



“Healthy Workplaces for all Ages”

Age-related changes and Occupational Health and Safety

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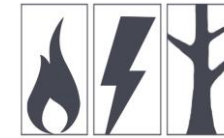
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- **Aim & objectives**
- **Different aspects of Ageing**
- **Ageing of the population**
- **Age-related changes**
- **New challenges for OSH**
- **Methodology**
 - Sample
 - Questionnaire
- **Results/ Discussion – Ageing & OHSMS**
- **Conclusion**
- **Future work**

Center for Risk, Safety & the Environment (CERISE)

- Established in 2011
- Has attracted (2014 – 18) (€950k +)
- 7 EU funded projects (1 H2020, 1 FP7, 3 DG ECHO, 2 DG Home)
- NTPIS for ETPIS
- 7 EU Funded project Focus on
 - H&S Management
 - Natural Disaster Risks
 - Climate Change Risks to Workers and CI
 - Resilience



CERISE
Center for Risk, Safety and the Environment



EU-CIRCLE

A pan-European framework for strengthening
Critical Infrastructure resilience to climate change

The Cyprus Safety and Health Association (CySHA)

founded in September 1991, at Nicosia, Cyprus,

Aim: promote H&S, protect workers and public in general.



Aim:

to identify the possible relationships between age, work and Occupational Safety and Health (OSH) in the workforce of Cyprus.

Objectives:

- Find adaptation measures to minimize risk and prevent occupational accidents
- Keep workers safe and healthy until retirement

Ageing is a complex and continuous process that begins with birth and ends with death. It is a multi-dimensional process of

- biological,
- psychological and
- social changes.

There is no 'typical' older person; some 80 year-olds have physical and mental capacities similar to many 20 year-olds (WHO, 2016)

A person who is 57 years old according to his or her chronological age, may feel like a 50 year old (psychological age), be fit like a 45 year old (functional age) and behave like a 40 year old (social age).



Fauja Singh (100 years old) -
16/10/11 marathon in Canada

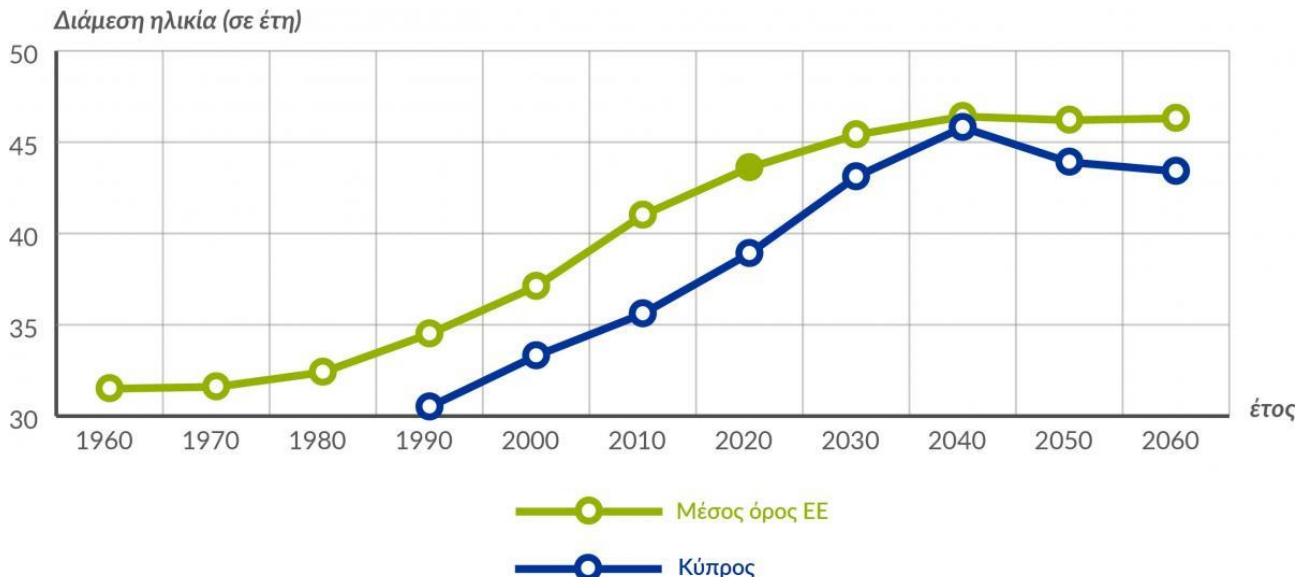
Ageing of the population (EU- CY)



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- In the last decades, humanity experiences an increasing demographic change.
- Ageing of the population is directly connected with ageing of the workforce. The proportion of older people is growing, while fewer young people enter the labour market.
- The following graph shows that the median age has increased significantly over recent decades and is projected to continue rising.

Median age: EU average between 1960 and 2060

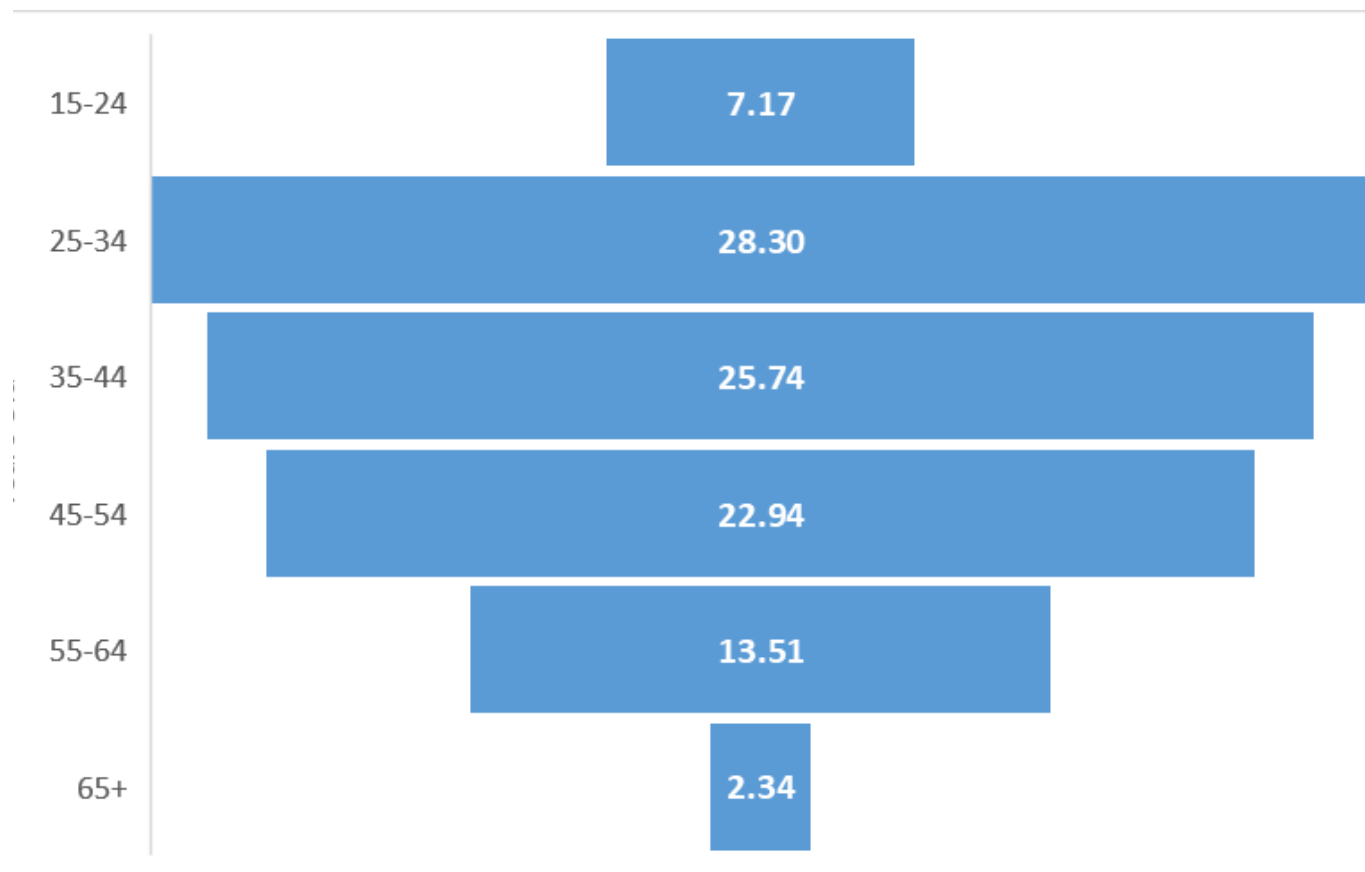


e.g. median age (2015)
for EU: 42,2
for CY: 36,8

Ageing of the population (CY)



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Ageing workforce (%) in Cyprus (2016)

Physical changes:

- decreased joint mobility (& the ability of people to egress buildings),
- loss of strength,
- reduced physical functional capacity,
- slowed decision making, attention deficits,
- memory deficits, visual deficits, reduced colour discrimination,
- less tolerance for heat/cold,
- hearing loss,
- highest risk for Musculoskeletal Disorder (MSD),
- slower rehabilitation from injury or disease and higher work stress.

Attributes such as work experience, expertise, wisdom, strategic thinking accumulate with age

People will have to work longer

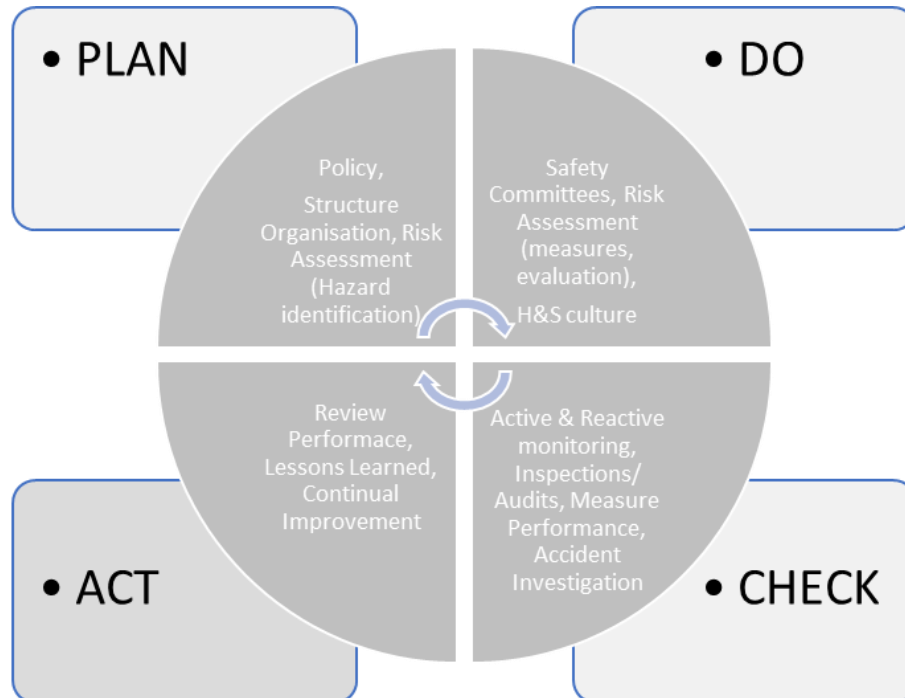


which potentially means longer
exposure to workplace hazards



This is a risk factor for many work-related health problems (e.g. MSDs) and occupational diseases. With people having to work longer, chronic health problems (e.g. cardiovascular diseases, hypertension, chronic respiratory conditions and diabetes) will be more prevalent within the workforce

- Nationwide study in Cyprus with the collaboration of a) Safety and Health Association (CySHA) b) Department of Labour Inspection (DLI) of the Republic of Cyprus and c) EUC
- The questionnaire was given to employers in accordance with the “Healthy Workplaces for all Ages” campaign of the European Agency of Health and Safety at Work
- 133 answers (66,5% response rate)
- Services 41%, Others 27%, Construction 13%, Manufacturing 12%.



The questionnaire has been designed in a way that will allow an analysis of all the steps of an OHSMS.

The survey was carried out in Cyprus during 2016.

PLAN STAGE

- H&S policy: ageing issues should be considered and the commitment of the organization to be in line with legislation should specifically apply to all ageing groups.

DO STAGE

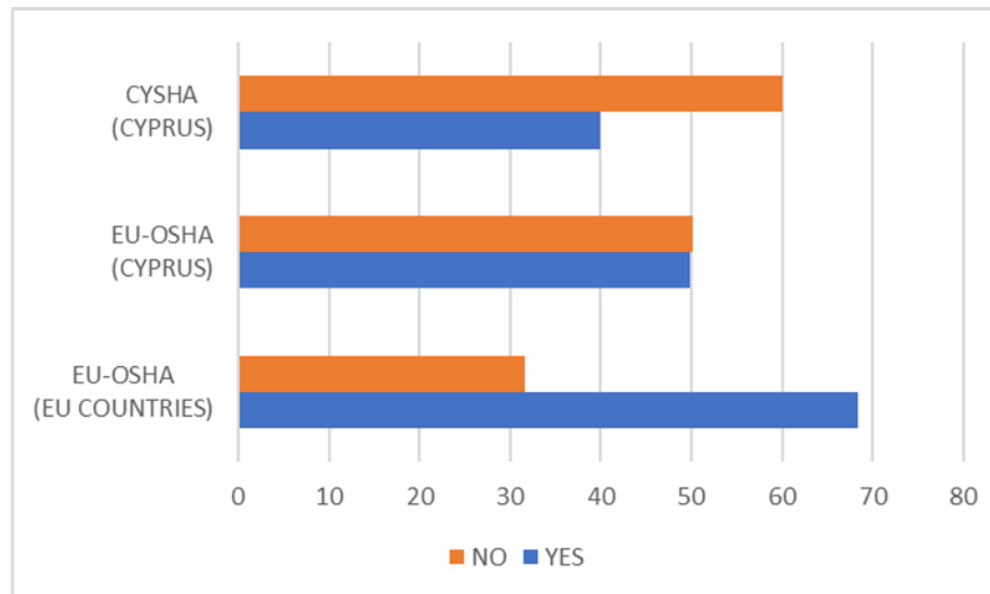
- 80% of companies have conducted a RA
- only 46% declared that they have considered the ageing factor on their RA → most employers do not recognise ageing changes as an extra element in their RA.
- RA, special attention should be paid to groups of workers who may be especially vulnerable. These groups are for example young workers, older workers, people with disabilities, pregnant women.
- Participation in training (75%) → no discrimination
- 64% answer that mentoring programmes do exist in their companies.

These types of programmes are inexpensive and could benefit everyone. Younger employees could gain from older worker's experience and knowledge while this might increase job satisfaction and self-confidence of older workers.

CHECK STAGE

- No health surveillance monitoring (55%).

Health surveillance aims to detect undesired health effects. Workers who are regularly exposed to high risk substances or activities at their work, should be monitored even more often. Health surveillance and early intervention should be the aim for every employer in order to keep their workforce healthy.



- 40% of the companies in Cyprus have a return-to-work/ recovery plan.

- 61% have mentioned that adaptation measures to help older workers do not exist in their OHSMS, which shows that they might not be aware of the issues related to ageing.
- On the other hand, they are willing to allow job rotation for older workers of the company if there is a need (58%).
- Moreover, 83% of these employers are also willing to change someone's position due to health issues.

Examples of Workplace adaptations

- eliminate or reduce manual handling, repetitive movements, awkward postures;
- Providing adjustable workstations to suit all users of all ages operating them;
- task rotation
- Changing shift patterns
- Adjusting lighting.

high correlation ($r=0.713$) between the variable 'considering of physical conditions in the RA' and the 'considering of the factor age in the RA'.

This relationship, taking into account the previous results of job rotation, probably indicates that employers are willing to make changes and adaptations in their RA, however they do not recognize that these changes might arise from the factor age.

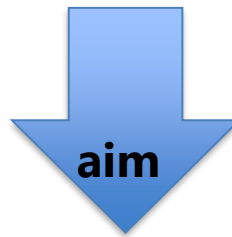
Variable	1	2	3	4	5	6	7	8	9	10
1. Type of organisation/ company	1									
2. Age of the organisation/ company	0.176	1								
3. Considering age in reviewing performance	0.069	0.053	1							
4. Existence of RA	0.030	0.008	-0.011	1						
5. Considering age in the RA	-0.129	-0.100	0.288	0.286	1					
6. Considering physical conditions in the RA	-0.146	-0.119	0.282	0.332	0.713	1.000				
7. Measures taken to help older workers	0.114	-0.055	0.266	0.026	0.407	0.363	1			
8. Existence of job rotation plan due to ageing	0.138	-0.062	0.231	0.094	0.327	0.156	0.246	1		
9. Job rotation due to health issues	0.047	0.019	0.187	0.355	0.247	0.294	0.191	0.358	1	
10. Existence of training for older people	-0.108	0.039	-0.002	0.167	0.144	0.188	0.175	0.074	0.166	1

Age management refers to management of human resources with an explicit focus on the requirements of an ageing workforce. Age management is holistic, intergenerational and life-course oriented. Safety and health at work constitutes an integral part of age management: it is one of its core dimensions and is closely linked to other elements of age management



Some of the main elements of the ageing management have been used to enhance the Plan – Do – Check – Act (P-D-C-A) approach of an Occupational Health and Safety Management System (OHSMS).

All the elements of OHSMS
should take into consideration age-related changes.
These could be combined with age management.



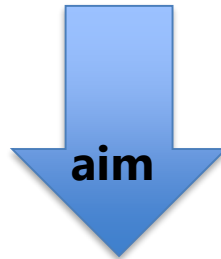
Physical and mental health of workers until retirement

New questionnaire



Current ability to work

Is it safe? healthy?



Early intervention

Keep workers healthy and safe



Thank you for your attention