



Reduce harmful work stressors. Improve job quality and health.

HEALTHY WORK Agenda for Employers



Spread the message that if we want healthy people, we need healthy work.

- Healthy work can prevent illness and early deaths.
- Healthy work reduces healthcare costs, disability, sick days and re-training time and costs, while increasing productivity.
- Reducing common work stressors improves health and engagement, creating a healthy workplace.



Change the culture of work in the U.S.

- Change the message: "Be glad you have a job. If you don't like it, leave."
- Promote an organizational climate that supports healthy work practices.
- Challenge the practice and culture of long work hours and expecting people to be available at short notice, 24/7, and bring in fair pay, healthy work schedules with proper notice, and policies that respect non-work roles.
- Create policies to prevent workplace bullying, sexual and other harassment, discrimination and retaliation against whistleblowers.
- Provide all managers with leadership training about the advantages of healthy work and the skills to implement those practices.



Change the organization of work in the U.S.

- Identify work stressors resulting from your organization's policies and practices using the survey at stressassess.ca (workplace edition).
- Use the Healthy Work Tools for Employers (in progress) to inform policies and practices that reduce work stressors and promote healthy work.

- Endorse public policies that incentivize organizations to change work practices, so that people and profit are mutually sustainable.
- Recognize the financial benefits of investing in healthy work in an increasingly socially-conscious consumer market.



Strengthen American workers' voice and labor power to create healthy work.

- Recognize employees' rights to participate in decision-making about their jobs and the workplace.
- Protect workers' freedom to act together, join a union, and to bargain as equals with employers about healthy working conditions.



Support the enforcement of existing health and safety regulations and expanding them to include "healthy work" standards/guidelines.

- Include relevant action items from the *Agenda* and the *Principles of Healthy Work* in current HR and OSH policies in health and safety and leadership trainings, and in collective bargaining negotiations.
- Support the movement to include work stressors as a hazard in state and national regulations, as other countries do.



Visit healthywork.org for more information.

