

Changing Times – Challenging Times – Implications for Health

Owen Metcalfe

Associate Director

Institute of Public Health in Ireland

NI Workplace Health Network –

“Managing the transition from Working life”.

9 March 2009

www.publichealth.ie



Presentation Outline



- Institute of Public Health in Ireland
- Health Determinants
- Work and Health
- Not Working and Health
- Managing Change

Institute of Public Health in Ireland

Promoting north/south cooperation

Remit includes:

- Providing public health information and surveillance
- Strengthening public health capacity
- Advising on policy

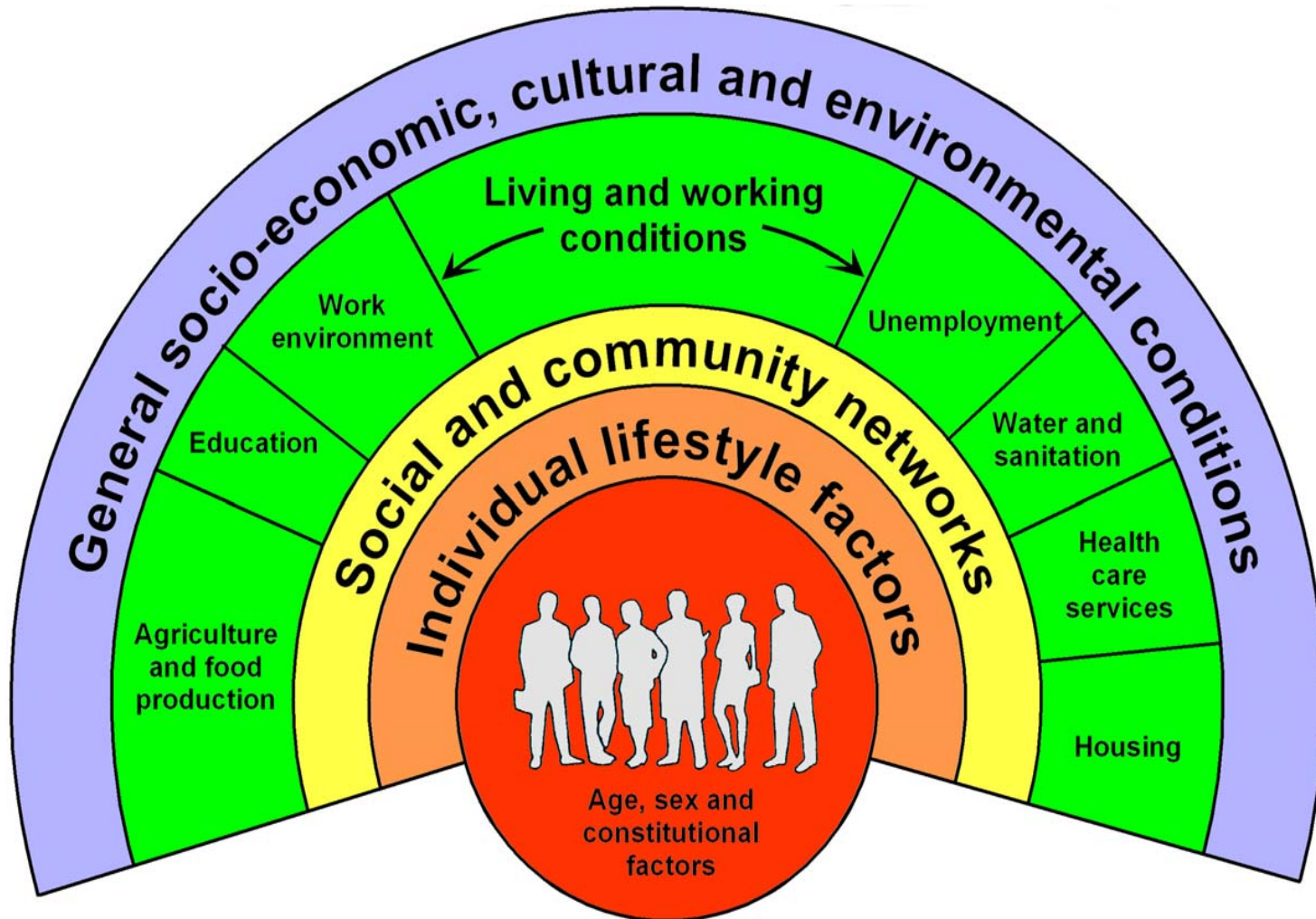


www.publichealth.ie

Tackling inequalities in health is the focus for all our work



Determinants of Health



Work and Health

Physical Environment

More than 70% of workers aged between 45 – 54 who experience back pain attributed these back pain problems to their work situation.

Psychological Environment

- Control

Men and women with low job control nearly twice as likely to report coronary heart disease as others.

- Intimidation

Seven per cent of people experience bullying in a 6 month period and the rate among women was 1.8 times higher than among men.

- Discrimination

Women in Europe earn 84% of the average gross hourly wage of men.

Gender Gap

- **Policies:** 17% of MLA's are women and 13% of TDs in the Dáil are women
- **Pay:** 21.1% pay gap between women and men.
17.9% in ROI
- **Boardroom:** 8% of members of boards of public companies are women
- **Family:** Women spend 27.2 hours a week on housework/family compared to men's 7.5 hours
- **Poverty:** 31% of women over 65 are at risk of poverty compared to 23% of men
- **Work:** Women work 34 hours a week in jobs while men work 46.7 hours a week

Work and Health

Flexible Labour Markets

- Job insecurity
A study of British Civil Servants showed that those who experienced job insecurity reported a significant worsening of self rated health compared to those with job security.
- Work hazards
Temporary workers more exposed to loud noise and hazardous products.
- Part-time work
Choice is critical.

Work and Health

Work Life Balance

- Working hours
 - Risk to health and safety with long working hours.
CVD, diabetes and fatigue.
- Double workload
 - Gender inequality.
- Older workers
 - Older workers need time to attend to health needs.
- Commuting
 - Fifty-six per cent drive to work – reduced physical activity, increased stress.
- Teleworking
 - Ergonomics and isolation.

Unemployment and Health



- Poverty

Poor people die younger.

- Stressful Life Event

Lower levels of psychological wellbeing.

- Lifestyle

More likely to smoke and drink to excess.

- Recurrent Event

Once unemployed greater risk of being unemployed again.

- Health Inequalities

Vulnerable sections of society particularly exposed.

Retirement and Health



- Wealth

The more wealth the lower the risk of dying.

- Physical Activity

Decrease in household activities – cycling, walking.

- Major Health Conditions

Increased risk of conditions such as heart attacks or lung cancer.

- Age of Retirement

Different outcomes for those retiring at 55.

Change

Population

Life Expectancy

Unemployment

	2003	2008	2003	2007	2003	2009
NI	1.7m	1.8m	M - 75.59 F - 80.45	M - 76.25 F - 81.26	4.4%	5%
ROI	3.97m	4.4m	M - 75.1 F - 80.3	M - 76.8 F - 81.6	4.6%	10%

Managing Change



- The health promoting workplace
- Preparation for retirement
- Active retirement
- Social cohesion and connectedness
- Joined up solutions

