



**STOP  
THE  
PANDEMIC**

## Conference on the right to disconnect and telework

A perspective from EU institutions, Member States and social partners

*Session 3: Challenges and opportunities of telework and the right to disconnect*

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#EUhealthyworkplaces  
#StopthePandemic

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# Digitalisation, telework and OSH

**94% of establishments use digital technology**

- Only 24% of them discuss the OSH implications

**Teleworking establishments twice as likely to report some risks:**

- Prolonged sitting
- Time pressure
- Poor communication or cooperation
- Long or irregular hours

# Telework OSH opportunities

- **Work – life balance**
- **Third party violence**
- **Harassment and bullying**
- **Rehabilitation and return to work**
- **Adaptations for workers with disabilities**
- **Work-related road traffic accidents**

# Telework OSH challenges

- Ergonomic risks
- Working hours, work intensity
- Blurring work and private time, isolation
- Online harassment and bullying
- Domestic conflict and violence
- Accident risks, electrical, fire, etc.

# Risk assessment and gender

- **Women's increased risk**
  - Dual role, worker and unpaid carer
  - Less likely to raise OSH issues
  - Higher emotional demands
  - Prevalent male oriented risk prevention
- **Gender / age-sensitive risk assessment**
- **Effects of establishment size**

# Regulation of telework

- **89/391/EEC - OSH Framework Directive;**
- **89/654/EEC - Workplace requirements**
- **90/270/EEC - Display screen equipment**
- **2003/88/EC - Working time**
- **Telework regulation in 19 MS pre-pandemic**
  - 12 MS reviewing or enacting new legislation post-pandemic

# Managing health and safety of home-based telework

- **Workplace teleworking policy**
- **Risk assessment**
- **Support available, tools and guidance**
- **Inspection and enforcement**
- **Agency workers, self-employed**

# Thank you

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