



The future of work and mental health
***Ensuring quality employment in an
ever-changing context***

09 October 2019
#EUMHAlliance



Welcome and introduction

- **Claudia Marinetti, Director, Mental Health Europe**
- **Christina Dziewanska-Stringer, Senior Manager: Health, Public Policy, ICF**



From the ground

Personal testimony of a person with lived experience of mental ill-health

Paul Gelissen, Markieza



Setting the scene

What are the current changes in the world of work and what do they tell us about the future and mental health challenges?

Christopher Prinz, Senior Labour Market Analyst, Organisation for Economic Co-operation and Development (OECD)



Setting the Scene: Changes in the World of Work and Challenges for the Future and for Mental Health

Christopher Prinz
Directorate for Employment, Labour and Social Affairs
OECD

Seminar on “The future of work and mental health: Ensuring quality employment in an ever-changing context”
European Alliance for Mental Health – Employment and Work
Brussels, 9 October 2019



The labour market – mental health nexus

- Question 1: How does work affect mental health?
 - Working conditions have a strong impact on worker health, worker engagement and worker productivity
 - While mental health problems start very early in life (i.e. in adolescence), work can trigger and worsen existing problems
 - Question 2: How are people with mental health problems doing?
 - Most people with mental health problems are in work
 - But they face much higher risks of unemployment, sickness absence and productivity losses while at work
- ⇒ *Mental health of the population is a multifaceted and increasingly better understood policy issue*

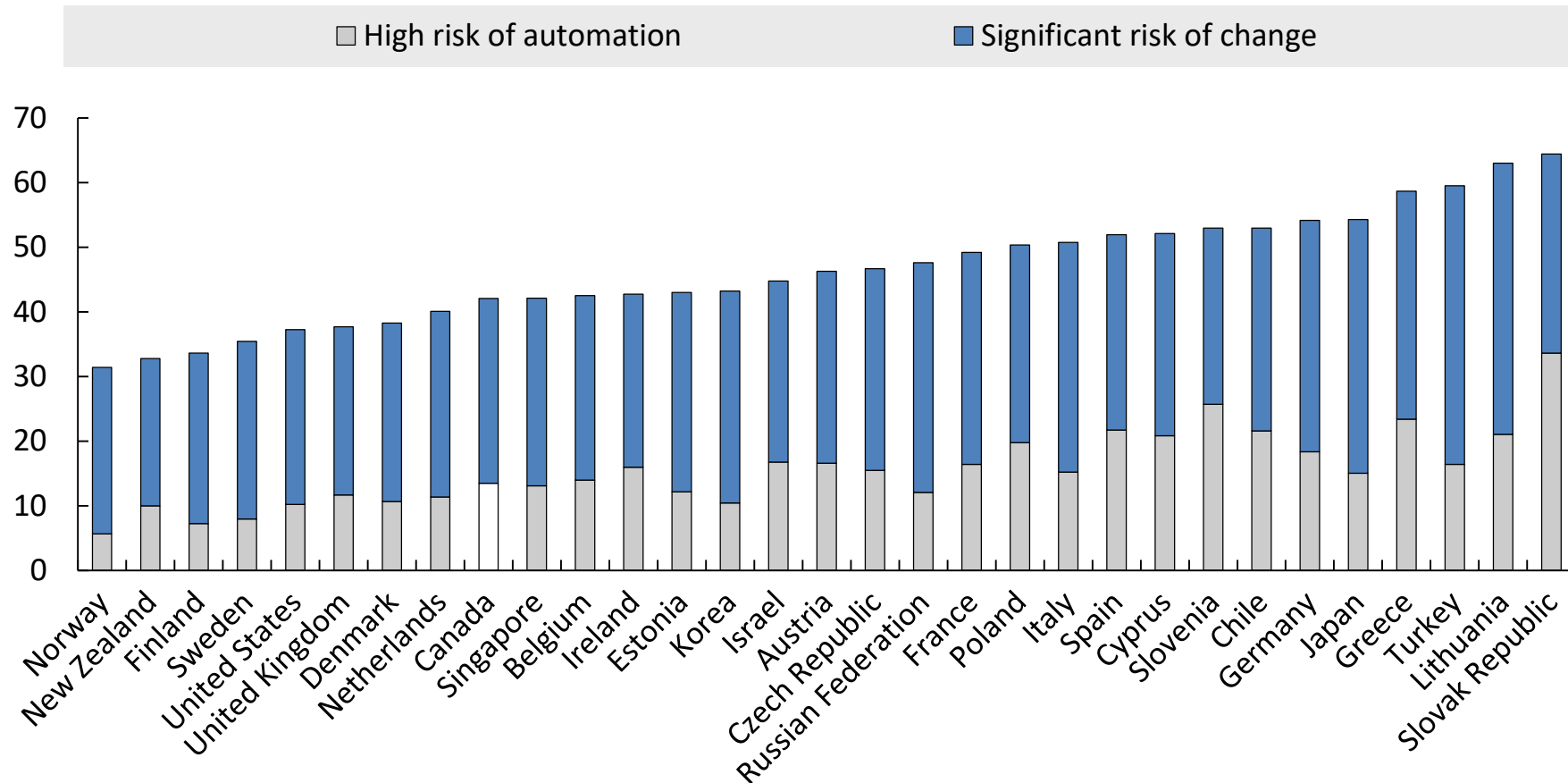


WILL THE DIGITAL REVOLUTION CHANGE THE JOB MARKET?



Some jobs will disappear, many will change

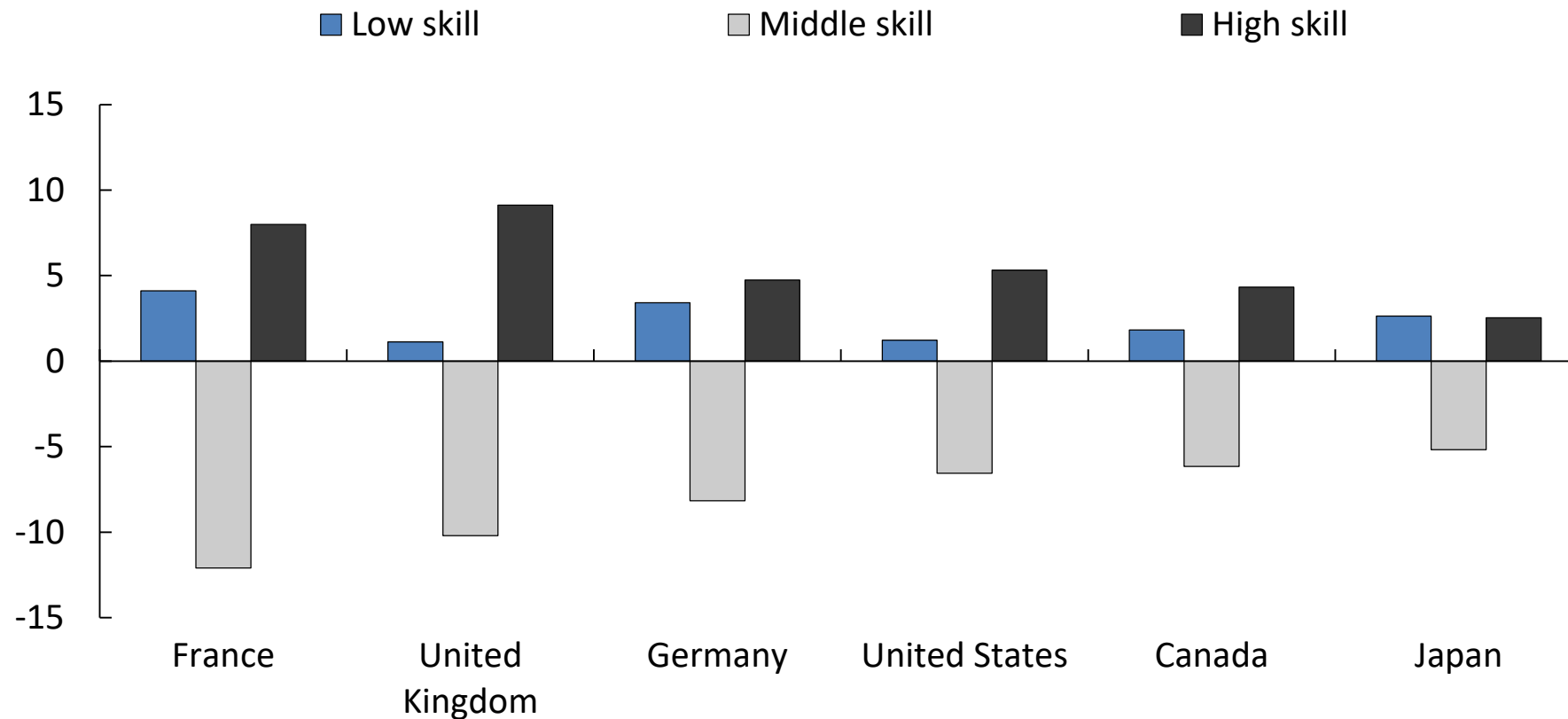
Jobs at risk of automation and significant change





Newly created jobs will require different skills

Job polarisation: Percentage point change in share of total employment (OECD average), 1995 to 2015



Source: OECD Employment Outlook 2019.

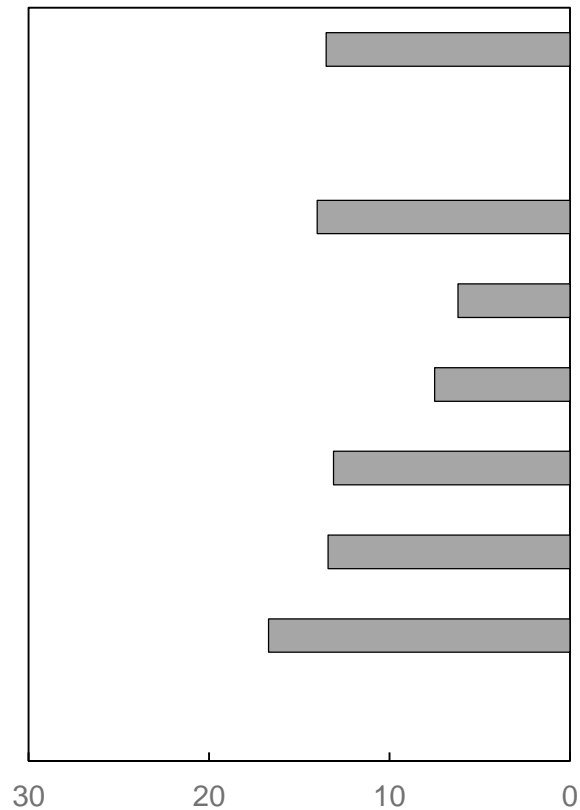


WILL JOBS IN THE DIGITAL AGE BE
HEALTHIER AND MORE INTERESTING?

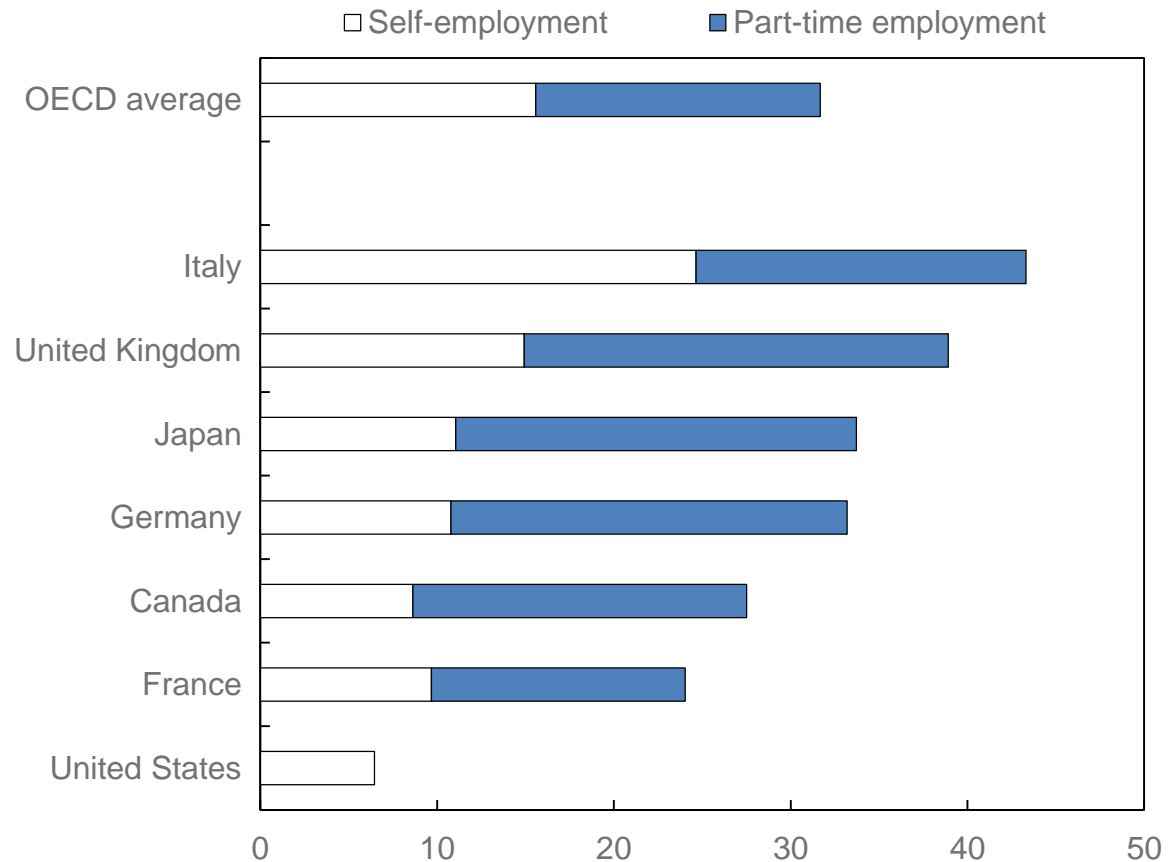


Non-standard work is becoming the norm

Temporary employment, as a % of dependent employees, 2015



Self- and part-time employment, as a % of all workers, 2015





Conclusion: New opportunities, new risks

- ✓ New opportunities for more flexible working arrangements
- ✓ Shorter working hours
- ✓ Reconciling work and caring or other responsibilities
- ✓ More flexibility for low-skilled who cannot afford part-time
- ✓ Less exposure to colleagues with potential conflict

- ✗ Poorer job security and much poorer social protection
- ✗ Lower paid jobs
- ✗ Excessive performance measurement and monitoring
- ✗ Loss of identity and recognition, more socially isolating work?
- ✗ Increased work intensity and no disconnection from work



Thank you for your attention



Email me

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Visit our websites (1)

www.oecd.org/employment/future-of-work/

Visit our websites (2)

www.oecd.org/employment/mental-health-and-work.htm

OECD Council
Recommendation

<https://legalinstruments.oecd.org/en/instruments/334>



Looking forward

The future of work and its impact on the well-being of younger generations

Nikita Sanallah, Policy Officer on Social & Economic Inclusion, European Youth Forum



QUESTIONS ?



Coffee Break



Panel discussion

What should be done to ensure well-being at work?

**Moderated by Alexandra Latham, Communication Coordinator,
EuroHealthNet**

Panellists:

- **Veronika Jakl, Work Psychologist, Arbeitspsychologie Jakl**
- **Martin Jefflén, President, Eurocadres – Council of European Professional and Managerial Staff**
- **Simone Mohrs, Policy Officer, European Hospital and Healthcare Employers' Association – HOSPEEM**
- **Maria Teresa Moitinho De Almeida, Senior Expert and Policy adviser to the Director on Health and Safety, DG EMPL, European Commission**

Panel discussion

How to interact with the panel?



What would you like to say?

How to show it?

I want to make a point or ask a question

Hand in the air

I have a direct response to the point just made

Pointed finger

I disagree

Peace sign



Conclusions

Dorota Sienkiewicz, Policy Coordinator, EuroHealthNet



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