

Genova 16/03/2017
Contarp Inail Liguria
Paolo Clerici

The logo for INAIL, consisting of the letters 'INAIL' in a bold, white, sans-serif font, centered within a dark blue rectangular background.

INAIL

Convegno di studio e approfondimento

EUTECNO, SMART WORKING e AGE MANAGEMENT

Invecchiamento della popolazione lavorativa.
Orientamenti per la definizione e lo sviluppo di
adeguate politiche di settore

ACTIVE AGEING. FROM RESEARCH TO ACTION ORIENTED POLICIES

INVECCHIAMENTO ATTIVO. IL CONTRIBUTO DELLA
RICERCA PER LO SVILUPPO DI POLITICHE MIRATE



INAIL

Palazzo Vecchio – Salone dei Cinquecento
Florence
14 March 2017



In collaboration with the Florence Municipality
Con la collaborazione del Comune di Firenze

High Patronage of the President of the Republic requested
È stato richiesto l'Alto Patronato del Presidente della Repubblica

SPEAKERS AND CHAIRMEN / RELATORI E MODERATORI

- | | |
|--------------------------------|---|
| Dario Nardella | Mayor of Florence, Italy |
| Massimo De Felice | President, Italian Workers Compensation Authority - INAIL, Italy |
| Giuliano Poletti | Minister, Labour and Social Affairs, Italy |
| Michel Servoz | Director General, DG Employment, Social Affairs and Inclusion, European Commission |
| Edoardo Gambacciani | Central Director for Research, Italian Workers Compensation Authority - INAIL, Italy |
| Ester Rotoli | Central Director for Prevention, Italian Workers Compensation Authority - INAIL, Italy |
| Clas-Håkan Nygård | Chair, Scientific Committee on Ageing and Work, International Commission on Occupational Health - ICOH |
| Christa Sedlatschek | Director, European Agency for Safety and Health at Work - EU-OSHA |
| Paul Schulte | Director, Education and Information Division, National Institute for Occupational Safety and Health - NIOSH, USA |
| Roberto Cingolani | Scientific Director, Italian Institute of Technology - IIT, Italy |
| Jukka Takala | President, International Commission on Occupational Health - ICOH |
| Hans-Horst Konikolewsky | Secretary General, International Social Security Association - ISSA |
| Jorma Rantanen | Past-President, International Commission on Occupational Health - ICOH |
| Sergio Iavicoli | Director, Department of Occupational and Environmental Medicine, Epidemiology and Hygiene - Italian Workers Compensation Authority - INAIL, Italy |
| Paulien Bongers | Director, Prevention Work & Health, the Netherlands Organization for Applied Scientific Research - TNO, The Netherlands |
| Laurent Vogel | Director, Health and Safety Department and Member of Directors' Committee, European Trade Union Institute, ETUI |
| Kris De Meester | Chairman, Health and Safety at Work working group of Business Europe, Union of Industrial and Employers Confederations of Europe |
| Giuseppe Lucibello | Director General, Italian Workers Compensation Authority - INAIL, Italy |

Active ageing. From research to action oriented policies



INAIL



1

Decisioni politiche in ritardo rispetto ai cambiamenti sociali ed economici

2

Aumento età popolazione lavorativa si interseca con altri mutamenti della società

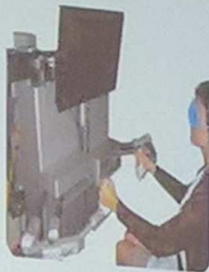
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Presa in carico globale e integrata: necessità di adeguata progettualità e ricerca

4

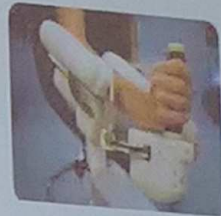
**Tecnologia in rapido avanzamento configura diversi scenari, in
apparente conflitto tra loro**

REHAB Technology: A Joint lab IIT-INAIL



BRACCIO DI FERRO
2 DOF Planar Manipulator for
Shoulder and Arm

WRISTBOT
3 DOF Manipulator for the
Wrist



HUONOVA
Multifunctional rehab system for lower
body



EXOSKELETON
Light, easy-to-wear
exoskeleton



POLY-ARTICULATED HAND
Advanced biomechanics,
opposing thumb, rotating
wrist, low cost, mioelectric
sensing,

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Iniziative a livello Europeo



Sustainable Work and Healthy Ageing at Work: A Key goal for Europe.

Michel Servoz
Director-General for Employment, Social Affairs and Inclusion
European Commission
14 March 2017
Palazzo Vecchio, Florence.



“Toward an active working society: a European global perspective”

Dr Christa Sedlatschek
Director

Florence 14 March 2017

Active Ageing: “From research to action oriented policies”



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

Reference to the EU Strategic Framework challenges or very similar description

Challenge 1: Improving the implementation record (particularly by supporting SMEs and micro enterprises)	Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks	Challenge 3: Tackling demographic change
Austria	Austria	Austria
Cyprus	Cyprus	Cyprus ⁽¹⁾
	Czech Republic	Czech Republic
Denmark	Denmark	
Estonia		Estonia
Finland	Finland	
France	France	France
Germany	Germany	Germany
Ireland	Ireland	Ireland
Malta	Malta	
Netherlands	Netherlands	Netherlands
	Poland	Poland
Portugal	Portugal	Portugal
Slovakia	Slovakia	Slovakia
Spain	Spain	Spain
Sweden	Sweden	Sweden
UK	UK	

Safer and healthier work at any age

Policies to address the challenges of an ageing workforce

Elements of a successful policy

Integrated policy frameworks

Social policies	Employment	OSH	Public health	Education	Equal treatment
Pension reforms: Raising retirement age Limiting access to early retirement and disability pensions	Promoting employment of older workers and employability Training and lifelong learning Targeted support to older workers	Sustainable Work Working time arrangements Work-life balance Vocational rehabilitation and return-to-work	Workplace Health Promotion Work-oriented medical rehabilitation Active and healthy ageing	Life-long learning Vocational education	Prohibition of discrimination on grounds of age and disability

Maintaining employability & fostering work ability of all workers

National policies to address the challenges of an ageing workforce

Elements of a successful policy

- **Adopting a life course approach to OSH and/or ageing:**
 - Recognition of the needs of all age groups
- **Implementing the policy:**
 - Different types of measures (legal, political, financial, technical)
 - Systematic approach: establishment of objectives and targets, establishment of action plans, monitoring and evaluation
- **Engaging stakeholders and raising awareness:**
 - Developing a common understanding and a common language (e.g. 'Sustainable employability')
 - Putting in place platforms for coordination of action and exchange of experience

Rehabilitation and return-to-work systems

- 21% of the working population suffer from a long-standing illness or health problem.
- Total average time spent on sick leave increases with age.
- Consequences of long-term sickness absence on workers, employers and society.
- Measures to facilitate rehabilitation and return-to-work to avoid long-term sickness absence, work disability or early retirement.

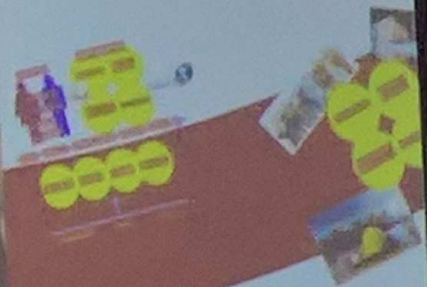
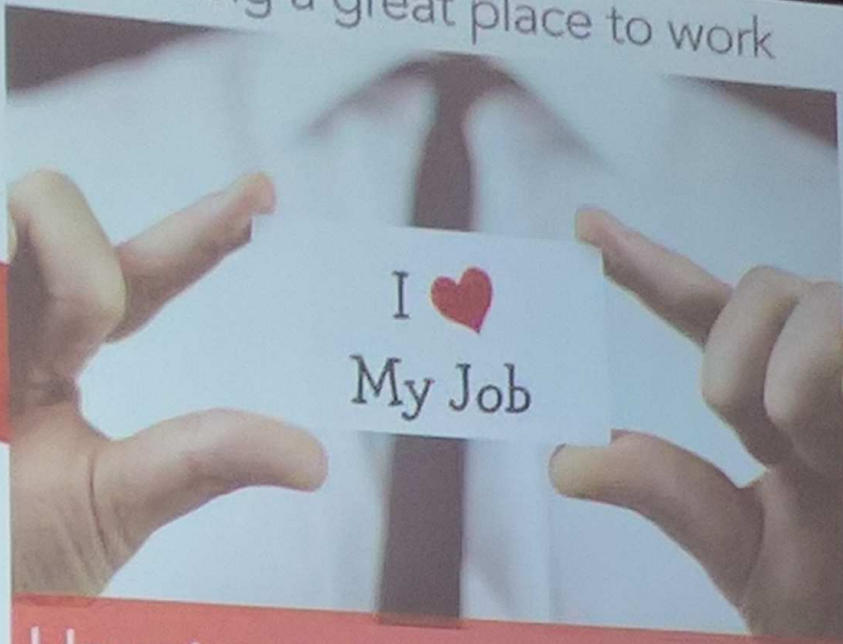
Rehabilitation and return-to-work systems

Elements of a successful system

Rehabilitation and return-to-work systems integrated into broader policy frameworks for sustainable working lives

Integrated legal and policy framework	Inclusive systems	Early intervention	Tailored approach	Coordination mechanisms
<ul style="list-style-type: none">Return to work system inscribed in legislation and based on coordination across relevant policy areas.	<ul style="list-style-type: none">Rehabilitation services and return-to-work programmes target all employees.	<ul style="list-style-type: none">Avoiding sickness absence. Early workability assessment. Maintaining a link with the workplace during the sickness absence.	<ul style="list-style-type: none">Individual support plan. Workplace adaptations. Vocational and social rehabilitation. Reintegration into the workplace.	<ul style="list-style-type: none">Enhanced role of employer. Case management. Coordination at all stages. Interdisciplinary teams.

Building a great place to work



How to create an organization where people are able and willing to do their best work

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Iniziative a livello Mondiale: 1) U.S.A.

What is Productive Aging?

- ❑ Productive aging emphasizes the positive aspects of growing older and how individuals can make important contributions to their own lives, their communities and organizations, and society as a whole (Butler, 1985; Rowe & Kahn, 1996).
- ❑ In the context of work, productive aging means providing a safe and healthy work environment that enables workers to function optimally and thrive at all ages.

- To optimize chances of providing a healthier workforce at older ages utilize a life-course approach that focuses on the social experiences and behaviors of workers across all ages (Berkman et al 2015).
- Workers with secondary school education are likely to work productively between ages of 55 and 74 than those without it (Rehkopf et al cited in Berkman et al 2015)
- People in their 60's and 70's in 2030-2050 are in early and mid-adulthood now.
 - No time to lose to shape trajectories of work and retirement

(Berkman et al 2015)

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Total Worker Health (TWH)[®]

- Integrates protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker-well being

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- TWH® prioritizes hazard-free work environment for all workers but also comprehensively addresses other workplace systems:
 - Control of psychosocial hazards and exposures
 - Organization of work
 - Compensation and benefits
 - Work-life management efforts
- Supports design of work activities to enhance and protect workers' cognitive function later in life

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Job performance often does decrease at older ages

- but not for all work tasks
- less so in occupations where abilities that do not decline by age are important

More training, better work organization, and more flexible systems could allow older workers to benefit from their comparative advantage.

(Skirbekk 2008)

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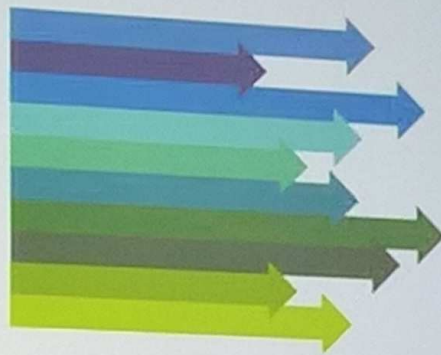
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Iniziative a livello Mondiale: 2) ISSA



Promoting excellence
in social security

International Conference on Active
ageing. From research to action
oriented policies



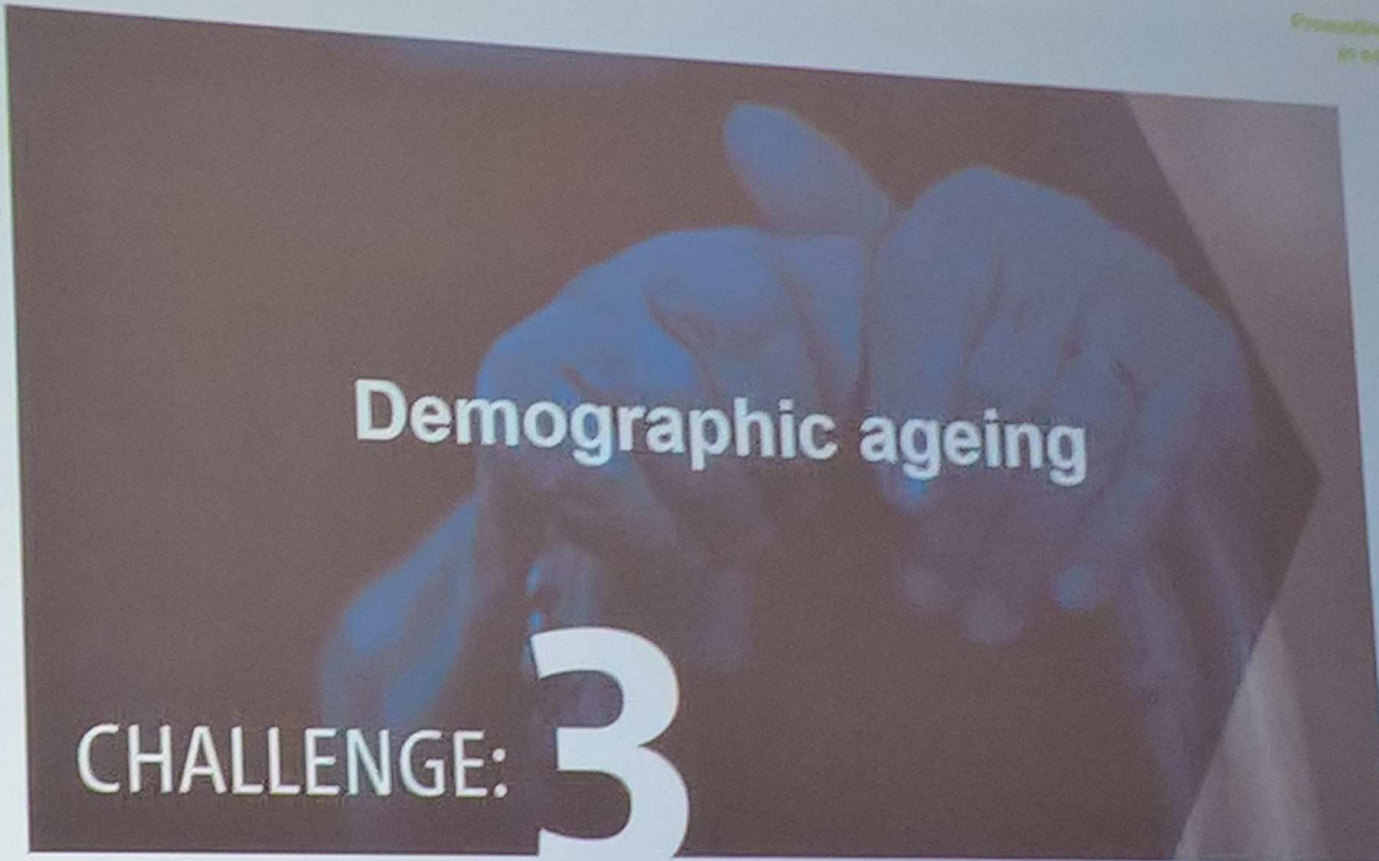
**Active ageing:
Optimizing the
contribution of social
security and OSH**

Hans-Horst Konkolewsky
ISSA Secretary General

14 March 2017 - Palazzo Vecchio
Salone dei Cinquecento, Florence, Italy



14/03/2017



Demographic ageing

CHALLENGE: 3

Social security – towards a life-course approach

- Active ageing starts at birth
- Supporting active ageing is an imperative for social security:
 - Mandate
 - Sustainability
- Strengthening active ageing impact through an integrated life-course perspective:
 - Meet evolving needs across life phases
 - Provide adequate protection
 - Support health, integration, capacities

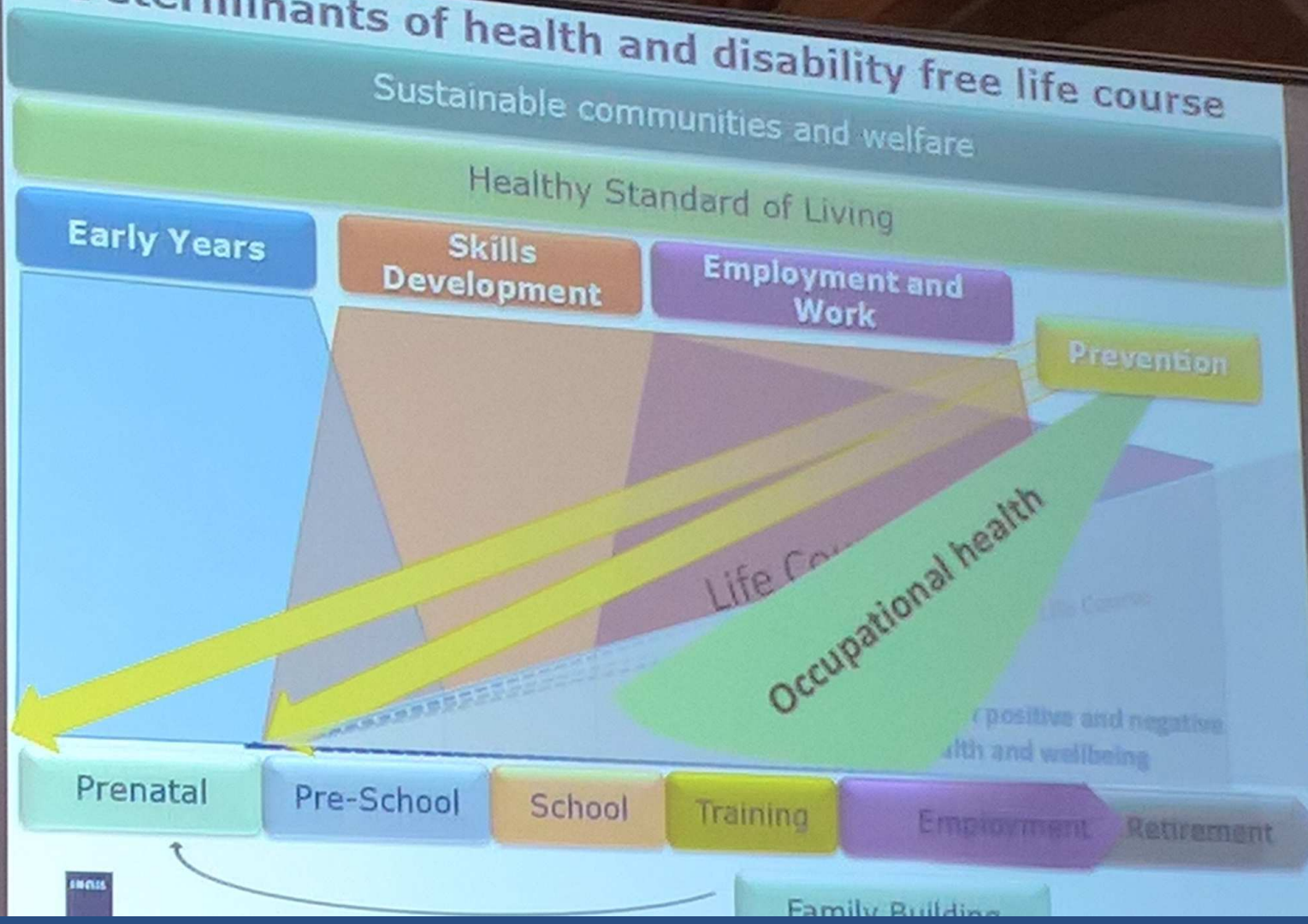
How to optimize the role of social security?

- **Strengthening investment in prevention and early intervention**
- **A more coherent approach across different benefits and services**
- **Focus on activity and labour market integration**
- **Tailored approaches to individuals, their risks and their needs**

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In Italia

Determinants of health and disability free life course

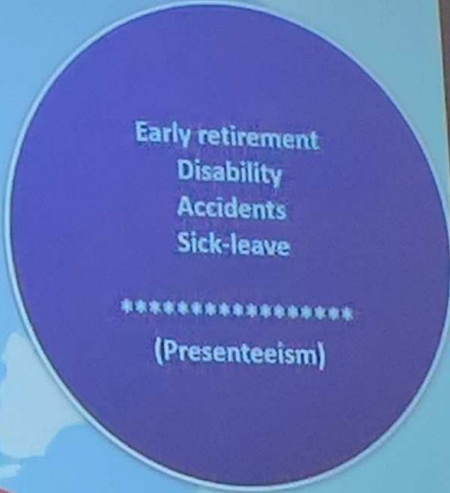


Imbalance between OSH investments and costs due to lack of safety and health in Europe

EU: 200 billion €/year

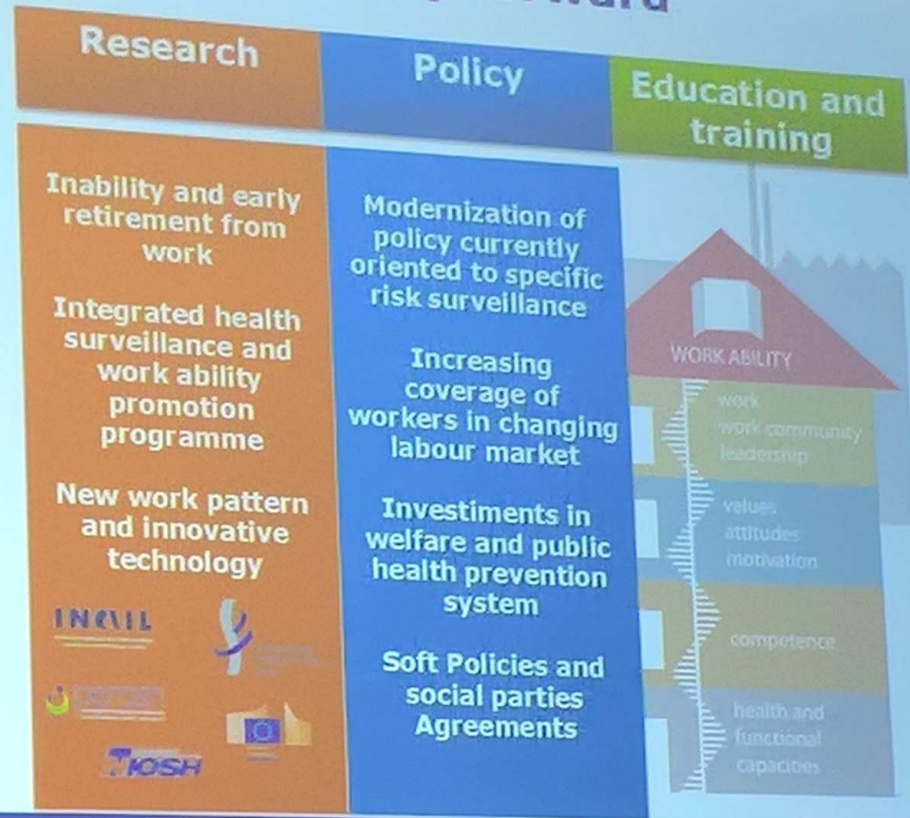


EU: 3.000 billion €/year



Source: Prof. G.Ahonen, modified by S. Iavicoli

The way forward



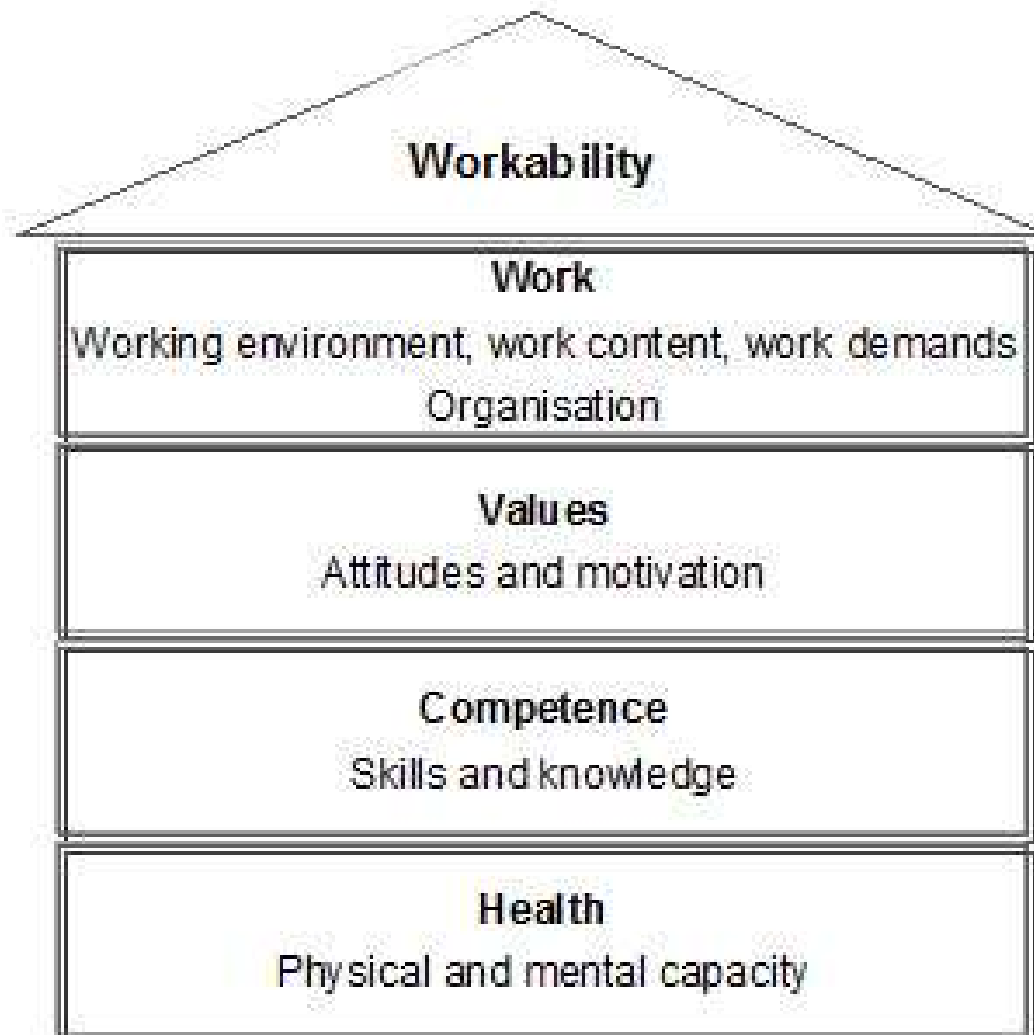
Programma di ricerca INAIL 2016-2014

Modelli e soluzioni per lo sviluppo di una vita lavorativa sostenibile e di un invecchiamento attivo ed in buona salute nel contesto dei cambiamenti organizzativi del lavoro e dello sviluppo tecnologico

Programma di ricerca INAIL 2016-2014

3 aree principali:

- 1) Inabilità e uscita anticipata dal lavoro
- 2) Sorveglianza sanitaria integrata e programmi di prevenzione
- 3) Nuove forme di lavoro e tecnologie



Buon lavoro

