



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

The changing face(s) of work: Mental Health & Wellbeing in the Workplace

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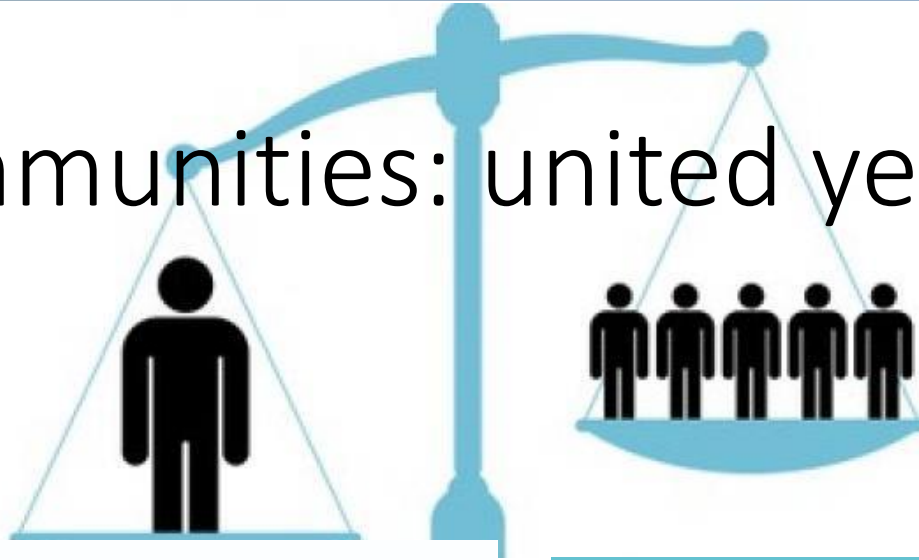
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Trawsnewid Addysg, Trawsnewid Bywydau
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www.uwtsd.ac.uk

Our communities: united yet divided?



COMMUNITIES
FIGHTING
COVID!



Research

Coping with remote Covid working (Sustaining health Covid-19 and workability in a The latest research, digested 'new normal')

02 December 2020

By Emma Young

Dr Jenny Lunt (University of Derby), Professor Kim Burton
(University of Huddersfield), and Alan Bradshaw (Alt-OH).

BPS updates

Psychology staff overworked and under supported in light of Covid-19, reveals new findings

Psychology staff in universities across the UK felt overworked and under supported during Covid-19, new research from the British Psychological Society has revealed.

20 June 2022

By BPS Communications



Health and musculoskeletal disorders represent sickness absence and avoidable work disability, clinical guidance[3] and the heightened presence of Presenteeism, or 'showing up for work when

[Psychology staff overworked and under supported in light of Covid-19, reveals new findings | BPS](#)





United Nations



SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD



Earth-rise: 1968



The Future is now: 2023



The changing faces of work

- Hybrid working
- Climate change
- Robotics/AI
- Future pandemics
- Universal Basic Income



Universal basic income

Universal basic income of
£1,600 a month to be
trialled in two places in
England

- Almost one in ten children are subject to child labour or 160 million children globally, a number that has risen for the first time in two decades
- 28 million people are in situations of forced labour
- More than 630 million workers worldwide — that is, almost one in five, or 19%, of all those employed — did not earn enough to lift themselves and their families out of extreme or moderate poverty
- Each day 7,500 people die from unsafe and unhealthy working conditions
- 74% of countries exclude workers from the right to establish and join a trade union, while 79% of countries violate the right to collective bargaining, and 64 countries deny or constrain freedom of speech and assembly
- Hundreds of millions of people suffer from discrimination in the world of work because of their skin colour, ethnicity or social origin, religion or political beliefs, age, gender, sexual identity or orientation, disability or because of their HIV status
- [Labour and Decent Work | UN Global Compact](#)

- “Experience shows that economic growth, on its own, is not sufficient. We must do more to empower individuals through decent work, support people through social protection, and ensure the voices of the poor and marginalized are heard.”
- *UN Secretary-General Ban Ki-moon, World Day of Social Justice 2014*



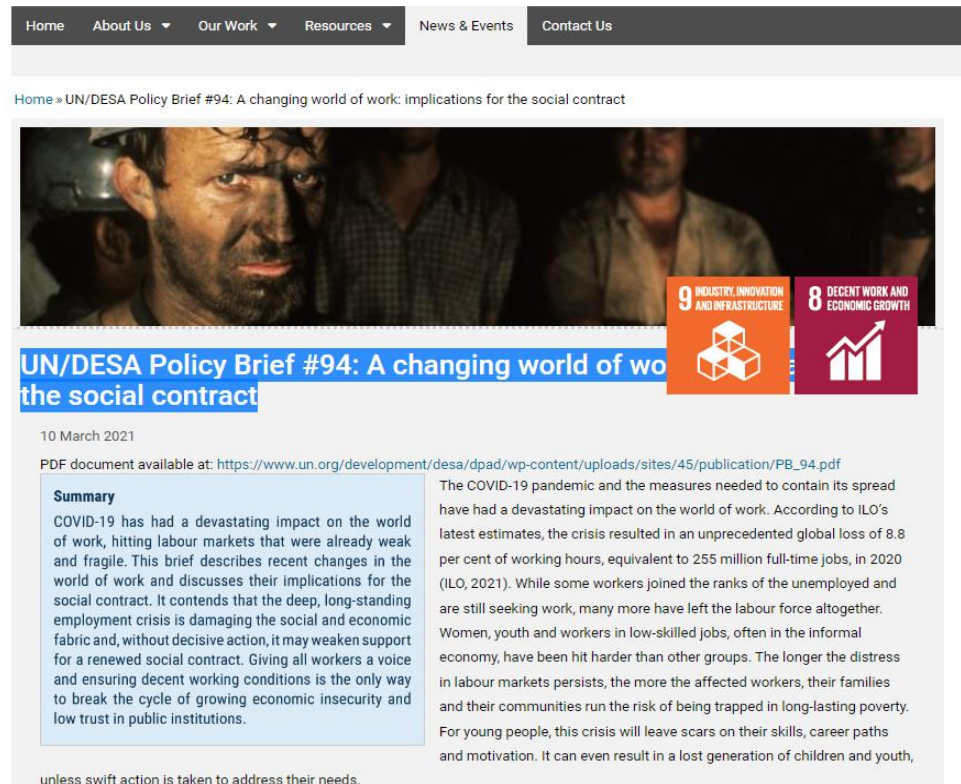


United Nations

A changing world of work: implications for the social contract

“Giving all workers a voice and ensuring decent working conditions is the only way to break the cycle of growing economic insecurity and low trust in public institutions”

[UN/DESA Policy Brief #94: A changing world of work: implications for the social contract | Department of Economic and Social Affairs](#)



The screenshot shows the UN/DESA Policy Brief #94 webpage. At the top is a navigation bar with links: Home, About Us, Our Work, Resources, News & Events, and Contact Us. Below the navigation bar is a breadcrumb trail: Home » UN/DESA Policy Brief #94: A changing world of work: implications for the social contract. The main content area features a large image of a man in a hard hat, with two smaller images to the right: one labeled '9 INDUSTRY, INNOVATION AND INFRASTRUCTURE' and another labeled '8 DECENT WORK AND ECONOMIC GROWTH'. Below the image is the title 'UN/DESA Policy Brief #94: A changing world of work: implications for the social contract'. The date '10 March 2021' is displayed. A link to the PDF document is provided: 'PDF document available at: https://www.un.org/development/desa/dpad/wp-content/uploads/sites/45/publication/PB_94.pdf'. The 'Summary' section states: 'COVID-19 has had a devastating impact on the world of work, hitting labour markets that were already weak and fragile. This brief describes recent changes in the world of work and discusses their implications for the social contract. It contends that the deep, long-standing employment crisis is damaging the social and economic fabric and, without decisive action, it may weaken support for a renewed social contract. Giving all workers a voice and ensuring decent working conditions is the only way to break the cycle of growing economic insecurity and low trust in public institutions.' The 'Text' section begins with: 'The COVID-19 pandemic and the measures needed to contain its spread have had a devastating impact on the world of work. According to ILO's latest estimates, the crisis resulted in an unprecedented global loss of 8.8 per cent of working hours, equivalent to 255 million full-time jobs, in 2020 (ILO, 2021). While some workers joined the ranks of the unemployed and are still seeking work, many more have left the labour force altogether. Women, youth and workers in low-skilled jobs, often in the informal economy, have been hit harder than other groups. The longer the distress in labour markets persists, the more the affected workers, their families and their communities run the risk of being trapped in long-lasting poverty. For young people, this crisis will leave scars on their skills, career paths and motivation. It can even result in a lost generation of children and youth, unless swift action is taken to address their needs.'



The ILO's Decent Work Agenda

- “Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for all, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men” [Decent work \(ilo.org\)](http://ilo.org)



**LLESIANT
CENEDLAETHAU'R DYFODOL
WELL-BEING OF
FUTURE GENERATIONS**



Wellbeing and Resilience



what's the
opposite of
resilience?



rigidity, fragility, defeatism,
vulnerability, weakness



Some current projects...

- HEFCW WAW Project
- WG PL Schools work
- How do we measure impact of wellbeing interventions in the workplace?
- Why aren't schools embedding the Whole Schools Approach to Wellbeing?



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BPS Code of Ethics and Conduct



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Professional Integrity

Upholding our values

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“Thinking is difficult,
that’s why most
people judge.”

Carl Jung

@RedefiningRefuge



Integrity is doing
the right thing,
even when no
one is watching.

C. S. Lewis

QuotesNSayings.net

Thank you

**"If working apart we're a force
powerful enough to destabilise
our planet, surely working
together we are powerful
enough to save it"**



Sir David Attenborough
COP26
Glasgow 2021

Images: philharding.net