

# DIGITAL BALANCE IN OFFICE CAN WE HAVE IT ALL?!

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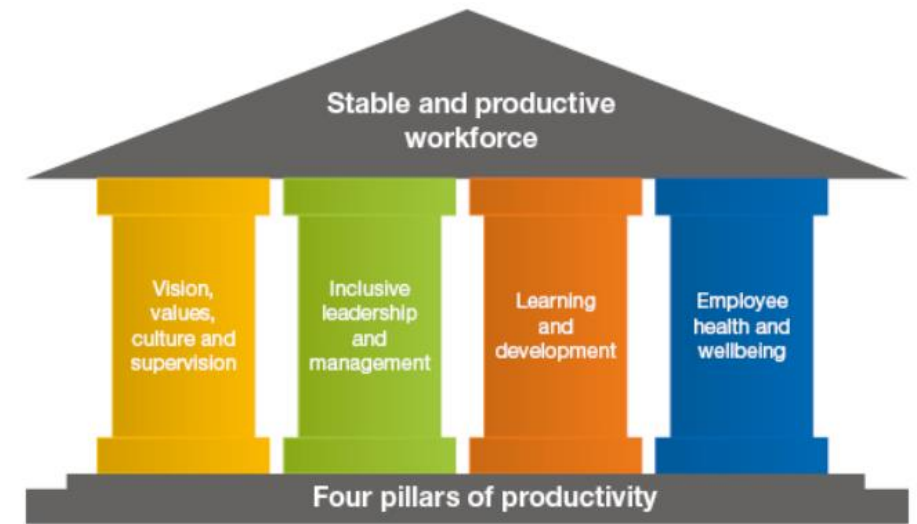


# HYPOTHESIS – DIGITAL BALANCE

Is it possible....? However the data shows....

„use of digital technologies increased their workload or reduced their work autonomy were more likely to report that work stress increased due to the pandemic”

8 out of 10 with burn out symptoms



# EU OSHA states

- European Agency for Safety and Health at Work (EU-OSHA) '**Foresight on new and emerging occupational safety and health risks associated with information and communications technologies and work locations by 2025**'
- **Online platform economy** - they provide online spaces for social/economic interaction
- It creates jobs and new opportunities with **more flexibility, or an improved work-life balance, and of course supplementary income.**
- **New challenges:** how can we reinforce our labour law, social protection, labour market institutions, fiscal policies, and education and training to stand the test of the digital economy?
- **Setting up minimum standards** to ensure that all workers, including those on atypical contracts, benefit from more predictability and clarity regarding their working conditions.
- **The role and responsibilities of the employer in relation to workers is blurring and a higher level of self-management is needed** on the part of the worker. Risk assessment is shifted to the worker; the risks are individualised.



# New emerging risks (ILO, EU OSHA, ENWHP)



- 1. Work-Life ImBalance - Extended Working Hours** blur the boundaries between work and personal life, leading to difficulties in maintaining a healthy work-life balance.
- 2. Mental Health Issues - Digital Overload:** Constant connectivity and the pressure to be always available contribute to stress, anxiety, and burnout. Prolonged use of digital devices can cause anxiety and burnout. cognitive overload and reduced productivity.
- 3. Physical strain and Ergonomics at home:** Prolonged use of digital devices can cause eye strain, musculoskeletal disorders, and repetitive strain injuries.
- 4. Privacy and Surveillance:** The use of digital tools for monitoring performance can raise privacy concerns and potentially affect worker morale.

# Promoting Healthy Digital Practices

1. **Clear Boundaries of work and working hours** - *Regulating Work Hours, Right to disconnect*
2. **Ergonomic Practices**
3. **Mental Health Support** - *mental health support programs, stress management training, and promote a workplace culture that values mental well-being*
4. **Encouraging Physical Activity**: *Encourage regular physical activity and movement throughout the workday to counteract the sedentary nature of digital work*
5. **Regular breaks** (*scheduling breaks, and meetings within working hours, limiting notifications*)
6. **Workplace wellbeing programs** (*accessible online as well*)
7. **Training and Awareness** – *risk awareness, encouraging to discuss and set up - Work Arrangements, Monitoring and Evaluation tools and systems, ensuring Employee Involvement*
8. **Proper tools for connecting and technical support**
9. **Privacy Policies**



# TRANSFORMATION - Josh Bersin



„We call this evolution the **shift** from **Wellbeing as a benefit** to a focus on **The Healthy Organization.** „

*more flexibility. to feel empowered and well trained. embrace productivity. growth, and long-term sustainability.*



# FUTURE

Research, legislation, education, guidelines, implementation

**WE HAVE A LOT TO DO!**

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