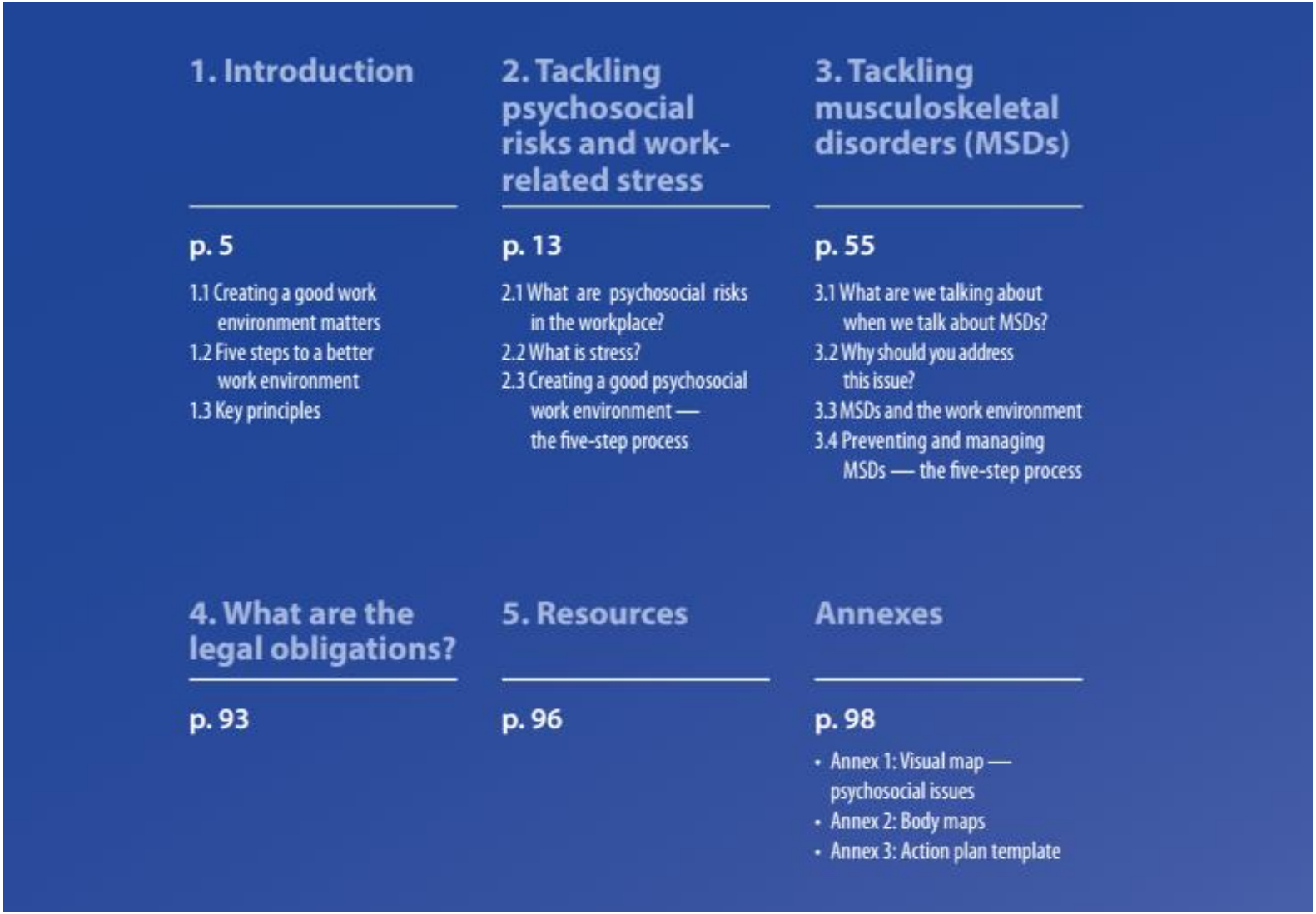
Challenges

- **To deal with two complex issues**
- **To produce a guide in line with the Framework OSH Directive but not too "legislative"**
- **To adapt the content to the target audience:**
  - In terms of language (avoid technical jargon)
  - In terms of examples used and methods proposed
- **To produce a "generic" guide that is not sector specific but suitable to a broad range of diverse companies in terms of:**
  - size,
  - in-house OSH competence,
  - OSH awareness in general and especially on MSDs and psychosocial risks
- **To show how small companies can manage both issues with their own limited resources**

Objectives

- **Increase awareness and knowledge**
  - What are psychosocial risks (including stress, violence and harassment) and MSDs?
  - The importance of addressing these issues
  - How to address them
- **Develop a step-by-step guide on how to manage psychosocial risks and MSDs in a small enterprise, based on:**
  - Simple methods and examples
  - Dialogue between managers/owners and workers
- **Give references to legal obligations and other (national) resources**

Structure of the guide

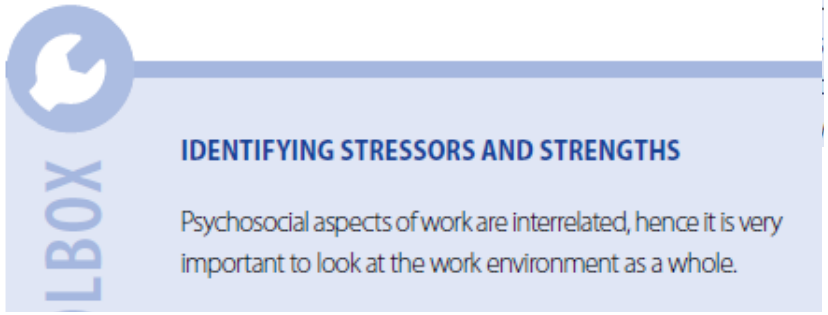


Toolboxes

TOOLBOX

GETTING STARTED:
INITIATE DIALOGUE AND BUILD TRUST

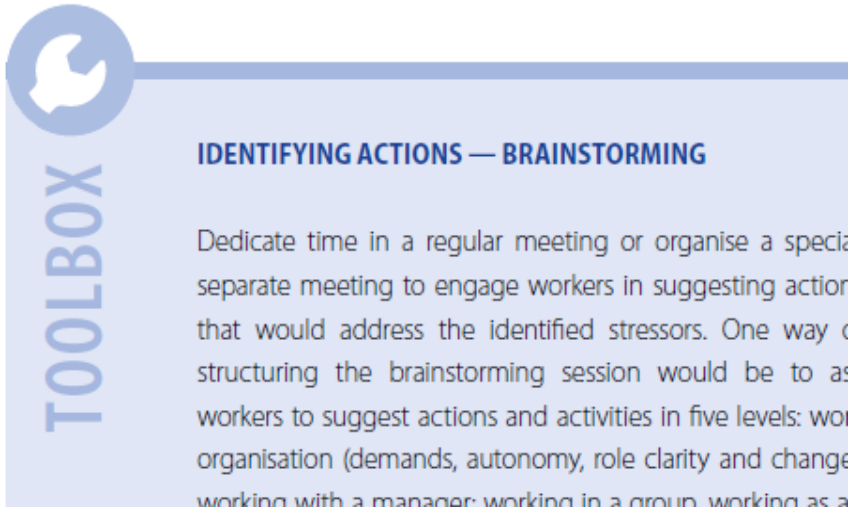
Getting started can seem like a difficult task, and
not know where to begin. A good starting poin



TOOLBOX

IDENTIFYING STRESSORS AND STRENGTHS

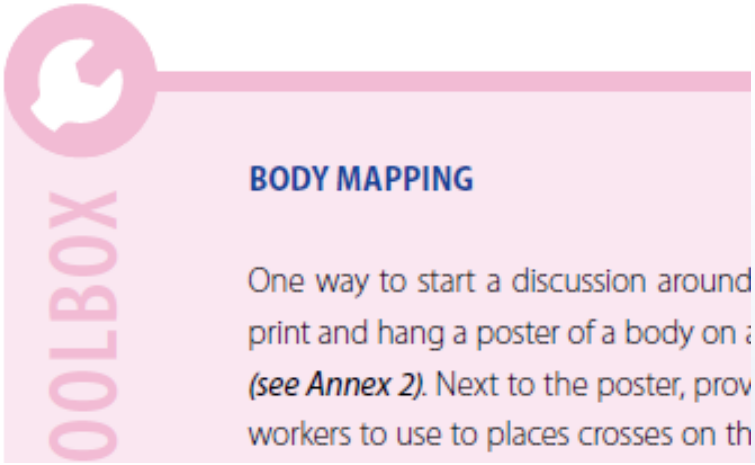
Psychosocial aspects of work are interrelated, hence it is very important to look at the work environment as a whole.



TOOLBOX

IDENTIFYING ACTIONS — BRAINSTORMING

Dedicate time in a regular meeting or organise a specia
separate meeting to engage workers in suggesting actior
that would address the identified stressors. One way
structuring the brainstorming session would be to as
workers to suggest actions and activities in five levels: wo
organisation (demands, autonomy, role clarity and change
working with a manager; working in a group, working as a



TOOLBOX

BODY MAPPING

One way to start a discussion around
print and hang a poster of a body on
(see Annex 2). Next to the poster, prov
workers to use to places crosses on th

TOOLBOX

ORGANISING A PHOTO SAFARI

One way to identify the factors that contribute to MSDs in your workplace is to ask workers to take photos using their mobile phones over a two-week period. Each person (workers and managers) should take two or three photos of something that they perceive as risky or that they find triggers MSD symptoms at work. They can

Examples

Examples of actions to reduce stress

Work organisation	**Problem:** Workers feel that they are expected to be available on their mobile phones outside working hours.	**Solution:** Agree clear rules for workers about when they are expected to be available and when they have a right to 'switch off'.

An example of an action plan

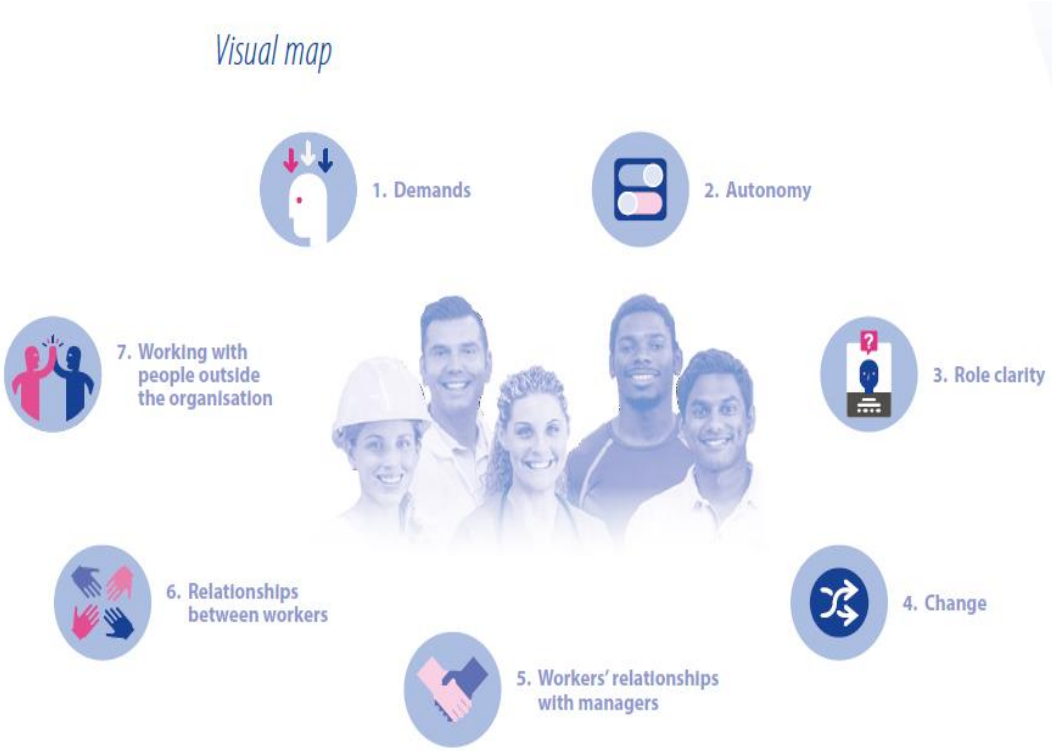
Problem	Priority	Solution	Responsibility	Resources	Timeline	Evaluation
There is never	High	Improve meeting structure.	Manager, with	Time for the manager	Introduce the	Collect feedback

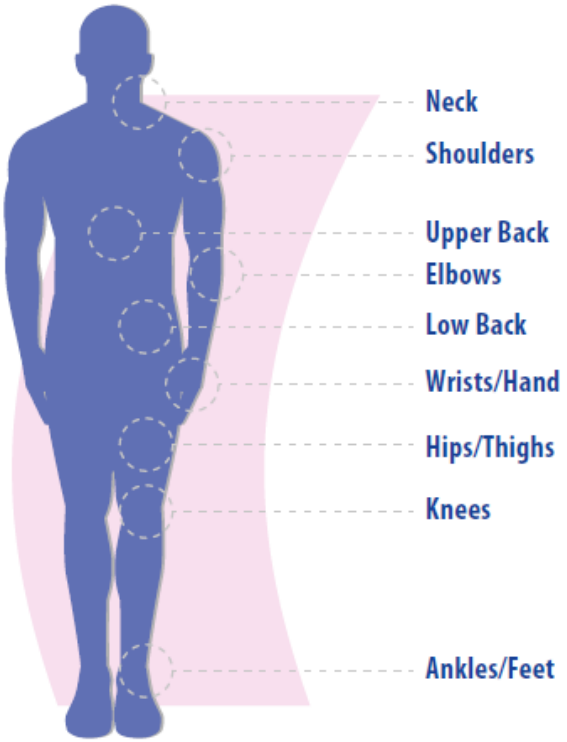
Type of intervention	Possible actions	Examples
Targeting the workplace layout/equipment	• Actions focusing on modifying the workplace layout	• Adapt position, height and layout of the workspace to improve working postures • Provide adjustable chairs, use platforms, etc.
	• Actions focusing on	• Ensure good lighting, avoid reflections on screens

Example of an action plan to reduce MSDs related to sedentary work (sitting)

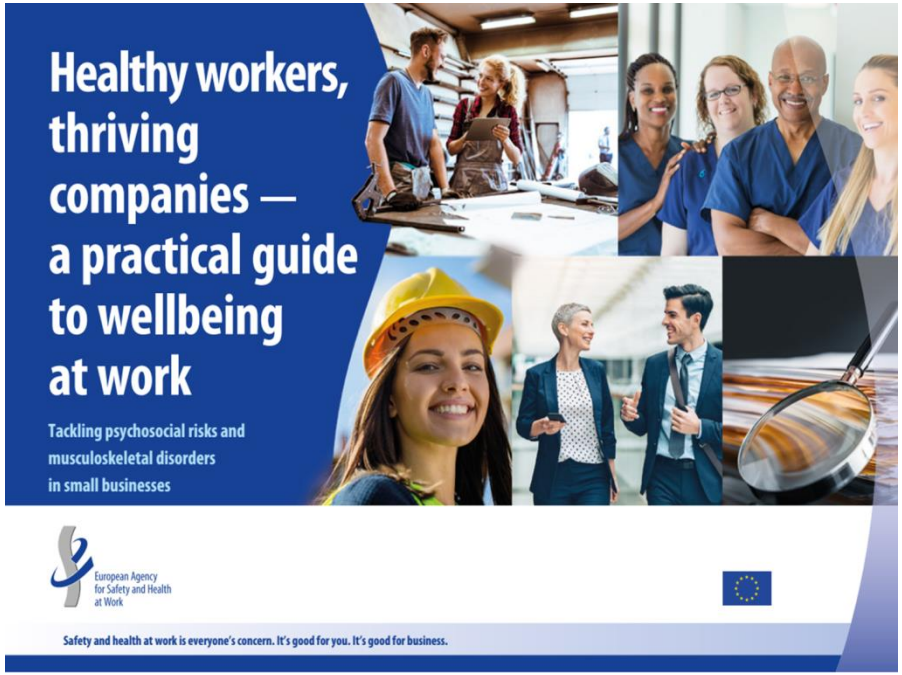
Problem	Priority	Solution	Responsibility	Resources	Timeline	Evaluation
Sedentary work: prolonged periods of sitting while carrying out office work and computer-based tasks.	High	Targeting the workplace • Use ergonomic work furniture (adjustable, appropriate for different visual display unit tasks and individual differences) • Use standing desks (to break up and reduce sedentary time by alternating sitting and standing postures)	Owner / manager	Time for owner / manager to: • assess and decide on work furniture to be bought • assess and decide along with workers on the changes to be	End Quarter 2	Gather feedback on how the implementation is progressing at every monthly meeting Evaluation after 6 months from completion (Do workers feel/ perceive improvements? Is there a reduction in sickness absence because
		Targeting work organisation to reduce prolonged sitting • Organise the work so that breaks are possible • Ensure task variation with the aim of alternating sitting and	Owner / manager		End Quarter 3	

Visuals


Visual map
1. Demands
2. Autonomy
7. Working with people outside the organisation
3. Role clarity
6. Relationships between workers
4. Change
5. Workers' relationships with managers


Neck
Shoulders
Upper Back
Elbows
Low Back
Wrists/Hand
Hips/Thighs
Knees
Ankles/Feet

Next steps

Available on EU-OSHA website in the forthcoming days

Actively promoted beginning of December 2018