Healthy Workplaces for All Ages

Promoting a sustainable working life
Closing remarks

Contextual factors of Workforce Health

1. **Ageing workforce** – 50+ twice as 25+. Employment rate of older persons raised from 50% in 2013 to 67% in 2016

2. **Pension crisis** – gap between the number of economically active vs inactive

3. Growing **burden of chronic disease** – up to 3 every 10 EU citizens suffer from a chronic disease that affects their ability to work. 50M have 2 or more conditions & mostly over 65
Contextual Factors

Ageing Workforce

Later Retirement

More Chronic Illness

Early labour market withdrawal

Reduced productivity

More social exclusion & poverty

Increased healthcare costs

Increased burden on families & carers

Reduced tax revenue

Increased welfare spending

Poor Workforce Health

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A Specific case: Finland

Occupational accidents and diseases

- Costs of occupational accidents 2-2.5 billion €/yr of which:
  - Direct costs 500 M €/yr
  - Indirect 1.5-2 billion €/yr
  - Compensation costs 100 M€/yr

- Disability pensions 8 billion €/yr
- Sick leaves 3.4 billion €/yr
- Presenteeism 3.4 billion €/yr
- Medical care 7.8 billion €/yr
“Work? For me it’s waking up in the morning. Work for me is doing something that you enjoy, because when you enjoy something, no matter how tired you are, you will get up and do it.” Working with schizophrenia, lived experience participant

“My health was a lot better then, it was a lot better, because I was doing a job that I was enjoying, obviously my health had improved.” Working with schizophrenia, lived experience participant

People’s aspirations are to have a girlfriend, a job, a new house. They don’t say “I want less symptoms”. Working with schizophrenia, Occupational Therapist
Work as a clinical outcome

- Clinicians, employers and individuals too often focus on ‘Incapacity’ rather than ‘Capacity’

- Work should be regarded as a clinical outcome of care – *incentives & care protocols* rarely reflect this principle

- **Good Work** is Good for Health – can have therapeutic benefits
Take home messages

- We need to act to support people
- From isolated good practices to mainstreaming and policy
- Continue sharing evidence based good practices
- Adapt and transfer relevant good practices