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## **H&S and mental health Good and healthy working 4.0**

Dr. Johanna Schönrok-Kuczynski  
(German Federation of Chemical Employers' Associations, BAVC)

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# WORK AND MENTAL HEALTH

- ⦿ mental health not only influenced by work but also by private factors and individual resources
- ⦿ increase of numbers of mental disorders also due to changing approach of making a diagnosis and removal of taboos in society
- ⦿ work crucial for mental health: providing sense, self-confidence, appreciation, social contacts; structuring daily life
- ⦿ occupational health and safety as well as workplace health promotion are critical success factors
- ⦿ employees need to contribute: personal responsibility and health literacy
- ⦿ providing practical support is crucial
- ⦿ more research on interdependencies of job design – considering private factors – and mental health is required



# OPPORTUNITIES AND CHALLENGES OF WORK 4.0

## **opportunities**

- ⌚ flexibility in place and time of work contributes to a better work-life-balance
- ⌚ offers more scope of action; more personal responsibility
- ⌚ less physical strain; elderly or disabled employees can work longer

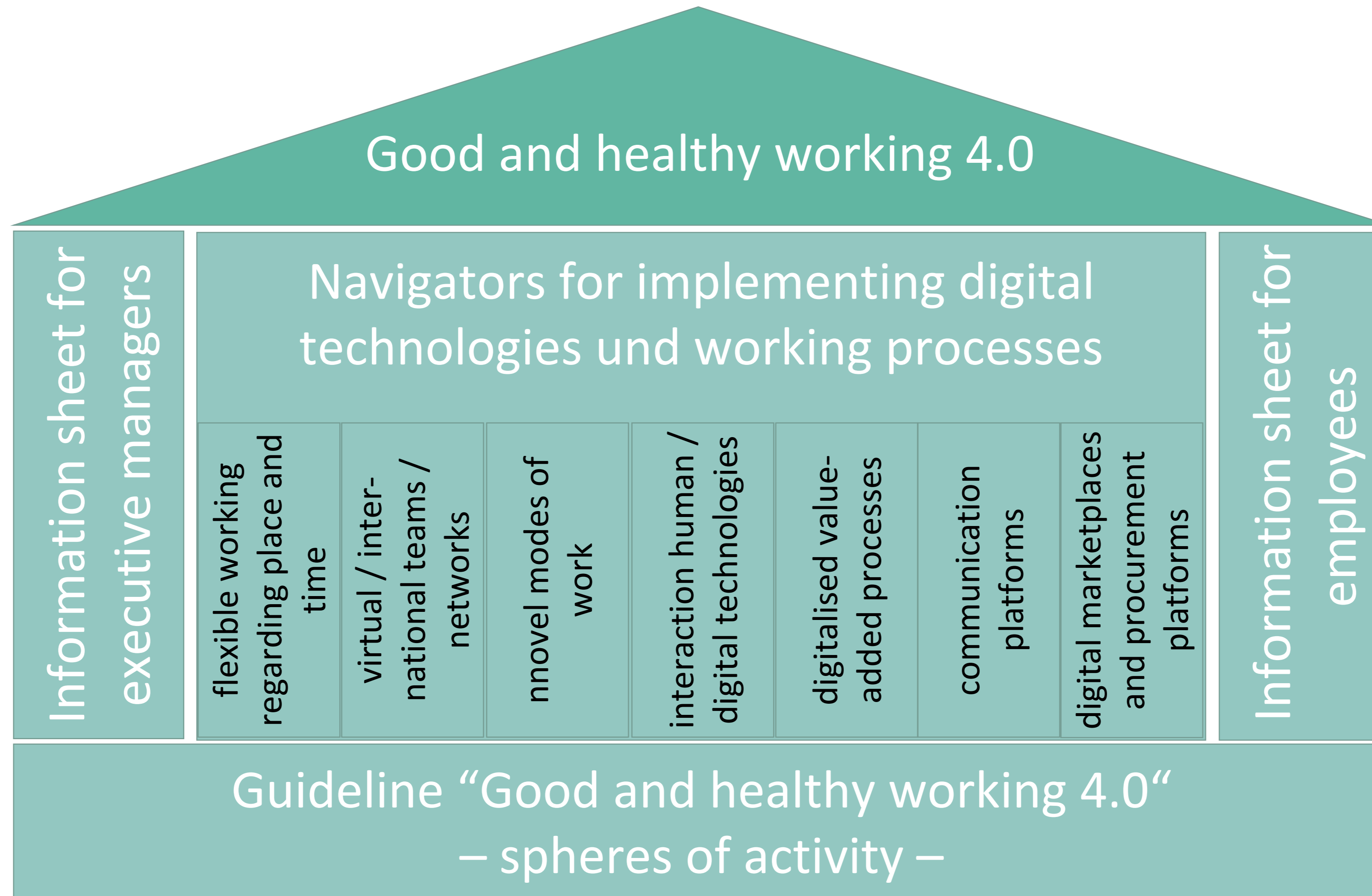
## **challenges**

- ⌚ blurring of boundaries between work and private life; extended reachability
- ⌚ risk of overstrain; hazard generated by own interest
- ⌚ risk of more mental strain



## Products of four working groups

Flexible working regarding place and time 4.0	Good and healthy working 4.0	Further education 4.0	Data protection 4.0
Kit "Flexibility in the production"	Guideline "Good and healthy working 4.0"	Scenario of future working place of Process Operator	Navigator "(Employee) data protection"
Kit "Phases of life"	Navigators for implementation and support of digital technologies and working processes	Elective qualification "Digitalisation and cross-linked production Process Operators"	
Navigator "Mobile working"	Information sheets "Fit for leading 4.0" and "Fit for working 4.0"	Guidance for transfer of digital competences within vocational education for Process Operators	
		Module of professional training "Digitalisation and cross-linked production Process Operator"	
		Navigator into the world of digitally supported learning	





## **Guideline describes four spheres of activity:**

- ④ 1. Work environment – basis for good and healthy working 4.0:  
→ risk assessment as central tool
- ④ 2. Leading – non-hierarchical communication:  
→ crucial task to qualify employees for self-management and health-conscious behaviour
- ④ 3. Personal responsibility and individual employability – demanding and facilitating:  
→ win-win-Situation as result
- ④ 4. Change Management – for successful change:  
→ each approach needs to be matched to the particular operational setting, kind of change, and needs and perspectives of employees





**Seven navigators regarding each different digital technologies and working processes along the four spheres of activity:**

1. flexible working regarding place and time, 2. working in virtual / inter-national teams / networks, 3. novel modes of work, 4. interaction human / digital technologies, 5. digitalised value-added processes, 6. communication platforms, 7. digital marketplaces and procurement platforms

- ⦿ when implementing digital technologies and working processes, specific questions and practical recommended actions of one or more navigators will be relevant
- ⦿ questions and recommended actions are derived from good-practice examples of chemical industry
- ⦿ considering all four spheres of activity within the navigators, enables to look at the topic in its entirety





## **Which challenges do exist for leaders 4.0?**

- ⊙ perceiving strains of employees
- ⊙ leading in digitalised value-added processes
- ⊙ leading adapted to age and ageing
- ⊙ staying healthy her-/himself (serve as a role model regarding working time, case of illness, participation at offers of prevention, fitness and individual rules of communication)



## **What employees can do themselves in order to assure their own employability and to contribute to their own (health-related) quality of life?**

- ⊙ acting mindfully and set limits for her-/himself
- ⊙ realising and tackling demands for further education
- ⊙ responsible handling of own health



# SOCIAL PARTNER DIALOGUE WORK@INDUSTRY4.0

also, in social partner dialogue discussion on good and healthy working 4.0:

- 🕒 Workshop 1: develop joint understanding / focus
- 🕒 Workshop 2: approaches and recommendations
  
- 🕒 written report of social partners to continue working on concrete products for employers and employees in chemical industry







[www.bavc.de](http://www.bavc.de)

## Kontakt

Dr. Johanna Schönrok-Kuczynski  
Demography and Health Management,  
Occupational Health and Safety  
+49 611 77881 96  
[johanna.schoenrok-kuczynski@bavc.de](mailto:johanna.schoenrok-kuczynski@bavc.de)



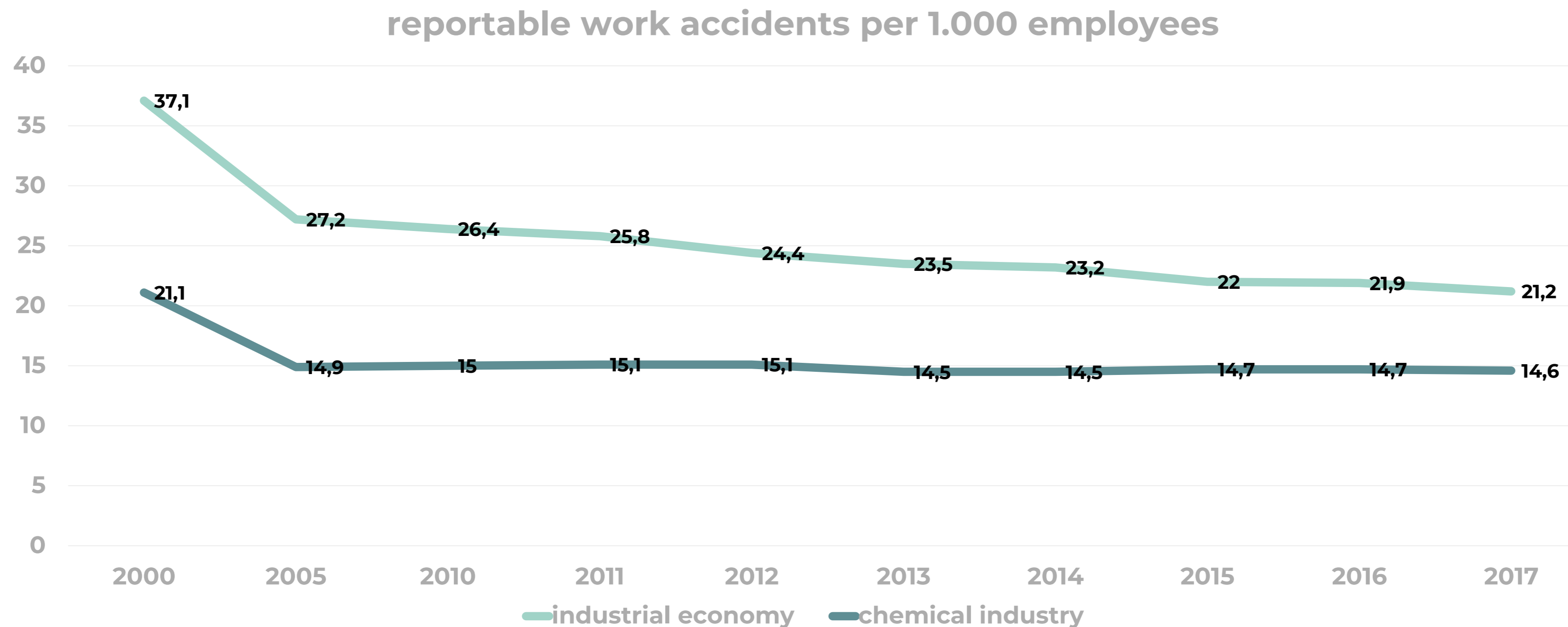
BACKUP





# PROGRESSION OF WORK ACCIDENTS

- ⦿ occupational health and safety is of paramount importance within German chemical companies  
→ successful work in prevention leads to a relatively low number of work accidents in chemical industry compared to industrial economy

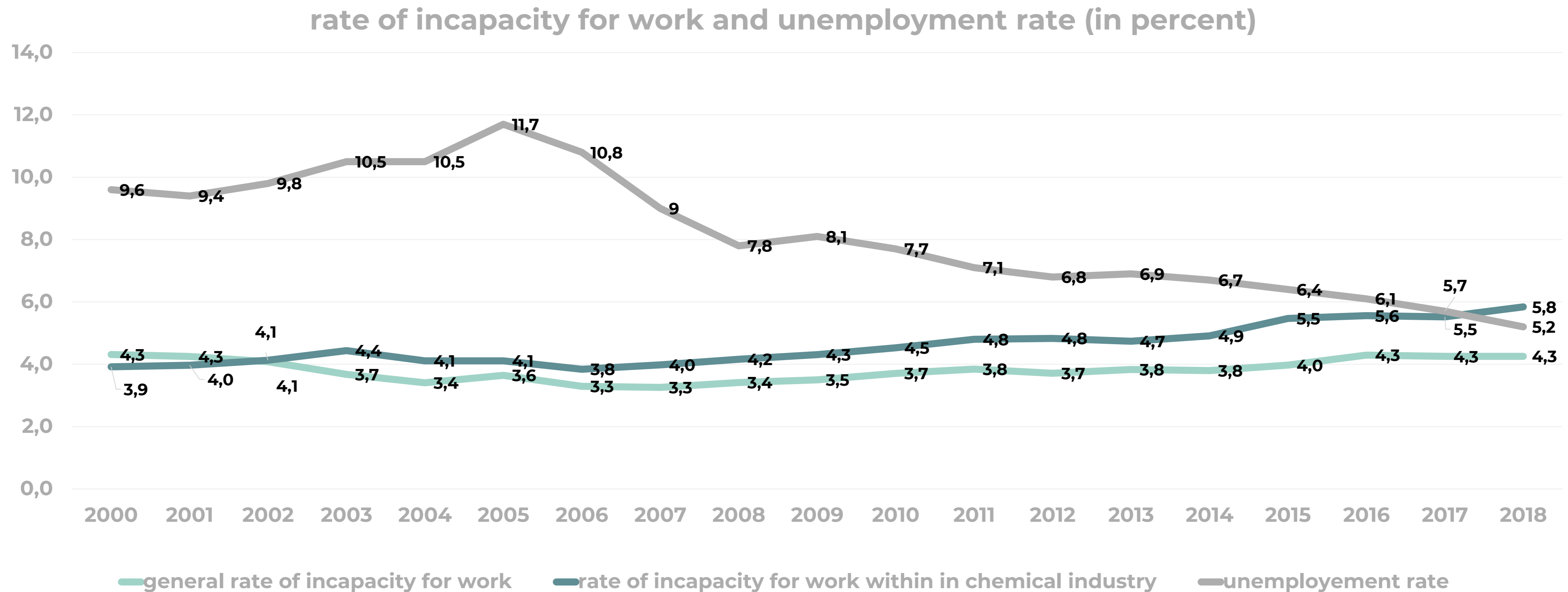


Source: BG RCI, DGUV



# PROGRESSION OF INCAPACITY FOR WORK

- ⦿ after a period of decrease of the average rate of incapacity for work, since 2007 there is an increase → correlation with employment situation

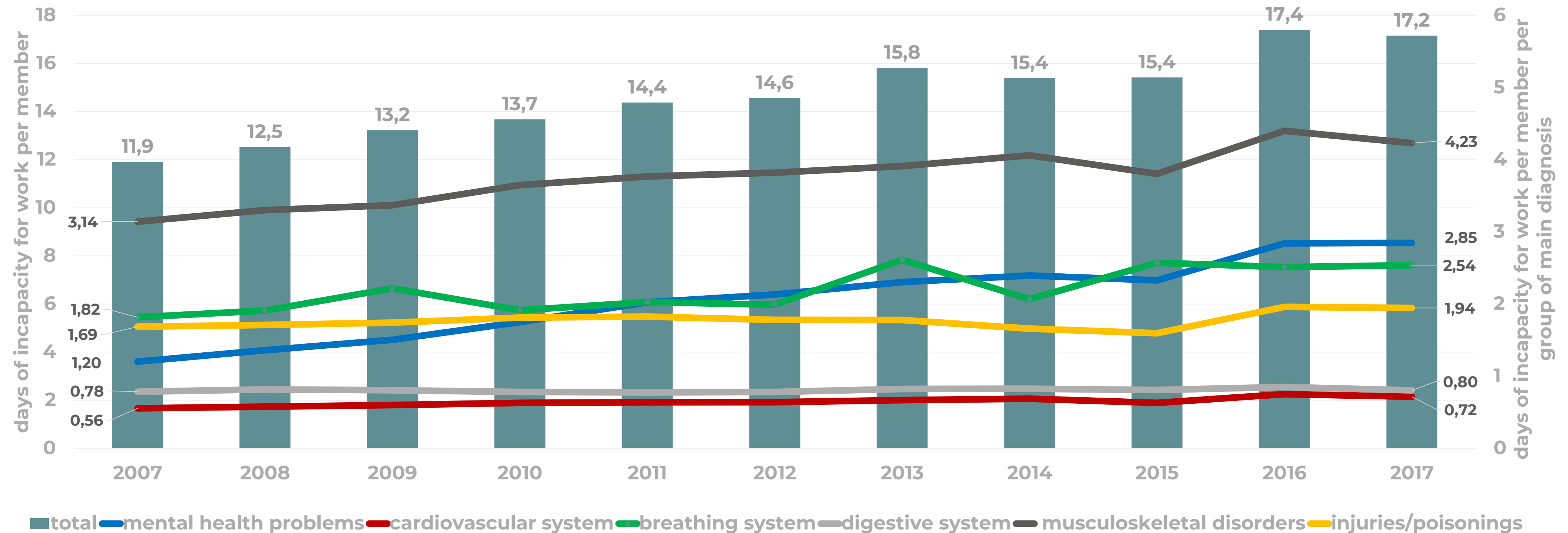




# INCAPACITY FOR WORK PER DIAGNOSIS

- ⦿ increasing relevance of mental health problems alongside other main diseases
  - removal of taboos
  - changing approach of making a diagnosis

days of incapacity for work of members per main groups of diagnosis



Source: BKK Gesundheitsreport 2018; members without pensioners