

PEROSH Research Conference, 6 – 8 September 2023, Stockholm



Partnership for European Research in Occupational Safety and Health



Frank Pot

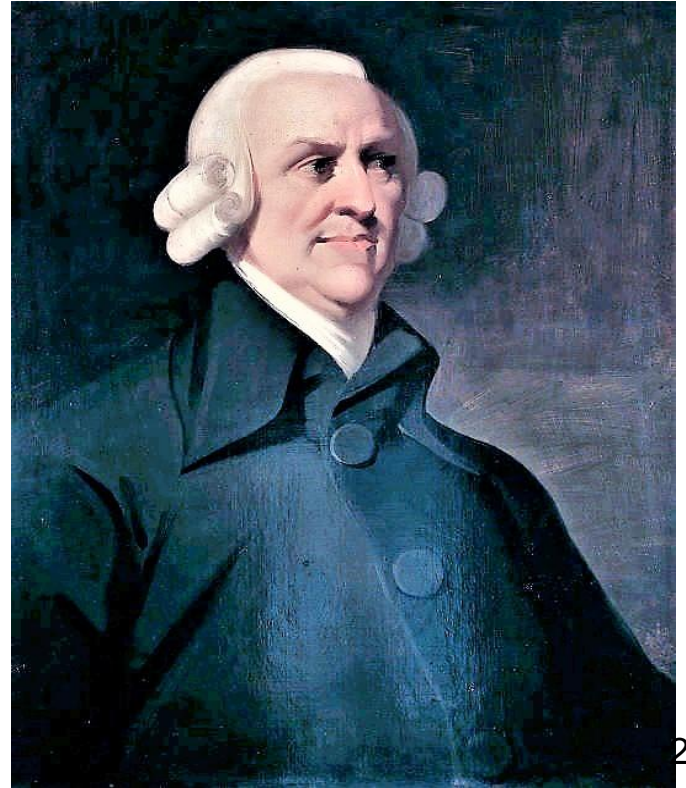


Swedish Agency for Work
Environment Expertise

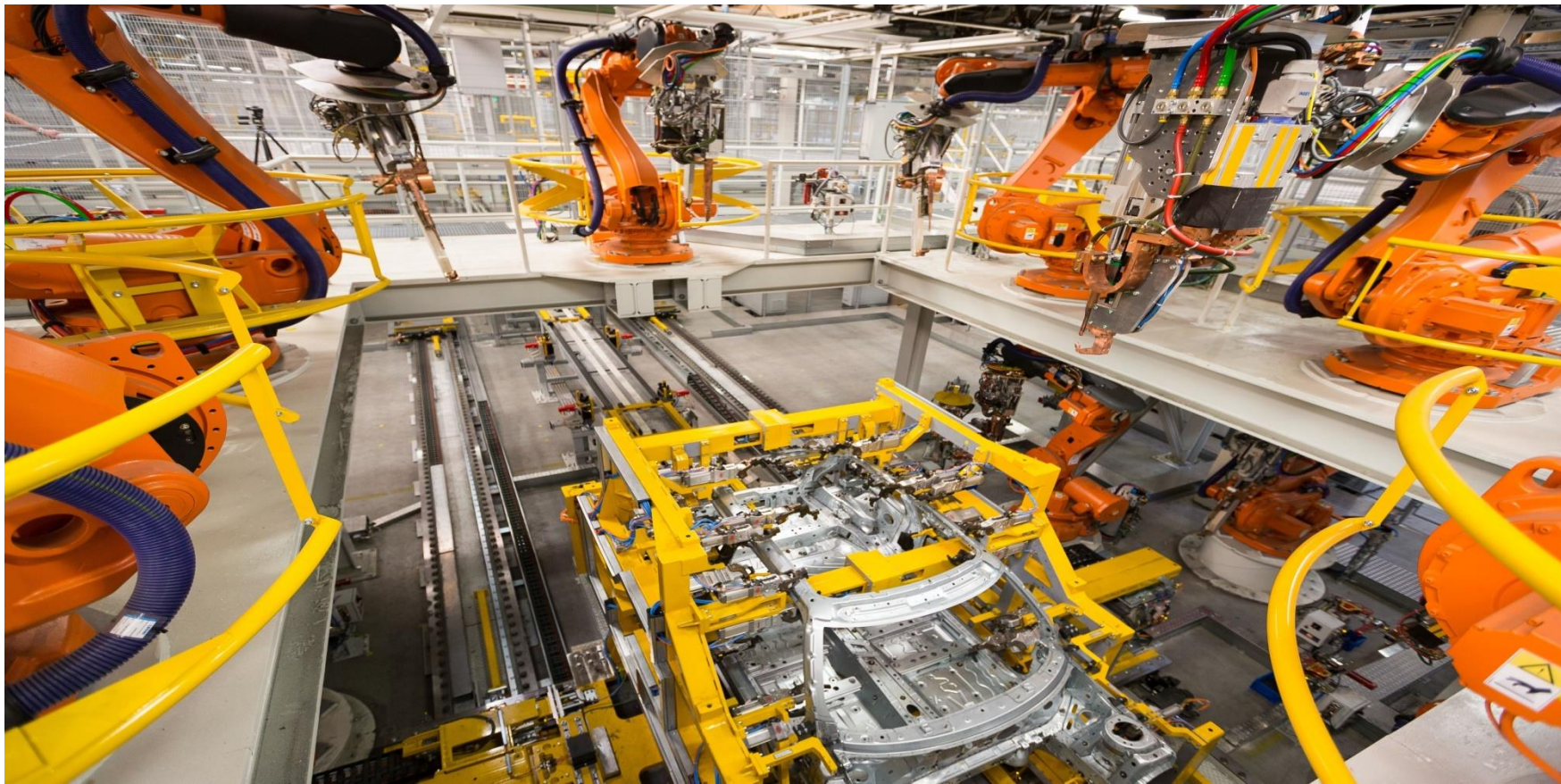
Machines and division of labour

Adam Smith, 1776

- Higher productivity and wealth
- “At the expense of intellectual, social and martial virtues”
- “Labouring poor fall in this state”
- “Unless government takes some pains to prevent it” (prim.educ)



VDL Nedcar (NL) body shop 2014



VDL: 1,5 km repetitive work 61 seconds, 2018



Agriculture and horticulture

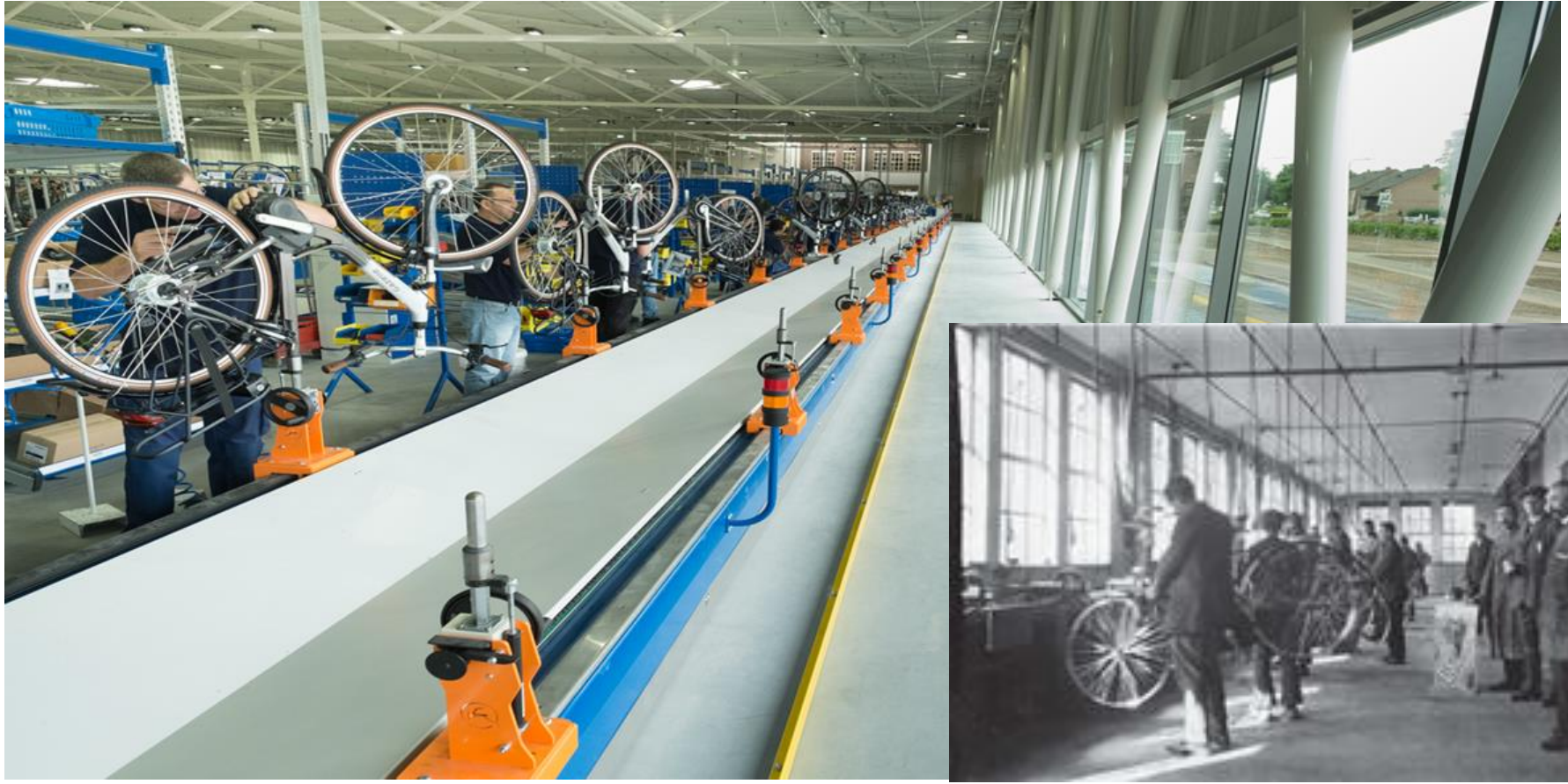
More mechanisation but repetitive work remains



Automation or repetitive work?



Gazelle (NL): Repetitive work, 90 sec, 2015, 1925



KOGA (NL): Manufacturing the whole bicycle



Scientific pillars were established

2003

- Work organisation,
- Risk perception and management,
- Emerging risks.



2005

- Risks of nanotechnology. That collaborative project was led by FIOH and set the agenda in Europe

Issues around foundation 2002 -2003

- Institutes in non-EU-countries
- National OSH-research institutes
- Relationship with EU-OSHA
- Contract research
- Promoting productivity in addition to health



Nikolai Izmerov – Jorma Rantanen -
Danuta Koradecka – David Buchanan

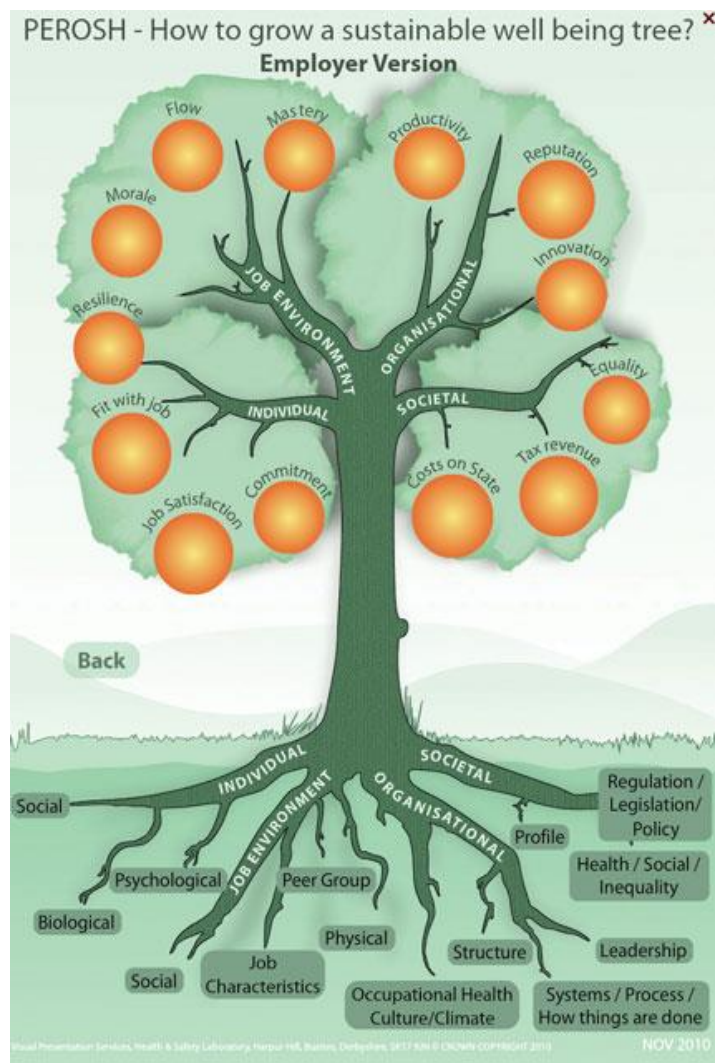


Wellbeing at Work

Psychosocial well-being in a sustainable working organisation.

Building on collaborative project Psychosocial Risk Management Excellent Framework (PRIMA-EF) with Uni Nottingham, ILO, WHO.

Biannual PEROSH conferences Wellbeing at Work from 2010.



Threats



- Budget cuts
- Research moved to universities
- OSH encapsulated by Public Health
- Political closure of entire institute



Getting more involved in EU-policies

Position papers in collaboration with EU-OSHA (2015)

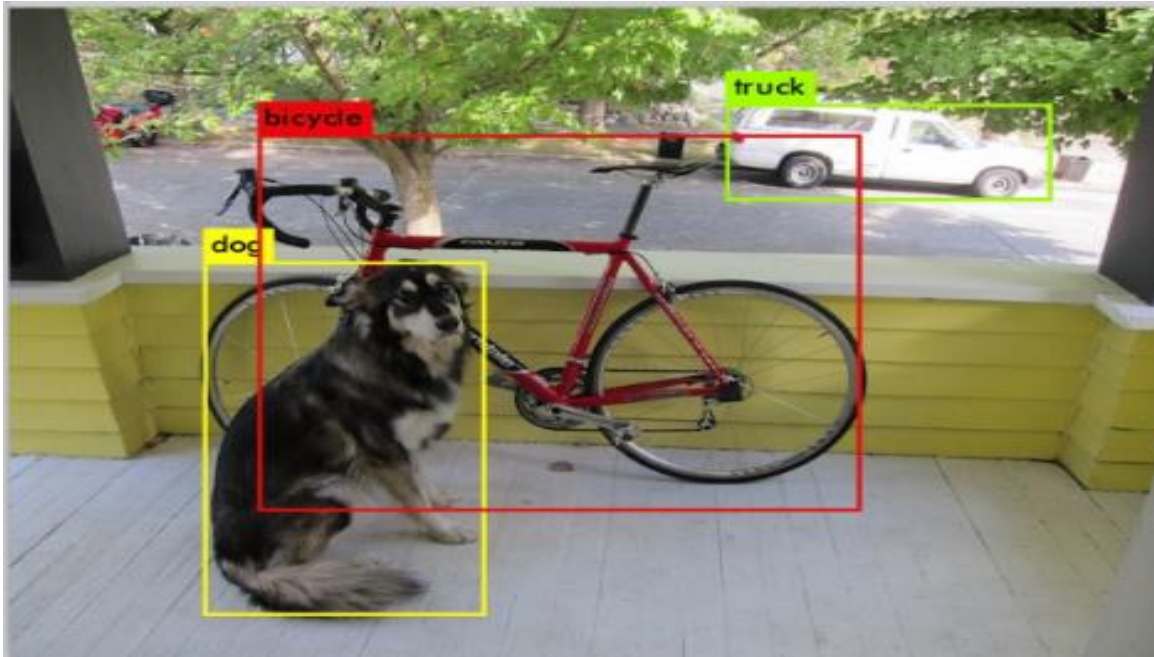
- “The Challenge for Europe in a Changing World – Inclusive, Innovative, and Reflective Societies.”
- “Leadership in Enabling and Industrial Technologies.”
- “Health, Demographic Change, and Well-Being.”

- EWCS 2015: 26% have tasks of less than 1 minute

Vision picking DHL (NL)



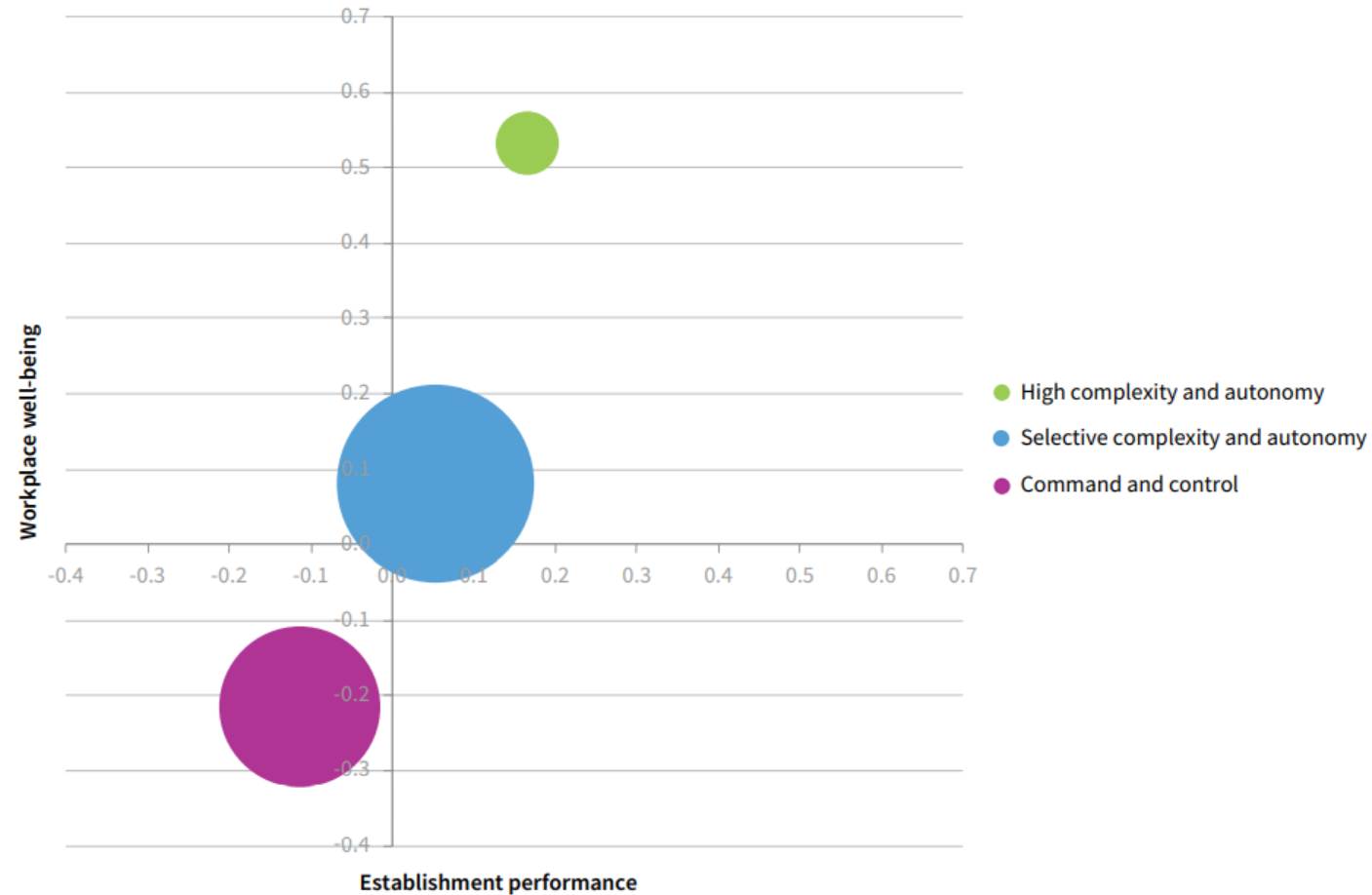
- **HIT:** a HIT stands for “Human Intelligence Task”. A HIT is a single unit of work that you want to complete.



Legislation leaves room for repetitive work

- EU-Directive 1989: “alleviating monotonous work”
- Sweden: “normally no work that is repetitive”, except “on account of particular circumstances”
- Netherlands: “Monotonous work (...) shall be avoided, where this can reasonably be required”
- Difficult to enforce for the labour inspectorate

Figure 2: Workplace well-being and establishment performance, by establishment type – job complexity and autonomy (z-scores)



Source: ECS 2019 management questionnaire

Promising perspective Industry 5.0

“Industry 5.0 is characterised by going beyond producing goods and services for profit. It shifts the focus from the shareholder value to stakeholder value and reinforces the role and the contribution of industry to society. It places **the wellbeing of the worker at the centre of the production process** and uses new technologies to provide prosperity beyond jobs and growth while respecting the production limits of the planet. (European Commission, 2021)”



Human-
centric



Sustainable



Resilient

Facing digital and green transitions

- *Facilitating acceptance of AI-based systems in the workplace and minimising organisational impact*
- 2023, BAuA (EU-OSHA)
- *Artificial intelligence in the service of occupational safety and health. Challenges and prospects for 2035*
- 2023, INRS



Madrid, PEROSH conference 29-30 September 2021



Frank Pot

- Is emeritus professor of Social Innovation of Work and Employment, Radboud University Nijmegen, honorary advisor of the European Workplace Innovation Network, former director of TNO Work and Employment, first chair of PEROSH and former professor by special appointment of Work and Technology, Leiden University.
- E-mail: frank.pot@ardan.demon.nl
- <https://nl.linkedin.com/in/frankpot>
- Publications to be found on ResearchGate
- [\(13\) Frank Pot \(researchgate.net\)](#)
- cell phone: +31651550675