

SUSTAINABLE WELL-BEING AT WORK

Contributions from Work and Organizational Psychology

José M. Peiró

IDOCAL.

University of Valencia. Spain.

Outline

- Introduction: Europe Strategy 2020
- Conceptualization: Sustainable well-being at work (SWAW)
- Levers to improve and enhance SWAW: Contributions from WOP
- Different groups.
- Summary and conclusions.

Smart growth: economy based on knowledge and innovation.

Sustainable growth: resource efficient, greener and competitive economy.

Inclusive growth: high-employment, social/territorial cohesion.

Seven flagship initiatives:

Europe 2020
Strategy

Innovation Union: innovative ideas for growth and jobs.

Youth on the move: education, and labour market.

A digital agenda for Europe digital single market

Resource efficient Europe renewable energy and energy efficiency.

An industrial policy for the globalisation era: to compete globally.

An agenda for new skills and jobs: match labour supply - demand.

European platform against poverty: social and territorial cohesion, people live in dignity and active part in society.

Context: Globalisation, financial crisis....

ILO: Decent Work Agenda in 2008

**EAWOP DECLARATION FOR DECENT WORK
(AND BEYOND) Maastricht 28 May 2011**

Two approaches to WOP:

USA: Performance and levers:
selection, motivation, team work

Europe: Quality of working life, well-being, happiness

SWBW entails pursuing sustainable development to achieve psychological health and well-being of the employees while increasing performance at work and making the organization that provides it more competitive. **Well-being ↔ performance**

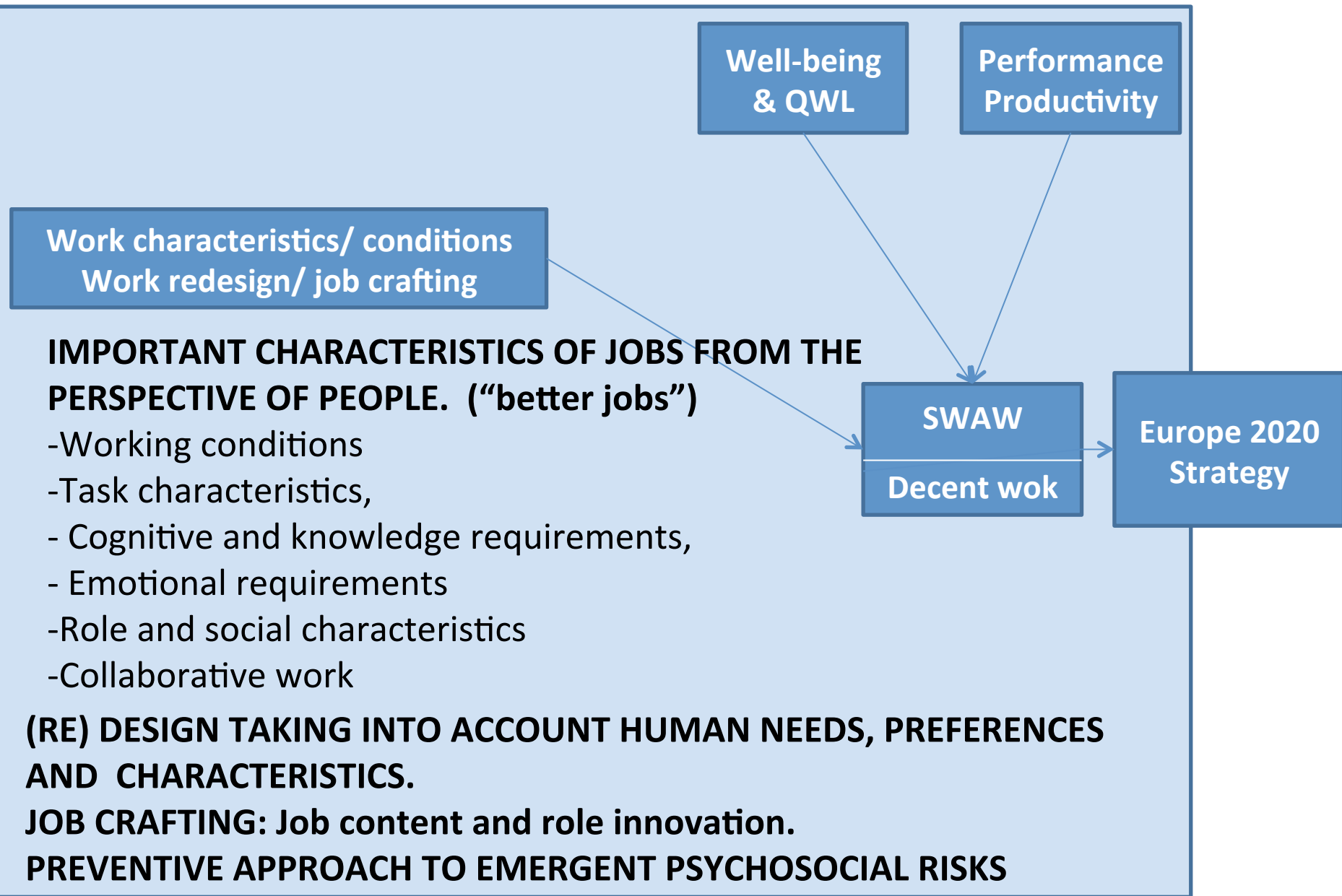
Well-being
& QWL

Performance
Productivity

SWAW

Decent work

Europe 2020
Strategy



Context: Globalisation, financial crisis

- Innovation and entrepreneurship
- Cross-cultural competencies and skills to facilitate mobility (e.g. expatriates)
- Dynamic person-job fit
- Match labour supply - demands

Well-being
& QWL

Performance
Productivity

New skills and jobs
Promotion VET/ life long learning

SWAW

Decent work

Europe 2020
Strategy

- Vocational Guidance
- Career management and development
- Life long learning
- (adult learning, e-inclusion)

- Flexicurity,
- Innovation Union,
- Youth in the move
- An agenda for new skills and jobs

Context: Globalisation, financial crisis

- Important contributions from theoretical models and empirical research (Karasek, Warr, Siegrist...)
- Positive Psychology: eustress (demands as challenges and opportunities).
- Individual and collective.

Well-being
& QWL

Performance
Productivity

SWAW

Decent work

Europe 2020
Strategy

Occupational distress-eustress
Prevention-promotion / coping

European strategy on health
and safety at work (2007-2012)

Risk analysis and prevention
interventions
Promotion of eustress
Coping strategies

European social partners'
Framework Agreement on
Work-related Stress (2004)

Context: Globalisation, financial crisis

- **Organizational fairness and justice:** distributive, procedural, interpersonal, informational
- **Option for people:** promoting human and social capital...
- **Trust between parties**

- **Psychosocial contracts, I-Deals)**
- **Middle, long term perspective**
- **Individual and collective.**
- **Changes: Revision, breach, violation of PC.**

Psychological contract/ Org. justice
Social Dialogue/ I-Deals

Well-being
& QWL

Performance
Productivity

SWAW

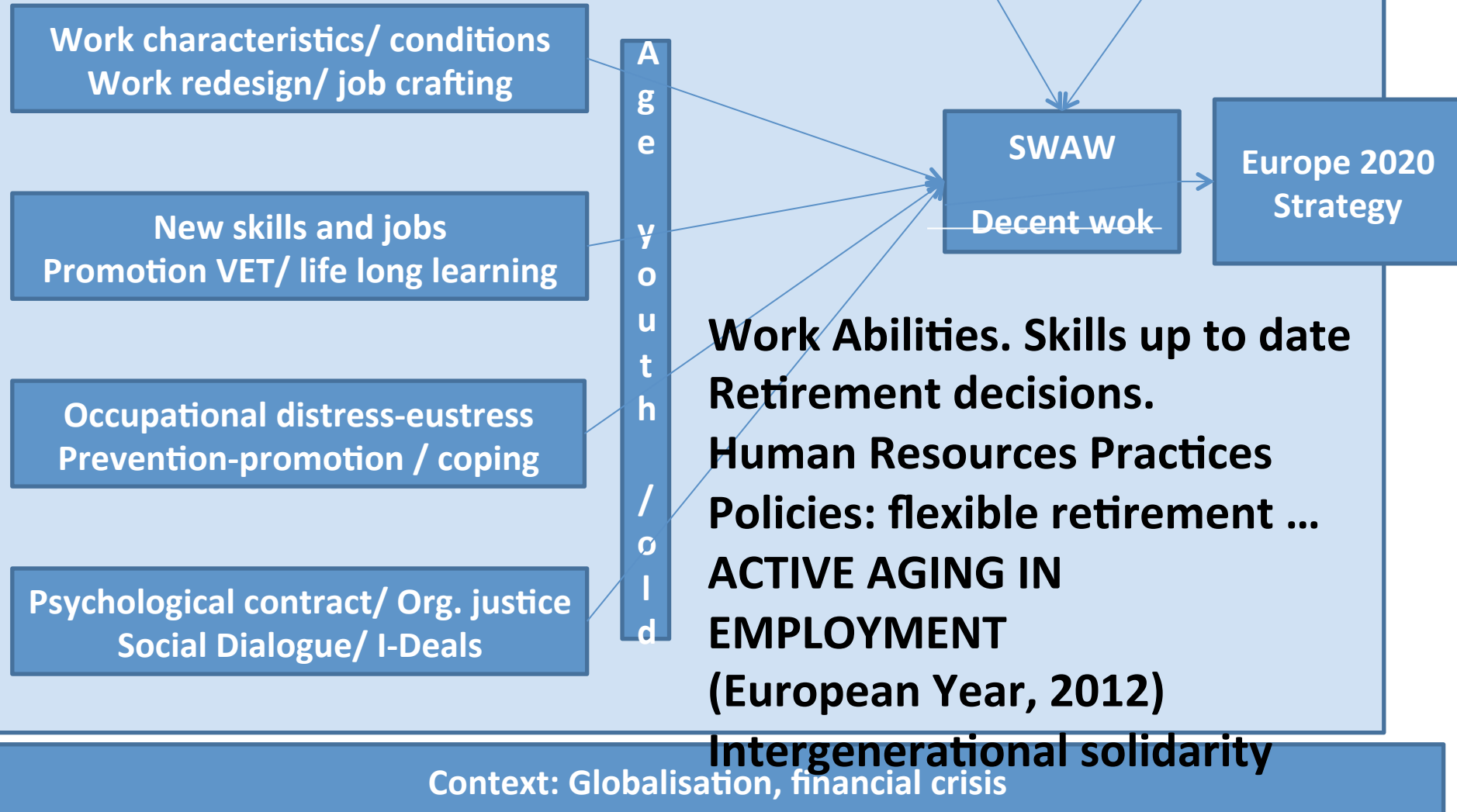
Decent work

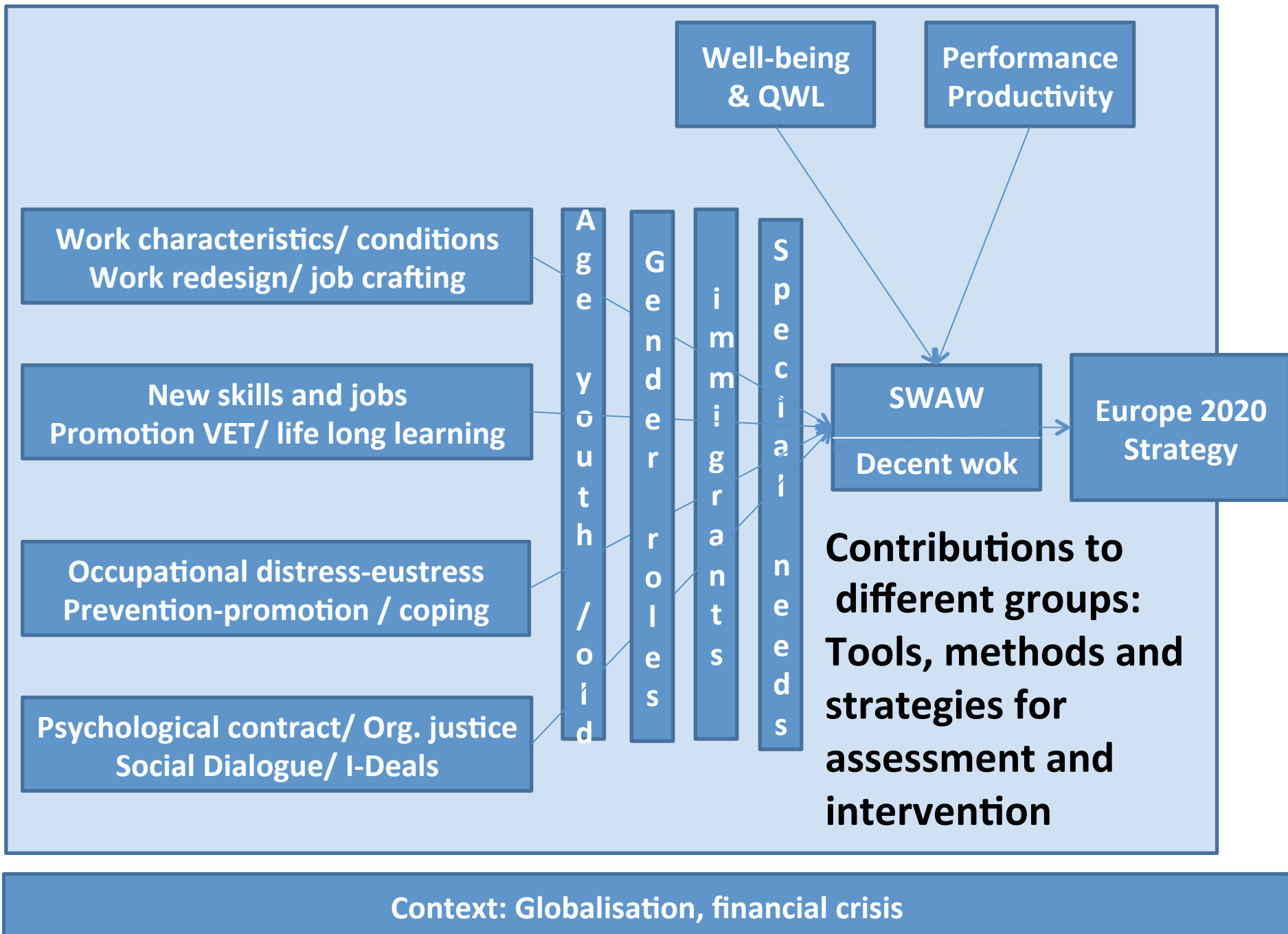
Europe 2020
Strategy

- **Corporate Social Responsibility**
 - **Flexicurity**
 - **Social Dialogue**
- **Social agenda, reduce social exclusion**

Context: Globalisation, financial crisis

**Overqualification, underemployment
FLEXISECURITY. Labour market entry
NEW SKILLS AND JOBS
Mobility. YOUTH ON THE MOVE.**





Well-being
& QWL

Performance
Productivity

WOP- APPROACH

-Not mainly remedial or repairing but emphasizing prevention and development (Positive Psychology)

-Health and well-being perspective important but also: Productivity, design, performance, sociotechnical development.

Emphasis on people, humanisation, dignity, flourishing and QWL.

- Multilevel: Not only individual but collective and systemic.

- Multiple Stakeholders: Agency and Participation

- In cooperation with other professionals.

WORK CAN AND MUST BE PART OF THE SOLUTION

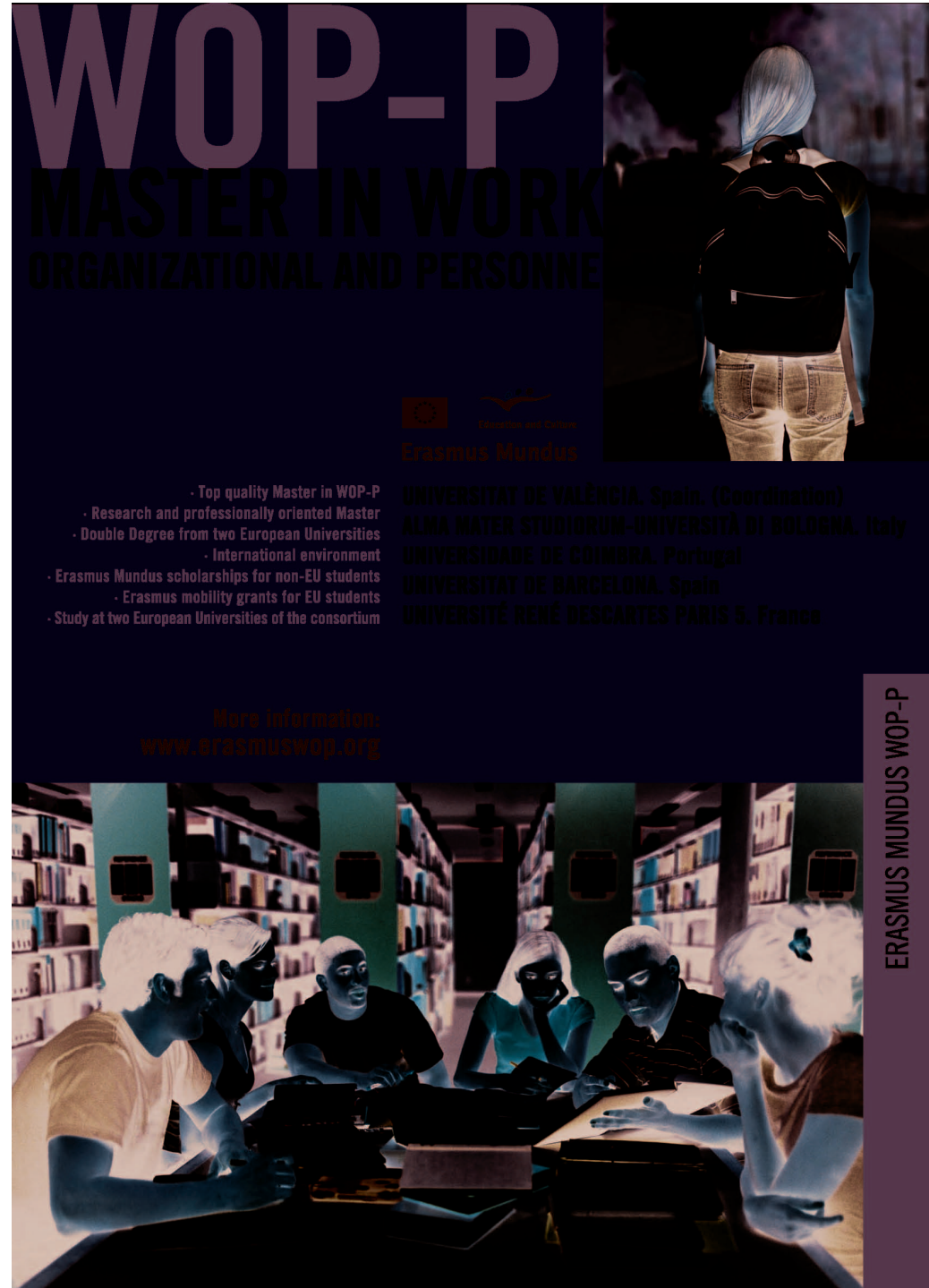
RAATHER THAN PART OF THE PROBLEM

Europe 2020
Strategy

Context: Globalisation, financial crisis

Education of
future
professionals

Identify challenges
and opportunities
for WOP-P
Professionals in
European Policies
and Programs.



The poster features a dark background with a large, stylized 'WOP-P' logo at the top. Below the logo, the text 'MASTER IN WORK ORGANIZATIONAL AND PERSONNEL MANAGEMENT' is displayed. On the right side, there is a photograph of a person with long blonde hair, seen from behind, wearing a black backpack and walking away. Below the main title, there are logos for the European Union and Erasmus Mundus, followed by the text 'Erasmus Mundus'. A list of bullet points describes the program's features. At the bottom, there is a photograph of a group of students sitting around a table in a library, studying together. The bottom right corner has a vertical banner with the text 'ERASMUS MUNDUS WOP-P'.

WOP-P
MASTER IN WORK
ORGANIZATIONAL AND PERSONNEL

Erasmus Mundus

- Top quality Master in WOP-P
- Research and professionally oriented Master
- Double Degree from two European Universities
- International environment
- Erasmus Mundus scholarships for non-EU students
- Erasmus mobility grants for EU students
- Study at two European Universities of the consortium

More information:
www.erasmuswop.org

UNIVERSITAT DE VALÈNCIA, Spain. (Coordination)
ALMA MATER STUDIORUM-UNIVERSITÀ DI BOLOGNA, Italy
UNIVERSIDADE DE COIMBRA, Portugal
UNIVERSITAT DE BARCELONA, Spain
UNIVERSITÉ RENÉ DESCARTES PARIS 5, France

ERASMUS MUNDUS WOP-P



Thanks for your attention

jose.m.peiro@uv.es

