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*Section on Prevention of Occupational Risks in Health Services*



# Demographic change in the world of work: Challenges for prevention

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## ISSA International Social Security Association

- worldwide organisation
- more than 350 members in 150 countries
- founded in 1927
- headquarters: International Labour Office, Geneva
- objective: to promote and to improve social security

■ **key objective of social security:  
safety and health at work**



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# ISSA International Social Security Association

## ISSA Technical Commissions

- ...
- ...
- **Special Commission on Prevention**



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# ISSA International Social Security Association



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## Demographic change in the world of work

- **challenge to the stability and continued existence of social security systems**
- **affects many aspects of social security**
- **focus of ISSA programme of activities for 2008 - 2010**
- **prevention: important role to play in overcoming the challenges**





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## Demographic change in the world of work: Challenges for prevention

### ISSA Special Commission on Prevention

- **compiled facts and data on demographic change**
- **defined objectives for prevention**
- **investigated the main spheres of activity for prevention**
- **proposed concrete preventive measures**
- **presented systematic in-company approaches**
  
- **published a brochure aimed at all prevention actors and those responsible for prevention**





## Population developments: Facts and data

- increasing life expectancy
- decreasing birth rates
- rising average age of population worldwide

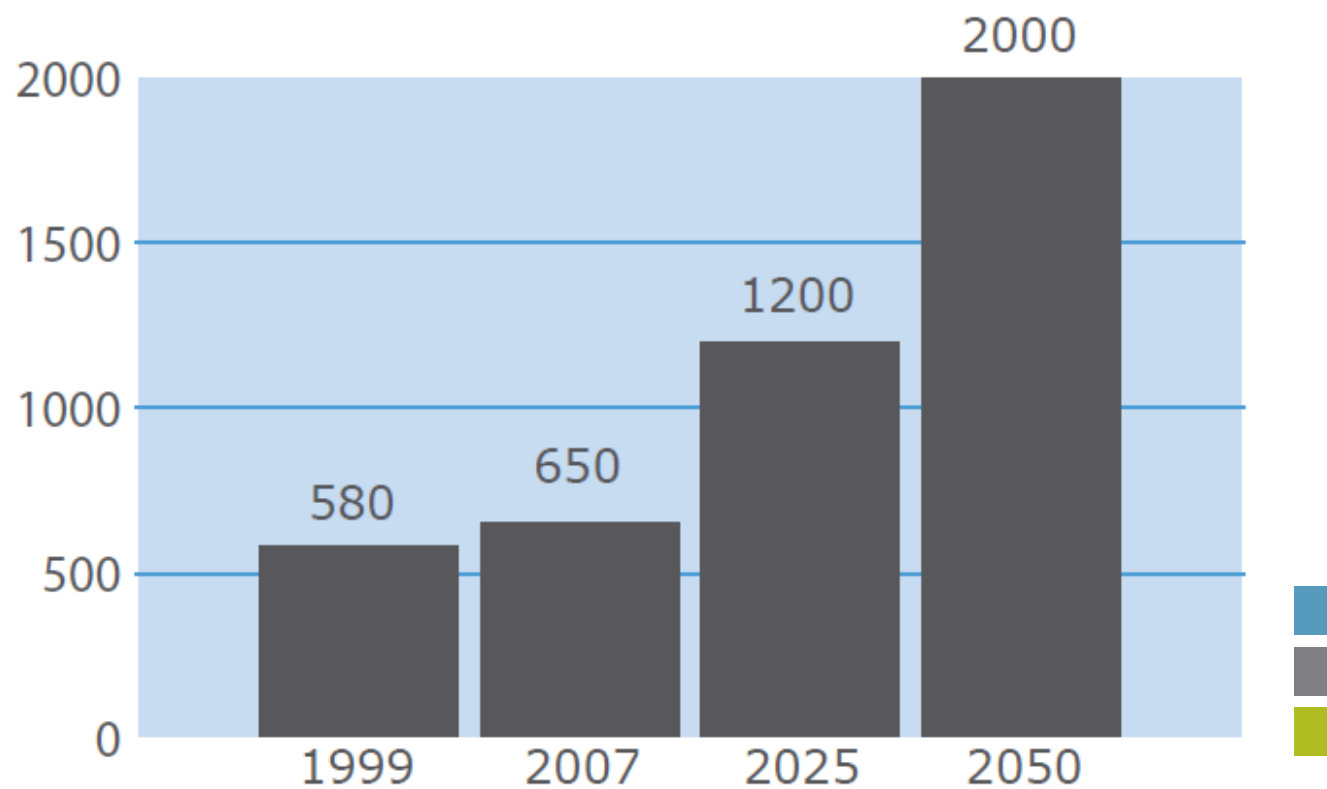
Percentage of persons over 60 in the overall population of each region (in %)

Region	2005	2020	2050
World	8	12	23
Less-developed countries (Africa, Asia except Japan, Latin America and the Caribbean)	8	11	20
The 50 poorest countries (34 in Africa, 10 in Asia, 5 in Oceania, Haiti)	5	6	10
Highly developed countries (Europa, North America, Australia, Japan)	20	25	32



## Population developments: Facts and data

Development of the number of persons (in millions) over 60 worldwide up to 2050







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## Demographic change in the world of work: Current situation and future trends

- **increasing number of older workers**
- **decline of working age population, shrinking workforce**
- **lack of young professionals / young employees**
- **lack of experienced skilled workers**
- **retaining older workers in employment will become essential for economic and social-political reasons**
- **urgently needed: measures to keep older persons healthy and able to work**





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## Demographic change in the world of work: Possible consequences

- **loss of knowledge in the companies**
- **companies competing for young professionals and skilled workers / specialists**
- **extra work / higher work load for each employee**
- **change of spectrum of diseases in staff**





## Age-related changes in individuals and their ability to work

- reduction of visual power and hearing
  - reduction of muscular strength
  - reduction of cardiovascular functioning
  - decline in primary physical abilities
  - modification of cognitive functions and skills
  - increase of special skills and potentials
- ability to work does not automatically decrease with advancing age, but it changes





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## Age-dependent accident occurrence among employees

- **Older employees have fewer occupational accidents (per 100,000 employees).**
- **Occupational accidents involving older employees are more serious and lead to longer incapacity of work.**
- **Fatal accidents occur most often to employees between the age of 55 and 64 (Eurostat).**





## Age-dependent illness occurrence among employees

- **Illness-related incapacity of work lasts longer among older employees.**
- **In Germany the most frequent diseases among older employees are musculoskeletal disorders and cardiovascular and respiratory diseases.**
- **Older employees have increasing problems with being sufficiently rehabilitated to re-enter back into the workplace after diseases or accidents.**





## Aims for prevention in the context of demographic change

- active participation in society during working life and after for everyone , in good health for as long as possible
- preserving the ability to work at a high level
- ageing-appropriate and age-appropriate prevention
- taking special account of the strength and weaknesses of older employees
- prevention from an early age
- healthy lifestyle, whatever the age
  
- **Safety and health at work for older employees is also prevention for younger employees.**





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## Spheres of activity for prevention

- 1. Social, socio-political and economic context**
- 2. Leadership and personnel management**
- 3. Work design and organization**
- 4. Promoting and preserving health**
- 5. Staff training and further training**





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## Spheres of activity for prevention

### 1. Social, socio-political and economic context

- **principle of solidarity as important basis of state and society**
- **state, society and health protection: prevention has to be highly valued**
- **legislative framework**
- **sustainable social policy**
- **The state and society should promote the values and conditions in which the various generations can co-exist socially and decently. Health and prevention are very important in this. The legislative framework must guarantee age-appropriate and ageing-appropriate prevention.**







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## Spheres of activity for prevention

### 2. Leadership and personnel management

- **personnel management**
- **staff recruitment**
- **staff development and further training for employees**
- **An enterprise culture that values the distinctiveness and advantages of older employees and at the same time promotes co-operation between different generations is essential for staff management.**





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## Spheres of activity for prevention

### 3. Work design and organization

- workplace and tool design
- work organization
- regulating working hours
- Working conditions should be optimized through ergonomic workplaces, tool designs and improvements in the overall organization and workflow processes.





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## Spheres of activity for prevention

### 4. Promoting and preserving health

- general prevention
- individual prevention
- prevention measures for special groups
- **Effective health management at the workplace and health-conscious behaviour for employees must both be promoted.**





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## Spheres of activity for prevention

### 5. Staff training and further training

- the lifelong learning principle
- particularities of learning in older employees
- basic and advanced training
- safeguarding the company-specific empirical knowledge of older employees
  
- **Qualifications for employees should promote permanent learning and enable them to overcome continuously changing challenges. At the same time knowledge about the prevention of health risks at the workplace should be passed on and continually updated.**





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## Summary (1)

- **Demographic changes are a great challenge for the social security systems.**
- **Preventive measures to improve occupational safety and health take on a key role in preserving the ability to work.**
- **Ageing-appropriate prevention is needed from an early age. Thus young employees stay healthy in their later working life.**
- **Ageing-appropriate and age-appropriate prevention takes account of the strengths and weaknesses of older employees.**





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## Summary (2)

- **Five important spheres of activity were identified for an ageing-appropriate and age-appropriate prevention.**
- **Occupational health and safety for older employees is high-quality prevention improving also the conditions for younger employees.**
- **ISSA Special Commission on Prevention recently published a brochure with information and recommendations about the demographic change and the role of prevention.**







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# ISSA brochure

**Demographic change in the world of work:  
Challenges for prevention**

Working Group "Demography and Prevention" of the Special Commission on Prevention of the International Social Security Association

[www.issa.int/prevention](http://www.issa.int/prevention)

03/07/2015




**Demografischer Wandel in der Arbeitswelt:  
Herausforderungen für die Prävention**

Arbeitsgruppe „Demografie und Prävention“ des Besonderen Ausschusses für Prävention der Internationalen Vereinigung für Soziale Sicherheit

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**Thank you**  
**for your attention**

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