



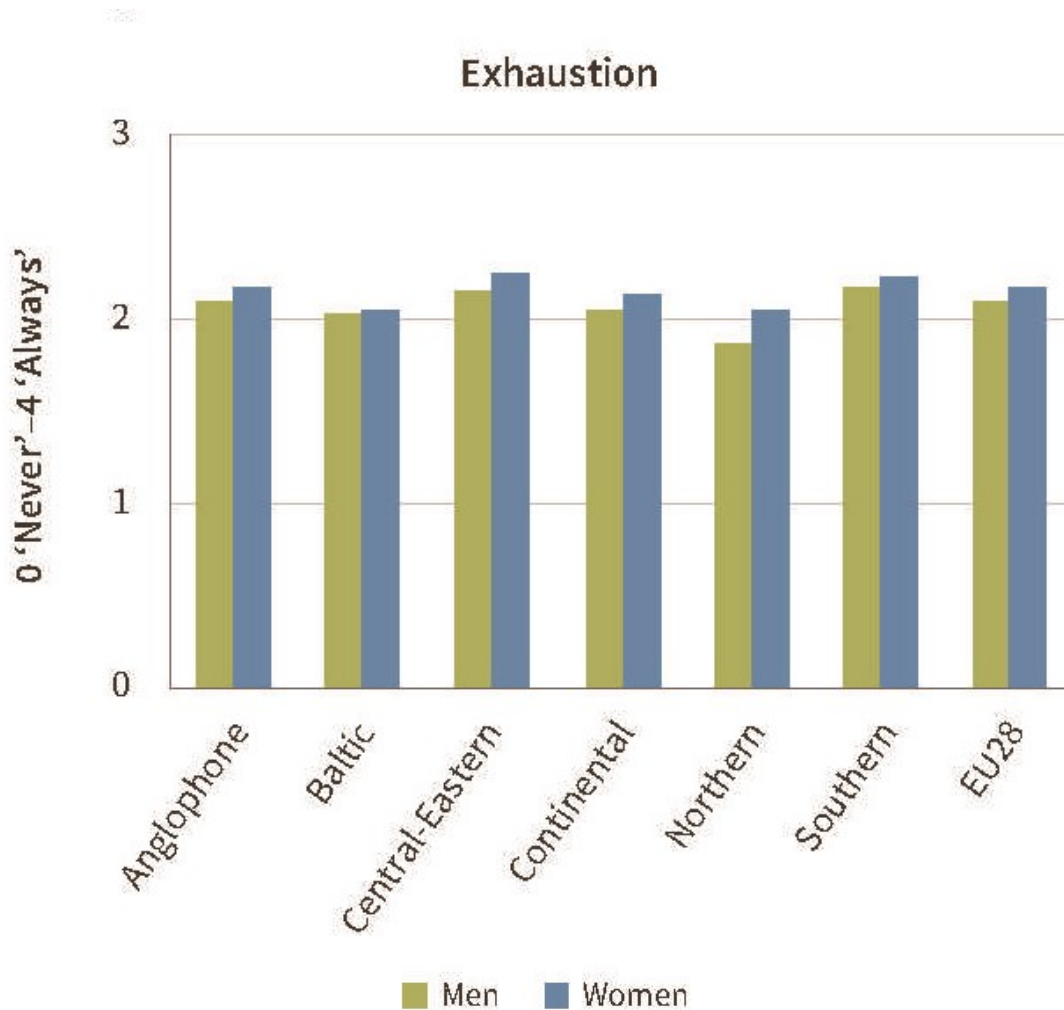
# OSH and mental health

Dr. Anita Tisch\*

Federal Institute for Occupational Safety and Health, Germany

Digital transformation in the chemical industry, Social Partner Survey & Main Findings  
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# Increasing mental health problems



→ Increasing absenteeism because of mental diseases

# Key factors for mental health

Project "Mental Health in the Working World" (2014-2017):

## Identification of key factors for mental health at work:

- Work intensity
- Atypical working times
- Emotional work
- scope of action

# Work intensity

- Increasing **work quality** in the digital transformation
- Increasing **work quantity** in the digital transformation
- **Information overload**

**Key to OSH: adaption of appropriate working times**

# Working times

- Persisting long work hours
- Dissolution of **boundaries between private and working lives**
- Increasing demand to reconcile private and working lives

**Key to OSH: Limitation of working hours and availability, “limited flexibility” and co-determination of working times**

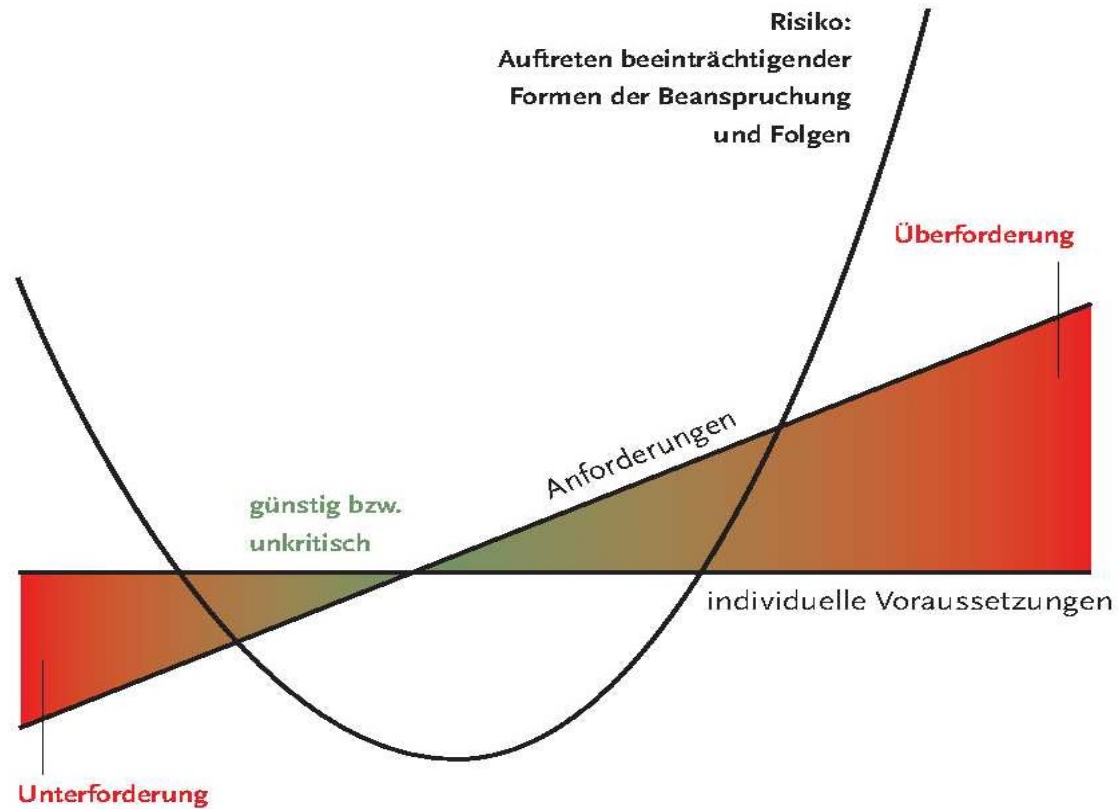
# Scope of action

- Increasing and decreasing scopes of action in the digital transformation: Service work vs. production work

Scopes of action can:

- help to cope with different work demands
- Help to reconcile private and working live
- Increase wellbeing and mental health

# Overload and underload



# Key factors for mental health

Project "Mental Health in the Working World" (2014-2017):

## Identification of key factors for mental health at work:

- Work intensity
- Atypical working times
- Emotional work
- transparency
- changing tasks / differences
- scope of action



**Thank You!**

tisch.anita@bua.de

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Bundesanstalt für Arbeitsschutz  
und Arbeitsmedizin