



# Impact of Aging Workers on Occupational Safety and Health

**PENNY ALINA MUNKAWA**

**ILO**

**PRESENTED ON 25 July 2019**

**25th July 2019, Emperors Palace, Gauteng, RSA**

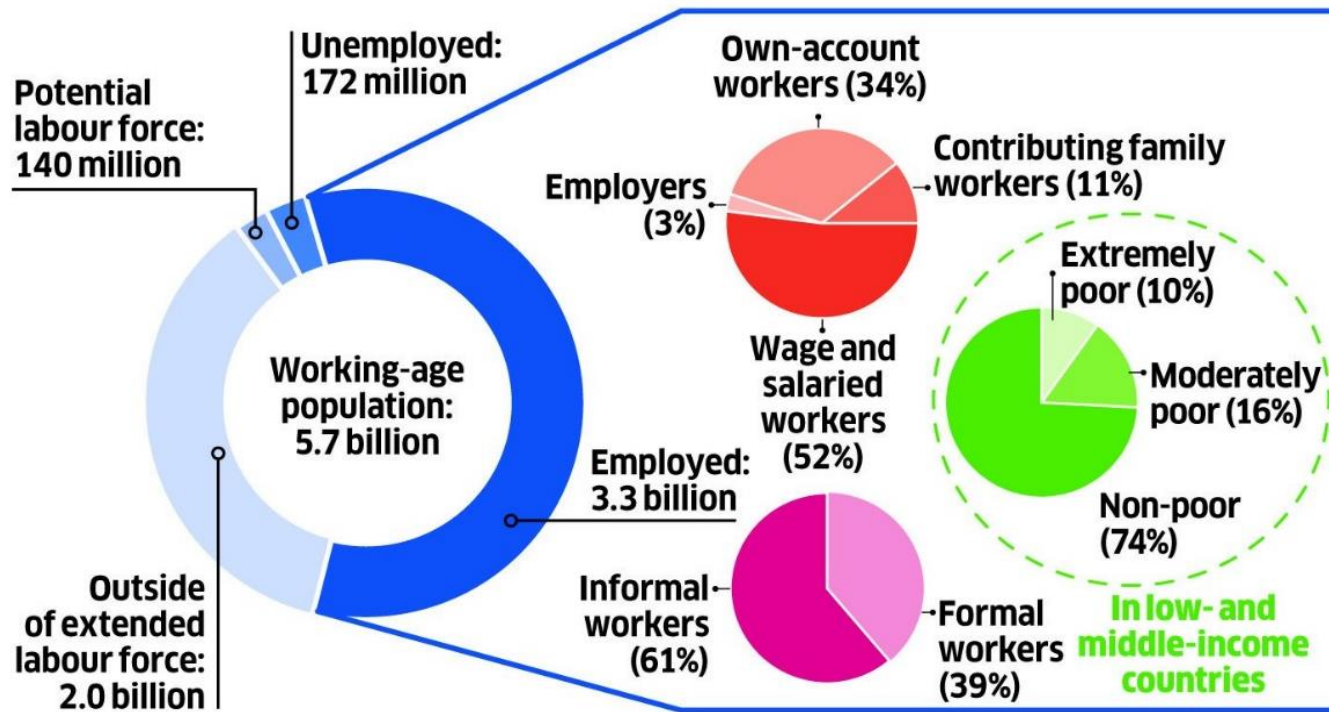
**NATIONAL OCCUPATIONAL HEALTH & SAFETY CONFERENCE**

# ILO on Old Age or Aging Worker



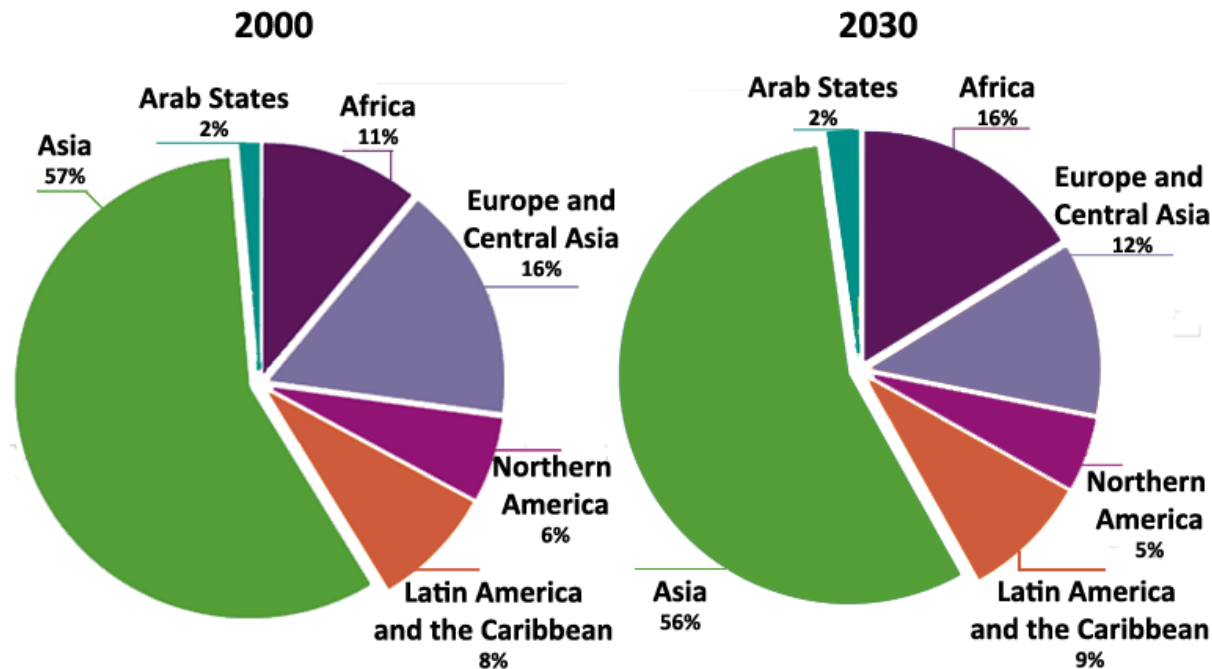
- Older Workers Recommendation, 1980 (No. 162) was adopted in 1980
  - protect the right of older workers to equality of treatment conditions of work, including occupational safety and health measures
  - protect older workers' needs

# Snapshot of the global labour market, 2018



**Note:** Working poverty refers to the share of workers living in moderate or extreme poverty in low- and middle-income countries

# Share of global working-age population by region, 2000 and 2030 (percentages)



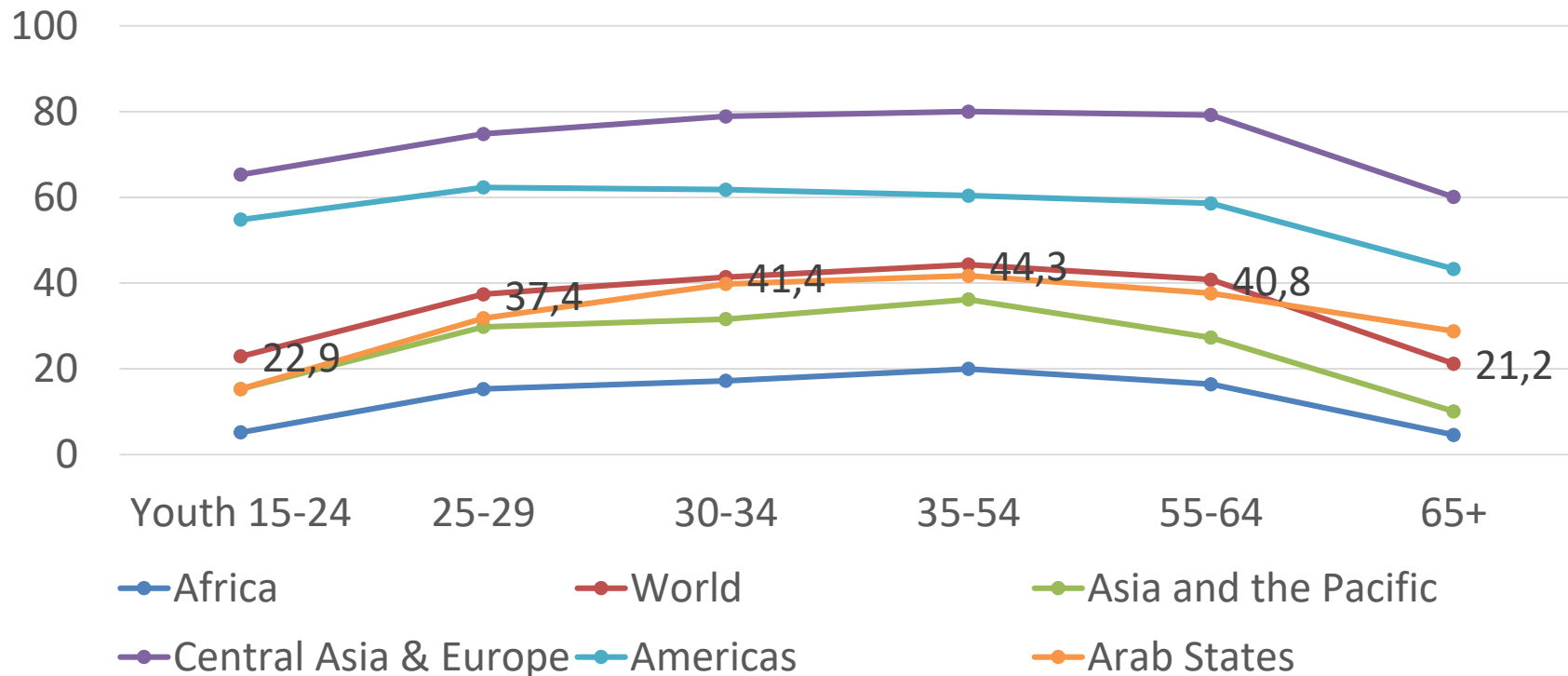
Source ILO

# Formal employment in total employment by age



Share of formal employment in total employment by age

(percentages, 2016)



Source ILO

# Older workers contribution



# Risk factors



# Older workers challenges



# Informal employment and aging workers



# Aging workers' impact on OSH

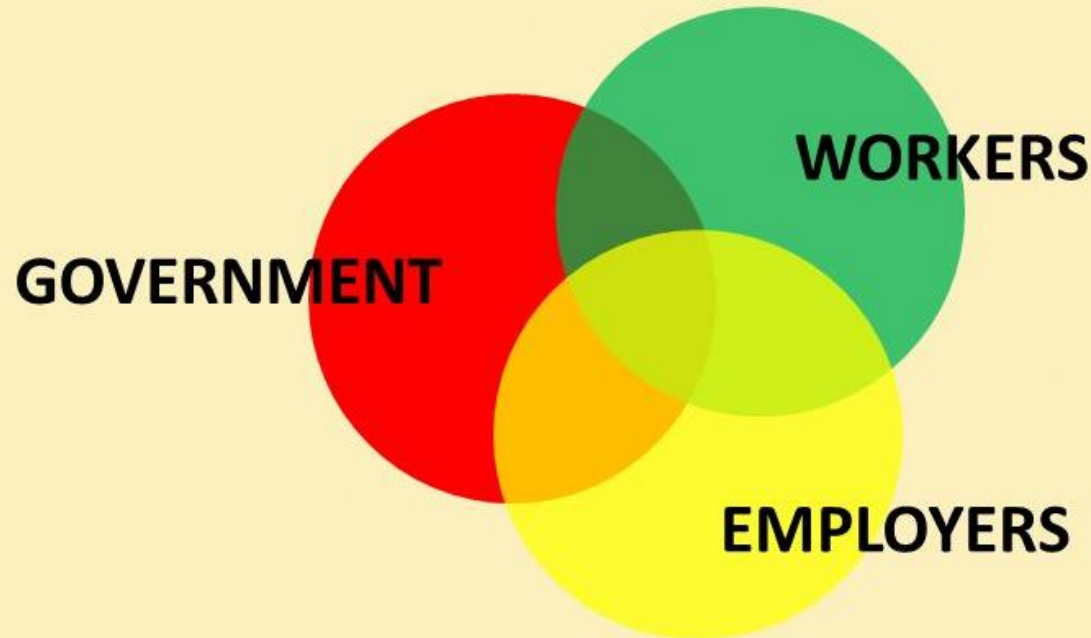


# Aging workers' impact on OSH



# Aging workers' impact on OSH

## TRIPARTITE INTERACTION



# Aging workers' impact on OSH



**Preventative: Things are right when people**

**Adaptive and preventative**

Design and maintain systems well

Learn to overcome design flaws and functional glitches

Follow correct procedures

Adapt their performance to meet demands

Behave as they are taught or expected to

Interpret and apply procedures to match conditions

As designers foresee and anticipate every contingency

Detect and correct when things go wrong

# What is likely to attract and retain older workers



- Conducive terms of employment
- Decent working conditions
- occupational health and safety
- training and staff development



*Thank  
you!*