Workplace Well-Being

Workplace Wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization. The aim of measures for workplace well-being is to complement OSH measures to make sure workers are safe, healthy, satisfied and engaged at work.

Workers well-being is a key factor in determining an organisation's long-term effectiveness. Many studies show a direct link between productivity levels and the general health and well-being of the workforce.

Enterprises and organizations are increasingly recognising the need to take the well-being of their workers seriously. The more progressive organizations are doing so because they appreciate that their most important resources are their human resources - their people. Other organizations are beginning to address well-being issues because it is becoming increasingly clear that many workplace problems draw from a lack of commitment to the needs of their workers. A lack of recognition on the need to promote workers well-being may give raise to workplace problems, such as stress, bullying, conflict, alcohol and drug abuse and mental health disorders. Potential solutions, such as leadership, communication and a focus on learning and development are essential for anyone committed to making the workplace a more decent and satisfying place. It had become fairly common in some industrialized countries, often under the stimulus of legislative measures, to adopt programmes targeting specific health problems in the workplace as a complement to traditional safety and health measures, in particular those related to drug and alcohol abuse. More recently, there has been a growing trend for the development of global health promotion policies by employers and their partners covering not only drug and alcohol abuse, but also a whole range of lifestyle issues including smoking, diet, exercise and mental well-being.