



Deliverables

- 1. Individual and organisational determinants of the prolongation of working life while maintaining good health and high productivity.
- 2. Effective individual and organisational interventions and measures (e.g. regulations and legislation) that extend working life in good health and productivity.
- 3. Cost-benefit analysis on the societal level demonstrating a positive return on investment in human capital will encourage the promotion of sustainable employability.
- 4. Research agenda which addresses, from an integrative multidisciplinary perspective: sustainable working conditions, workplace health promotion, improvement of lifelong learning, and career development and mobility, and workplace system ("social") innovation.

¹ For references see publications on the European level

- OECD/FOP Future Skills Needs: Medium-term forecast. Synthesis report, 2006
- European Agency for Safety and Health at Work, European Survey of Enterprises on New and Emerging Risks: Managing safety and health at work. European Risk Observatory Report, 2010. osha.europa.eu
- Eurofound, Demographic change and work in Europe, www.eurofound.europa.eu, 2010
- OECD, Live longer, work longer (Paris: OECD Publications, 2006)
- OECD, Human Capital: How what you know shapes your life. OECD Insights, 2007
- OECD, Sickness, Disability and Work: Breaking the Barriers, Vols 1-3, 2010 (Paris: OECD Publications, 2006, 2008, 2010)
- OECD, Innovative workplaces: Making better use of skills within organisations, 2010

Further information:

This research challenge is part of the PEROSH report: Sustainable workplaces of the future – European research challenges for Occupational Safety and Health. The full report, as well as each of the research challenges separately, can be downloaded in pdf-format from the PEROSH website: <http://www.perosh.eu/p/OSH-research2020>

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Sustainable employability to prolong working life

Summary

Demographic change will be a major driver for labour market developments in Europe. These developments will also have a huge impact on occupational safety and health. For governments, enterprises and citizens alike, it will be of crucial importance to prolong working life in a healthy and productive manner. Research should contribute to a paradigm shift in OSH from its focus on work as a risk factor of ill health to work as a source of vitality, empowerment, healthy ageing and participation in society. A multi-actor approach should be developed to create a common ground. Working conditions, education and training and motivation to prolong working life are the main topics.

