



Healthy Workplaces for All Ages

Promoting a sustainable working life



Closing remarks

Contextual factors of Workforce Health

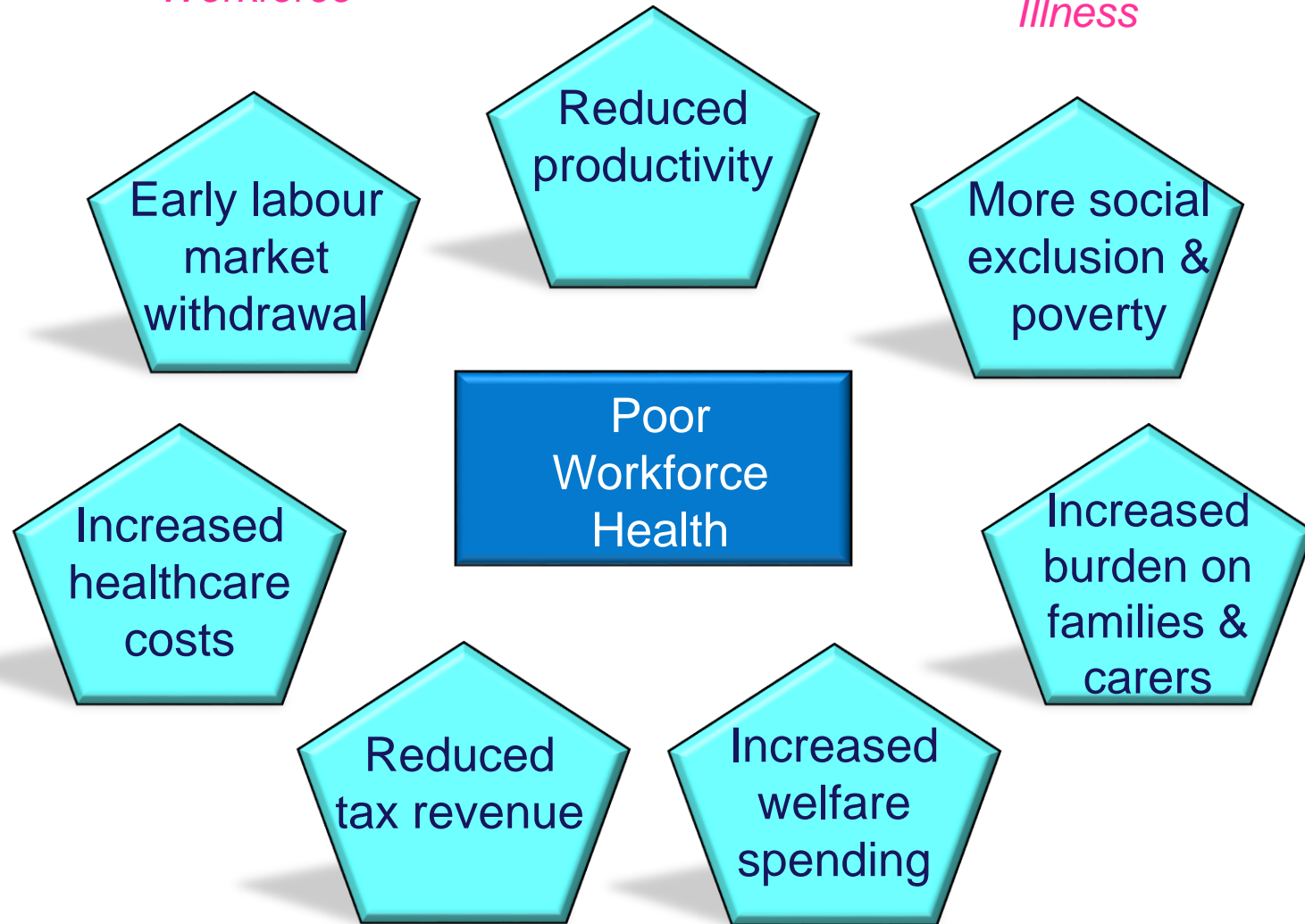
1. **Ageing workforce** – 50+ twice as 25-.
employment rate of older persons raised from 50% in 2013 to 67% in 2016
2. **Pension crisis** – gap between the number of economically active vs inactive
3. Growing **burden of chronic disease** – up to 3 every 10 EU citizens suffer from a chronic disease that affects their ability to work. 50M have 2 or more conditions & mostly over 65

Contextual Factors

*Ageing
Workforce*

*Later
Retirement*

*More
Chronic
Illness*



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**
- **Presenteism 3.4 billion €/yr**
- **Medical care 7.8 billion €/yr**

Good Work and Recovery

- ***“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