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Keynote 1

New approaches in development of well-being at work

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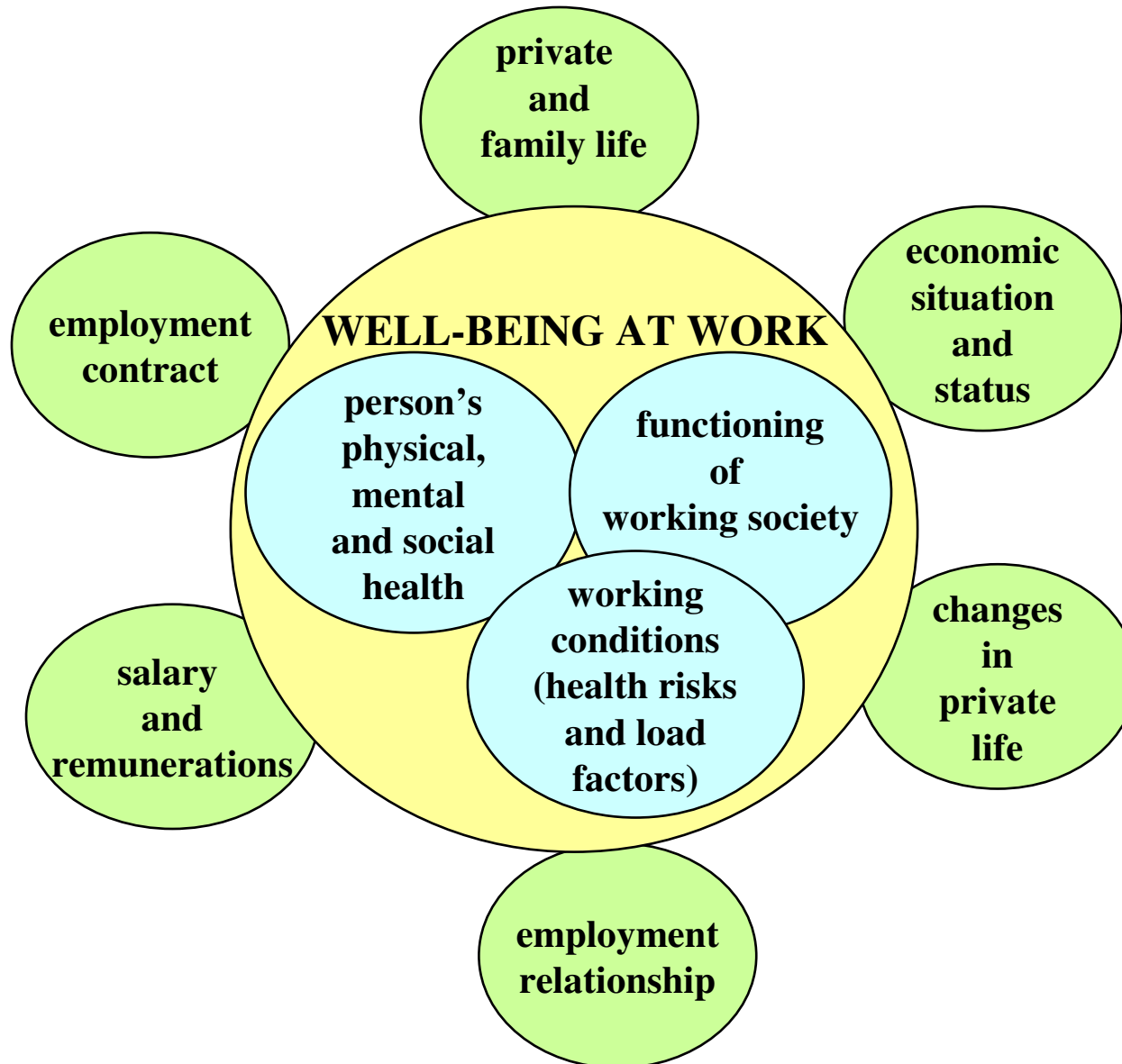
Content:

- **Definitation of well-being at work and factors affecting on it**
- **Challenges in working life**
- **Statistics in well-being at work in Finland**
- **Approaches and activities for improving well-being at work**
 - **National governmental programmes**
 - **National OSH strategies**
 - **National development programmes**
 - **Good networking and collaboration**
 - **Updated legislation and regulations**
 - **Effective safety inspection**
 - **Good research and development resources**
 - **Sufficient funding**
 - **Relevant focusing of research**
- **Summary**





WELL-BEING AT WORK AND FACTORS AFFECTING ON IT





CHALLENGES IN WORKING LIFE

- Reasonable fast and continuous changes
- Different kind of physical and mental health risks and load factors
- Increasing information technology and handling of information
'Information society'
- Increasing globalization in working life
- Multicultural working societies
- Ageing of population
- Increasing work demands
- New working technologies (e.g. nanotechnology)
- New emerging risks (e.g. nanoparticles)





STATISTICS IN WELL-BEING AT WORK IN FINLAND

- **Total number of ability pension cases turned declining in 2005**
- **Major causes of early retirement**
 - **MSDs**
 - **psychosocial strain**
- **Number of occupational accidents is declining**
- **Rate of occupational accidents is declining**
- **Severity of occupational accidents is declining**
- **Number of occupational diseases is declining**
 - **less than 5.000 new cases per year**
 - **MSDs**
 - **hearing losses**
- **Rush and mental load at work are rather high but also they are declining**
 - **annual work barometer**
 - **in 1995: 68 % rush at work was increasing**
 - **in 2005: 50 % ”-”**
- **Work itself affects positively to individual’s physical and especially mental and social health**





APPROACHES AND ACTIVITIES FOR IMPROVING WELL-BEING AT WORK

- **National governmental programmes**
 - **numerous detailed goals and proposals on OSH**

- **National OSH strategies**
 - **Occupational safety and health strategy**
 - **Focus areas:**
 - **prevention of MSDs**
 - **promotion of psychosocial conditions and increasing of well-being at work**
 - **prevention of occupational accidents and diseases**





APPROACHES AND ACTIVITIES FOR IMPROVING WELL-BEING AT WORK

- **National development programmes for well-being at work**
- **Ageing programme (1998-2002)**
 - **communication activities to change attitudes**
 - **employment rate of ageing population now 13 % higher than ten years ago**
- **Well-being at Work Programme (2000-2003)**
 - **workplace level projects**
 - **develope good practices and spread and root them into workplace activities**
 - **improve management methods (safety management)**
 - **improve of working conditions**
 - **improve of worker's skill and knowledge**





- **Occupational Accident Prevention Programme (2001-2005)**
 - implementation of 'zero accident' policy into activities of each work society
 - positive results in number, rate and severity of work accidents
 - zero accident philosophy and principles widely accepted by workplaces (written down into action strategies of companies)
- **Programme for Attractive Working Life – Veto programme (2003-2007)**
 - promote the attractiveness of working life
 - extend the working careers by about 2-3 years by 2010
 - communication and dissemination of information activities, change attitudes and behaviour
 - improvement and development of working conditions
 - development of occupational health care services (OHC)
 - improve collaboration between OHC activities and rehabilitation systems
 - development of management systems
 - change in pension legislation (1.1.2005 ⇒), increasing pension accumulation during last working years (up to 68 years)



- **Workplace Development Programme TYKES (2004-2009)**
 - **workplace development projects**
 - **disseminate and root of 'good practices'**
 - **increase innovations for development of quality of working life**
 - **organise seminars and training courses**





- **Good and open networking and collaboration is essential**
 - **ministries, safety and health authorities, social partners, research institutes, funding organisations, non governmental organisations**
- **Legislation and regulations must be clear, updated and modern**
 - **Occupational Health Care Act 2002**
 - **Occupational Safety Act 2003**
 - **Safety Inspection and Collaboration Act 2006**
- **Safety inspection must be effective**
 - **best possible tools and methods**
 - **modern approaching principles**
 - **necessary and updated skills and knowledge**
 - **well trained inspectors**
 - **workplaces themselves to develop for well-being at work**
 - **traditional inspection ⇒ guidance, advice, training**





- **Good research and development resources**
 - **Finnish Institute for Occupational Health, State Technical Research Centre, Tampere Technical University, University of Tampere, University of Oulu, University of Kuopio**

- **Sufficient funding**
 - **Work Safety Fund, Finnish Academy, National programmes**

- **Relevant focusing of research**
 - **Focal areas of well-being at work research in Finland, 2006**

- **High level occupational health care services and activities**
 - **well trained professional**
 - **focused activities**
 - **good collaboration with rehabilitation services**

- **Continuous and effective communication**
 - **influence and change on attitudes**

- **Decent management systems**
 - **fair and frank treatment**
 - **age management**
 - **open atmosphere**
 - **balanced work demands**





SUMMARY

