Setting the scene: a better understanding of wellbeing

part 2

10th UNICA PhD Master Class

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CAAS, Dubrovnik, September 2nd , 2019

content

- "it's all over the place…"
- some concepts to work with

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Home » #Envision2030 Goal 3: Good Health and Well-being

#Envision2030 Goal 3: Good Health and Well-being

Imagine the world in 2030, fully inclusive of persons with disabilities

Goal 3: Ensure healthy lives and promote well-being for all at all ages

Targets

▸ By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births

▸ By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births

▸ By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other

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International Labour Organization — Advancing social justice, promoting decent work

ILO is a specialized agency of the United Nations

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News and statements >

Areas of work >   [-]

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Occupational Health >

Chemical Safety and the Environment >

Workplace well-being

Workplace Wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization. The aim of measures for workplace well-being is to complement OSH measures to make sure workers are safe, healthy, satisfied and engaged at work.

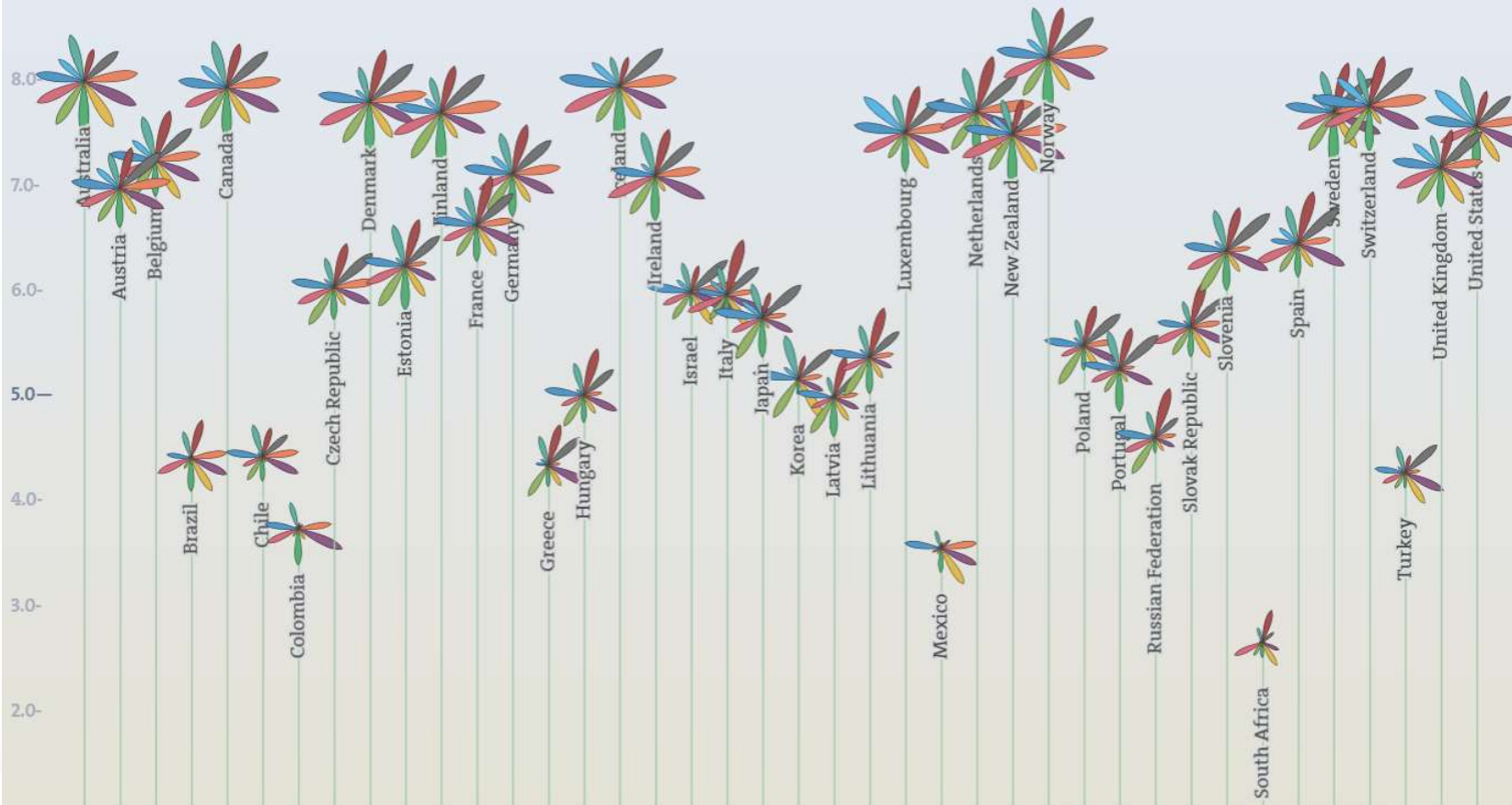Workers well-being is a key factor in determining an organisation's long-term

Tools

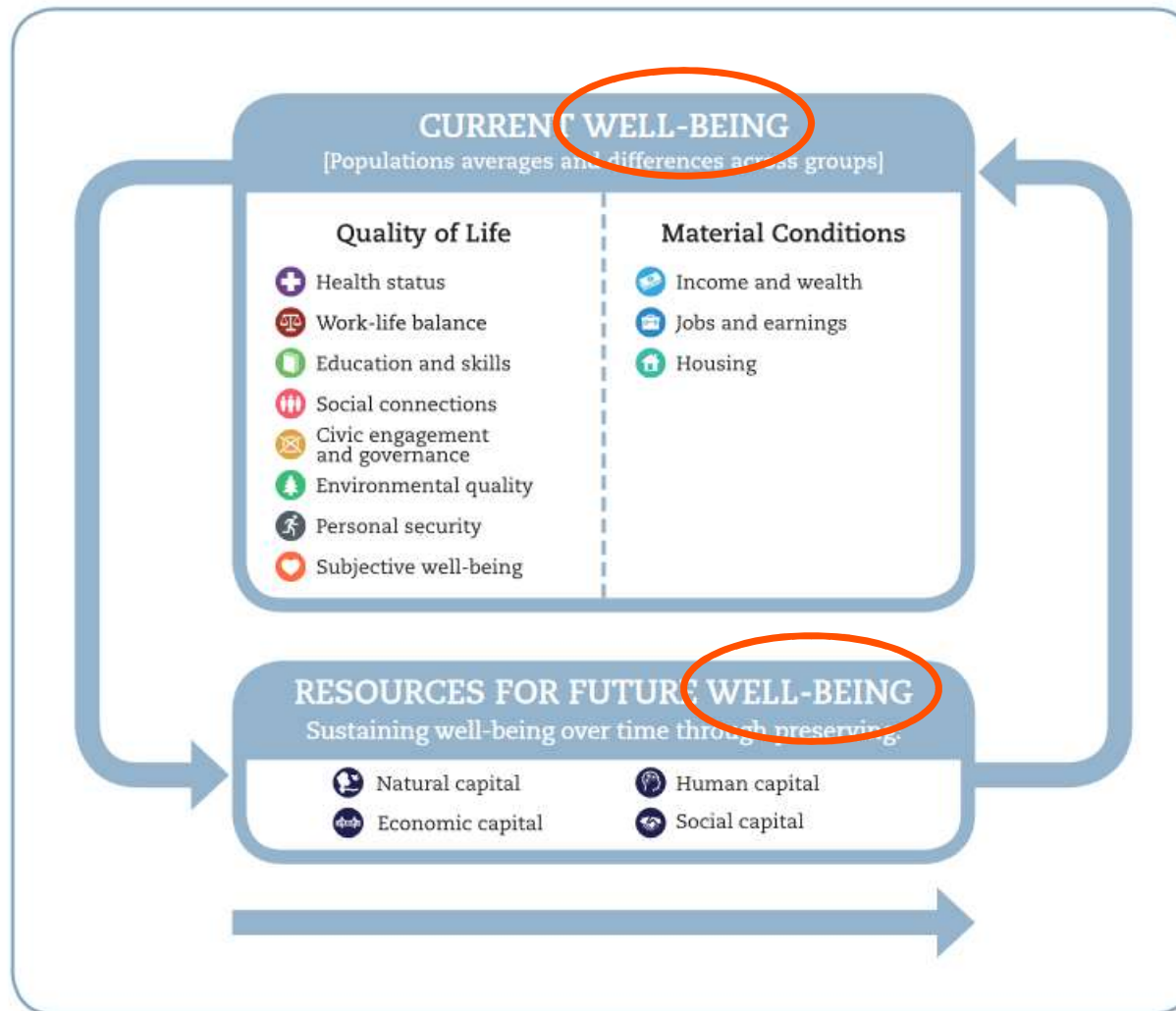A   A+   A++   🖶 Print >

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OECD Framework for Measuring Well-Being and Progress

CURRENT WELL-BEING
[Populations averages and differences across groups]

Quality of Life
- Health status
- Work-life balance
- Education and skills
- Social connections
- Civic engagement and governance
- Environmental quality
- Personal security
- Subjective well-being

Material Conditions
- Income and wealth
- Jobs and earnings
- Housing

RESOURCES FOR FUTURE WELL-BEING
Sustaining well-being over time through preserving:
- Natural capital
- Economic capital
- Human capital
- Social capital

Source: OECD (2017), *How's Life? 2017: Measuring Well-being*, OECD Publishing, Paris,
https://doi.org/10.1787/how_life-2017-en

Employment, Social Affairs & Inclusion

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Areas of activity

Related news

Related documents

Related links

More on this topic

Areas of activity

A wide variety of EU measures in the field of safety and health at work have been adopted on the basis of Article 153 of the Treaty on the Functioning of the European Union.

The following sections provide for different OSH areas, an overview of EU legislation, its evaluation, main policies, documents as well as

European Agency
for Safety and Health
at Work

25
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Home » Themes » Psychosocial risks and stress...

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Mainstreaming OSH into education

Micro and small enterprises & OSH

Musculoskeletal disorders +

Stress & psychosocial risks →

Women & OSH

Work-related diseases +

Psychosocial risks and stress at work

Psychosocial risks and work-related stress are among the most challenging issues in occupational safety and health. They impact significantly on the health of individuals, organisations and national economies.

Around half of European workers consider stress to be common in their

OSHwiki

Find OSHwiki articles on this theme

Go to OSHwiki →

Related

📖 **Publications**

❯ "Healthy workers, thriving companies - a practical guide to wellbeing at work"

❯ Managing performance-enhancing drugs in the workplace: an OSH perspective

Psychosocial risks (PSR) at work

…are defined as:

"the probability that one or more employees will suffer psychological damage that may or may not be accompanied by physical damage as a result of exposure to the elements of work organisation, job content, working conditions, conditions of employment and interpersonal relationships at work, on which the employer has an impact and which objectively present a danger."
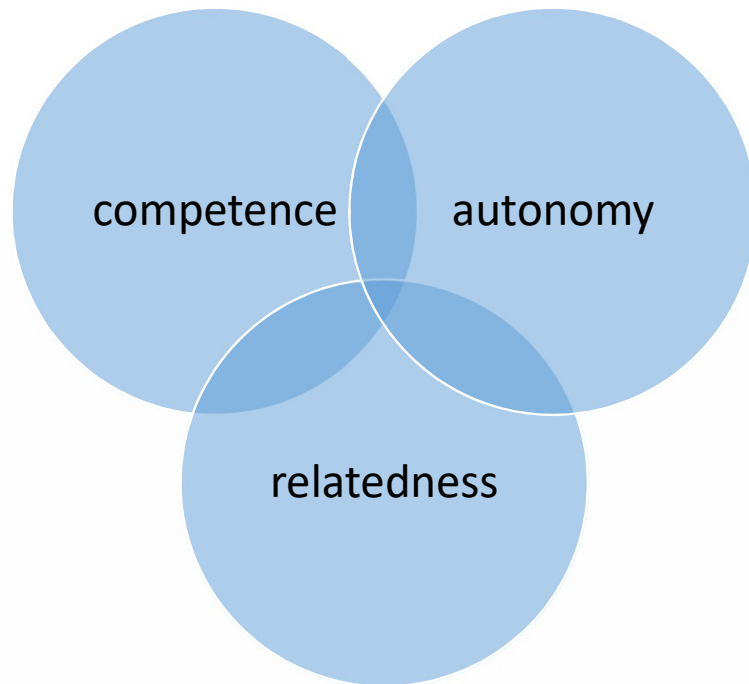
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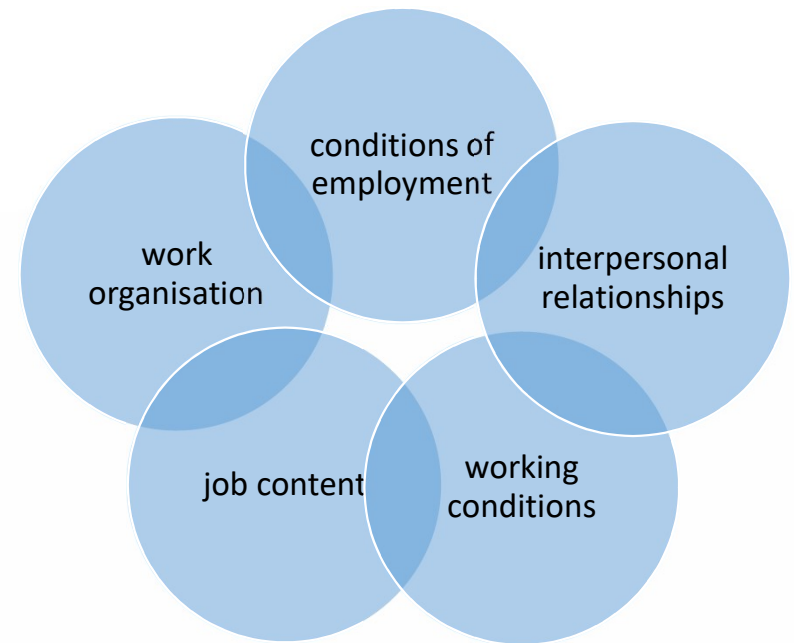
5 elements influencing PSR   1/2

- work organisation

  the organisational structure (horizontal-vertical), the way in which the tasks are divided, the working procedures, the management tools, the management style, the general policies pursued within the company,...;

- job content

  the nature of the task, the complexity and variation of the tasks, the emotional demands (relationship with the public, clients, suppliers, contact with suffering, emotions...), the mental burden, the physical burden, the clarity of tasks,...;

- conditions of employment (the modalities of the employment relationship)

  the nature of the agreement, the working time arrangements (night work, shift work, atypical working time arrangements,...), the training possibilities, career management, evaluation procedures,...;

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5 elements influencing PSR   2/2

- working conditions (the physical environment in which the work is carried out
  the layout of the workplaces, the work equipment, noise, lighting, the substances used, the work positions (ergonomy);

- the internal relationships
  (between employees, with the direct supervisor, the hierarchical line, ...), but also relationships with third parties, contact options, communication, the quality of relationships (cooperation, integration ,...).

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the importance of intrinsic motivation

competence

autonomy

relatedness

(Self-determination theory, Ryan & Deci)

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Questions?

Addendum: links

- UN: https://www.un.org/development/desa/disabilities/envision2030-goal3.html

- ILO: https://www.ilo.org/safework/areasofwork/workplace-health-promotion-and-well-being/WCMS_118396/lang--en/index.htm

- OECD: http://www.oecdbetterlifeindex.org/#/11111111111

- European Commission: https://ec.europa.eu/social/main.jsp?catId=716&langId=en

- EU-OSHA: https://osha.europa.eu/en/themes/psychosocial-risks-and-stress

- The Self-determination theory: https://selfdeterminationtheory.org/the-theory/

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