



ADDICTED TO WORK? EU-OSHA'S WORK ON ANTICIPATING OSH RISKS

Annick Starren

Project manager, Prevention and Research Unit

Structured Session “ Addicted to work”

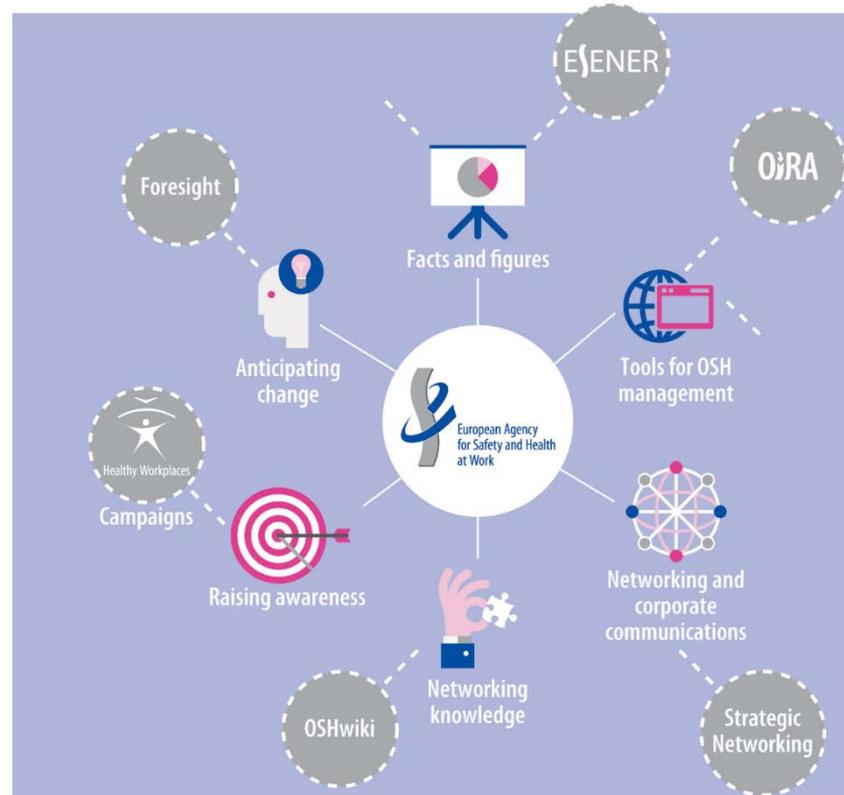
Lisbon Addictions Conference, 24 October 2019



European Agency for Safety and Health at Work (EU-OSHA)

- Set up in 1994 by the European Union
- Based in Bilbao, Spain
- Responsible for the collection, analysis and dissemination of relevant information to serve the needs of those involved in safety and health at work
- **What we don't do**
 - Write legislation
 - Inspect workplaces
 - Enforce the law
- **How we do it**
 - Produce reliable and relevant information
 - User-friendly tools
 - Share good practices
 - Network with organisations across Europe

EU-OSHA Priority areas and activities Multi-annual Strategic Programme 2014-2020



Anticipating change at work: trends in the world of work

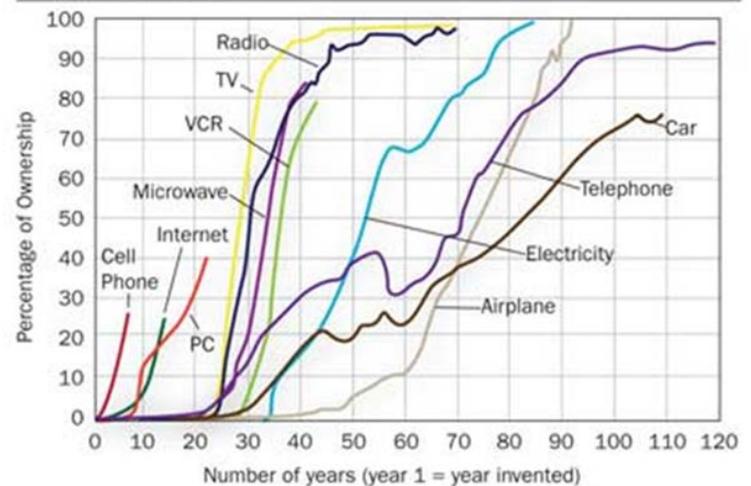
- Ageing population and workforce
 - Increasing migration into and within Europe
 - Growing employment in the service sector
 - Greater globalisation and supply chains
 - More part-time, fixed-term or temporary employment
- Increasing automation of tasks (or jobs)
 - Growing use of sophisticated or complex technology
 - Widespread connectivity (between people and objects)
 - Appearance of new business models and forms of employment

Technologies are diffusing much faster than in the past

- Time taken to reach 50 m users

- Telephone 75 y
- Radio 38 y
- TV 3 y
- Internet 4 y
- Facebook 3.5 y
- Angry Birds app 35 d

Technology Adoption



Source: Forbes Magazine

Source: Citi Digital Strategy Team

EU-OSHA's work on Future forms of work and OSH (ongoing)

A. Large-scale **Foresight** on new and emerging OSH risks associated with digitalisation by 2025.

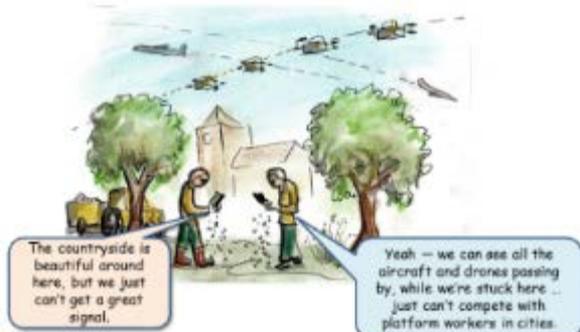
2-year project, started March 2016, scenario- based.

B. Series of **Expert Articles** on The future of work, e.g. on:

Crowdsourcing, Robotics, Performance enhancing drugs, 3D-printing, Monitoring of workers, Big data for inspection, AI on the workforce (people analytics), Social Innovation.

C. Report on the Online Platform Economy

RURAL BYPASS



Governance & public attitudes

Low

4 scenarios

High/Supportive

Scenario 1
Evolution

Scenario 2
Transformation

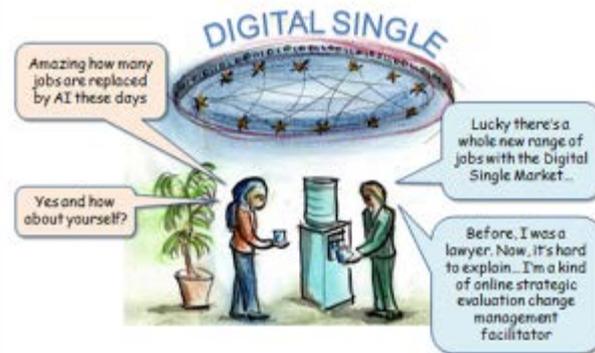
Scenario 4
Fragmentation

Scenario 3
Exploitation

Low/Resistive

Economic growth & technology innovation

DIGITAL SINGLE MARKET

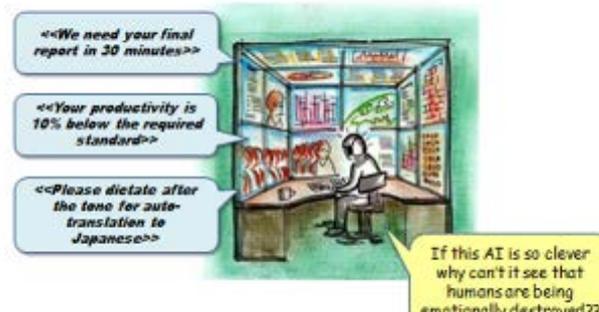


High

OUT OF SIGHT



PRODUCTIVITY PROBLEMS



Expert discussion papers on “The future of work”

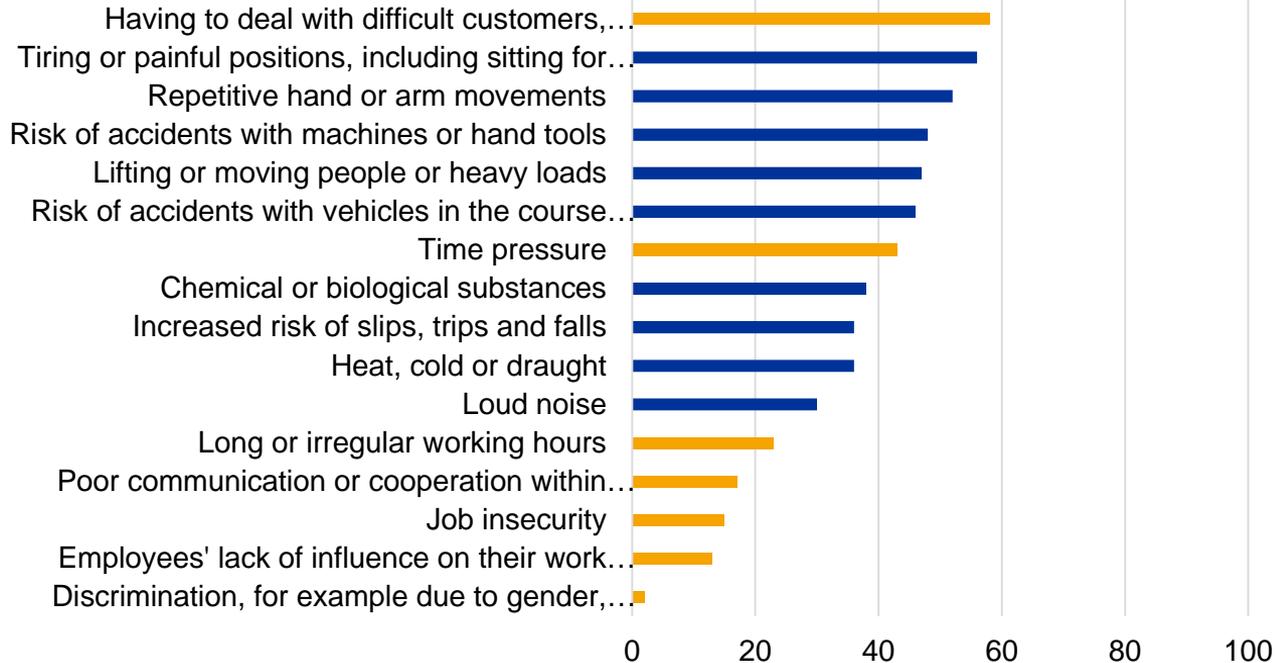
- **Crowdwork** - Prof. Huws, University of Hertfordshire, UK (2015)
- **Robotics** - Dr. Adj.Prof. Kaivooja, University of Turku, FI (2015)
- **Additive manufacturing** - Junte, Journalist, NL (2017)
- **Monitoring of workers** - van den Broek, Utrecht University, NL (2017)
- **The future of the (e-)retail sector** - Carter, HSL, UK (2018)
- **Performance-enhancing drugs** - Prof Bloomfield & Dale, Lancaster University, UK, (2018)
- **Management by Artificial Intelligence** - Dr. Moore, Leicester University, UK (2019)
- **Big Data for inspection efficiency** - Dr Dahl, SINTEF Technology and Society, NO (2019)
- **Social innovation in the context of digitalisation** - Saunders, Copenhagen Institute for Future Studies, DK (2019)
- **Exoskeleton** - Dr. Wischniewski, BAuA, DE (2019)

Anticipated: OSH aspects common to all scenarios

- Changing work patterns,
- Loss of and changes to jobs
- Increasing numbers of self-employed and online platform workers
- Change to employer/employee relationship
- Increasing use of wearable ICT and smart PPE
- Ergonomic risks by online work
- Automation, robotics, AI and new HMIs will remove people from dangerous environments
- **Work related stress**

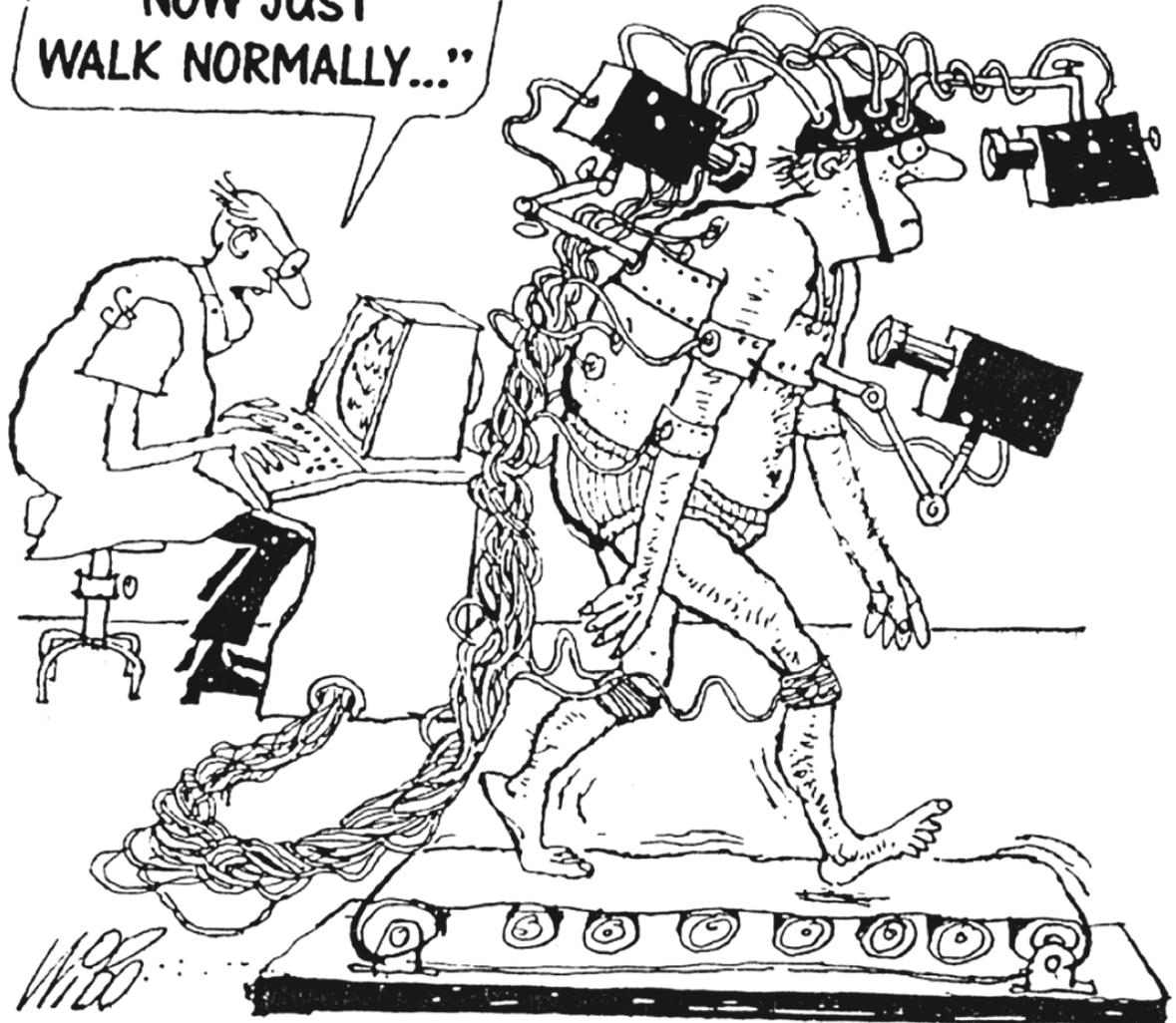
ESENER-2: Risk factors present in the establishment

(% establishments, EU-28)



Base: all establishments in the EU-28.

"NOW JUST
WALK NORMALLY..."





"We have long had major concerns about labour standards in the broader parcels sector... All too often we are competing with players in the delivery industry who are able to avoid NI charges and the UK's minimum employment standards through labour models that are unfair and insecure."

Moya Greene, the Chief Executive of Royal Mail Group



Job insecurity

- Most are actively **seeking more regular** types of work
- 92% rate **job security** as 'very important' or 'important' in a job (*British Social Attitudes Survey No.33*)

Performance enhancing drugs

Nootropics (English pronunciation: [/nou.əˈtɹɒpɪks/](#) *noh-ə-TROP-iks*), also known as **smart drugs** and **cognitive enhancers**, are drugs, supplements, and other substances that improve cognitive function, particularly executive functions, memory, creativity, or motivation, in healthy individuals.

Wikipedia 2018

The screenshot shows the Silk Road anonymous market website. The header includes the site name, navigation links for messages, orders, and account, and a search bar. A sidebar on the left lists various categories such as Drugs, Cannabis, Dissociatives, Ecstasy, Intoxicants, Opioids, and others. The main content area displays a grid of drug listings, each with an image, name, quantity, and price. For example, 'Cherry Pi' is listed as 7 grams of medical cherry pi for \$0.9466. Other listings include Primobolan, Ritalin, and various stimulants. A forum announcement is visible on the right side of the main content area.



An advertisement for Modafinil. It features a silhouette of a human head with a glowing brain scan. The text reads: 'Modafinil the real life version of that magic cognitive enhancer from the film LIMITLESS'. Below this, the website 'GoodHealthitude.com' is mentioned. The chemical structure of Modafinil is shown, consisting of a benzene ring attached to a propyl chain with a sulfonamide group. At the bottom, there is another image of a human head with a glowing brain scan, similar to the one at the top.

Coming next at EU-OSHA

ANTICIPATING NEW AND EMERGING OSH CHALLENGES

- **The future of agriculture and OSH – literature review published end 2020**
- **New foresight study 2020-2022**

FOLLOW-UP WORK ON DIGITALISATION AND OSH

- **OSH overview (2020-2022)**
 - Automation of tasks, changed job contents and OSH (e.g. e-health, etc.)
 - Smart collaborative robotics and OSH
 - Monitoring and use of data
 - Online platform economy
 - Good OSH practices for new forms of work in the digital world
- **EU Healthy Workplaces Campaign on Digitalisation and OSH (2023-2024/25)**



Emerging risks

Anticipating change: foresight projects

Work and workplaces are constantly changing. This may give rise to new risks and challenges to workers' safety and health, which must be anticipated and addressed. Through its foresight projects, EU-OSHA aims to anticipate changes — technological, societal, political and economic — that may result in the emergence of new occupational safety and health (OSH) challenges. The objective is to support timely prevention of future OSH risks, thus ensuring that tomorrow's workplaces are safe and healthy.

Thank you for your attention!

Find out more about EU-OSHA's foresight projects at

