

Jobs: From crisis to growth and inclusion

work and well being in EUrope
robert manchin, gallup
employment week, 2009,
June 24, Brussels

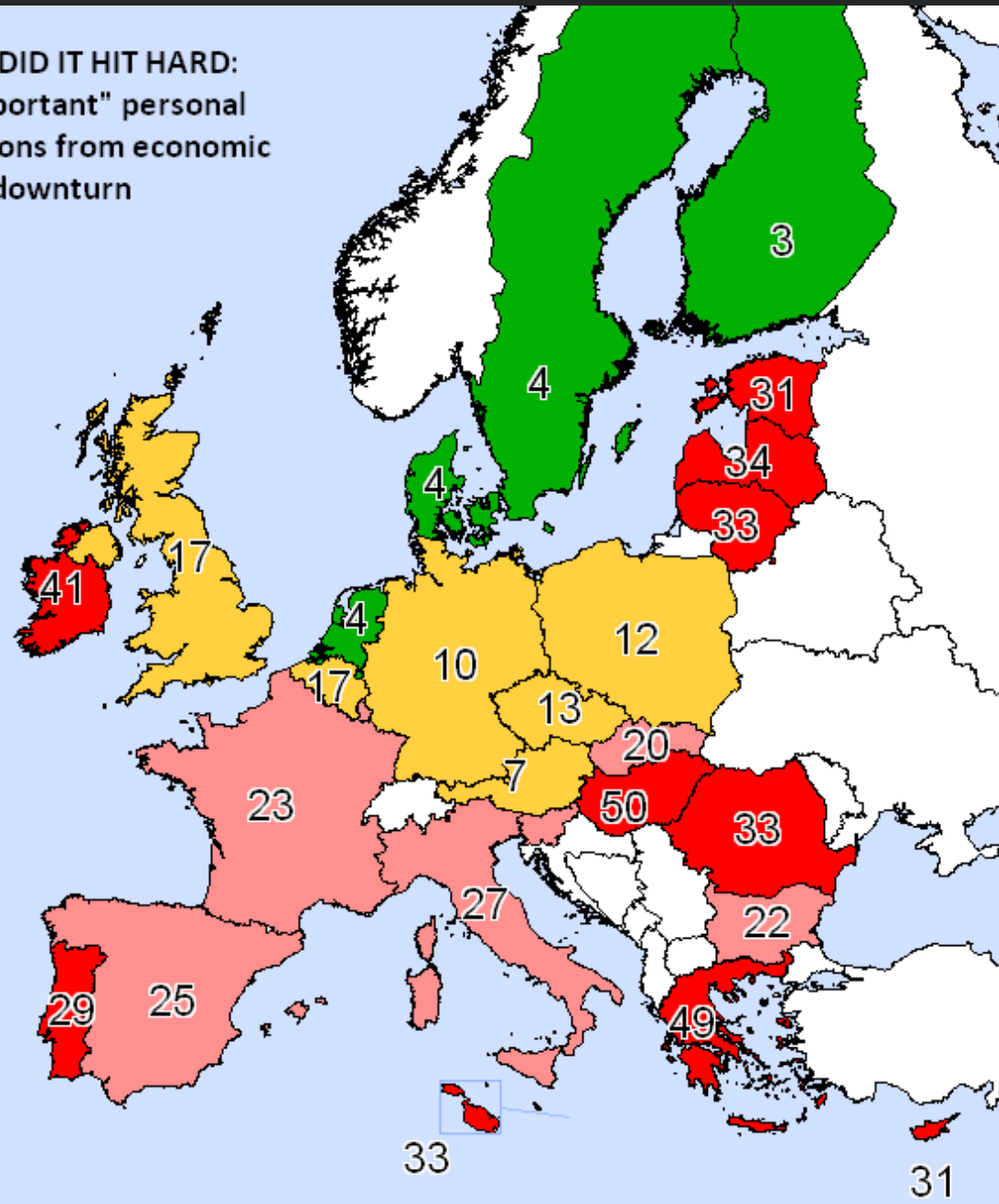
hard times

20%
of EU citizens
felt "**very important**"
personal repercussions
due to crisis

2009 spring

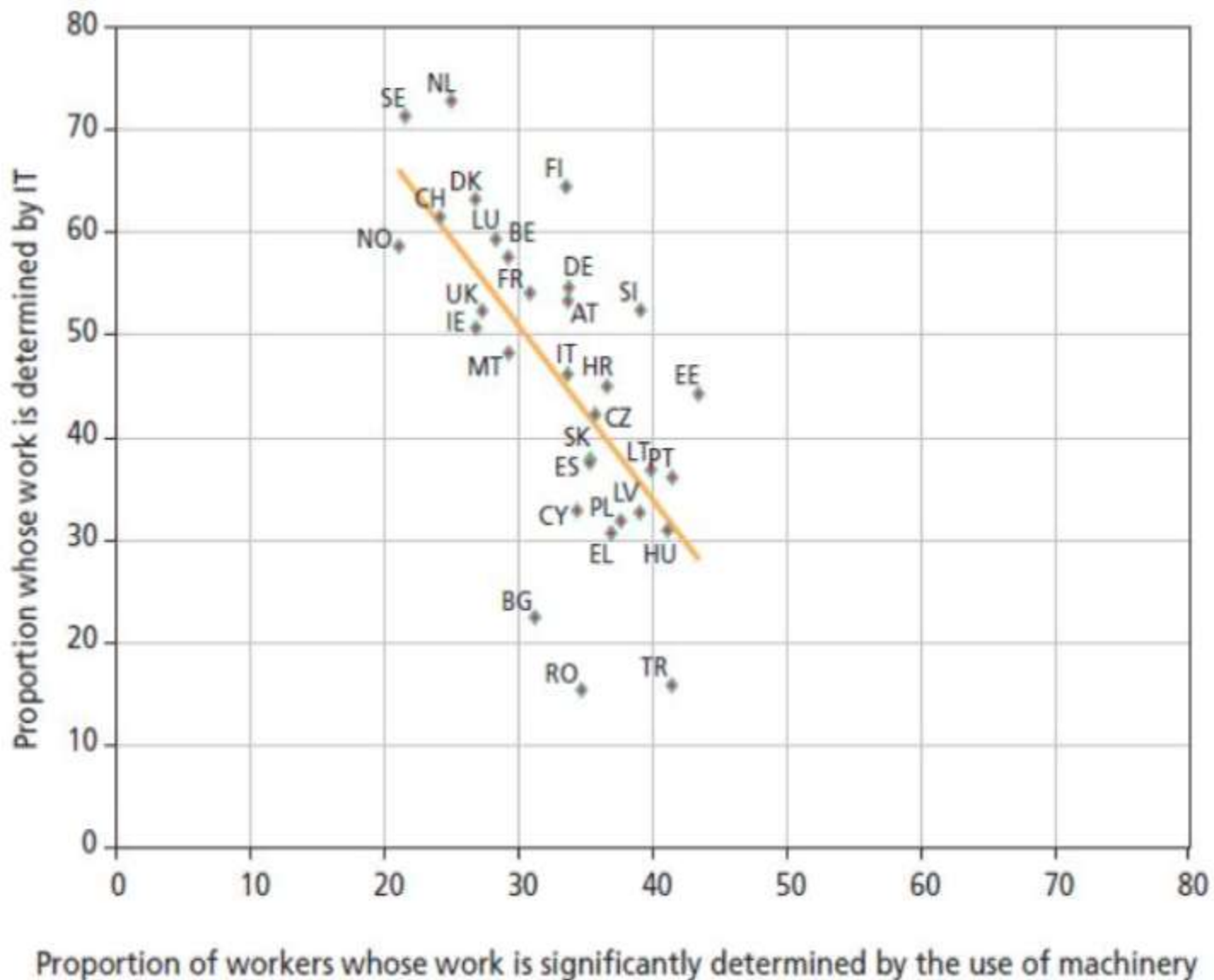
The majority is concerned
very+fairly important: **58%**

WHERE DID IT HIT HARD:
"very important" personal
repercussions from economic
downturn

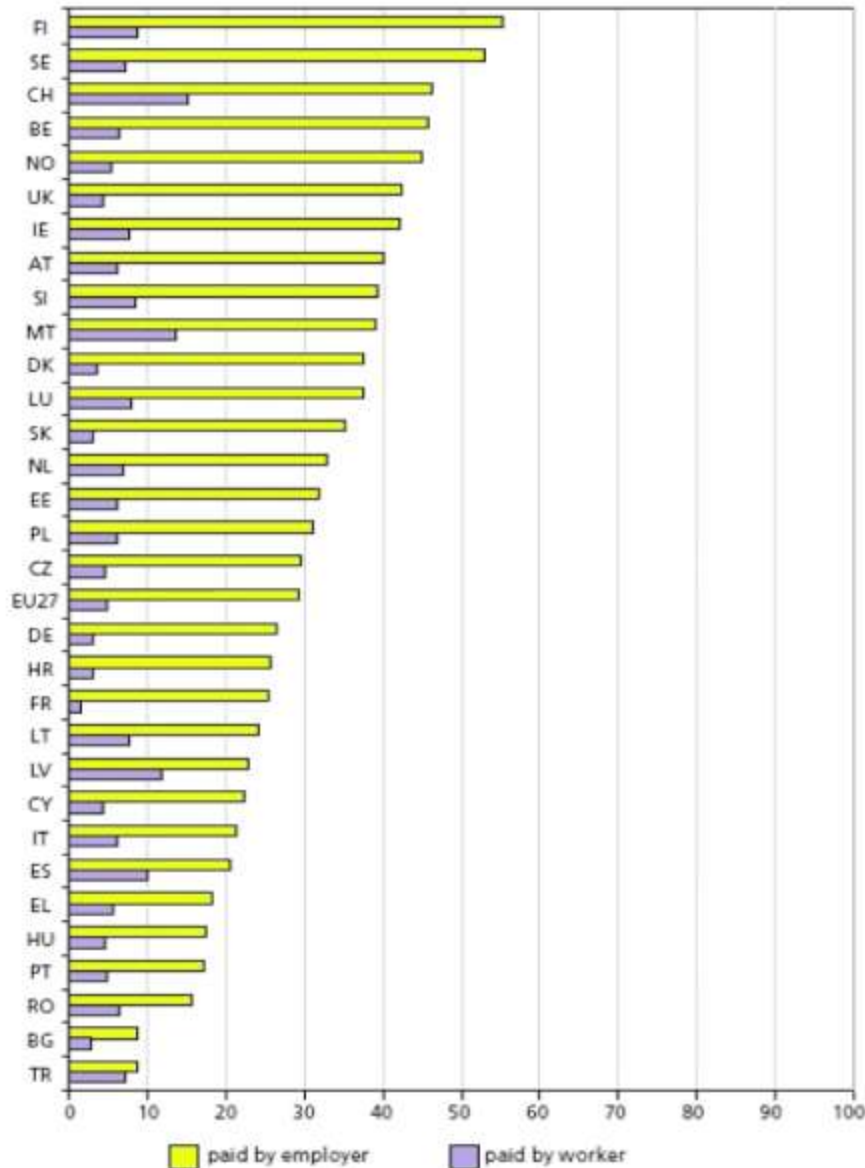


work is **#1** concern

but what kind of jobs?



Percentage of employees who received training, by country (%)



employers
prepared
differently in
different parts of
Europe for crisis?

well-being

work?

well-being

despite

work?

well-being | despite
at work?

well-being | despite
at work?
through



53%

**of Europeans
complain about
work involving
repetitive hand
and arm
movement**



22%

**of professionals
say their skills
do not match
job demands**



23%

**report that
lifting heavy
loads or people
is part of their
work**



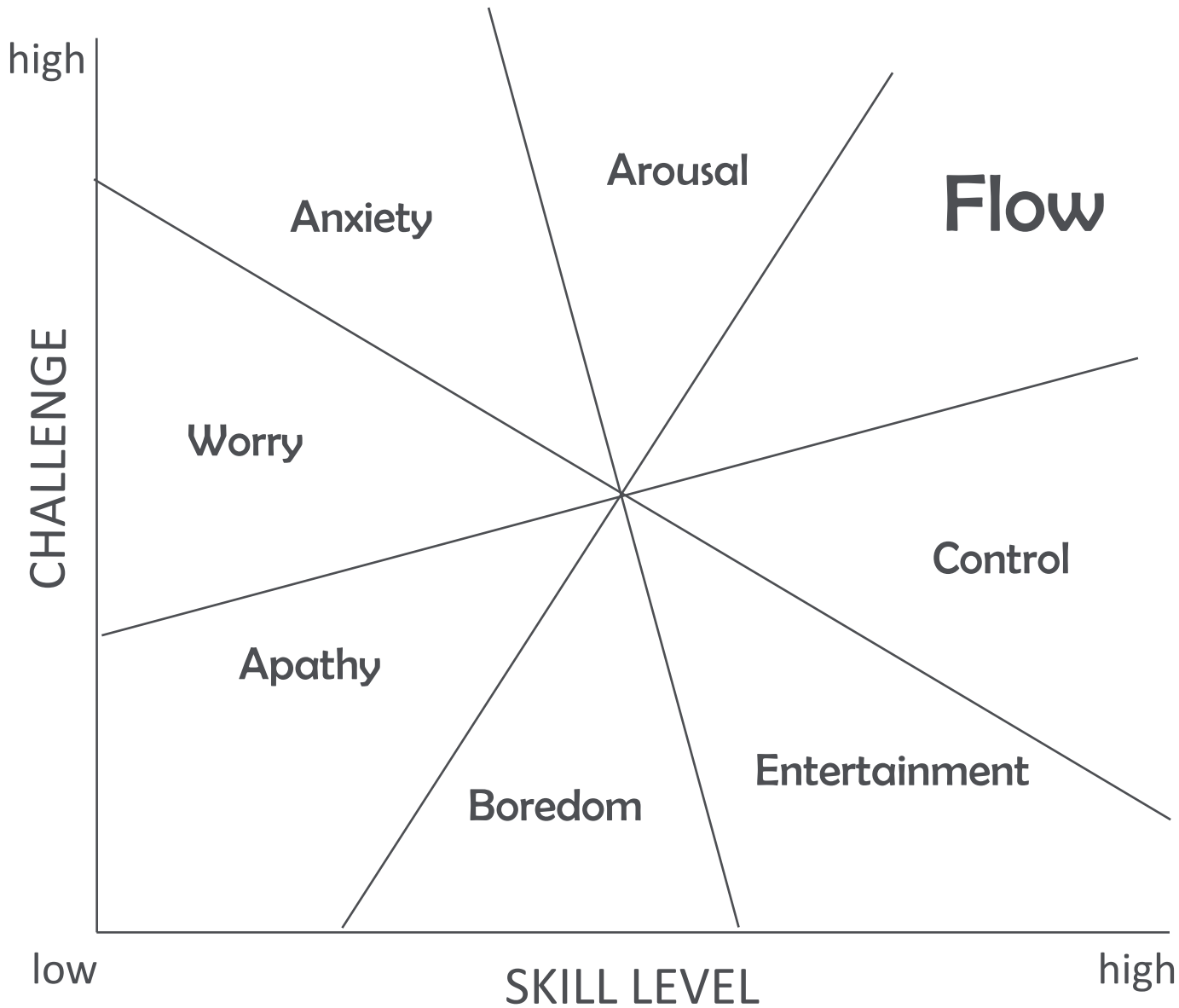
32%

**of all Europeans
complain about
tiring and painful
positions at work**

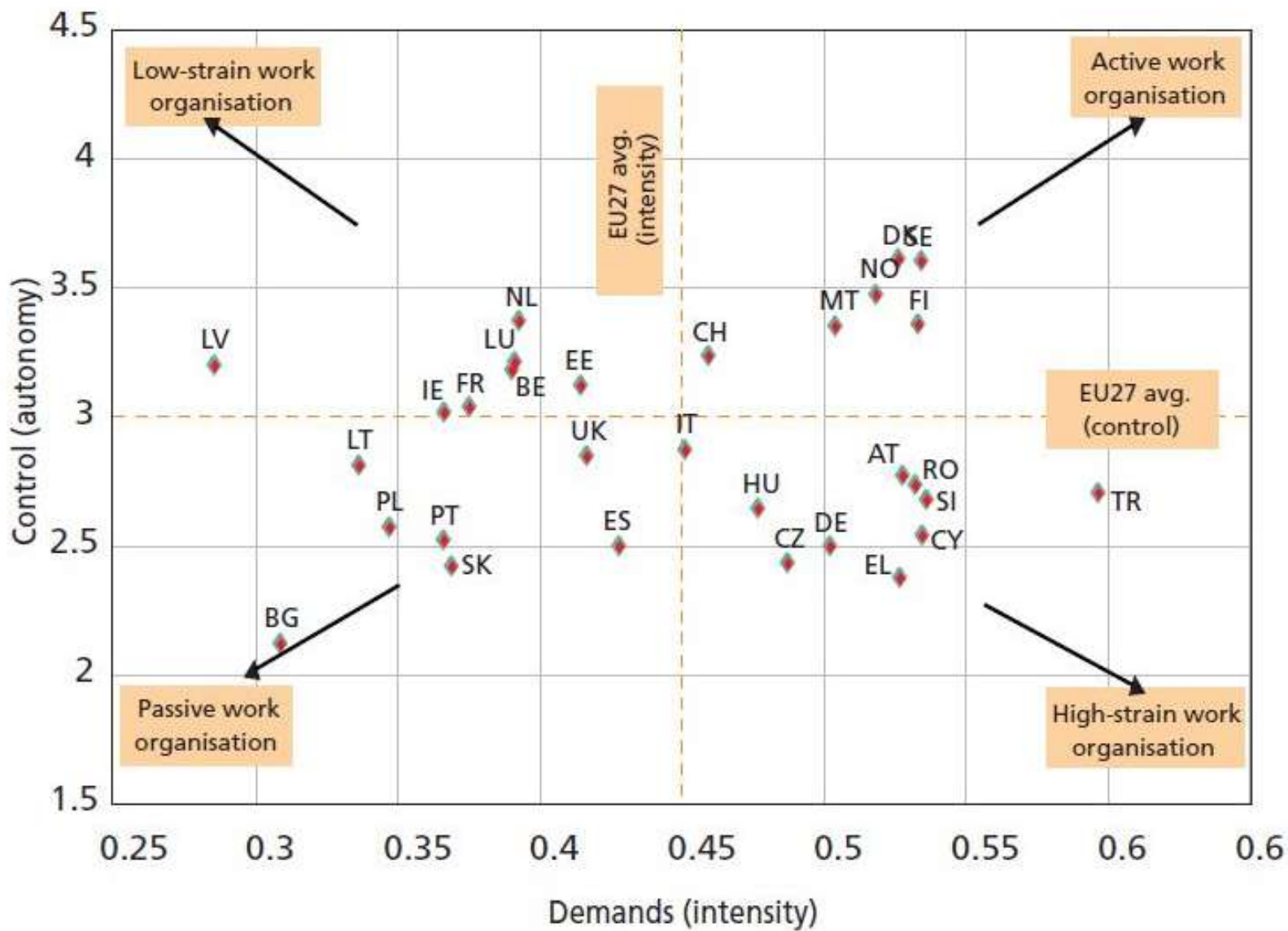
**harm-oriented
work evaluation
reflects a past
labour structure**

well being **through** work?

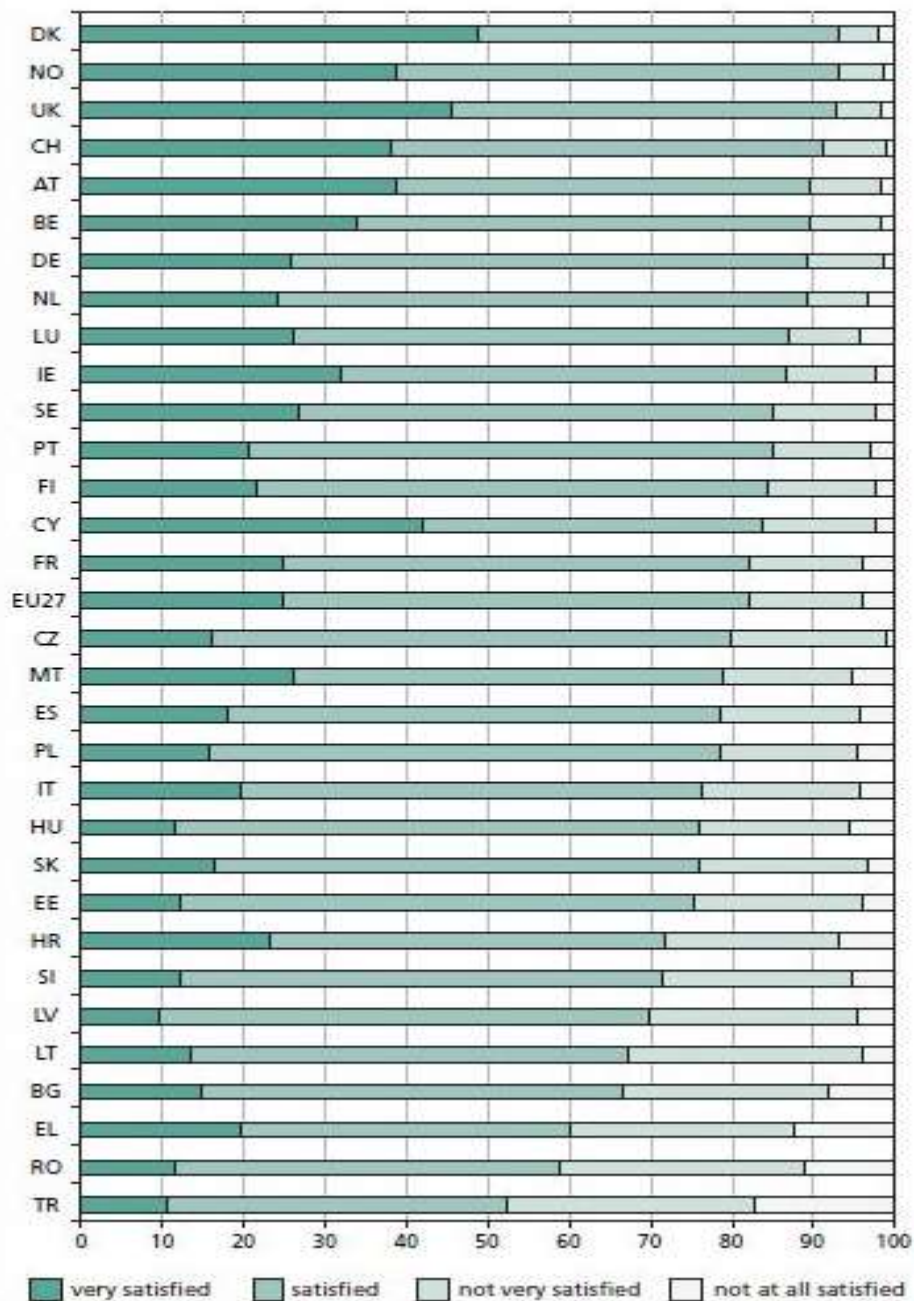
positive
psychology
//
csikszentmihalyi
//
good work



Job demands and control, by country

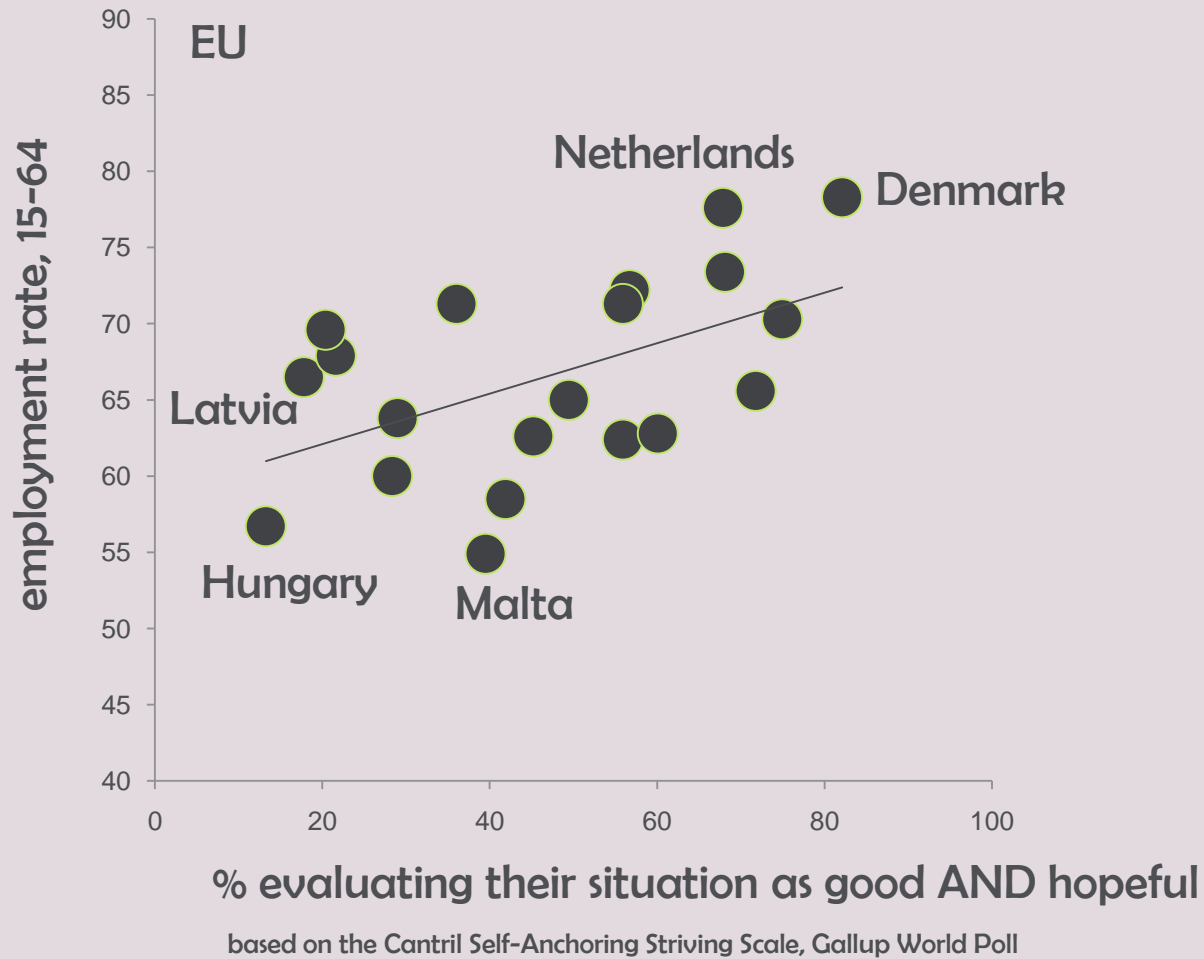


Work satisfaction, by country (%)



is access more
important than
quality?

employment rate vs. well-being



work contributes to well-being **if**

(you have one)

**basic rules // criteria for success
well-defined**

feel treated with respect
//
management encourages
personal development

**skills and challenge
are in balance**

the gallup model:

identify strengths

find the right fit

have great managers

to achive employee engagement

well being **at** work?

job provides a feeling of "work well done"

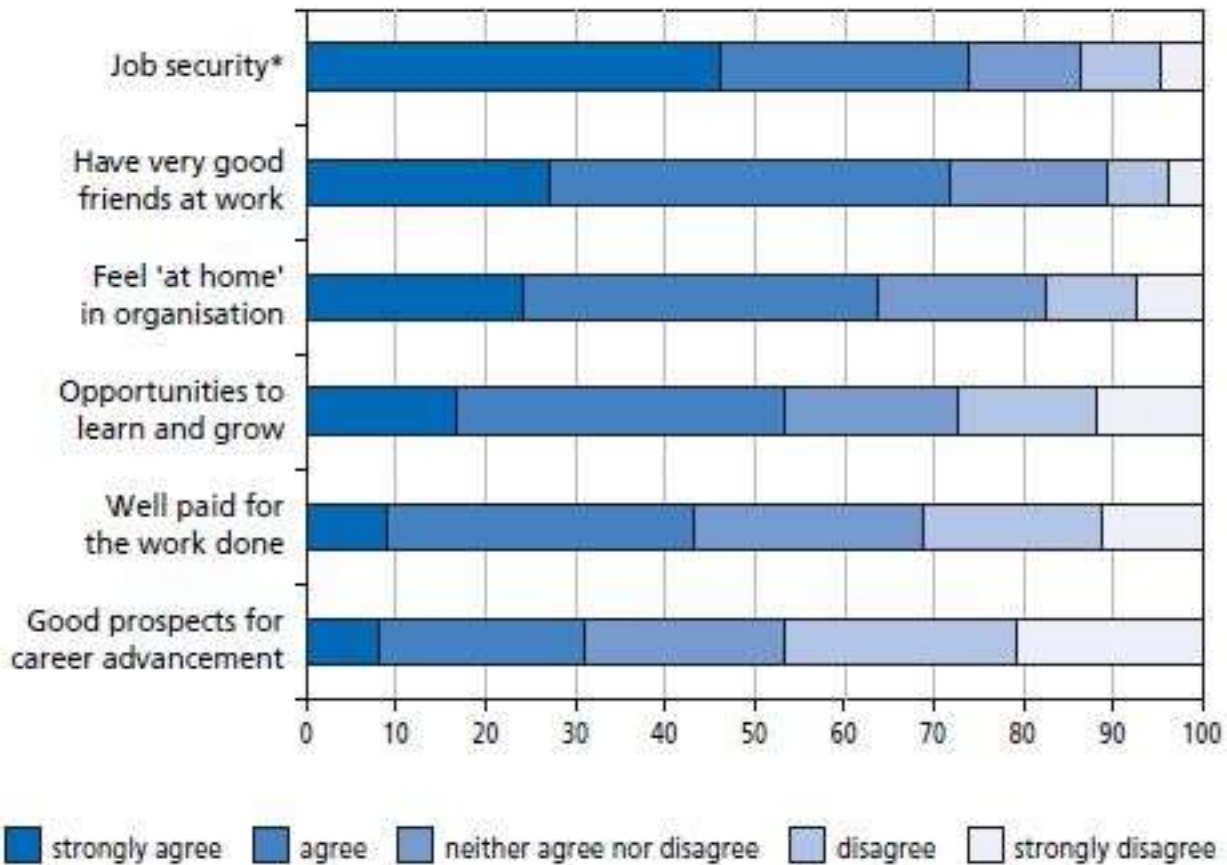


"almost always"

51%

key factors of well-being at work

Satisfaction with positive job elements (%)



GROWTH

Opportunities to learn and grow
Progress in last six months

INCLUSION // UNITY

I have a best friend at work
Coworkers committed to quality
Mission/Purpose of company
At work, my opinions seem to count

MANAGEMENT // SUPPORT

Someone at work encourages my dev.
Supervisor/Someone at work cares
Recognition last seven days
Do what I do best every day

FOUNDATIONS

I have materials and equipment I need
to do my work right
I know what is expected of me at work

employee



engagement

index

engaged
not engaged
actively disengaged

absence /
illness /
loss of productivity
at least **twice as much**
comparing
actively disengaged
and engaged

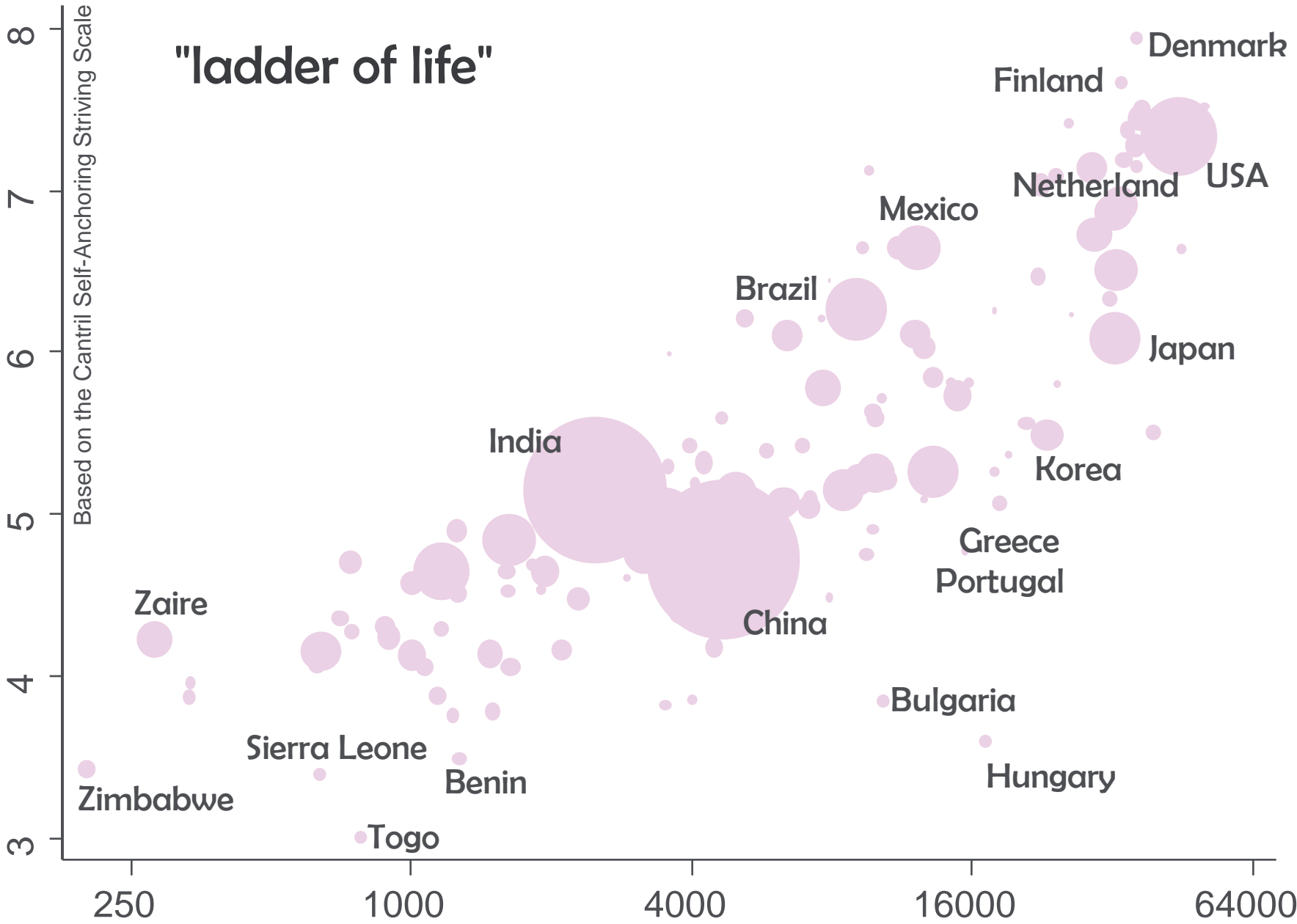
And of course: work produces
income
that matters at both individual, societal and EU level



"ladder of life"

Based on the Cantril Self-Anchoring Striving Scale

National average "ladder" score



thank you