

# Why is Good Work Good for Health?

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# Why 'Good Work' Matters

- Strongly linked to performance, productivity, commitment, engagement, motivation, attendance, retention & wellbeing
- Work is a 'social determinant' of health
- Job quality has a social gradient & is an important driver of good health outcomes for working age adults

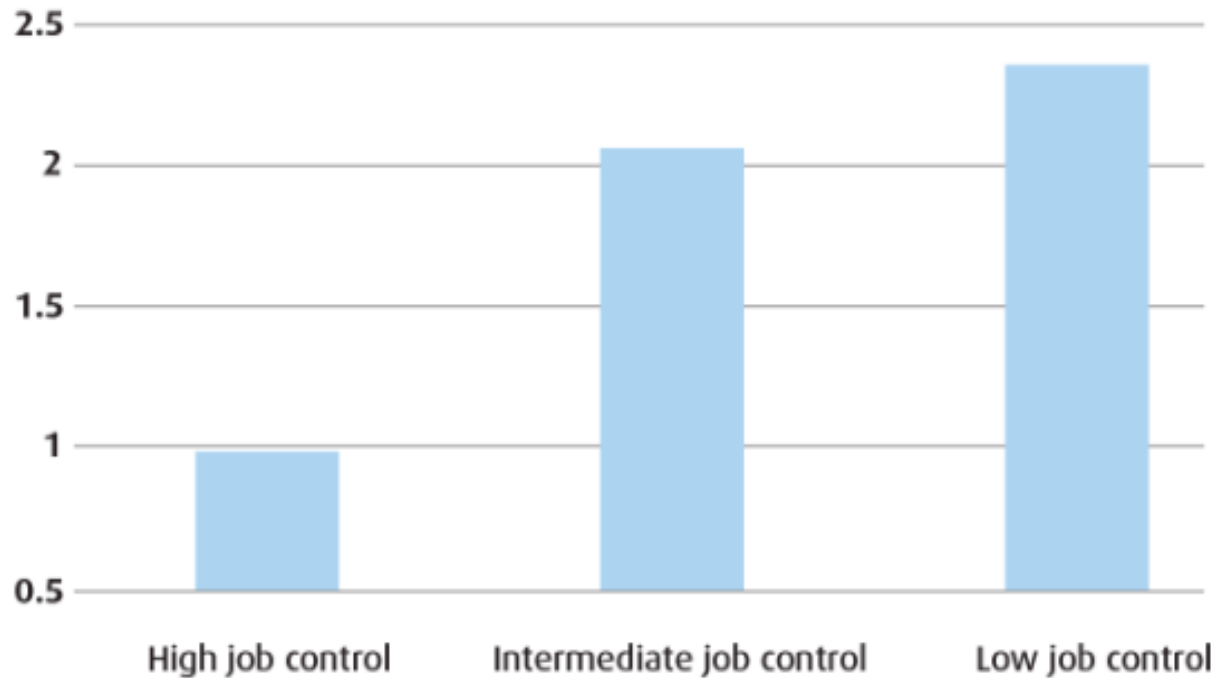
# Whitehall II Study (Marmot et al)



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Self-reported job control and coronary heart disease incidence

Likelihood of CHD



# Components of 'Good Work'



# Productivity & Mental Health (n=1085)



*NB - All results statistically significant*

# Why is Job Design Important?

The way a job is designed can influence:

- The efficiency levels which can be achieved
- The sense it makes to the job holder
- Whether the job is motivating and satisfying
- Whether the job links well with other, related jobs in the team
- Whether the job is beneficial (or harmful) to health

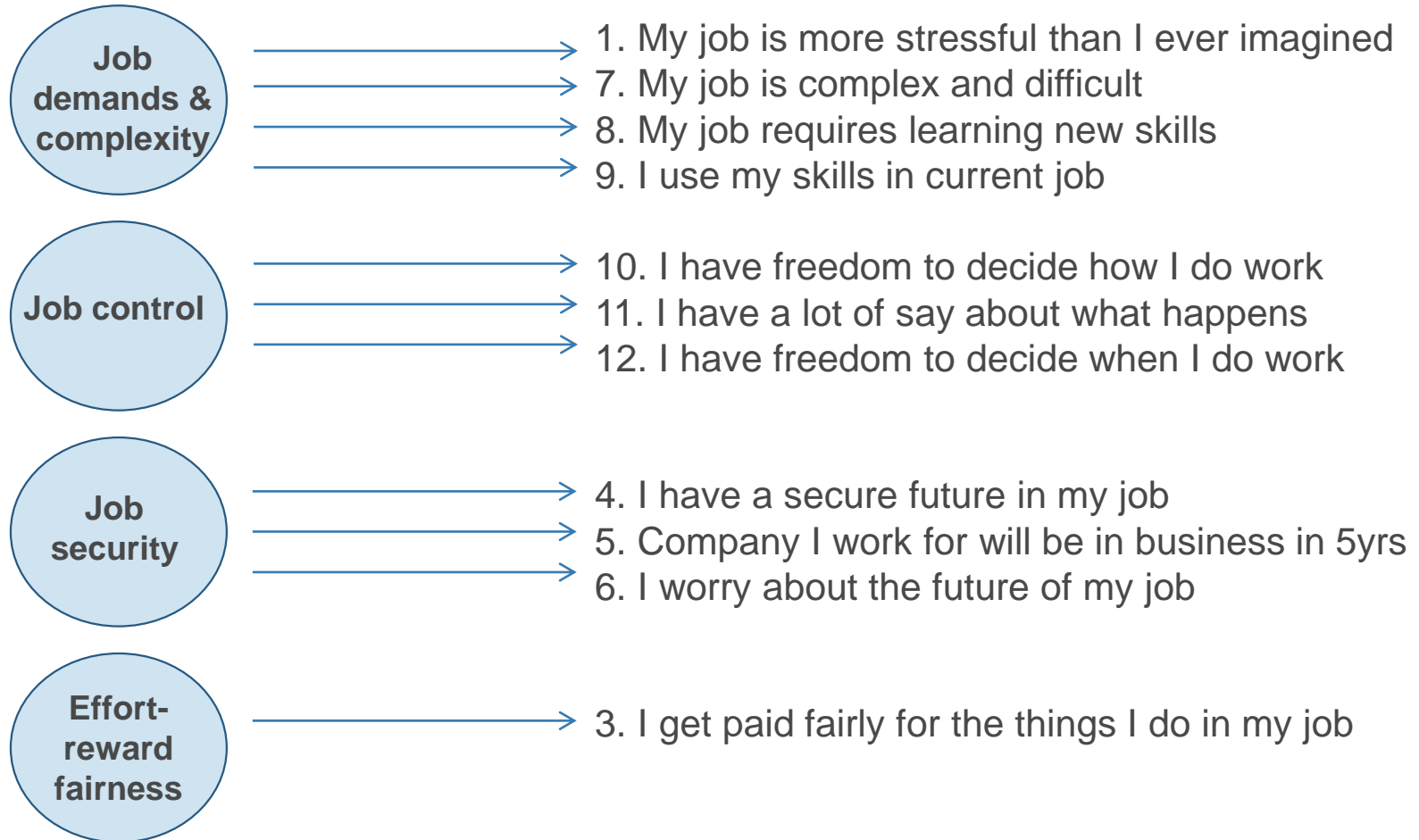
# Job Design for Good Work - What Motivates People?

- Skill Variety
- Task Identity
- Task Significance
- Autonomy
- Decision latitude
- Feedback
- Growth potential

If you want people to do a good job, give them a good job to do  
(Frederick Herzberg)



# Psychosocial Job Quality (1)

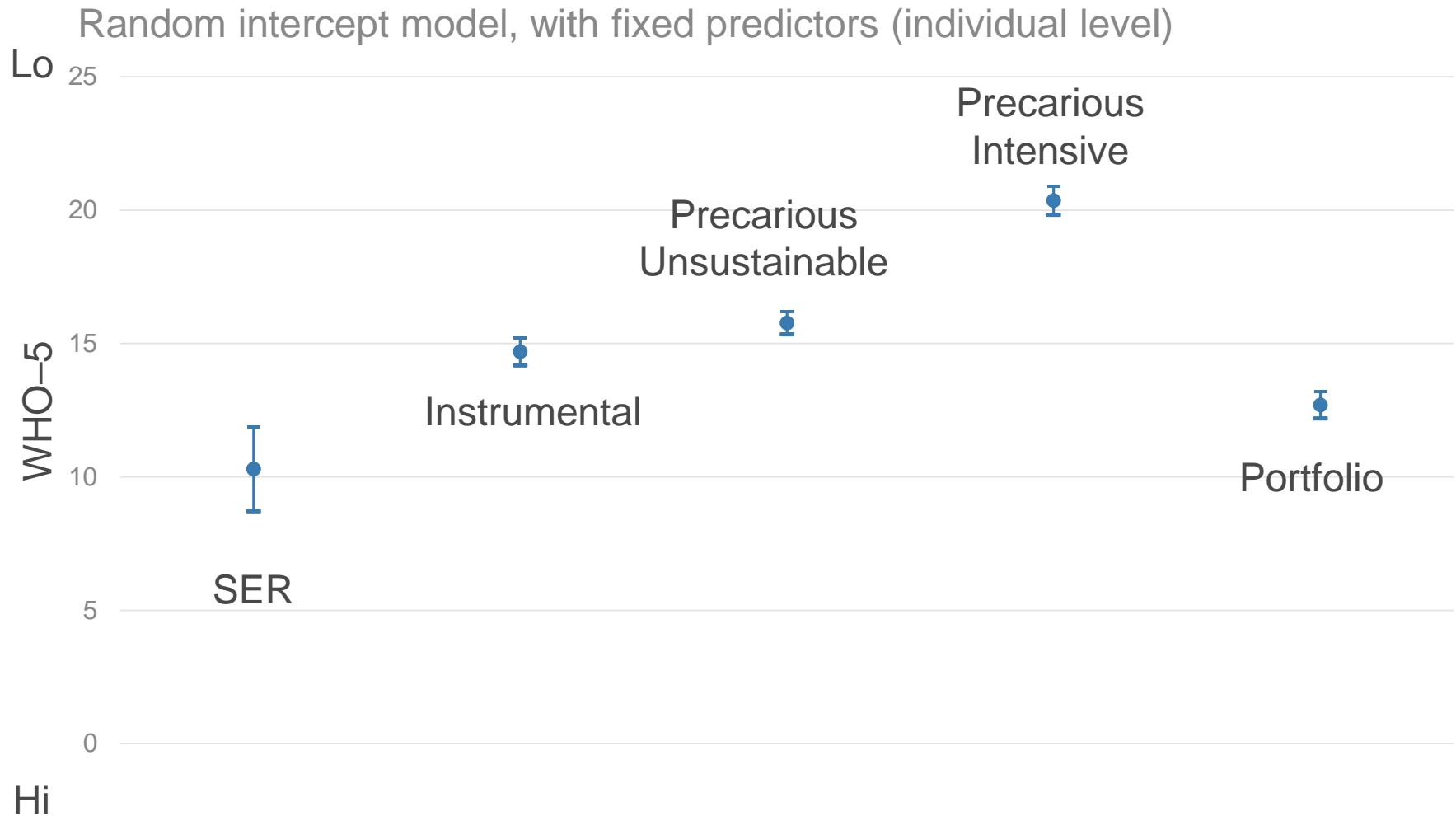


## Psychosocial Job Quality (2)

*“As hypothesised, we found that those respondents who were unemployed had significantly poorer mental health than those who were employed. However, the mental health of those who were unemployed was comparable or **more often superior** to those in jobs of the poorest psychosocial quality.”*

*[These results have now been replicated in the UK]*

# Precarious Work & Mental Health



*Note: controlled for sex, age, occupational class, educational level, size of organisation, economic sector, work intensity, ergonomic demands, job autonomy and cognitive demands*

# Conclusions

- Good work is good for health & wellbeing
- We know what drives this link – we just need to do more of it!
- Employers have a lot of choice – creative job design can make a big difference
- Good jobs also have therapeutic benefits for people living with long-term conditions
- As the UK labour market recovers, we need to ensure that precarious work does not undermine our drive for full & fulfilling employment

# Further information

[www.employment-studies.co.uk](http://www.employment-studies.co.uk)

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