



**Finnish Institute of
Occupational Health**

Hanken Partner Forum

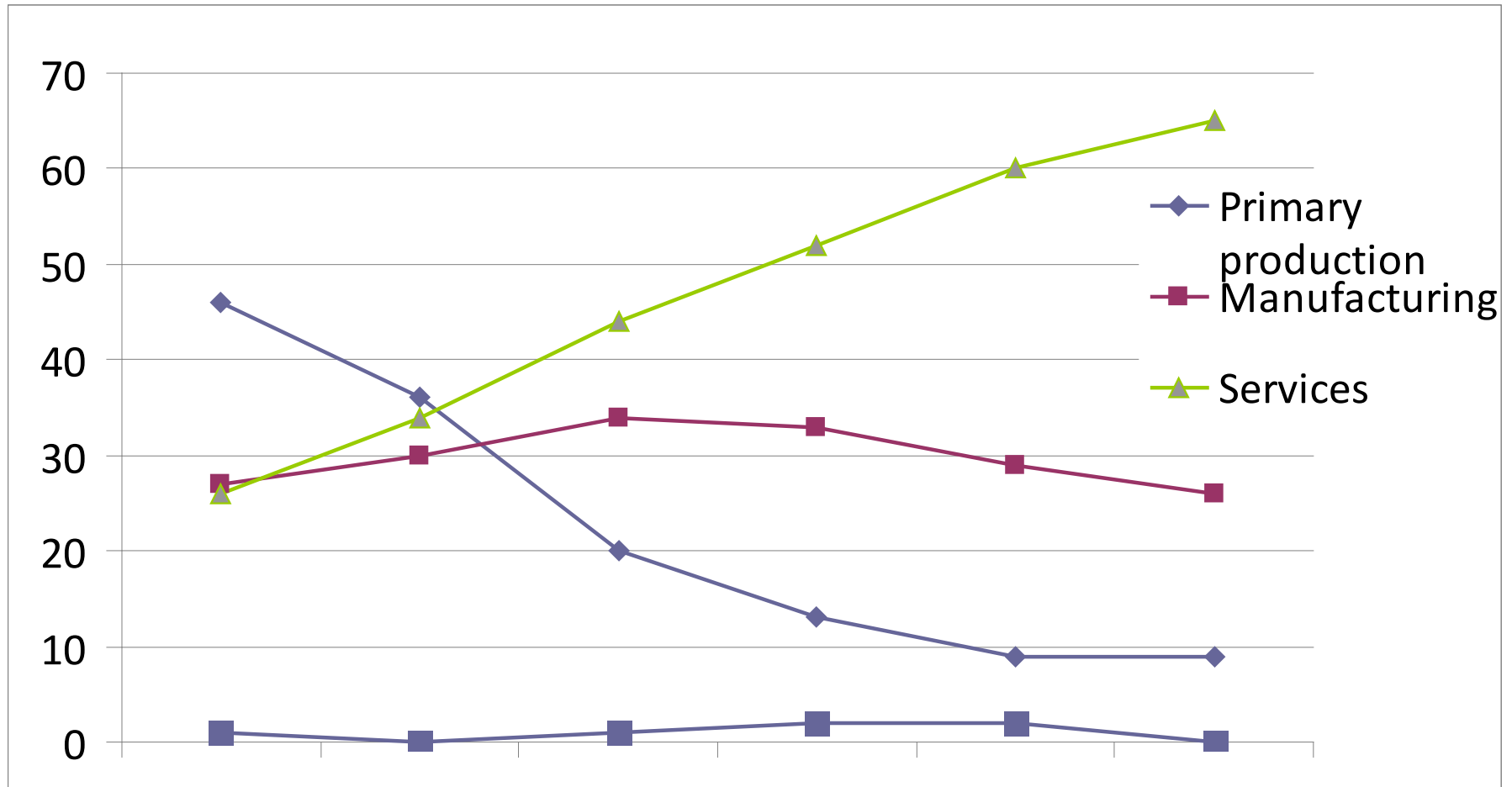
13.5.2009

Worklife wellbeing in Finland

Guy Ahonen

Research Professor

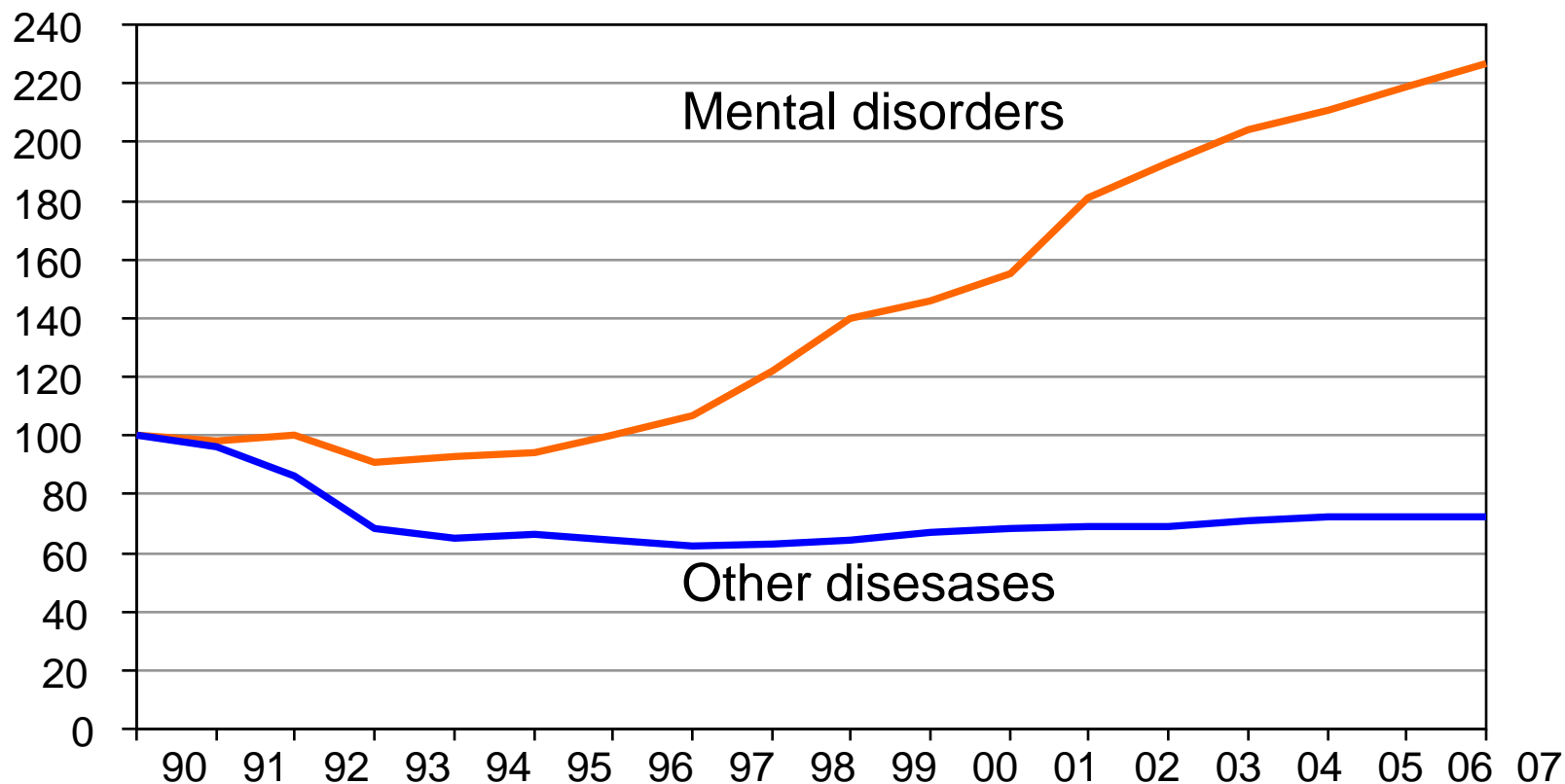
Employed population according to branch of industry in Finland 1950-1994, %



Source: Hannu Ruonavaara

Started sick-leave periods in Finland in 1990-2007, due to mental disorders and other reasons

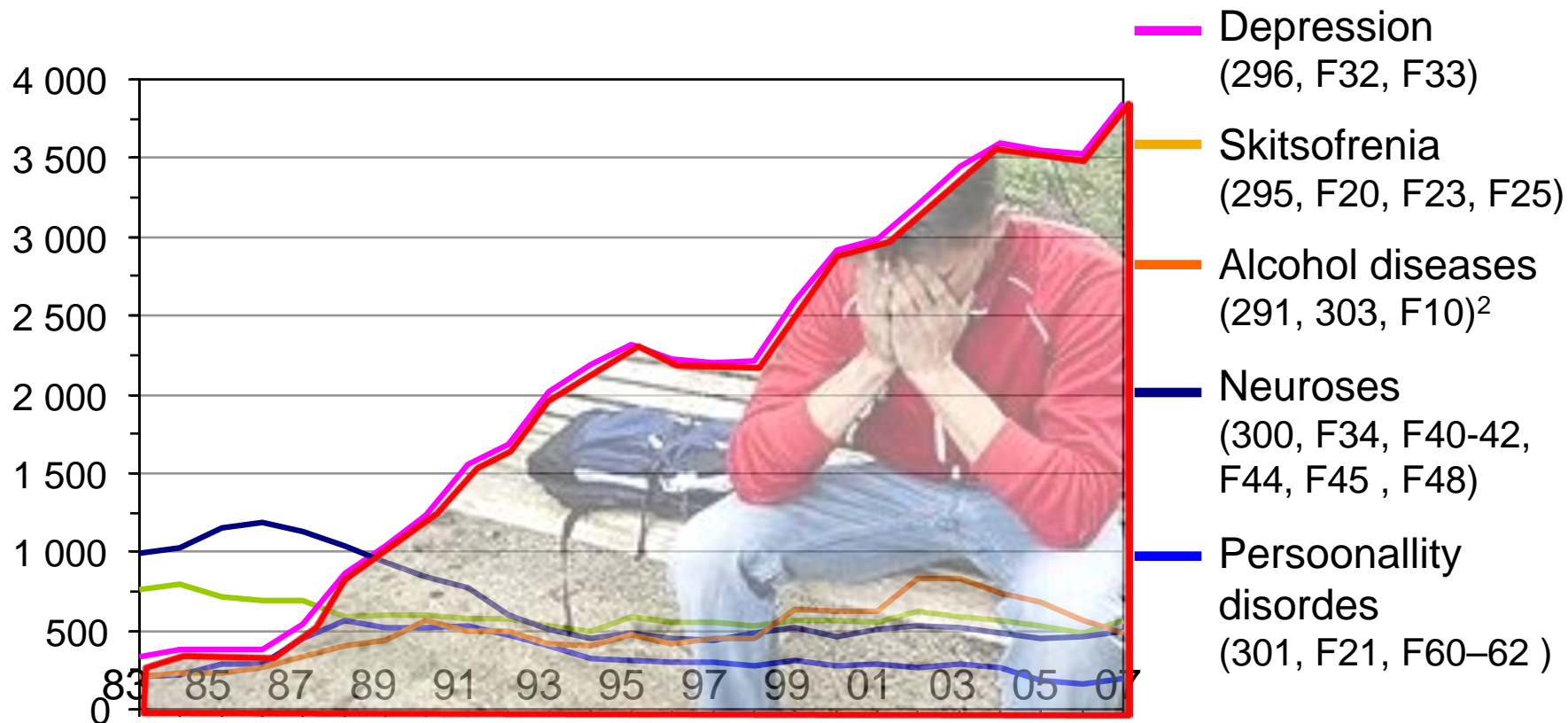
Indeksi; 1990=100



Source: Kela

Started Invalidation Pensions in Certain Groups of Mental Disorders in the Private Sector in Finland in Years 1983-2007

Number



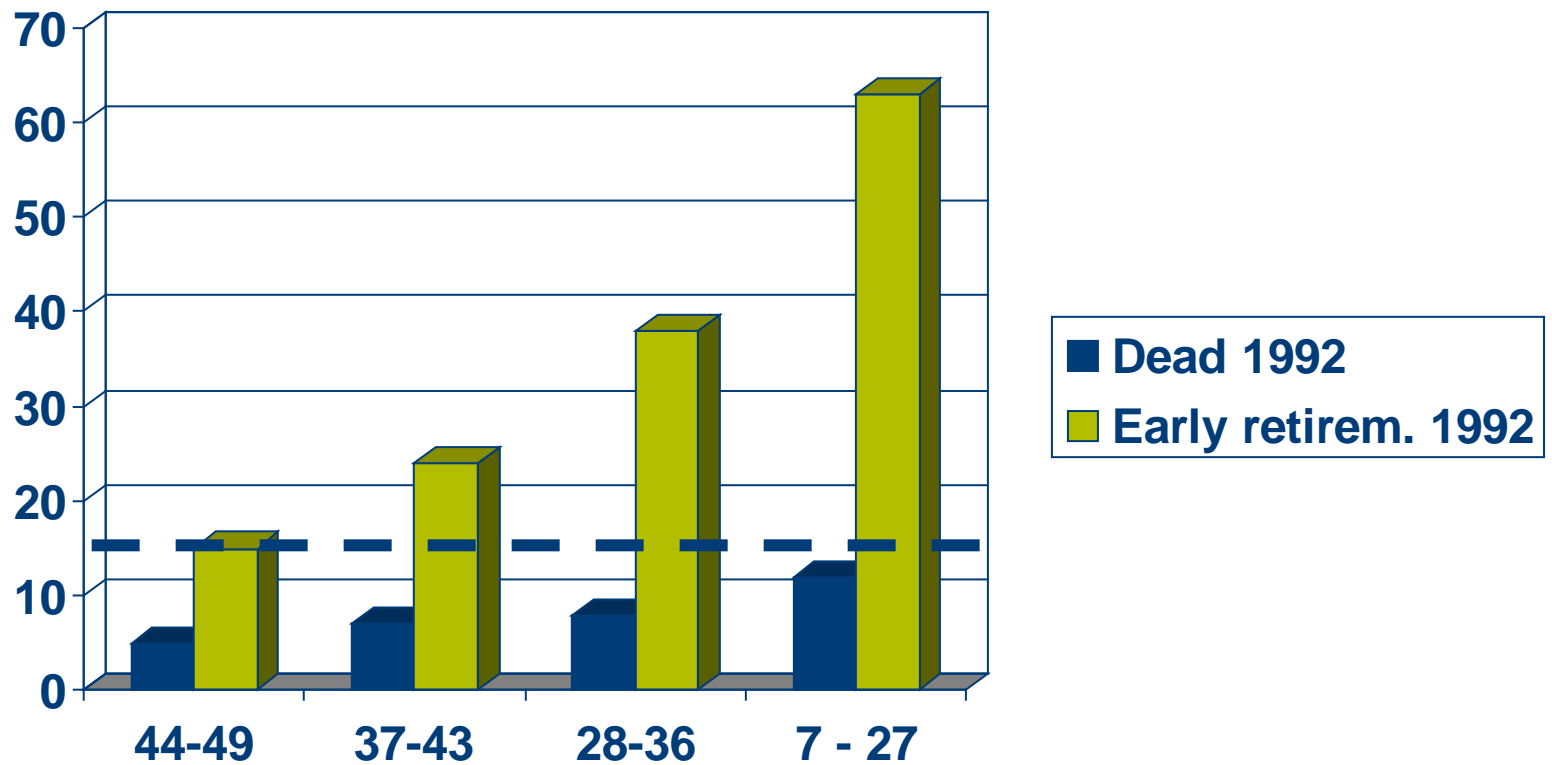
The Cost of Early Retirement in Finland

70.094 new Pensions in 2007	Average age 57,4 v v. Average loss 7,6 y/person	Expexted 25 y, 59,5 Average loss 5,5v y/pers.
Annual vage 30.000 €/v	16 bill €	12 bill €
Annual vage + Employer costs (30%)	21 bill €	15 bill €
GNP/employed 73.500 €	39 bill €	28 bill €

Statistics: GNP 2007, Pension 2007, Earnings 2007

Work Ability Index, Mortality and Early Retirement

Municipal workers 1981, % of the cohort



Source: Ilmarinen, et.al.(1997), Scand J W E H

Antonovsky: Sense of Coherence (SOC)

Meaningfulness: The profound emotive experience of life as making sense and thus coping being desirable.

Manageability: The recognition of the resources required to meet the demands and a willingness to search them out.

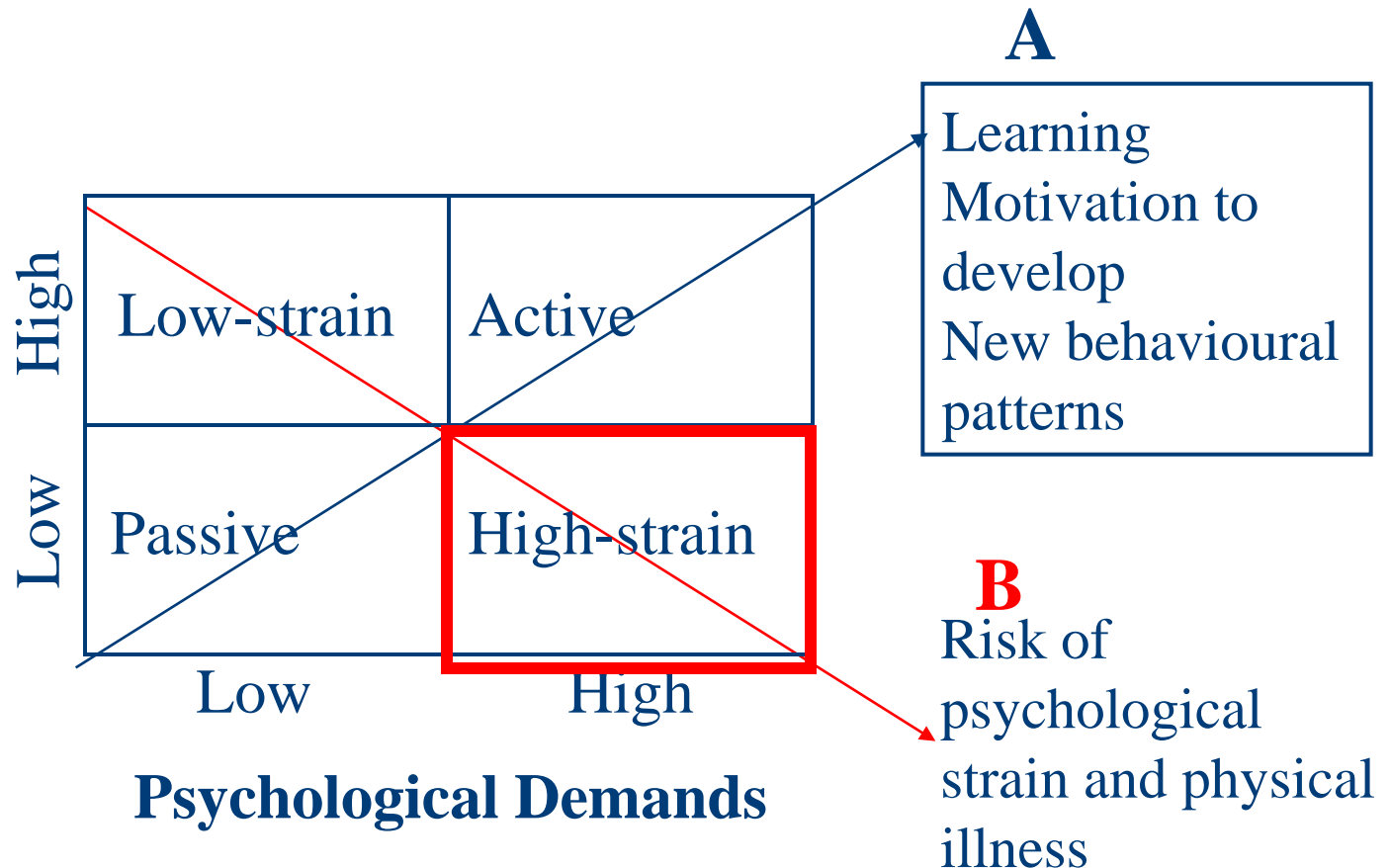
Comprehensibility: The conceptual perception of the world being understandable, meaningful, orderly and consistent rather than chaotic, random and unpredictable.

(Antonovsky 1987)

The Control-Demand Model by Karasek and Theorell

Work Control

1. Influence
2. Participation
3. Work content
4. Social support



The assignment

- How would you increase the **sence of control** in your organisation in order to increase worklife wellbeing?
- Use Karasek's and Theorell's Control-Demand Model. How would you increase?:
 - Influence
 - Participation
 - Content of work
 - Social support