

HEALTH & SAFETY at WORK

April 2026

Issue 2



HELLENIC INSTITUTE FOR OCCUPATIONAL HEALTH AND SAFETY

6 Thirsiou, 104 45 Athens

T.: +30 210 8200100

E.: info@elinyae.gr

www.elinyae.gr



Let's ensure a healthy psychosocial working environment

Interviews



Sofi Daskalaki-Mytilinaiou
Chair of the Board of
UN Global Compact Network Greece



Alexandra Palli
President of the Board of CSR HELLAS and
Deputy Regional Governor for Entrepreneurship and
European Programmes, Region of Attica

INDEX

Editorial

- Occupational Health and Safety: a field expanding with work itself 3

Interview by A. Lefopoulou

- Why Occupational Health and Safety Has Become a Measure of Management Quality. *Sofi Daskalaki-Mytilinaiou* 4
- Why Occupational Health and Safety Has Become a Matter of Corporate Trust. *Alexandra Palli* 7

Latest ELINYAE News 11

International periscope 19

Book presentation 21

Bibliography 22

Upcoming Conferences 23

Hellenic Institute for Occupational Health and Safety – ELINYAE

ELINYAE's Board of Directors

Chair: Rena Bardani

Vice Chairmen: Georgios Ambrazis, Theodoros Deligiannakis

Members: Elli Varchalama, Dimitrios Vergados, Christos Ioannou, Sofia Kazakou, Vasiliki Loizou Antonios Meggoulis, Sotirios Papamichael

The opinions and analyses expressed in the texts presented do not necessarily represent the views of the Institute.

No part of this publication may be reproduced in any form without proper citation of the source.

Occupational Health and Safety: a field expanding with work itself

The 2026 World Day for Safety and Health at Work is more than an annual reminder of the value of prevention. It marks a deeper shift in how we understand work today and the terms on which it must be protected. This year's focus on the healthy psychosocial work environment — and on the way work is designed, organised and managed — leaves little doubt that occupational health and safety can no longer be treated as a purely technical or regulatory matter. It is increasingly tied to the quality of work design, to managerial judgement, and to organisational resilience.



This issue sits within that wider frame. The two interviews it carries treat occupational health and safety not as a closed technical system but as a dynamic, inherently interdisciplinary field — one in which prevention is tested daily, in the move from rule to application and from formal duty to genuine integration into the way work is organised. Their value is not only informative; it is conceptual and institutional, helping to sharpen our sense of what protecting work actually means today.

The 5th Panhellenic Conference on Occupational Health and Safety, held on 23 and 24 November 2026 at the Athens Concert Hall under the theme “A strategic priority for all”, pursues the same line of argument. It echoes the central concern of this issue: that occupational health and safety should be approached as a question of prevention, knowledge and better organisation of work, rather than as one more compliance exercise.

Crucially, this conversation reaches well beyond institutional dialogue. It concerns work itself, as it is now being reshaped — more complex, more demanding, more interconnected, and often marked by risks subtler than those we have long recognised. The International Labour Organization's theme for the year captures the point precisely: the psychosocial environment is shaped by workload, working time, autonomy, role clarity, support and fairness. Prevention, in this sense, is gauged not by the existence of rules but by the architecture of work itself and by the everyday practices that define working life.

Because prevention now runs through the organisation of work, through training and through daily practice, initiatives that build a shared language and a common practical foundation carry particular weight. SafetyPass belongs to that logic. It is not merely a useful training initiative; it expresses a need for systematic knowledge, greater coherence, and applied tools in a field where fragmentation steadily erodes the substance of prevention. For an institution such as ELINYAE — rooted in the social partners and committed to the promotion of health and safety at work — prevention is inseparable from cooperation, consistency and sustained investment in knowledge.

Occupational health and safety, then, no longer stand as a discrete technical chapter. They are emerging as a point of convergence between interdisciplinary knowledge, legal responsibility and institutional consistency. And perhaps for that reason, they remain two of the clearest measures of how we understand not only work itself, but the responsibility we owe to it.

Rena Bardani
Chair of the Board

by Alexandra Lefopoulou*

In today's workplace, health and safety can no longer be treated as a narrow technical function or as a matter of compliance alone. As risk becomes more complex, more diffuse and often less visible, shaped by operational pressure, psychosocial strain, fragmented labour arrangements and increasingly demanding chains of responsibility, the real question is no longer simply whether safeguards exist, but whether protection is timely, meaningful and effective where it is most needed.

Published in ELINYAE magazine, the two interviews that follow reflect a broader conversation about how occupational health and safety is being redefined in a changing world of work. From different but complementary starting points, Sofi Daskalaki-Mytilinaiou, Chair of the Board of UN Global Compact Network Greece, and Alexandra Palli, President of the Board of CSR HELLAS and Deputy Regional Governor for Entrepreneurship and European Programming in the Region of Attica, shed light on two critical dimensions of the same challenge: accountability and organisational resilience, but also trust, value-chain responsibility and business maturity. Together, their contributions point to a shared conclusion: protection at work is no longer measured by the existence of procedures alone, but by an organisation's ability to recognise risk early, respond with consistency and embed responsibility in practice.

Sofi Daskalaki-Mytilinaiou Why Occupational Health and Safety Has Become a Measure of Management Quality



In a business environment shaped by geopolitical tension, climate disruption, social pressure and operational volatility, Occupational Health and Safety has moved well beyond the realm of regulatory obligation. It is increasingly becoming a measure of how seriously a company understands risk, resilience and the human foundations of performance.

In this interview, Sofi Daskalaki-Mytilinaiou, Chair of the Board of UN Global Compact Network Greece, explains why health and safety at work now belongs at the heart of corporate strategy, what the first wave of reporting under the Corporate Sustainability Reporting Directive (CSRD) is beginning to reveal, and what it takes for companies to move from formal compliance to a genuinely mature culture of prevention.

- In an international environment marked by heightened uncertainty, with companies having to navigate geopolitical, social, climate and operational risks all at once, how is the hierarchy of business risk itself changing today?

Sofi Daskalaki-Mytilinaiou: The hierarchy of business risk is undergoing a profound shift. Companies are no longer dealing with isolated risks, but with a complex and interconnected environment in which multiple factors, as you rightly point out, interact and shape both sustainability and business continuity.

In this context, the human factor is assuming a central role as a critical pillar of resilience and operational continuity. Issues such as Occupational Health and Safety are now moving to the core of corporate risk strategy. This evolution is also reflected in the logic of the CSRD, which introduces the concept of double materiality and integrates ESG issues into the broader assessment of risk.

The UN Global Compact's approach highlights that labour rights and working conditions are both a responsibility and a business risk. Equally important is the extension of this logic beyond the company's own boundaries, across the full span of the value chain. Within this framework, UN Global Compact Network Greece is developing synergies with specialised institutions such as ELINYAE, actively contributing to the development of a more mature and resilient business ecosystem in Greece.

- Based on UN Global Compact Network Greece's analysis of the first reports under the Corporate Sustainability Reporting Directive (CSRD), do you believe this new culture of accountability is genuinely prompting companies to take labour-related risks and Occupational Health and Safety more seriously, or does the danger remain that disclosure still outweighs meaningful prevention?

Sofi Daskalaki-Mytilinaiou: The Corporate Sustainability Reporting Directive (CSRD) is an important step towards stronger accountability and a more systematic integration of sustain-

ability into corporate strategy, as companies are now required to document their risks and impacts in a structured way and link them to decision-making.

According to the findings of UN Global Compact Network Greece's study, the first reports show that Occupational Health and Safety issues now lie at the heart of materiality analysis, with the workforce, the most important stakeholder for any business, recognised as a key pillar of corporate adaptability. Even so, progress is more visible at the level of disclosure than in full operational implementation.

The central challenge today is the transition from recognition to implementation. UN Global Compact Network Greece places particular emphasis on fostering a culture of readiness, supporting companies through tools, guidance and collaborative initiatives. In partnership with ELINYAE, the webinar series Sustainability & Safety Deep Dives functions as a practical knowledge lab, showcasing best practices and real-world examples from member companies of UN Global Compact Network Greece, strengthening experiential learning and the dissemination of applicable solutions.

In this way, these initiatives make a substantive contribution to bridging the gap between reporting and implementation and to moving from compliance towards a more mature preventive approach.

The Corporate Sustainability Reporting Directive (CSRD) is an important step towards stronger accountability and a more systematic integration of sustainability into corporate strategy, as companies are now required to document their risks and impacts in a structured way and link them to decision-making.

...the companies making the most mature progress are those that connect preventive thinking to day-to-day processes, decision-making and performance assessment. Occupational Health and Safety thus evolves into a key indicator of management quality and of the value a company creates.

- What are the main conditions that must be in place for a company to move from a formal approach to Occupational Health and Safety to a genuinely mature and preventive culture?

Sofi Daskalaki-Mytilinaiou: I believe Occupational Health and Safety cannot function in a fragmented way. It must form part of a broader understanding of the quality of work. At the same time, it requires active commitment from leadership, the cultivation of a culture of prevention, and the meaningful participation of employees.

Its integration into ESG criteria shows that it is directly linked both to organisational resilience and to the creation of conditions that strengthen employee wellbeing, engagement and the ability of workers to contribute actively to business innovation and adaptability.

The ILO's international approach to decent work reinforces this logic, while its collaboration with the UN Global Compact has led to the development of practical tools for companies, such as the Decent Work Toolkit for Sustainable Procurement, which helps procurement teams integrate decent work and safety considerations into their decisions, strengthening transparency and materially influencing working conditions across the supply chain.

In practice, this means that the companies making the most mature progress are those that connect preventive thinking to day-to-day processes, decision-making and performance assessment. Occupational Health and Safety thus evolves into a key indicator of management quality and of the value a company creates.

- Beyond commitments and reporting frameworks, where do you believe a company's credibility will be judged most rigorously in the years ahead: in its governance, in its transparency, or in its ability to identify, prevent and reduce real risks affecting both people and operations?

Sofi Daskalaki-Mytilinaiou: In the years ahead, corporate credibility will not be judged along a single dimension, but by companies' ability to connect governance, transparency and, above all, the real management of risk in a consistent way.

Governance and transparency are now essential foundations. On their own, however, they are not enough. The real question is the extent

About UN Global Compact Network Greece

UN Global Compact Network Greece is the Greek network of the United Nations Global Compact, the world's largest corporate sustainability initiative created by the United Nations. Its mission is to support Greek businesses in adopting responsible practices and meaningfully embedding sustainability into their strategy and operations through the implementation of the Ten Principles in the areas of human rights, labour, the environment and anti-corruption. At the same time, it strengthens the contribution of the private sector to the broader goals of the United Nations, including the Sustainable Development Goals.

Today, UN Global Compact Network Greece is a fast-growing community of more than 130 Greek companies, spanning different sectors, sizes and levels of sustainability maturity. Its members have access to a comprehensive framework of participation opportunities, including specialised tools, training programmes, guidance, peer-to-peer learning, the promotion of best practices, and networking opportunities across the business ecosystem at national, European and international level.

More information: globalcompact.gr LinkedIn: [@unglobalcompactnetworkgreece](https://www.linkedin.com/company/unglobalcompactnetworkgreece)

to which they are embedded in practice and shape decisions at every level, from the allocation of resources and investment choices to day-to-day operations and the lived experience of employees.

Credibility will be judged more rigorously on a company's ability to turn its commitments, especially on ESG matters, into concrete and measurable action. That means genuinely integrating risk management into the core of operations, with an emphasis on timely prevention, the protection of workers and transparency across the value chain.

Particularly in matters of Occupational Health and Safety, credibility will be assessed in practice: in the ability to identify, prevent and reduce risks that affect both people and operations. As

the UN Global Compact also makes clear, a safe and healthy working environment is not optional; it is a fundamental obligation for the sustainability of business.

In this direction, UN Global Compact Network Greece supports companies in understanding and applying the principles of decent work and Occupational Health and Safety through the UNGC Academy platform, which offers specialised courses and practical business case studies. At the same time, it strengthens companies' capacity to translate international principles into practical policies and procedures, embedding this logic at the heart of their operations.

Accountability is no longer judged by what is declared, but by what changes in practice.

Alexandra Palli

Why Occupational Health and Safety Has Become a Matter of Corporate Trust

At a time when corporate credibility is being tested ever more rigorously in practice, Occupational Health and Safety can no longer be treated as a narrow field of regulatory compliance. Alexandra Palli, President of the Board of CSR HELLAS and Deputy Regional Governor for Entrepreneurship and European Programmes, Region of Attica, explains why the meaningful protection of workers is now closely linked to management quality, trust within the organisation, the readiness of the value chain, and the ability of companies, especially small and medium-sized enterprises, to operate with consistency and resilience.

In this interview with ELINYAE magazine, Alexandra Palli discusses the changing place of Occupational Health and Safety in today's business environment, why prevention is not an isolated technical field, how the logic of double materiality and the value chain is increasingly shaping the way companies organise responsibil-



ity, and why real maturity is now judged not only within the company itself, but also by the way it treats its people, its partners and its wider operational footprint.

- At a time of heightened uncertainty, pressure for results and growing accountability, where do you believe a company's seriousness is being tested most sharply today on matters of Occupational Health and Safety?

Alexandra Palli: Today, the real test of a company's seriousness lies in whether it treats Occupational Health and Safety as integral to the way it operates, rather than as a parallel technical or administrative function. For many years, in a number of cases, the discussion was exhausted by whether the required procedures were formally in place. That, however, is no longer enough.

The critical question is whether those procedures actually work, whether they strengthen prevention, whether they provide meaningful protection, and whether they help create an environment in which employees feel that their safety and dignity are a genuine priority.

That is precisely where the quality of management becomes visible. It is reflected in whether prevention is embedded in decision-making, whether there are active mechanisms for identifying risks, whether training has real substance, and whether the organisation acts before an incident occurs rather than only afterwards.

The European debate now links Occupational Health and Safety more clearly to double materiality, meaning both how an issue affects people and how it can affect the resilience and credibility of the company itself.

Occupational Health and Safety is, ultimately, a matter of trust. And trust is now a fundamental component of corporate credibility.

- The European sustainability agenda is now linking Occupational Health and Safety ever more clearly to double materiality, that is, both to impacts on people and to the con-

sequences for the company itself, its value chain and its overall credibility. How far is this changing the way management teams should understand prevention today?

Alexandra Palli: It is changing that understanding fundamentally, because prevention is no longer seen simply as a matter of compliance, but increasingly as part of a company's long-term sustainability. The European debate now links Occupational Health and Safety more clearly to double materiality, meaning both how an issue affects people and how it can affect the resilience and credibility of the company itself.

In practice, this means that prevention can no longer be confined to a formal procedure. It must be reflected in the way a company identifies risks, organises training, listens to its people and monitors its value chain with greater consistency. This is a meaningful shift, because it brings Occupational Health and Safety closer to the quality of management and further away from the logic of simple box-ticking.

At the same time, the European agenda is becoming more demanding in terms of the very nature of risk. It no longer concerns accidents in the narrow sense alone, but also psychosocial, ergonomic and climate-related risks, as well as the overall quality of work.

The discussion around prevention, therefore, is no longer confined to a technical field of obligations. It has become a broader indicator of seriousness, preparedness and consistency on the part of the business itself.

- Is the logic of double materiality also changing the way companies are expected to view Occupational Health and Safety?

Alexandra Palli: Yes. It reinforces the shift from narrow obligation to strategic responsibility. The logic of double materiality requires us to look at an issue both as a matter of impact on people and as a matter that can affect the resilience, continuity and credibility of the company itself.

This is particularly important in the case of Occupational Health and Safety. We are not speaking only about a formal administrative

requirement. We are speaking about an area that affects the quality of work, trust, operational stability, corporate reputation and, ultimately, the company's very ability to operate responsibly and consistently.

In that sense, Health and Safety is no longer a peripheral matter. It is one of the clearest indicators of whether a company has truly understood what mature management means.

- Are we already seeing larger companies asking their supply chains for a more structured picture of Occupational Health and Safety?

Alexandra Palli: Yes, we are already beginning to see that shift quite clearly. Not in exactly the same way across all sectors, and not with the same level of maturity everywhere, but it is clear that many larger companies are no longer satisfied with a general statement of compliance from partners, suppliers or subcontractors.

They are increasingly asking for a more specific and documented picture: whether a policy is in place, whether risk assessments are carried out, whether training is provided, whether reporting mechanisms are functioning, whether incidents are recorded, whether corrective actions are foreseen, and whether prevention is genuinely embedded in practice. Important initiatives by institutional bodies such as ELIN-YAE are helping to reinforce this direction.

This should not be treated as just another bureaucratic burden. It is an expression of a broader shift in the way the market now understands responsibility. The quality of the value chain is increasingly judged by the extent to which even its less visible links operate according to meaningful standards of protection.

And that is entirely reasonable. A company's seriousness is demonstrated not only by what happens within its immediate core, but also by the way it treats the people more broadly connected to its operations. This direction is now also linked to the European framework on the value chain and double materiality.

- What does this transition mean specifically for small and medium-sized enterprises?

Alexandra Palli: For small and medium-sized

enterprises, this transition is both a major challenge and a major opportunity. Small and medium-sized enterprises are at a particularly critical point, because they often operate with limited resources, less administrative support and intense day-to-day pressure. This means that while the need may be clear, the practical capacity to respond is not always guaranteed.

SMEs do not need demands alone. They also need tools, guidance, clarity, proportionality and cooperation. They need to understand that Occupational Health and Safety is not an external burden, but something that strengthens stability, reputation, trust with employees and their ability to remain reliable partners in a more demanding market environment.

Here we need to be fair and realistic. SMEs do not need demands alone. They also need tools, guidance, clarity, proportionality and cooperation. They need to understand that Occupational Health and Safety is not an external burden, but something that strengthens stability, reputation, trust with employees and their ability to remain reliable partners in a more demanding market environment.

This transition should not be punitive. It should be supportive and substantive.

- What is the role of CSR HELLAS in this transition?

Alexandra Palli: The role of CSR HELLAS is to help ensure that this discussion does not remain at the level of general principles, but is translated into practical implementation. In this direction, our cooperation with ELIN-YAE is particularly important, because it helps connect the discussion on sustainability more meaningfully with Occupational Health and Safety, prevention and the practical readiness of businesses.

The Hellenic Pact for Sustainable Entrepreneurship, known by its Greek acronym ESVE, is particularly valuable because it functions as a platform for cooperation and market maturity, bringing pioneering companies, value-chain actors, small and medium-sized enterprises and sectoral bodies closer together. That matters because it shows that Occupational Health and Safety is not being treated as an isolated technical issue, but as part of the broader readiness and maturity of business relationships.

Similarly, the CSR School demonstrates that issues such as Occupational Health and Safety, mental health, the supply chain and double materiality cannot be approached superficially.

It is a more structured educational intervention, grounded in deeper understanding and in preparing the market so that these requirements move from the level of principle to the level of implementation.

In both of these initiatives, as far as Occupational Health and Safety is concerned, we chose to deliver training activities in cooperation with ELINYAE, with which we co-signed a Memorandum of Cooperation several years ago. CSR HELLAS believes deeply in synergies and is firmly committed to advancing United Nations Sustainable Development Goal 17, “Partnerships for the Goals”.

“Health and Safety in Workplaces in the Greater Piraeus Area: Contemporary Trends and Challenges”

On Monday, 9 February, an event entitled “Health and Safety in Workplaces in the Greater Piraeus Area: Contemporary Trends and Challenges” took place. The event was co-organized by the Hellenic Institute for Occupational Health and Safety (ELINYAE) and the Piraeus Chamber of Commerce and Industry (PCCI).

The opening of the event was marked by the President of PCCI, Mr. V. Korkidis, who emphasized that maintaining high standards of health and safety at work is a fundamental and longstanding objective for business sustainability. He highlighted the importance of moving beyond mere compliance toward a genuine culture of prevention, where all employees actively participate in preventing unpleasant and tragic incidents.

Subsequently, the Chairwoman of the Board of ELINYAE, Ms. R. Bardani, stressed the need for a meaningful preventive culture, the role of technology and Artificial Intelligence, and noted that a safe working environment is a cornerstone of growth and prosperity.

This was followed by presentations, beginning with Dr. P. Georgiadou, Chemical Engineer and member of ELINYAE's Research and Development Department, who highlighted the new demands arising for employees and businesses, as well as the need to adapt prevention policies.

Next, Dr. A. Targoutzidis, Mechanical Engineer and Head of Planning and Coordination at ELINYAE, presented the basic principles and modern approaches to occupational risk management, emphasizing systematic assessment and the integration of prevention into the daily operation of organizations.

A panel discussion followed with representatives from institutions and businesses, during which experiences, best practices, and con-

cerns regarding the practical implementation of health and safety policies were exchanged. The discussion highlighted the need for cooperation among institutional bodies, businesses, and employees in order to strengthen the culture of prevention.

In the second part of the event, Mr. Ch. Chatziioannou, Electrical Engineer MSc and Coordinator of ELINYAE's Education and Training Department, presented the role of education in promoting Occupational Health and Safety. He stressed the importance of continuous training and the development of skills that enable employees to recognize and address risks.

The event concluded with the speech of Professor M. Boile, Director of the Laboratory of Quantitative Analysis in Shipping at the University of Piraeus. Professor Boile presented the contribution of academic research and innovation to enhancing workplace safety, highlighting the cooperation between PCCI and the University of Piraeus as an example of a bridge between academic knowledge and the labor market.



"Psychosocial Risks & Employee Well-being" – 2nd Webinar by ELINYAE and the UN Global Compact Network Greece

With the participation of more than 200 executives, the 2nd Webinar entitled "Psychosocial Risks & Employee Well-being" was held on Thursday, 19 February 2026. The webinar was co-organized by the UN Global Compact Network Greece and the Hellenic Institute for Occupational Health and Safety (ELINYAE), as part of the "Sustainability & Safety Deep Dives" series.

The event was opened, on behalf of the UN Global Compact Network Greece, by Ms. A. Galani, Communication & Development Project Manager, who highlighted in her welcome address the importance of employee well-being as a key pillar of sustainable development.

The webinar emphasized the critical role of managing psychosocial risks for the smooth operation of organizations and for strengthening workforce resilience.

The main part of the event began with the presentation of Ms. K. Kapsali, Sociologist, MSc and Librarian, from ELINYAE's Research & Development Department. She presented the theoretical background of psychosocial risks in the workplace, setting the framework for understanding the contemporary challenges faced by employees and organizations.

This theoretical approach was complemented by the practical part of the event through contributions from representatives of member companies of the UN Global Compact Network Greece, EY, and INTERAMERICAN. They presented modern practices for enhancing employee well-being, managing workplace stress and burnout, preventing harassment, and integrating well-being into work design and hybrid working models.

The speakers included Ms. I. Fanarioti, Head of Talent, Ms. M.-Ch. Alexiou, HR Expert Senior, and Mr. A. Berbatis, Employee Experience Specialist, offering a multidimensional perspective on the needs and priorities of the modern working environment.

The event was moderated by Ms. N. Manousi, Lawyer, LLM, Head of International Relations at ELINYAE.

The webinar confirmed that linking theory with practice is a crucial factor for the effective management of psychosocial risks, highlighting the role of cooperation between institutions and businesses in creating healthy and sustainable working environments.

Employee well-being and the prevention of psychosocial risks now constitute a foundation for every modern business that seeks resilience, productivity, and long-term growth.

Webinar Series:
"Sustainability & Safety Deep Dives"

2nd Webinar:
Ψυχοκοινωνικοί κίνδυνοι & ευημερία εργαζομένων

ELINYAE
ΕΛΛΗΝΙΚΟ ΙΝΣΤΙΤΟΥΤΟ ΥΓΕΙΑΣ ΚΑΙ ΑΣΦΑΛΕΙΑΣ ΣΤΗΝ ΕΡΓΑΣΙΑ

UN GLOBAL COMPACT
Network Greece

Πέμπτη, 19 Φεβρουαρίου 2026
15:00-15:45

4SiM – Industry 5.0: Survey on Workforce Training Needs in Industry

ELINYAE participates in the Erasmus+ 4SiM project (Scalable Socio-Technical System Simulation in Manufacturing), which aims to develop an innovative training environment that combines traditional simulation techniques with Artificial Intelligence (AI)-based simulation methods.

This environment will be used to train the current and future industrial workforce in areas such as Safety, Lean Production, Human Factors, and Health, Safety, Environment and Quality Management (HSEQ).

As part of the project, an online survey is being conducted to gather general views regarding current and future education/training needs in industrial sectors.

The survey is addressed to professionals in industry and education/training fields, including quality managers, production supervisors, HSEQ executives, safety technicians, production engineers, operators, technical workers, university lecturers, and adult education trainers in related fields.

Πρόσκληση σε Διαδικτυακή Έρευνα

4SiM – Scalable Socio-Technical System Simulation in Manufacturing (Erasmus+)

Σχετικά με το Έργο

Το 4SiM είναι μια πρωτοβουλία Erasmus+ που αναπτύσσει μια καινοτόμα εκπαιδευτική πλατφόρμα, η οποία συνδυάζει παραδοσιακές τεχνικές προσομοίωσης και τεχνικές προσομοίωσης μέσω τεχνητής νοημοσύνης. Υποστηρίζει την εκπαίδευση σε βασικούς τομείς της βιομηχανικής παραγωγής, όπως:

- Ασφάλεια (Safety)
- Λιτή Παραγωγή (Lean Production)
- Ανθρώπινοι Παράγοντες (Human Factors)
- Διαχείριση HSEQ

Γιατί διεξάγεται αυτή η έρευνα;

Συλλέγουμε πληροφορίες σχετικά με τις τρέχουσες και μελλοντικές ανάγκες εκπαίδευσης στη βιομηχανία. Οι απαιτήσεις σας θα συμβάλουν στο να:

- Εντοπίσουμε τις βασικές δεξιότητες που απαιτούνται στη σύγχρονη βιομηχανία
- Κατανοήσουμε τα κενά της υφιστάμενης εκπαίδευσης/κατάρτισης
- Ιεραρχήσουμε τις μελλοντικές ανάγκες εκπαίδευσης/κατάρτισης
- Καθοδηγήσουμε τον σχεδιασμό προσομοιώσεων βασισμένων σε τεχνητή νοημοσύνη

Ποιοι μπορούν να συμμετάσχουν;

Επαγγελματίες της βιομηχανίας και εκπαιδευτές/τριες σε συναφή αντικείμενα, όπως:

- Υπεύθυνοι Ποιότητας
- Τεχνικοί Ασφάλειας
- Επόπτες Παραγωγής
- Στελέχη HSEQ
- Μηχανικοί Παραγωγής/Χειριστές
- Διδάσκοντες/ούσες σε Πανεπιστήμια
- Εκπαιδευτές/τριες ενηλίκων

Η συμμετοχή είναι εθελοντική και το ερωτηματολόγιο προσαρμόζει τις ερωτήσεις ανάλογα με το προφίλ σας.

Προστασία Δεδομένων

- Δεν απαιτούνται προσωπικά δεδομένα
- Ασφαλής αποθήκευση των απαντήσεων
- Τα αποτελέσματα παρουσιάζονται ανώνυμα

Ερωτήσεις;

Επικοινωνήστε με το ΕΛ.ΙΝ.Υ.Α.Ε.:
Δρ Εύη Γεωργιάδου
eni.georgiadiou@elinyae.gr

4SiM Co-funded by the European Union

Συμπληρώστε το ερωτηματολόγιο στον παρακάτω σύνδεσμο: <https://forms.office.com/u/S1tpdywSbM>

About the Project

4SiM is an Erasmus+ initiative developing an innovative training platform that combines traditional simulation methods with AI-driven simulation techniques. It supports training in key industrial production areas such as Safety, Lean Production, Human Factors, and HSEQ Management.

ELINYAE's Initiatives for the World Day for Safety and Health at Work

On the occasion of the World Day for Safety and Health at Work, the Hellenic Institute for Occupational Safety and Health (ELINYAE) implements targeted awareness-raising and information activities.

As every year, the poster of the International Labour Organization (ILO) was translated into Greek and posted on the ELINYAE website, as

well as on the ILO website, and is available to all interested parties.

A new thematic section on psychosocial risks has been published on ELINYAE's website.

At the same time, an informational video was produced and posted on all ELINYAE social media channels, and is also displayed on Metro screens, enhancing the visibility of the message to the general public.

In the context of the Day, ELINYAE—in cooperation with other organizations—organizes the following event:

Occupational Safety and Health: Prevention and Management of Psychosocial Risks (May 11, 2026, Ioannina)

The activities were complemented by related articles, as well as by the participation of ELINYAE staff in events organized by other bodies, promoting collaboration and the exchange of expertise in the field of occupational safety and health.



The New Generation of Health and Safety – MANUFACTURING (1 March 2026)

As health and safety at work is taking an increasingly central role in business strategy, MANUFACTURING magazine, through its “20 UNDER 40 HEALTH AND SAFETY” list, highlights young professionals who transform knowledge, innovation, and human-centered approaches into practical actions and initiatives that strengthen prevention and shape modern

safety cultures, according to George Dimosthenous.

Included in the list is Spyridon–Alexandros Galanis, a staff member of the Training and Education Department of ELINYAE, Mining Engineer (NTUA).

5th Hellenic Conference on Occupational Health and Safety

5ο Πανελλήνιο Συνέδριο
<https://elinyae-congress.gr>

για την Υγεία και την Ασφάλεια στην Εργασία

Στρατηγική προτεραιότητα για όλους

23 & 24 Νοεμβρίου 2026

ΜΕΓΑΡΟ ΜΟΥΣΙΚΗΣ ΑΘΗΝΩΝ

ΕΛΙΝΥΑΕ
 ΕΛΛΗΝΙΚΟ ΙΝΣΤΙΤΟΥΤΟ ΥΓΕΙΑΣ ΚΑΙ ΑΣΦΑΛΕΙΑΣ ΣΤΗΝ ΕΡΓΑΣΙΑ

ELINYAE announces the 5th Hellenic Conference on Occupational Health and Safety, an established institution that promotes dialogue and the exchange of contemporary scientific knowledge. Occupational Health and Safety is a strategic priority for a society that seeks development with respect for people.

The conference brings together scientists, professionals, and representatives of public institutions and the market, with the common goal of creating safer and more sustainable workplaces.

The presentations and best practices that will be showcased contribute to policy design, the strengthening of a prevention culture, and the promotion of innovative solutions.

The conference will take place in Athens, at the Megaron Athens Concert Hall, on 23 and 24 November.

**Registrations have already opened.
 Visit the [conference website](#) and complete your registration today.**

ELINYAE Assumes the Secretariat of PEROSH for the Period 2026–2030

From January 2026 and for the following five years, ELINYAE will undertake the Secretariat of the European network PEROSH, a development that clearly confirms the organization's international recognition and credibility.

Assuming this role is not only an honorary distinction, but also a significant opportunity to strengthen ELINYAE's presence in the European field of Occupational Health and Safety (OHS). Through closer cooperation with Europe's leading research institutes, new prospects are created for knowledge exchange, the development of innovative approaches, and active participation in policy-making.

At the same time, this position provides direct



access to the latest trends and research developments, enhancing the Institute's ability to contribute even more effectively to the prevention of occupational risks and the promotion of OHS.

This new momentum marks an important step toward greater international outreach and the enhancement of ELINYAE's role, reaffirming its steady commitment to improving working conditions at both national and European level.

ELINYAE Participates in Occupational Health and Safety Events

ELINYAE participates in the event “Thrive@Work: People at the Center of Modern Work”

On 27 April, the event “Thrive@Work: People at the Center of Modern Work” will take place at the Ioannis Despotopoulos Auditorium of the Athens Conservatoire. The event is organized

of the World Health Organization.

The initiative is held in the context of the World Day for Safety and Health at Work, which this year the International Labour Organization has dedicated to the importance of healthy psychosocial working environments.

As part of the programme, in a discussion entitled “Psychosocial Factors in the Workplace,” the Chair of the Board of ELINYAE, R. Bardani, will participate to highlight the contemporary challenges faced by employees and to underline the importance of prevention, training, and the creation of healthy psychosocial conditions in workplaces.

The discussion makes an important contribution to the public dialogue on the future of work, emphasizing the importance of adopting people-centered practices that promote well-being and mental health in modern working environments.



by Thalpos Mental Health in cooperation with the Ministry of Health and with the participation

ELINYAE's Participation in the 4th ELIPYKA Conference on Fire Protection of Construction

ELINYAE participated in the 4th Fire Protection of Constructions Conference organized by ELIPYKA, successfully held in Athens on 19 and 20 March, under the title "Fire Engineering and Contemporary Challenges in Fire Protection." The conference brought together experts and representatives of institutions from Greece and abroad.

The event aimed to serve as a comprehensive platform for the exchange of expertise, presenting the latest applications in fire engineering, regulatory developments, new technologies, and challenges related to fire protection.

Representing ELINYAE, Dr. E. Georgiadou from the Research and Development Department delivered a presentation entitled "Occupational Health and Safety and Building Fire Protection – The Role of the Safety Technician."



ELINYAE's Participation in an Event Organized by the Prefectural Committee of Rethymno of the Western Crete Department of TEE

On 21 March, an informative conference entitled "Construction Site 2026: Safety, Insurance Coverage and Specialization – Protecting the Engineer and the Project" was held in Rethymno, organized by the Prefectural Committee of Rethymno of the Western Crete Department of the Technical Chamber of Greece (TEE).

The presentations in the first part of the event and the interactive discussions that followed examined the multiple challenges faced by the sector, ranging from the legal protection of engineers and project insurance to practical difficulties in implementing safety measures and gaps in workers' training on site. During the discussion with the audience, attention focused on the pressing day-to-day issues faced by engineers and professionals in the field.

The event highlighted a critical issue: the acute shortage of skilled labor. The need for rap-

id staffing often leads to the entry of inexperienced and unqualified workers into the field, making the implementation of Occupational Health and Safety (OHS) measures an ongoing challenge.

ELINYAE was represented by Mr. Sp.-Al. Galanis, a member of the Training and Education Department, who presented the lecture "ELINYAE Training Solutions in the Field of Technical Projects" and participated in an interactive discussion on safety and prevention in modern construction sites.



The discussion emphasized the market's need for tools that bridge the gap between workforce demand and the non-negotiable requirement for safety. The presentation of the Safety Pass by Mr. Galanis highlighted an innovative train-

ing solution that ensures a fundamental level of training for every worker—whether experienced or newly recruited—while also providing companies with the ability to monitor workforce competence on-site and digitally.

ELINYAE in Education and Training

ELINYAE's Awareness and Training Activities in Education

A series of awareness-raising activities for students of vocational high schools (EPAL) and post-secondary vocational training institutes (SAEK) was carried out once again by the Institute during the first four months of the year, in Athens (3rd EPAL of Sivitanidios School), Thessaloniki (1st EPAL Kalamaria, Vocational Training Center of Kalamaria, EPAS-DYPA Veria in Imathia), and Ioannina (SAEK of Zitsa).

More than 250 students from various special-

izations, such as aesthetics, dental technology, mechanical engineering, etc., together with their teachers, were informed on both general occupational health and safety topics as well as specific issues related to their fields of study.

The approximately two-hour information sessions were held either at the Institute's premises, which the students visited, or at their schools, where ELINYAE staff delivered the presentations.

Training of students from the Department of Public and Community Health of the University of West Attica (ΠΑΔΑ) on Occupational Health and Safety (OHS)

Students of the Department of Public and Community Health of the University of West Attica, as part of their laboratory training in the course

“Prevention and Health Promotion in the Laboratory Environment,” attended an educational program on Occupational Health and Safety.



The two-hour training focused on risks arising from workers' exposure to chemical agents, as well as methodologies for their measurement. A presentation of ELINYAE and its role in Greece was also provided.

The training took place on 24 and 31 March, with the participation of approximately 50 students and their supervising faculty members.

Reverse gear: how AI is bringing vocational occupations back

New Cedefop analysis of online job advertisements across EU Member States suggests that the rise of generative AI is accompanied by a notable shift in the composition of labour demand with growing signs of renewed interest in vocational skills.

A shifting vacancy landscape

The European labour market is evolving. On-line job advertisement (OJA) data points to a gradual but visible recomposition of vacancy demand since the emergence of generative AI tools in late 2022.

Occupations with high exposure to AI capabilities are seeing their share of total job postings decline. Software developers, sales and marketing professionals, client information workers, and database specialists are among the occupations that have lost the most ground in relative terms. At the same time, occupations that rely on physical presence, manual expertise, and applied technical skills, for example, engineering technicians, machinery mechanics, construction trades, and transport workers have seen their share of vacancies grow.

These patterns are observed across most of the EU Member States. The analysis is based on vacancy shares rather than absolute counts, making it robust to known measurement characteristics of online job advertisement data.

Vocational occupations: a trend reversal

A broader pattern emerges when looking at vocational occupations¹ as a group. Between 2019 and mid-2022, the share of EU online vacancies in VET-related occupations had been declining steadily, roughly, from above 36% to below 33%. This trend appeared to reflect the growing weight of knowledge-intensive and digital occupations in the labour market.

Since late 2022, however, the trend has re-

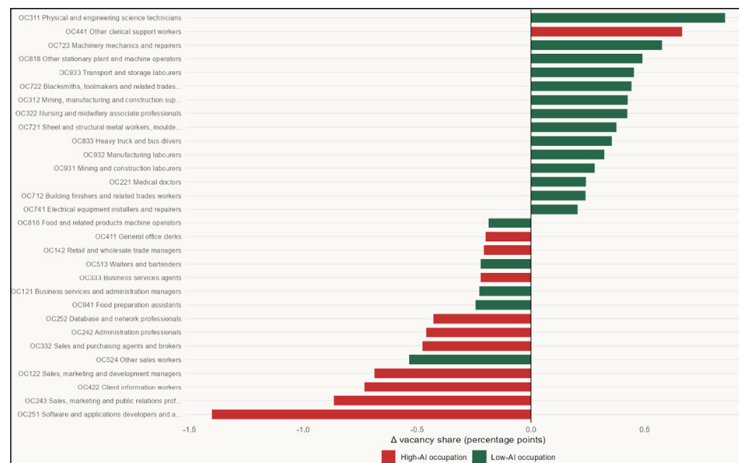


Figure 1. Vacancy share change by occupation and AI exposure

versed. The VET share of vacancies has recovered gradually, returning to above 36% by early 2025. While multiple factors may be at play, such as the post-pandemic recovery in construction and manufacturing, the timing of the reversal coincides with the broad adoption of generative AI tools and a corresponding contraction in demand for several highly AI-exposed, non-vocational occupations.

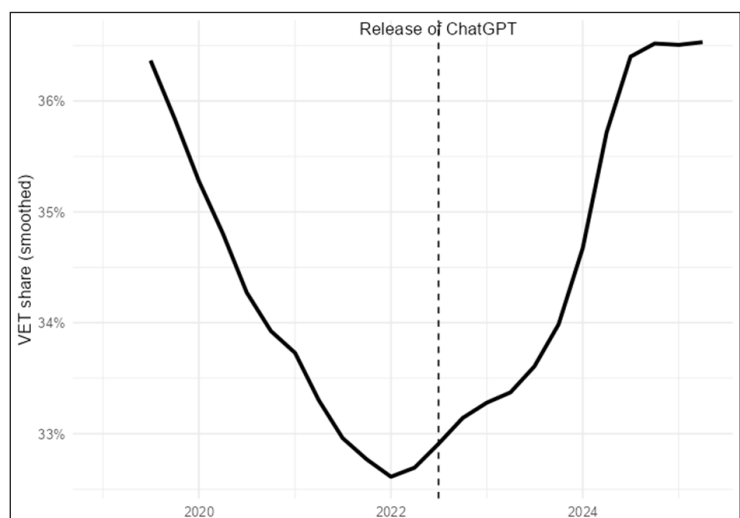


Figure 2. Share of vacancies in VET occupations in the EU

(1) VET occupations are identified using an ISCO-based classification derived from the German Federal Institute for Vocational Education and Training (BIBB).

Implications for skills policy

The long-term durability of these patterns is yet to be confirmed. However, these early signals deserve attention within the context of EU's skills policy agenda. They suggest that vocational education and training systems equip workers with capabilities that retain their value in a changing technological environment. This

is particularly relevant for occupations involving hands-on expertise and in-person service, which are not easily replicable by AI.

Cedefop will continue to monitor these developments as new data becomes available, contributing to the evidence base for Europe's skills and employment policies.

World day for safety and health at work 2026- 28 April 2026: Let's ensure a healthy psychosocial working environment

The psychosocial working environment is shaped by the way work is designed, organized, and managed, as well as by organizational practices that influence daily working conditions.

Key psychosocial factors, such as workload, working hours, role clarity, autonomy, support, and fairness, play a decisive role in how employees experience their work and directly affect their safety, health, and overall performance.

When not properly managed, psychosocial factors can turn into risks. Like physical, chemical, and biological hazards, they must be identified, assessed, and addressed to ensure a safe and healthy working environment.

On the occasion of the World Day for Safety and Health at Work on April 28, 2026, the International Labour Organization published campaign material, including a report titled: "The Psychosocial Working Environment: Global Developments and Pathways for Action" and a PowerPoint presentation.

The report adopts a preventive, organizational approach and examines psychosocial factors at three levels: the work itself, the way work is organized and managed, and the broader policies, practices, and procedures that govern it.

The new data released for the first time are particularly concerning. Psychosocial risks are estimated to be associated with more than 840,000 deaths annually, mainly due to cardiovascular diseases and mental disorders, while leading

to nearly 45 million lost DALYs each year. Their economic impact corresponds to 1.37% of global GDP, highlighting the scale of the problem.

Long working hours remain one of the most widespread psychosocial risks, with 35% of workers worldwide working more than 48 hours per week. At the same time, exposure to bullying, violence, and harassment continues to pose a serious threat to workers' well-being. According to the ILO, 23% of workers have experienced at least one form of violence or harassment during their working life, with psychological violence being the most common.

To address significant gaps in available data, the ILO launched a targeted questionnaire in 2025 addressed to national OSH authorities. Of the 111 responses received, 37% indicated plans to strengthen statistics on psychosocial risks and mental health at work in the coming years. However, the integration of these issues into transnational agreements remains limited, as only 18% of the 338 agreements recorded between 2000 and 2025 include relevant provisions.

Way forward

The International Labour Organization emphasizes that preventing psychosocial risks requires a coordinated and multi-level approach. A central role is played by strengthening research and the systematic collection of reliable data, in order to identify effective practices and evaluate interventions.

At the same time, there is a need for clear and

coherent policies that incorporate psychosocial risks not only as a health issue but also as a result of work organization and working conditions. Their implementation requires guidance, tools, and cooperation between competent authorities and businesses.

At the workplace level, improving how work is organized and managed can significantly reduce risks. Proper task allocation, employee support, and active participation in deci-

sion-making, combined with responsible leadership, contribute to creating a healthier and more sustainable working environment.

Source: International Labour Organization (ILO). World Day for Safety and Health at Work 2026. Available at: <https://www.ilo.org/topics-and-sectors/safety-and-health-work/world-day-safety-and-health-work-2026>

Book presentation

Employment and Social Trends

Title: Occupational Health and Safety Patent Landscape Report

Publisher: International Labour Organization: ILO

1st edition: 2026

The Employment and Social Trends 2026 report explores how global labour markets are changing in a period shaped by economic uncertainty, technological developments, and demographic pressures. Although unemployment remains relatively low worldwide, the report argues that this does not necessarily reflect better working conditions or greater economic security for workers.

A key point throughout the analysis is that many people continue to face unstable or low-paid employment, while inequalities remain particularly visible among women, young people, and workers in informal sectors. The report also points to important regional differences, such as high youth inactivity in Africa, demographic ageing in Europe, and the growing impact of climate transition policies in Asia and the Pacific.

In addition, the report examines wider changes in the global economy, including shifting trade patterns, weaker investment flows, and the increasing role of services in international trade. Overall, it suggests that labour market resilience alone is not enough and stresses the need for policies that promote decent work, so-



cial protection, and long-term inclusion.

https://researchrepository.ilo.org/view/delivery/41ILO_INST/13147301370002676?bypassKey=492dd5a5-3f7a-45de-9fa7-2d91f07c5f19

Women and Work

Bringing in gender perspectives on systematic occupational safety and health management/ K.S. Forssberg, A. Vanje, K. Parding, Safety Science, 2022, 152, 10p. (Πρόσβαση, 08/07/2025)

Empowering women at work: company policies and practices for gender equality/ ILO.- Geneva, 2020.- 110 p. ISBN 9789220330647

Exploring the gender dimension of telework: implications for occupational safety and health/ European Agency for Safety and Health at Work, Discussion Paper, c2024, 17 p.

Gender differences in occupational hazard exposures within the same occupation: Anationally representative analysis in South Korea/ G. Lee, ...[et.al.], Scandinavian Journal of Work Environment & Health, 2025, 51(2), 111-118

Gender equality and the covid-19 pandemic: labour market, family relationships and public policy/ P. Profeta, Inter Economics, 2021, 56(5), 270-273

Gender, working conditions and health. What has changed?/ Ch. Casse, M. De Troyer.- Brussels, Belgium: ETUI, 2021.- 172 p. ISBN 978-2-87452-602-2

Gender and telework: work and family experiences of teleworking professional, middle-class, married women with children during the Covid-19 pandemic in Turkey/ S. Coban, Gender, Work and Organization, April 2021, 15 p.

Insights into women's occupational health and safety: a decade in review of primary data studies/ S. Bolghanabadi, A. Haghghi, M. Jahangiri, Safety, 2024, 10(2)

Introduction to equality mapping - a tool to strengthen your union/ IUF, 14 p.

New data shine light on gender gaps in the labour market/ ILO, March 2023, 8 p.

Occupational Safety and Health of Women in Mining/ B.M. Eiter, ...[et.al.], Journal of Womens Health, 2023, 32(4), 388-395

The role of women in occupational health and safety management: a gender perspective/K. Mubita, I. Milupi, P.N. Monde, European Journal of Theroretical and Applied Sciences, 2023, 1(4), 535-546

Sweden: Women's work environment and MSDs prevention/ EU-OSHA, 2020, 13 p.

The COVID-19 response: getting gender equality right for a better future for women at work/ ILO, May 2020, Policy Brief, 11 p.

Women at work in G20 countries: progress and policy action in 2021 (3rd G20 Employment Working Group Meeting, Geneva, 14-15 2022)/ ILO, OECD

Women in the "eye" of a pandemic!/ C. Jayadev, S. Sanjay, Indian Journal of Ophthalmology, 2021, 69(2), 446-447

Women's health and working life: a scoping review/ M. Gjellestad, ...[et.al.], International Journal of Environmental Research and Public Health, 2023, 7, 20(2)

Useful Links

- **Women in Occupational Health and Safety Society (WOHSS)**
<https://wohss.com/>
- **European Agency for Safety and Health at Work (EU-OSHA)**
[Women and safety and health at work](#)
- **European Foundation for the Improvement of Living and Working Condition (EUROFOUND)**
[Platform work can provide women with vital link to the labour market, 2023](#)
- **The European Trade Union Institute (ETUI)**
[Integrating gender into occupational health and safety](#)
- **Health and Safety Executive (HSE)**
[Pregnant workers and new mothers: your health and safety](#)
[Protecting pregnant workers and new mothers: employers](#)
- **NAPO**
[Women's Occupational Health & Safety](#)
- **International Labour Organisation (ILO)**
[More protection, less inequality: The urgent need for a gender perspective in occupational safety and health](#)
- **World Health Organization (WHO)**

International Women’s Day 2026 “Rights. Justice. Action. For ALL women and girls”

- Centers for Disease Control and Prevention (CDC, NIOSH)
Women’s Safety and Health Issues At Work
- Canadian Centre for Occupational

Health and Safety (CCOHS)
Gender, Work and Health

- UNITED NATIONS
For ALL Women and Girls: Rights. Equality. Empowerment

Upcoming Conferences



9th EUROSNET conference -
“Digital and green innovations:
Shaping the future of OSH”
27 - 28/5/2026, Paasitorni, Helsinki, Finland



ORP Lean Barcelona 2026
1 - 3/7/2026, Barcelona, Spain



114th Session of the International Labour Conference
1-2/7/2026



ICOHS 2026: 20. International Conference on Occupational Health and Safety
July 2 - 3, 2026, Mykonos, Greece (Digital)



“Driving health forward. Health care for truck drivers across borders”
Symposium
3/6/2026, BG Verkehr Head Office, Hamburg, Germany



17th conference of the European Academy of Occupational Health Psychology
15 - 17/7/2026, Helsinki, Finland

