

THE FUTURE OF WORK AND WELL-BEING



Academy of Finland
Research Programme
WORK 2008–2011



ACADEMY OF FINLAND
RESEARCH FUNDING AND EXPERTISE

THE FUTURE OF WORK AND WELL-BEING (WORK) 2008–2011



WORK IN BRIEF

The WORK research programme focuses on the crucial question of how the current Finnish system for organising work and well-being will be modelled in the future. In addition to globalisation and the development of technology, new challenges derive from changes in the demand for labour, ageing population, the reorganisation of social care services and expectations of equal participation by men and women in both wage employment and in the care of children and other family members. The programme analyses relationships between work, well-being and health, and creates new solutions to the challenges of working life.

AIMS

The research challenge involves transcending the boundaries between research in the humanities, social sciences, economics, psychology and health as well as strengthening interdisciplinary research into work and well-being. The main objective is to focus research on new areas and to develop innovations that aim to resolve problems related to the relationships between work and well-being. At the macro level, one of the programme's key concerns is with the question of how economic and employment growth can be reconciled with social cohesion. What is the optimal way of producing well-being and employment? How can we guarantee not only economic efficiency, but also social justice, physical and mental health, as well as social partnership and democracy? The WORK programme promotes the application of new research methods in the field of work and well-being and directs special attention to reporting on research results. The programme has an ambition to actively participate in the public debate on the relations between work and well-being in Finland.

THEMES

1 The changing relationships between work, livelihood and the life sphere

The individual's life course and employment history involve a number of transitions, such as the shift from youth to adulthood, from school to the labour market, from employment to unemployment, from unemployment to education and back to the labour market. These transitions also involve shifts and changes in the relationships between different life spheres that affect work, family life, friends, education and leisure. The key concern in this thematic area is with the way in which relationships between life course, work and well-being have changed and with how these relationships could be organised in a socially, economically and ethically sustainable way. And what are the possible new models for organising work, other life spheres and welfare?



2 The appeal of working life

The 'Finnish dilemma' of national economy is that wage employment holds little appeal among citizens who want to withdraw from work and working life before their official retirement age. At the same time, though, the macroeconomic imperative has gathered strength, which requires that citizens should work harder and remain in wage labour longer. For reasons of social welfare and cohesion it is important that steps are taken to maintain the appeal of working life and to increase participation in working life for a longer period. How can a changing working life maintain an employee's health and well-being? How can we better maintain the working capacity of ageing and disabled people? What kinds of new solutions can be achieved via intervention studies in work organisations?

3 Diversifying of labour

The most important ongoing changes reflecting on the quality and structure of labour are ageing, the growth of multiculturalism and the rising level of education.

There is reason to assume that as population growth comes to a halt and reverses, changes in the supply and demand of labour will play an ever more critical role. What are the impacts of the amount, structure and diversity of the population on labour, the labour market and welfare policy? How can the integration of immigrants to Finland and working life be developed and multicultural working life supported?

4 Structural unemployment and the precariate

The major problems in the labour market are population ageing, a long-term high level of structural unemployment and the continuing increase in atypical employment contracts, particularly among women. This poses a host of tough challenges to labour and social policy. What are the labour and social policy options available to help alleviate long-term unemployment and, on the other hand, the reasons for and consequences of fixed-term employment? What kind of labour market model would provide companies with enough flexibility in labour use while ensuring that employees have sufficient security in their lives?





3. kerros:

**Neuvonta
Työnhakija-asiakkaat**

AVOINNA 9.00 - 15.45



5 Well-being, health and work

Finland has successfully invested in developing safe and healthy working conditions. However, perceived job satisfaction and quality of working life have not developed equally favourably in all kinds of work, and the number of occupational accidents in Finland is still higher than in the other Nordic countries. In the WORK programme, the relationship between well-being, health and work will be examined from the vantage point of work: how working conditions and the psychosocial working environment (e.g. work atmosphere and management) affect the well-being and health of employees. The interplay between well-being, health and work can also be examined in terms of how living habits, illnesses and exposure-related risk factors impact people's working and functional capacity. Which working life factors impact the health of employees and how do they affect the various transition periods in working life? What connections do health behaviour, occupational health and physical exercise have to well-being at work and labour productivity?

6 Work as an economic foundation of welfare

The changes caused by globalisation, information technology development and the current demographic trends in production, the economy, work, in the labour force and in the labour market call for an analytical examination of the economic foundations of welfare. The key question is how to maintain and sustain GDP and labour productivity growth as well as the current system for financing the welfare state in a globalising economy in which the role of companies is changing. How do 'investments' in health and well-being impact the economies and competitiveness of companies? How does globalisation affect the opportunities of companies to bear social responsibility? We need new models of 'socially sustainable productivity growth', in which the systematic examination of economic growth and welfare is an important factor.

*Photos:
Visa Vehmanen/ Amarantti,
Karkkila Ironworks Museum,
futureimagebank.com*

Layout: Sole Lähti

Yliopistopaino, Helsinki 2008

WORK RESEARCH PROGRAMME

PROJECTS TO BE FUNDED

CONSORTIA:

Judicial Restraints against Exclusion
Pentti Arajärvi, University of Joensuu
Ari Antikainen, University of Joensuu
Tarmo Miettinen, University of Joensuu
Eija Mäkinen, University of Vaasa
Vuokko Niiranen, University of Kuopio

Are Temporary Workers a Disadvantaged Group?
Comparisons of Different Types of Temporary Workers
with Permanent Workers in Psychological and Social
Outcomes
Ulla Kinnunen, University of Tampere
Saija Mauno, University of Jyväskylä
Jouko Nätti, University of Tampere

The Effects of Labour Market Change on Well-being
and Health: Longitudinal Analyses of Individuals,
Families and Establishments
Pekka Martikainen, University of Helsinki
Markus Jäntti, Åbo Akademi University

Role of Early Life Risk Factors in Associations between
Work, Cardiovascular Disease and Depression:
A Life Course Approach Based on
Two Prospective Cohorts
Olli Raitakari, Turku University Hospital
*Mika Kivimäki, Finnish Institute of Occupational Health /
University College London*
Liisa Keltikangas-Järvinen, University of Helsinki
Risto Telama, LIKES Research Center, Jyväskylä

Sleep and Health: Coping with Irregular Working Hours
Tarja Stenberg, University of Helsinki
Mikko Härmä, Finnish Institute of Occupational Health
Katriina Kukkonen-Harjula, UKK Institute
Tiina Paunio, National Public Health Institute

INDIVIDUAL PROJECTS:

Uncertain Work and Well-being: Psychosocial and
Individual Resources and Untypical Work Contracts
among Physicians and Nurses in Finland
*Marko Elovainio, National Research and Development
Centre for Welfare and Health (STAKES)*

The Quest for Well-being in Growth Industries:
A Comparative Study in Finland and Scotland
Jeff Hearn, Swedish School of Economics

Entrepreneurship, Work and Well-being
in the Life Course Perspective
Jarna Heinonen, Turku School of Economics

The Changing Life-styles and Values of the Young Short-
termed Unemployed in the Different Labour Markets of
Finland
Helena Helve, University of Kuopio

Gender Inequalities, Emotional and
Aesthetic Labor and Well-being in Work
Päivi Korvajärvi, University of Tampere

Working Carers and Caring Workers: Making Paid
Employment and Care Responsibilities Compatible?
Teppo Kröger, University of Jyväskylä

Impact of Lifestyle Modification on
Pregnant Women's Workability,
Sickness Absence and Return to Employment
Riitta Luoto, UKK Institute

Successful Organisations and Employee
Well-being in Knowledge-intensive Work:
Contradictions and Challenges
Harri Melin, University of Turku

Between Employment and Unemployment. Involuntary
Part-time and Temporary Work in the Nordic Countries:
Extent, Explanations, Transitions
and Well-being Outcomes
Jouko Nätti, University of Tampere

Impact of Work and Socioeconomic Circumstances on
Physical Activity and Fitness at Different Life Stages
Ritva Prättälä, National Public Health Institute

The Consequences of Work Insecurity on Work-family
Relations and Well-being in Two Welfare Regimes
*Minna Salmi, National Research and Development Centre
for Welfare and Health (STAKES)*

Spatial Citizenship in European Labour Markets
Asko Suikkanen, University of Lapland

Determinants of Early Exit from Work Force:
An International Multicohort Study
Jussi Vahtera, Finnish Institute of Occupational Health

Promotion of Resources and Well-being in
Work Transitions
Jukka Vuori, Finnish Institute of Occupational Health

FURTHER INFORMATION

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OTHER FUNDING AGENCIES:



OPETUSMINISTERIÖ



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