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.

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.

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.

Visit healthywork.org for more information.