

## What are our priorities?

The National Institute for Occupational Safety and Health (NIOSH) Healthy Work Design and Well-Being Program seeks to advance worker safety, health, and well-being by improving the organization of work. "Organization of work" is the combination of work processes (the way jobs are designed and performed) and the organizational practices (management and production methods and human resource policies) that influence those processes. The program works with partners in industry, labor, trade associations, professional organizations, and academia on these areas:

- Reducing job stress and stress-related illnesses and injuries through improved understanding of the risks associated with the changing organization of work.
- Identifying the economic factors that affect worker safety, health, and well-being; and assessing the economic value of prevention activities that lead to the biggest improvement in worker safety, health, and well-being for the least cost.
- Advancing the safety, health, and well-being of workers by increasing the number of work environments that adopt evidence-based *Total Worker Health*® (TWH) approaches.

## What do we do?

- Explore the safety and health effects of work organization and the external factors (including legal, technological, and economic) that influence how work is organized.
- Design workplace interventions that minimize the harmful physical and emotional responses that occur when job demands cannot be met (also known as job stress).
- Focus research on the association between work arrangements and worker stress, health, and health-related quality of life (HRQL).
- Identify potential cost-effective interventions that can be implemented by organizations and society overall to reduce the adverse impact of work arrangement-related stressors.

## What have we accomplished?

- Developed plan for the 2018 NIOSH Quality of WorkLife survey so that researchers can continue to track changes in the organization of work and understand the impact those changes have on worker well-being.
- Completed a study examining the impact of work arrangements on job stress, health, and HRQL. This study indicates stressed workers in particular arrangements experience more days of poor physical and mental health than non-stressed workers.
- Co-sponsored and co-convened the 2017 Work, Stress, and Health conference with the American Psychological Association and Society for Occupational Health Psychology. This year's conference focused on contemporary workplace challenges that present new research and intervention opportunities.
- Published the *National Occupational Research Agenda to Advance Total Worker Health* to highlight priority research, practice, policy, and capacity building goals for 2016-2026.
- Published *Fundamentals of Total Worker Health Approaches: Essential Elements for Advancing Worker Safety, Health, and Well-being*. This document is a helpful guide for employers, businesses, and practitioners wishing to implement policies, programs, and practices to advance TWH.

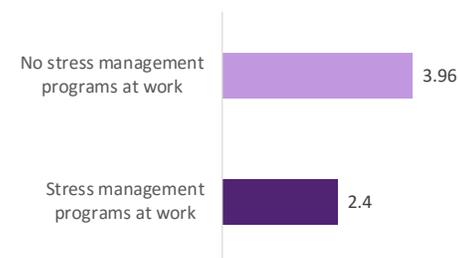
## What's next?

- Co-sponsor and convene the 2018 International Symposium to Advance Total Worker Health. The theme of this symposium is "Work and Well-being" and will feature more than 100 keynotes, plenaries and workshops on advancing research, interventions and strategies for safer, healthier work.
- Study the impact of work arrangements on worker earnings, fringe benefits, and financial stress using the National Health Interview Survey.
- Publish an edited volume of state-of-science knowledge on the integration of occupational safety and health interventions with other organizational policies, programs, and practices to ensure the well-being of workers.
- Partner with stakeholders and other health agencies to develop promising methods for integrated research and to establish guidelines for TWH professional training programs.

## At-A-Glance

The NIOSH Healthy Work Design and Well-Being Program seeks to improve the design of work, work environments, management practices, and organizational policies in order to advance worker safety, health, and well-being. This snapshot shows recent accomplishments and upcoming work.

### Average monthly days of worker poor mental health



Source: NIOSH Quality of WorkLife survey, 2014

### NIOSH Centers of Excellence for TWH and NIOSH TWH Affiliates



Six funded TWH Centers of Excellence and a network of more than 25 TWH affiliates advance research and practice of safer, healthier work.

Source: NIOSH program records. Partner names available at <http://www.cdc.gov/niosh/twh/partner.html>

### Average annual days lived in poor physical and mental health by work arrangement



Source: NIOSH Quality of WorkLife survey, 2002-2014