

Promoting Health in the Workplace – International Perspectives and Shared Challenges

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International agreement on promoting health in the workplace...

Social Determinants of Health

- Make full and fair employment and decent work a central goal of national and international social and economic policy-making.
- Achieve health equity by ensuring safe, secure and fairly paid work year-round, work opportunities and healthy worklife balance for all.
- Improve the working conditions of all workers to reduce their exposure to material hazards, work-related stress and health damaging behaviours.

The Vienna Declaration (Health Promotion)

- Applies Ottawa to a wider public health agenda
- Action areas:

Ottawa

Advocacy

Mediation

Enabling

Vienna

Information

Advocacy

Governance

Capacity

The Vienna Declaration (Health Promotion)

Prerequisites for health include:

“Good quality work, with fair employment policies and safety, health promoting working conditions”

WHO/ILO

Benefits to the organisation

- Well managed health and safety programme
- Positive and caring image
- Improved staff morale
- Reduced staff turnover
- Reduced absenteeism
- Increased productivity
- Reduced health/insurance costs
- Reduced risk of fines & litigation

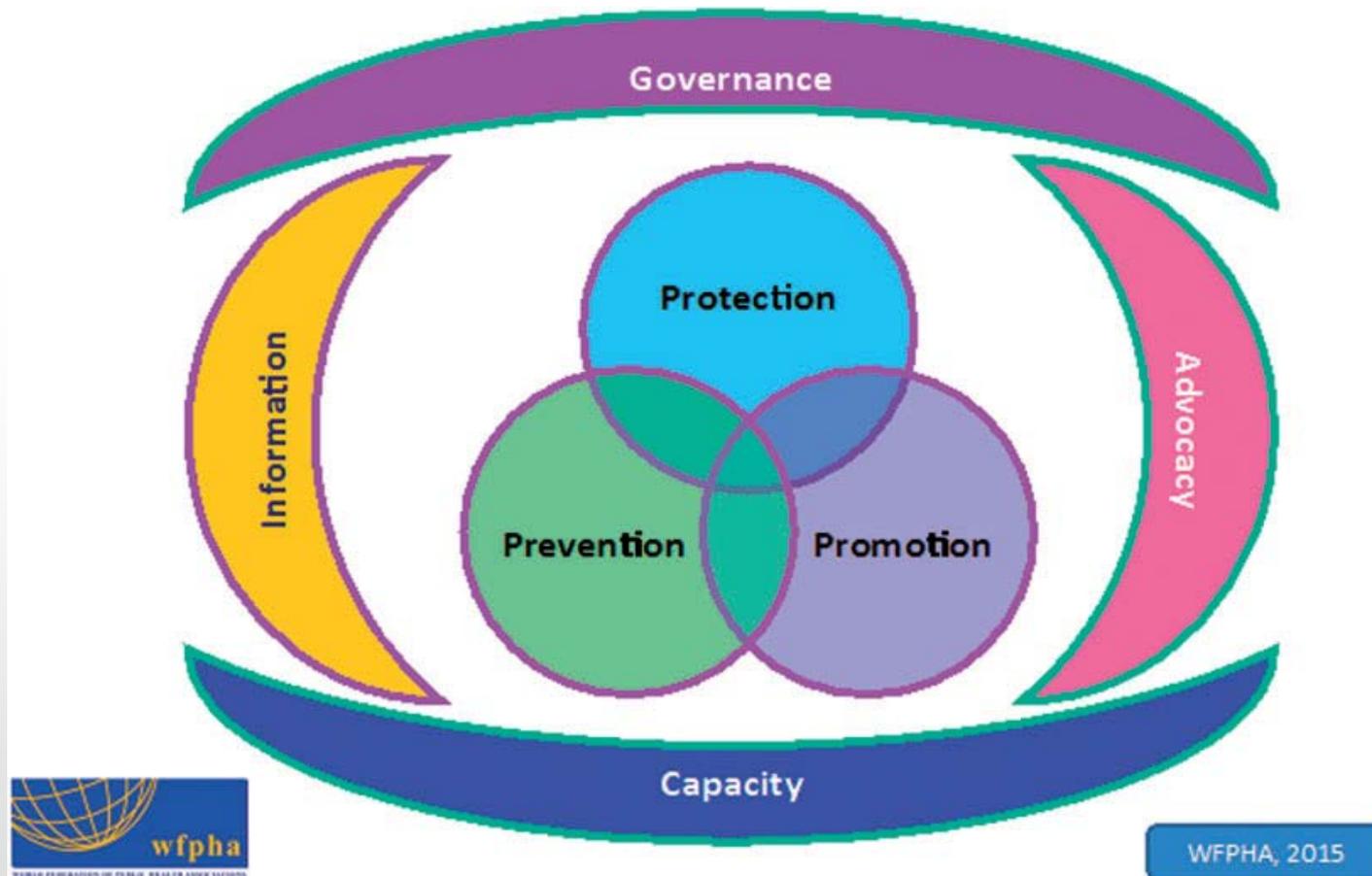
Benefits to the employees

- Safe and healthy work environment
- Enhanced self-esteem
- Reduced stress
- Improved morale
- Increased job satisfaction
- Increased skills for health protection
- Improved health status
- Improved sense of wellbeing

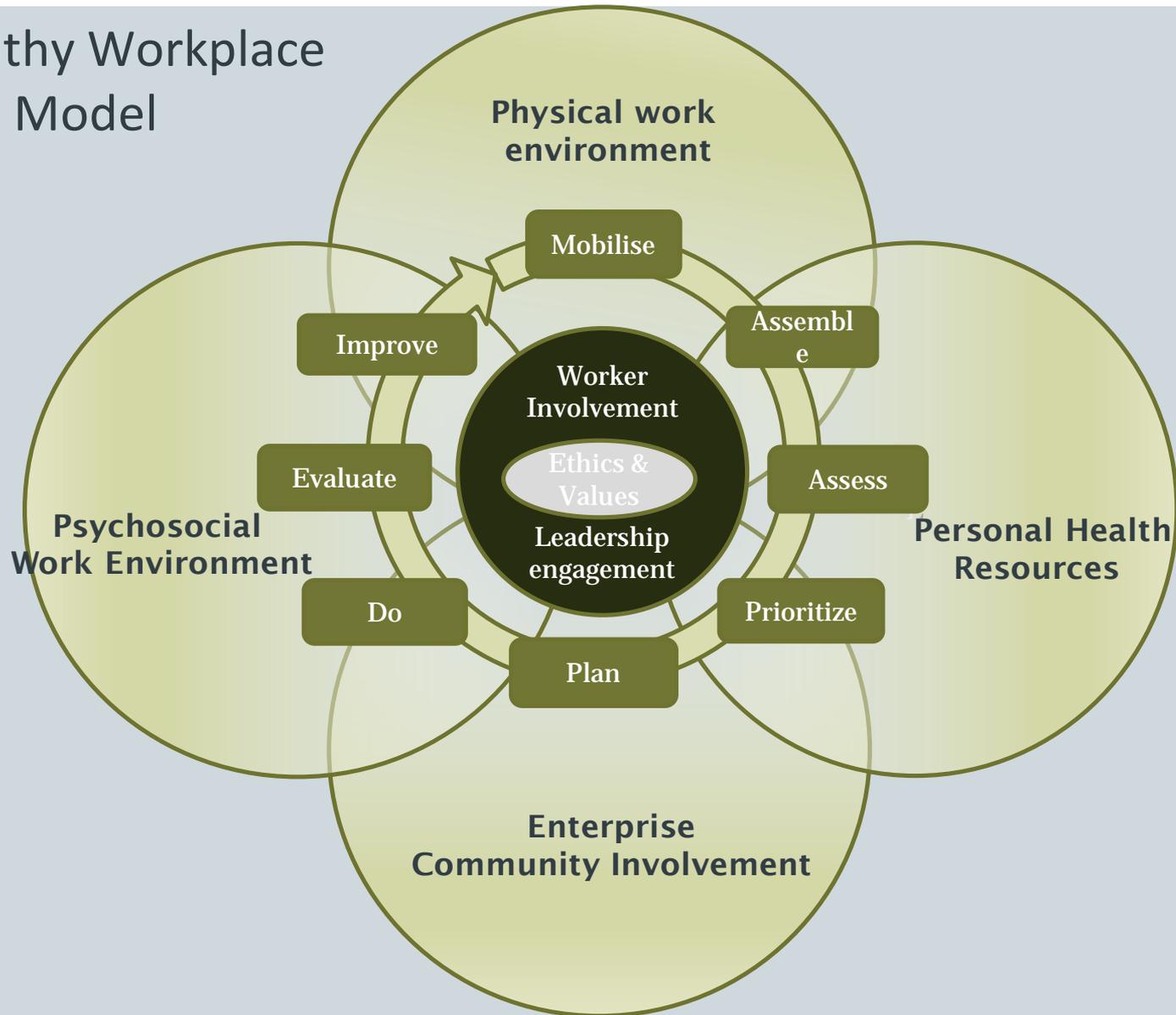
Luxembourg Declaration on Workplace Health Promotion in the European Union

“... The combined efforts of employers, employees and society to improve the health and well-being of people at work. This can be achieved through a combination of improving the work organisation and the work environment; promoting active participation; encouraging personal development” (p2).

A Global Charter for the Public's Health—the public health system: role, functions, competencies and education requirements



Healthy Workplace Model



SOLVE (ILO)

- A multilevel, longitudinal training programme:
 - Stress and economic stress
 - Violence
 - Tobacco and smoke-free workplaces
 - Alcohol and drugs
 - Nutrition
 - Physical activity
 - Healthy sleep
 - HIV/AIDS

Changes in the Workplace

Employment in the European Union

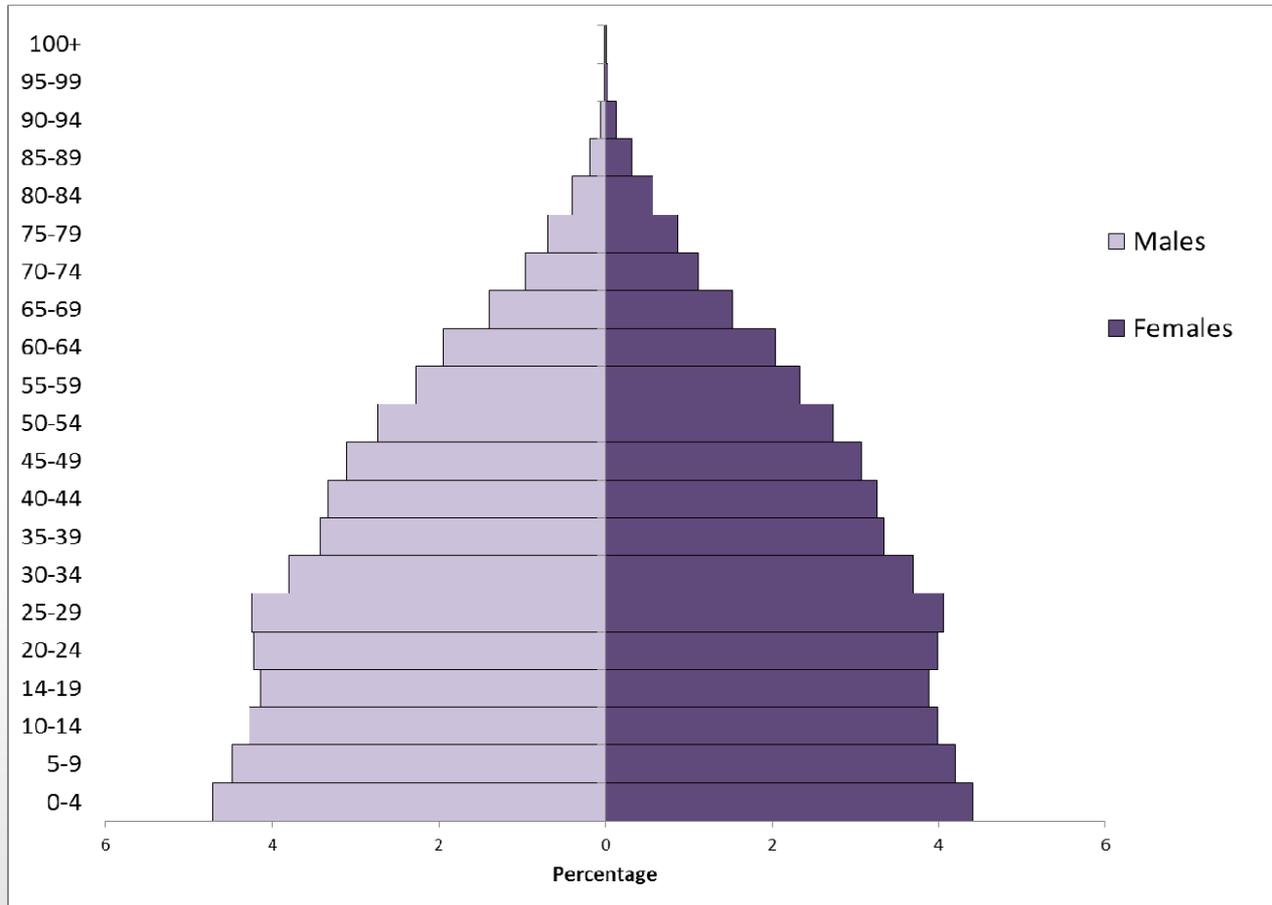
- the EU's Europe 2020 employment target is 75% by 2020
- in 2015 the EU had reached 70.1%, just 4.9% short of the 2020 target;
- in 2015 the total EU unemployment rate in the age group 15 to 74 fell to 9.4%;
- 2008 – 2015: fastest growing employment sectors in the 20 to 64 age group were the professional, scientific technical sector and the administrative sector.
- Sharpest declines in construction and agricultural sectors.

European Commission. Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. 2014.

Employment in the European Union

- Lower employment rates are observed in:
 - young people aged 15 to 29;
 - non-EU citizens; and
 - people with low educational assignment;
- Unemployment rates in these three groups in 2015 were 20.4%, 17.4% and 15.1% respectively. (22)

European Commission. Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. 2014.



Source: United Nations, Department of Economic and Social Affairs, Population Division (2015). World Population Prospects: The 2015 Revision. New York: United Nations.

The old age dependency ratio...

This ratio is defined by the World Bank as:

“...the ratio of older dependents - people older than 64 - to the working-age population - those aged 15-64. Data are shown as the proportion of dependents per 100 of the working-age population.”

The World Bank (2016) Age Dependency Ratio. <http://data.worldbank.org/indicator/SP.POP.DPND.OL>

The Generations

- Traditionalists (those born before 1946)
- Baby Boomers (those born between 1946 and 1964)
- Generation X (1965 to 1980)
- Generation Y (those born after 1980)
- Generation Z, the Nexters, who were born after 2000.

Challenges in the Workplace

The Disease Burden

- Musculoskeletal disorders
- Stress, anxiety and depression
- Obesity

Challenges – a selection...

- Developing a whole-organisation approach
- Corporate Social Responsibility
- Work-life balance
- Ensuring equity, diversity and inclusion
- Eliminating workplace ill-treatment
- Fostering sustainability

Go raibh maith agaibh