



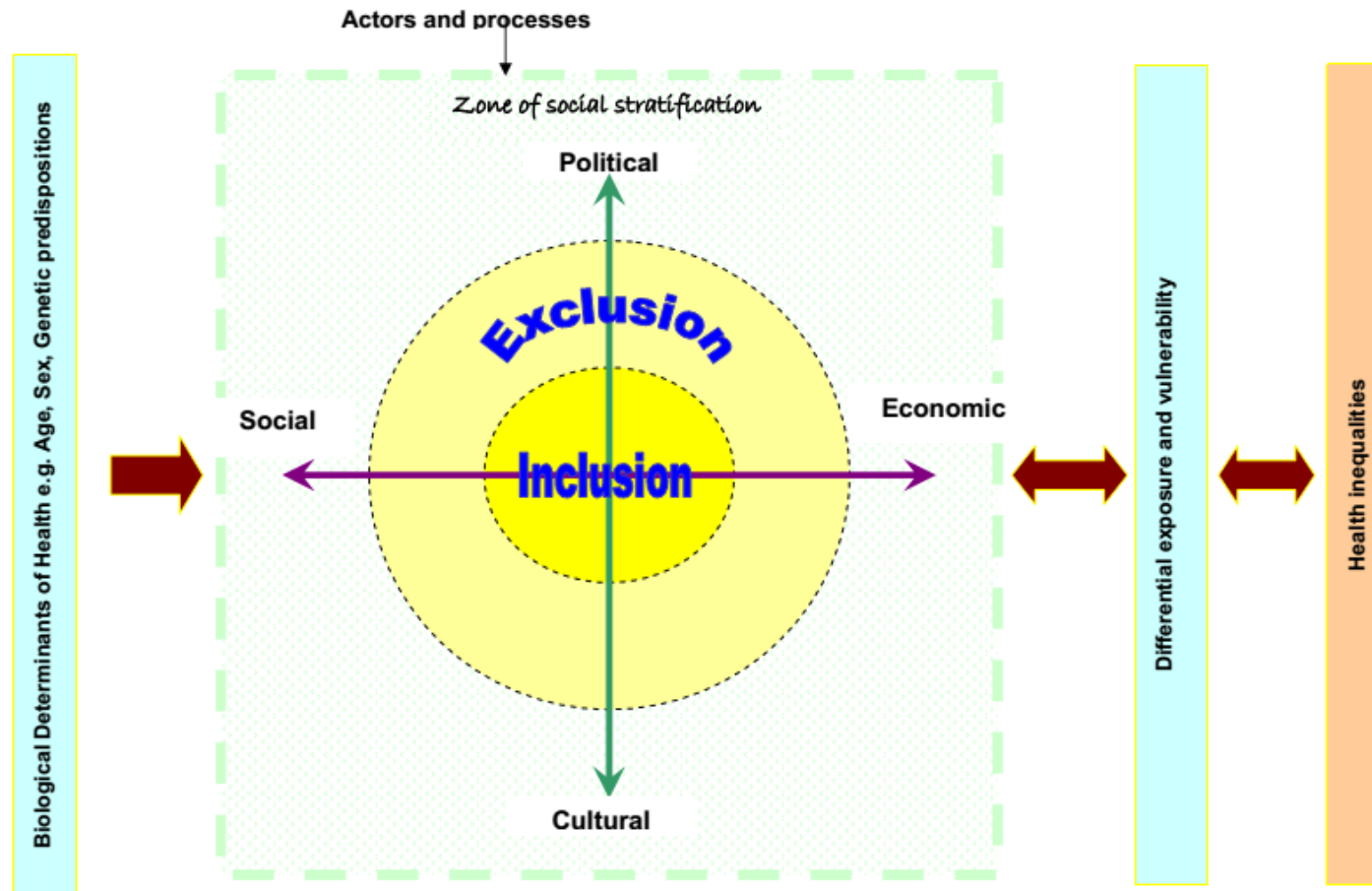
# Social inclusion, work & health

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# Conceptual model of social exclusion

FIGURE 3: THE SEKN MODEL OF SOCIAL EXCLUSION



Understanding and Tackling Social Exclusion  
Final Report to the WHO Commission on Social Determinants of  
Health From the Social Exclusion Knowledge Network  
February 2008

# Unemployment and social exclusion

Employment is key for social inclusion as well as being an important determinant of health.

- income and financial security
- link between the individual and society –social contacts and support
- self-esteem, identity, personal fulfilment.

**BUT...**

**Certain physical and psychosocial aspects of work can pose a risk to health.**

**Adverse working conditions can damage health and contribute to health inequalities.**

## Where Unemployment Hurts

Losing your job is hard on your wallet –  
and your body, mind and future.

### Heart

Those who experienced a no-fault layoff had twice the risk of developing high blood pressure, diabetes or heart disease within a year and a half, even if they found a new job quickly.

### Kids

Parental job loss was linked to a 15 percent increase in kids being held back a grade in school.

### Fitness

Each 50 percent drop in annual income results in a weight gain of about five pounds.

### Chronic Conditions

Healthy people who lost their job due to their employer going out of business had an 83 percent chance of getting a new health condition.

### Lifespan

Death rates for high-seniority male workers who lose their jobs are 50 to 100 percent higher than expected during the following year.

### Friendships

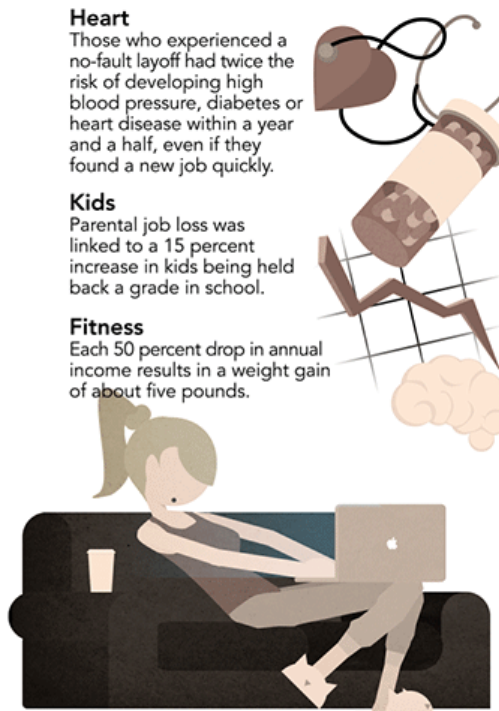
43 percent of those who have been unemployed for six months or longer said they lost contact with close friends as a result of losing their jobs.

### Earning Power

Workers who were laid off during the recession of the early 1980s were making 20 percent less two decades later than their peers who weren't.

### Mental Health

Long-term unemployment is linked with increased risk of major depression.



Sources: Harvard School of Public Health, Urban Institute, Pew Research, Harvard/MIT, CUNY, National Bureau of Economic Research, Forum for Health Economics & Policy, Columbia University

A HUFFINGTON POST GRAPHIC

Infographic by Troy Dunham for The Huffington Post.



# Occupational Safety and Health - Who is vulnerable?

Particularly sensitive or over exposed to occupational risk factors, in comparison to the general working population:

- Female
- Young
- Ageing
- Workers with disabilities
- Migrant
- Temporary
- Low-qualified

**Table 3 Crossovers among the groups of vulnerable workers**

Ageing Workers	37.8% of women aged 55-64 work					
Young Workers	40.6% of women between 15 and 24 work	n.a.				
Workers with Disabilities	No information identified	<b>The rate of disability increases with age</b>	Fewer disabled workers are under 25			
Migrant Workers	<b>Women migrant workers are often in low-skilled jobs</b>	People over 60 are underrepresented among migrants	<b>A high share of migrant workers are young</b>	No information identified		
Temporary Workers	14.4% of female workers have fixed-term contracts	10% of workers over 55 have temporary contracts	<b>37.5% of young workers have temporary contracts</b>	Some disabled workers have part-time and temporary contracts	<b>Temporary migrant workers are common in high-risk sectors</b>	
Low-qualified Workers	24% of female workers are low qualified	<b>36% of low-qualified workers are over 55</b>	<b>Many young workers work in low-skilled jobs</b>	<b>Disabled workers are more likely to have less qualifications</b>	<b>Many migrant workers take low-skilled jobs</b>	15% of unskilled workers have temporary contracts
	Female Workers	Ageing Workers	Young Workers	Workers with Disabilities	Migrant Workers	Temporary Workers

European Parliament, 2011, Occupational health and safety risks for the most vulnerable workers

**Sources:** Eurostat 2010, 4<sup>th</sup> EWCS 2005, EU OSHA, Eurofound, OECD 2006, European Commission "Employment in Europe 2010"

# Personal vs occupational risk factors

FEMALE WORKERS		YOUNG WORKERS	
Personal	Working conditions	Personal	Working conditions
Hormone profile, muscle strength and endurance Reproductive functions	Labour market segregation Discrimination Total workload	Lack of experience Less risk awareness	Non-standard employment, Temporary work High risk sectors
MIGRANT WORKERS		OLDER WORKERS	
Personal	Working conditions	Personal	Working conditions
Young Lack of language skills Lack of OSH awareness	Non-standard employment, Temporary work High risk sectors Discrimination Exploitation	Decreasing muscle strength and endurance Chronic health problems Obsolete skills	Same physical workload Discrimination Lack of training

# OHS Vulnerability Measure – a new approach

- **Developed at the Institute for Work & Health (IWH), Canada**
- **Measures the extent to which a worker may be vulnerable to occupational safety and health (OSH) risks at work. IWH research has shown that vulnerability, as measured by this tool, is associated with elevated rates of self-reported work injury and illness.**
- **The tool assesses OSH vulnerability in four areas:**
  - hazard exposure
  - workplace policies and procedures
  - worker awareness of hazards and OHS rights and responsibilities
  - worker empowerment to participate in injury and illness prevention.
- **This approach promotes an understanding that vulnerability can be changed through prevention, rather than identifying vulnerability based on aspects that cannot change (i.e., new immigrants, young workers, etc.).**

# SUMMARY

- **Employment is key for social inclusion**
- **Employment and decent jobs are in general beneficial for people in economic and social terms and affect health positively**
- **Poor working conditions do damage health and contribute to health inequalities**
- **Work is an important factor in preventing social exclusion and reducing health inequalities:**
  - Improving working conditions in particular for the most vulnerable groups of workers to prevent exclusion from the labour market
  - Helping people back to work through vocational rehabilitation
- **Cross policy work between all relevant policy areas is necessary to prevent social exclusion**



# Thank you for your attention!

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