

**PEROSH Seminar - Research in action  
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# **Governmental vision and expectations on (OSH) research and development activities**

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# Content

- **Well-being at work concept**
- **Expectations of well-being at work research**
  - **Basic demands and requirements**
  - **Governmental expectations**
- **Vision for well-being at work research**

**Finnish concept today**

**Occupational Safety and Health**



**Well-being at work**



**Definition:**

# **Well-being at Work**

**means and produces**

- **safe, healthy and productive work**
- **in well-led/managed organization and in good work community**
- **by competent workers**
- **who find their work meaningful and rewarding and**
- **supporting for their own life planning**

# Well-being at work is an umbrella with

- **physical**
- **mental**
- **social**

**content and perspective**



# Good well-being at work means

- better safety and health for individuals
- high work motivation and commitment to work
- better quality of products and services
- better customer satisfaction
- higher productivity
- better competitiveness
- lower costs in losses and damages
- higher savings in payments
- higher national economy and social well-being

In Finland today

The most important goal in national policy:  
**Extension of working careers**  
by three years by year 2020

from the beginning, **from the middle** and from the end of the career



**Well-being at work**

- **work accidents**
- **occupational diseases**
- **sick leaves**
- **disability pensions**
  - **MSDs, depression**
- **work motivation**
- **work satisfaction**
- **skills and competence**
- **work autonomy**

- **It is also important to shorten/cut long breaks of the working careers**

# Well-being at work (OSH) research and development

## I Basic demands and requirements

- **National research policy**
  - main goals and focal areas
  - strategic lines and development needs
  - future challenges and needs
  - emerging new risks and research areas
  
- **Sectoral research organizations**
  - basic research (universities)
  - applied research (sectoral organizations)
  - good collaboration and networking
  
- **Research resources and organizations**
  - modern and advanced facilities and equipment
  - skilled and educated personnel
  - sufficient budget resources
  - separate funding organizations
  - multiprofessional research units (consortia)
  - flexible organizations

- **High quality, reliability and validity of results**
  - evidence-based results
  
- **Good and open collaboration with**
  - governmental bodies
  - social partners
  - other research organizations
  - workplaces
  
- **Reliable and periodical evaluation**
  - self evaluation (continuous)
  - quality assurance (continuous)
  - national evaluation (periodical)
  - international evaluation (periodical)
  
- **Reasonable costs to workplaces**
  - national compensation mechanisms
  
- **National research and development programmes**

## II Governmental expectations

- **Expertise support and service for**
  - national strategy planning, implementation and evaluation
  - governmental programmes, national development programmes
  - development of legislation and regulations
  - OSH administrative work (focus, new tools, training, expert support etc.)
  - variable decision making and actions
  - good practice identification and distribution
  - workplace level questions, problems and development aspects
  
- **Focus areas**
  - prevention of
    - work accidents and injuries
    - occupational diseases
    - MSDs
    - psychosocial risks, depression
  - promotion of well-being at work
  - risks and disadvantages of
    - new technology and new types of work
    - emerging new exposures (RO)
  - future challenges and development scenarios
  - cost-benefit ratio and influence of different actions

# Vision for well-being at work research

- **Individual level**
  - improvement and promotion of safety, health, well-being and motivation of working person
  
- **Work organization level**
  - production of reliable data for decision making on
    - prevention of health risks and loading factors
    - production of good practice examples
    - promotion of work capacity
    - identification and prevention of new emerging risks
  
- **National level**
  - production of reliable data for decision making on
    - legislative development
    - national strategies, policies and programmes
    - administrative work and focusing of activities
    - planning of national services
  
- **International level**
  - production of reliable data for decision making on
    - improvement and upkeeping of national competitiveness
    - promotion and support of globalization on national organizations

**Thank you for your attention!**

