



Welcome to the ENSHPO Newsletter - March 2025

MR. FRANCESCO SANTI
ENSHPO PRESIDENT

Dear friends and colleagues, Health, Safety, and Sustainability professionals across Europe and beyond,

It is with great pleasure that I welcome you to this exciting new edition of the ENSHPO newsletter. As the European Network of Safety and Health Professional Organizations, we are acutely aware that this year represents a pivotal moment for our field.

The various initiatives presented by our member associations in this newsletter highlight these themes and offer valuable perspectives from professionals who find themselves standing on a bridge between past and future challenges. While long-standing risks remain unresolved, we simultaneously face the demands of an increasingly rapid and transformative landscape.

This duality presents both a challenge and an opportunity. Accident and occupational illness statistics have remained relatively constant across most European countries in recent years – a troubling indication that we have yet to develop truly innovative approaches to address the root causes of "traditional" risks. Yet at the same time, new challenges emerge on the horizon, requiring us to adapt and evolve our practices.

The numerous contributions from our associations featured in this newsletter demonstrate the tremendous vitality and dedication of European Safety, Health, and Sustainability professionals. Your commitment to protecting workers while navigating complex regulatory landscapes and technological transformations is truly inspiring.

I encourage you to explore the diverse perspectives shared in these pages. They represent the collective wisdom of our community and offer valuable insights into how we might address both persistent and emerging challenges in our field.

This newsletter is not just a one-way communication but an invitation to dialogue. We warmly welcome your contributions, viewpoints, and constructive feedback. By sharing our experiences and innovative solutions, we strengthen our collective ability to create safer, healthier, and more sustainable workplaces across Europe and beyond.

Please don't hesitate to contact us with your thoughts or to share initiatives from your organization that might benefit our wider community.

Wishing you safe and productive two months ahead,

Francesco Santi
President, ENSHPO

MEMBER INTEREST

EU Survey reveals key and emerging workplace risks

The latest European Survey of Entreprises on New and Emerging Risks (ESENER) has found that prolonged sitting, dealing with difficult customers and digitalisation are among the top and emerging workplace risks in Europe. In a comprehensive survey with over 41,000 workplaces, EU-OSHA sheds light on how they are managing occupational safety and health and provides information on the major concerns: musculoskeletal disorders and psychosocial challenges, and their evolution since 2014. It also highlights the growing impact of digitalisation and an increase in consultations with workers about its effects on their safety and health.



Worker management through AI: New Healthy Workplaces Campaign priority area

Artificial intelligence (AI) is increasingly used to automate management tasks in the workplace – with 30% of EU workers reporting that their organisations use digital devices to assign shifts and 52% to determine the speed of work (OSH Pulse).

While these systems streamline repetitive tasks and increase productivity, they also pose risks, including reduced autonomy, augmented surveillance and de-skilling.

Ensuring that AI-based worker management systems have a positive impact and following a human-centred approach is crucial for workers' safety and health. This is why the Healthy Workplaces Campaign now puts this priority area in the spotlight.

Explore resources on this topic, including an info sheet and a presentation, with more to come!



MEMBER INTEREST

Strategy 2025 – 2034: defining priorities to deliver impact



EU-OSHA's current strategy outlines its priorities for a decade and sets out three strategic lines of action with the following goals::

Providing evidence and knowledge on current, new and emerging risks regarding their impact on safety and health and their prevention, to support policymaking and research.

Promoting and facilitating the development of tools and resources to empower the Agency's networks and partners to improve the prevention of occupational safety and health risks in the workplace.

Driving awareness raising and networking actions to enable the Agency and its stakeholders to foster a positive risk prevention culture at work.

[For more information, download EU-OSHA Strategy 2025-2034.](#)



Generative artificial intelligence (AI) is revolutionizing the way we work, from automating routine tasks to enabling innovative solutions. But how is it affecting different regions of the world? Who has access to these transformative technologies, and who is left behind? Could it widen the digital divide and deepen existing inequalities?

In this episode of the podcast, we explore these pressing questions with our guests Pawel Gmyrek, Senior researcher at the ILO, and Hernan Winkler, Senior economist at the World Bank. Together, they discuss findings from their research paper, Buffer or bottleneck? Employment exposure to generative AI and the digital divide in Latin America.

AI in worker management: involving people to prevent risks

Risks such as heightened surveillance, privacy concerns or time pressure linked to algorithmic and AI-based worker management (AIWM) systems can lead to worker stress, social isolation and blurred work-life boundaries. Worker participation can help in identifying, preventing and mitigating psychosocial risks derived from the use of AIWM, according to our new report.

[Keep reading here](#)



Protecting farmers and farm workers' mental health

Half of EU farmers and farm workers endure high workloads and long hours that regularly exceed 48 hours per week. They often work in isolated rural areas and face the need for constant availability without time off. These and other psychosocial risk factors can lead to high rates of stress, anxiety, and depression. Statistically there are higher suicide rates in this sector compared to other occupations.

The new EU-OSHA report explores how exposure to psychosocial risks affects farmers and farm workers, outlines initiatives to protect their mental health and increase awareness on this topic in agriculture.

Learn more about how to safeguard mental health and manage psychosocial risks in agriculture in the full [report](#).

Read more about the topic in our dedicated section: [Psychosocial risks and mental health at work](#).



MEMBERS MAGAZINES



IOSH MARCH/APRIL 2025

Read more from ENSHPO member, IOSH, in their bi-monthly magazine.

To read past issues, visit [IOSH magazine - Safety, Health and Wellbeing in the world of work](#)



SICUREZZA, SALUTE, AMBIENTE E MOLTO ALTRO ANNO VII N. 32, 18 GENNAIO 2025



OCCUPATIONAL SAFETY 3/2025



AIAS
ITALY

1 stage AIAS On the road - Milan, Pirelli Skyscraper | 26 February 2025



The first stage of "AIAS on the Road", an event dedicated to psycho-physical well-being and mental health that saw the participation of more than 340 professionals among those present and connected in streaming, took place in Milan on 26 February. During the event, several crucial topics were addressed such as psychosocial risks in the workplace, assault, harassment, violence, suicidal risk and different professions of mental well-being such as psychologists, counselors and coaches were compared.



International Symposium on Occupational Safety and Hygiene - SHO 2025

This year, our Symposium will take place on April the 14th-15th, in Porto. It has been held annually since 2004 and attracts delegates from many countries. Panels on emerging OSH topics will be organized and technical-scientific workshops in varied areas will be offered.

This will be an excellent opportunity to update knowledge with the most recent research outputs, the tools, approaches and innovative practices currently used by OSH practitioners.



Establishing volunteer firefighting team

According to the State Emergency Service, Ukraine lacks more than a thousand of the fire and rescue units to ensure the operation of the volunteer and the local fire units. Today, I don't see a better option than to borrow the experience of countries, which establish the volunteer fire units to respond quickly to the fires. For example, in the USA, 70% of all fire units are the volunteer fire units. After all, these are the owners of the companies or the residents of the communities, who are the most interested in extinguishing the fire.

Ferrexpo constantly supports the Armed Forces of Ukraine and the regions of Ukraine, which were affected by occupation and destruction. Over the period of the full-scale invasion, Ferrexpo has provided the support to the twelve regions of Ukraine amounting to over 969 million UAH. Ferrexpo continues to implement the projects on improving the working conditions and to ensure the safety of the employees and the equipment. In particular, Ferrexpo Belanovo Mining, one of the entities of Ferrexpo Group, which not only implements the safety measures for employees and assets, but also supports the nearby communities.

In 2021, the active phase of the mining operations started at FBM. The active phase of the development of the pit required the additional risks assessment. We determined that there were the high risk of the fires. The results of the fire trainings, which were conducted jointly with the response teams of the State Emergency Service of Ukraine and the emergency services of Ferrexpo, confirmed that the professional fire units respond time is more than 20 minutes, and in case of the bad weather conditions, this time can increase significantly.





Accelerating towards equality

Don't miss the Institution of Occupational Safety and Health (IOSH) webinar series on women in health and safety leadership. In support of International Women's day, the 3 part series includes advice and tips to help women break through into senior occupational safety and health leadership roles.

"If there's one thing that I have learned, it is that effective leadership is not accidental, it is intentional. And the three qualities I believe that are essential for transitioning into or excelling in leadership are resilience, strategic thinking and empathy."



Ria Sooknarine

Always read the small print

IOSH have launched a campaign that supports 6 actions for safer and healthier workplace cultures, encouraging employees to read the 'small print' of jobs – looking at long working hours, mental ill health and lack of job flexibility.

- An IOSH-commissioned survey by YouGov of 1,000 working people from a range of industries and job roles around the UK, conducted in September 2024, demonstrated how widespread this issue is. Results include people who regularly:

work 48+ hours
a week (more
than UK max)

57%

check emails
outside of
working hours

52%

work two or
more unpaid
hours a week

50%



FARAONE and AEPSAL

Analyse EN 131-2 Regulations: Safety and Compliance in Ladder Use Workplace safety at height is a key aspect of occupational risk prevention.

Aware of this necessity, FARAONE, a leading company in solutions for working at height, and AEPSAL have joined forces to provide a comprehensive analysis of the EN 131-2 regulation, which establishes safety requirements for portable ladders.

On 18 February, José M.^a González, a commercial technician in occupational risk prevention, and Carlos Martín, an AEPSAL occupational risk prevention specialist in working at height, outlined the differences between professional and non-professional use, the technical requirements that certified ladders must meet, and best practices to ensure safety and legal compliance in workplace environments. Additionally, the most frequently asked questions from attendees were addressed, providing valuable insights into the correct selection and use of these devices.

AEPSAL remains committed to training and knowledge-sharing activities, collaborating with industry leaders such as FARAONE to offer high-quality technical content aimed at improving safety at height.

If you wish to explore the full details of the regulation and its application in your workplace, you may watch the complete webinar here:

Watch Webinar



The ORP Organization Interviews Santiago González, President of AEPSAL

The International Organization for Occupational Risk Prevention (ORP), operating in over 50 countries and dedicated to fostering a culture of prevention and improving occupational health by organizing international congresses and projects in Spain and Latin America, has recently interviewed Santiago González, President of AEPSAL.

During the interview, the AEPSAL President highlighted the significance of psychology in occupational risk prevention, particularly concerning workers' mental health. The discussion was structured around four key areas:

- **Mental Health in Risk Prevention:** Stress, anxiety, and occupational burnout are factors that directly impact employees' performance and well-being. Therefore, integrating mental health considerations into risk management is crucial.
- **Diversity and Neurodivergence in the Workplace:** The importance of recognising and managing diversity and neurodivergence within organisations was discussed in depth. Supporting employees with different neuropsychological profiles, such as autism, ADHD, and dyslexia, requires tailored approaches that foster an inclusive and adaptive work environment.
- **Training and Awareness:** The President underscored the necessity of training leaders and occupational risk managers to identify and address employees' emotional needs while implementing effective preventive strategies.
- **New Preventive Strategies and the Use of Technology:** Innovative approaches, such as the utilisation of digital applications and platforms, were explored. While technology does not replace human intervention, it facilitates access to resilience and well-being programmes and contributes to a more flexible and worker-centric workplace.

AEPSAL invites you to listen to the full interview here:

[Watch Interview](#)



AEPSAL's Contribution to the Development of the AI Code of Best Practices: Progress and Challenges

In January 2025, AEPSAL actively participated in the working meetings for the development of the second draft of the General-Purpose AI Code of Best Practices, a set of guidelines designed to ensure the ethical implementation of AI models. This code is being developed in alignment with the EU AI Act, with a particular focus on transparency, risk mitigation, and systemic impact assessment.

During the January meetings, AEPSAL also addressed the concept of accidents, distinguishing them as incidents that may result in both physical and mental harm. This perspective acknowledges the broad range of consequences associated with AI-related accidents, emphasizing the need for regulations to consider not only physical damage but also the psychological effects that may arise from the improper use of technology. This approach promotes a more holistic and human-centered perspective within regulatory frameworks.

At present, AEPSAL is engaged in the review of the third draft of the Code. The forthcoming working sessions are scheduled for March 2025, with the final version expected to be published between April and May 2025.

[Read the Second Draft of the General-Purpose AI Code of Best Practices](#)





The All Ireland Safety Quiz is organised by National Irish Safety Organisation in collaboration with Northern Ireland Safety Group (NISG).

It typically takes place at 9 centres around Ireland in February, March and April of each year.

Each organisation enters teams of four players in one of two categories, the Previous Entrants category or the Novices category and the regional winners of each category are invited to participate in the All Ireland Finals which is held every year in April or May at a chosen location.

Why enter the competition?

- It's a fun way to learn more about health and safety at work.
- The All Ireland winners and participants can display their prize and certificate at their place of work.
- The winners enjoy more respect and recognition among their peers.
- It helps promote a culture of health and safety in your organisation.
- It's good publicity: all finalists are mentioned on NISO and NISG websites and relevant publications and email distributions.



The All Ireland Safety Quiz Finals will take place in the Mullingar Park Hotel, Mullingar, Co Westmeath on 17 May 2025.

[View upcoming dates and book your Quiz Team here](#)



**NISO
IRLEAND**

NISO Golf Classic for Charity

National Irish Safety Organisation is delighted to announce that our annual Golf Classic for Charity is back again for 2025! This year, we will be supporting the National Rehabilitation Hospital (via the NRH Foundation).

In previous years, the NISO Golf Classic for Charity has raised funds for Irish Guide Dogs for the Blind and the Lighthouse Club Construction Industry Charity.

This event provides ample opportunities for networking and building valuable business connections. By taking part, you'll not only enjoy a fantastic day of golf but also support a meaningful cause.

If you are interested in participating in or sponsoring the NISO Golf Classic for Charity this June, keep an eye on emails coming from NISO for further information and announcements!

Venue: The Ballesteros Course at The Heritage Resort, Killenard, Co Laois

Date: 20 June 2025

Registration: From 10:00hrs. – 11:30hrs. Teas, coffees and scones served.

Time: Shotgun start at 12 noon

Format: Team of four

Presentations and Meal: After play, approx. 17:30hrs.

Entry Fee: €400 per team of four

Bookings: Available soon

[Visit niso.ie for updates.](http://niso.ie)





NISO had another busy and productive year in 2024. In addition to our usual annual activities including the All Ireland Safety Awards, All Ireland Safety Quiz and annual conference, we also held the NISO Golf Classic for Charity for the second year in a row. NISO also continued a nationwide workshop series in collaboration with the Health and Safety Authority alongside various seminars, webinars and training courses.

Here are some of NISO's highlights from 2024.

33rd NISO/NISG All Ireland Occupational Safety Awards

The 33rd All Ireland Occupational Safety Awards took place on 11 October 2024 at a special ceremony in Killarney, Co Kerry. The Supreme Safety Award winner for 2024, sponsored by Irving Oil Whitegate Refinery, was announced as Ryobi Aluminium Casting (UK) Ltd.





**NISO
IRLEAND**

49th NISO/NISG All Ireland Occupational Safety Quiz

The 49th All Ireland Occupational Safety Quiz Finals took place on 27 April 2024 in Limerick. BioMarin International Ltd., Cork was the overall winner in the Previous Entrants category and Avery Dennison Medical, Longford, was the overall winner in the Novice Category.



60th NISO Annual Health & Safety Conference 2024

The 60th NISO Annual Conference took place on 11 October 2024 in Killarney, Co Kerry. ‘Building a Safer Future for All’ was the theme of last year’s conference. Distinguished speakers, both national and international, addressed conference delegates on various health and safety topics ranging from compliance and the evolving role of occupational health and safety to wellbeing and menopause in the workplace.





**NISO
IRLEAND**

NISO Golf Classic for Charity

NISO held the 2nd Annual Golf Classic for Charity on 21 June 2024 in the Ballesteros Course at the Heritage Resort, Co Laois. Twenty-two teams participated on the day with the First Prize going to Glanua Civils Limited. NISO presented Irish Guide Dogs for the Blind with a cheque for €6,000 at the NISO Annual Conference in Killarney.



Workshops: New Supports Available from the HSA

Throughout 2024, NISO held several seminars and webinars on workplace health and safety. The New Supports Available from the Health and Safety Authority (HSA) workshop, in conjunction with the HSA, continued throughout 2024. This well-attended workshop focussed on supports for enterprises and employees along with updates on the HSA's strategy and programme of work.



DPA
LATVIA

Baltic security conference 2025

For the fourth year in a row, the Association of Security Professionals (Latvia) is organising the Baltic Security Conference 2025, the largest organisational security event in Latvia and the Baltics.

This year it will bring together a record number of exhibitors - more than a hundred companies from around the world, as well as security experts from the Baltics and the Nordic countries.

The theme of this year's conference is "Business continuity amidst challenges". A total of 12 guests will be speaking at the event, including Olga Bogdanova from Ukraine, President of the European Society of Occupational Safety and Health, who will speak on labour protection, migration issues during armed conflicts, as well as Gints Reinsons, Head of the Civil Protection and Operational Information Department of the City of Riga, who will talk about Riga's readiness to provide shelters to its residents in case of danger, as well as the Head of the Latvian State Border Guard Guntis Pujāts and the Head of the State Fire and Rescue Service (SFRS), Colonel Mārtiņš Baltmanis.

The conference will focus on two central stages and will cover security areas such as occupational safety, IT security, fire safety, civil protection and physical technical security and crisis management.



DPA
LATVIA

Baltic Security Conference

INVITATION

BALTIC SECURITY CONFERENCE 2025

On March 20, 2025, the fourth Baltic Security Conference will take place in Riga, which is the largest event dedicated to organizational security in Latvia and the Baltics. This year, it will bring together a record number of exhibitors — more than one hundred companies from around the world, as well as security experts from the Baltic and Nordic countries on the main stages.

BUSINESS CONTINUITY AMIDST CHALLENGES

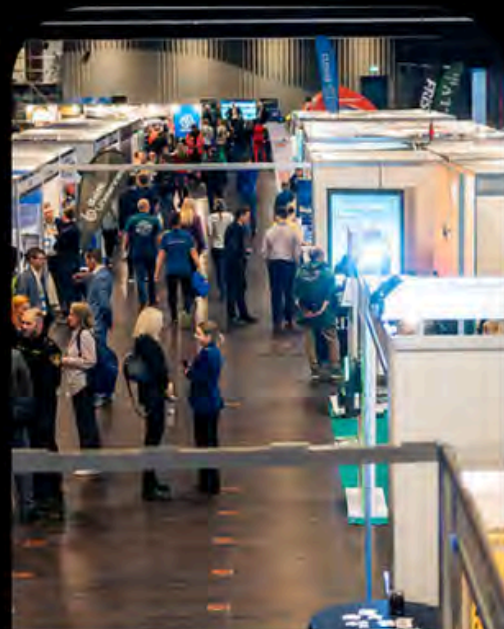
THE CONFERENCE WILL FOCUS ON THE FOLLOWING SECURITY AREAS:

- Finance safety/ Crisis management
- Fire safety
- Cybersecurity
- Work safety
- Tehnickal and phisical security

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ORGANIZER
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Did you know that Faraone Italia has an Academy dedicated to specialized training in workplace safety?

Faraone Academy offers tailored courses designed to meet the specific needs of your company. Whether you're a worker looking to enhance practical skills, a Safety Manager in need of updates, or a future trainer specializing in working at heights, Faraone Academy is here to support you.

We bring training directly to your workplace, customizing the program to fit your work environment and providing all necessary support, including equipment rental or use of our fully equipped training truck. We also offer online training for flexible and accessible learning.

If you can't find the course you're looking for, don't hesitate to contact us—we're ready to design custom training programs to meet your exact needs and exceed expectations!

Why choose Faraone Academy?

- Qualified instructors with extensive industry experience.
- A wide range of courses available for workers, Safety Managers (RSPP), and online training options.
- Constant innovation in courses and teaching methodologies to ensure your training is always up to date.

Faraone Academy: your complete training experience for workplace safety!

MARCH

25

New Course: Proper Ladder Assembly

Date: Next available session

Duration: 4 hours

Location: Faraone Industrie SpA, Via San Giovanni 20, Tortoreto (TE)

What's it about?

A theoretical and practical course for technicians and professionals looking to obtain official certification in ladder assembly. Learn regulations, procedures, and techniques for safe and efficient installation.

Includes official certification and learning materials.

[Reserve your spot now!](#)

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The Importance of Comfort in PPE Gloves: Reducing Risks for Workers and Businesses in Europe with ATG® Glove Solutions

In workplace safety, Personal Protective Equipment (PPE) is crucial, with gloves playing a key role in preventing injuries. However, even the most protective gloves are ineffective if workers do not wear them consistently. Comfort, therefore, is not a luxury but a necessity in ensuring hand protection compliance.

Risks of Ill-Fitting Gloves

Hand injuries account for nearly 25% of workplace accidents in Europe, affecting over one million workers annually (EU-OSHA). The UK's Health and Safety Executive (HSE) reports that 30% of workers remove their gloves due to discomfort, exposing themselves to hazards such as cuts, abrasions, and chemical exposure. This non-compliance leads to increased injuries, business downtime, and financial losses, with the European Commission estimating that workplace injuries cost the EU economy €476 billion annually.

Regulatory and Legal Responsibilities

Under EU Regulation 2016/425, employers must provide PPE that is not only effective but also properly fitting and comfortable. Failure to comply can lead to fines and legal consequences. A notable case saw a UK construction firm fined £800,000 after an employee suffered a severe hand injury due to unsuitable gloves (HSE, 2021).

The Challenge of Wearer Acceptance

Ensuring workers wear gloves consistently is a major challenge. Discomfort caused by poor fit, heat buildup, or restricted movement leads to non-compliance, even in hazardous environments.

Tasks requiring fine motor skills or touchscreen use become cumbersome with gloves lacking flexibility. Additionally, gloves that trap sweat increase discomfort and are frequently removed. Workplace culture also plays a role—if safety is not prioritised, PPE compliance suffers.

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The ATG® Difference: Comfort, Compliance, and Safety

Comfort, compliance, and safety go hand in hand. ATG® prioritises wearer acceptance to reduce workplace injuries and strengthen safety culture. Our gloves, whilst designed to meet the highest safety standards, are engineered to prioritise wearer acceptance without compromising safety.

Cut Protection Without Compromise: The MaxiCut® Ultra™ Series

Cut-risk environments require durable gloves, but many options sacrifice comfort for protection. A common misconception is that selecting the highest cut protection level (EN 388 Level F) is always the safest choice. However, overly rigid gloves reduce dexterity, causing workers to remove them, increasing wearer vulnerability and injury risks.

The MaxiCut® Ultra™ series from ATG® balances cut resistance, flexibility, and breathability, while offering options with cut protection from C-F. These gloves offer high protection without bulkiness, ensuring workers feel able to keep them on throughout their working day. The gloves are also washable and reusable, enhancing durability and sustainability.

By aligning protection levels with actual job risks, ATG® ensures gloves are safe, comfortable, and worn consistently.

Each of the MaxiCut® Ultra™ Series is equipped with the ATG® technologies such as CUTtech®, AIRtech®, DURAtch®, ERGOtech®, GRIPtech®, and HandCare®, with the optional addition of our unique AD-APT® cooling technology.



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Benefits of ATG® Gloves:

- **Improved Compliance:** Comfortable gloves are worn consistently, lowering injury rates.
- **Enhanced Productivity:** Ergonomic designs reduce hand fatigue, boosting efficiency.
- **Cost Savings:** Fewer injuries and longer glove lifespans cut overall business costs.
- **Sustainability:** Washable and reusable gloves support circular economy principles.

By integrating advanced protective technologies with superior comfort, ATG® gloves deliver a trusted solution for safer, more productive workplaces. Investing in high-quality PPE is not merely a legal requirement—it is a strategic decision that protects workers, reduces costs, and fosters a culture of safety.

With ATG®, you can be confident that your workforce is equipped with gloves that meet the highest standards for both protection and comfort.

Learn more at www.atg-glovesolutions.com



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ACCIONA collaborates with Halotech for health and safety innovation

PIONEERING TECHNOLOGY. This collaboration will allow ACCIONA to monitor health and safety metrics in real time from its Smart Control Center.



In line with its commitment to occupational health and safety, ACCIONA signed an agreement with the technology company Halotech Digital Services to improve the health and safety conditions of workers in its projects through the implementation of cutting-edge technology based on real-time monitoring of workers' thermal stress in its project sites around the world.

To this end, the Halo III device, a smart bracelet that will monitor relevant data on the environmental conditions of the workplace and workers themselves, alerting of emergency situations in real time, will be progressively incorporated into the PPE for the projects.

ACCIONA will also integrate into its Madrid-based Health and Safety Smart Control Center the Halotech AI platform, based on the use of artificial intelligence to offer early warnings regarding factors such as air quality, humidity, ambient temperature and thermal stress. Thanks to this information, it will be possible to anticipate potentially risky situations and make operational decisions that improve the comfort and safety of workers.

This collaboration agreement has been signed after both companies carried out several pilot projects in Spain, implementing Halotech solutions in various ACCIONA business activities. These tests included the monitoring of factors such as thermal stress and air quality, as well as fall detection and emergency management. The results showed a significant improvement in risk management, a greater supervision of working conditions and a positive reception of the devices among employees.

CONTACT US

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www.enshpo.eu



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"Join our network of health, safety and environment experts to collaborate, innovate, and shape the future of safer workplaces"