

Healthy Work Design and Well-Being Program PPOP

What are our priorities?

The National Institute for Occupational Safety and Health (NIOSH) Healthy Work Design and Well-Being Program (HWD) works with partners in industry, labor, trade associations, professional organizations, and academia to accomplish its goals. Current priorities are listed below.

- Improve the [organization of work](#) to reduce job stress and protect and advance worker health and well-being.
- Advance the safety and health of workers in non-standard work arrangements, such as temporary agency, contract, and gig arrangements.
- Protect workers from the negative health and safety consequences of shift work, long work schedules, and other factors that contribute to work-related fatigue.

What do we do?

- Explore the safety and health effects of work organization and the external factors (including societal, technological, regulatory, and policy) that influence work organization.
- Identify the economic factors that affect worker safety, health, and well-being.
- Design surveys that track changes in the organization of work and the resulting effects on worker health, safety, and well-being.
- Conduct research on the association between work arrangements and worker stress, health, and health-related quality of life (HRQL).
- Identify cost-effective interventions that organizations can use to reduce the negative impacts of stressors related to work arrangements.
- Promote evidence-based, comprehensive approaches to advance worker well-being, including [Total Worker Health®](#) (TWH).

What have we accomplished?

- Released the NIOSH Worker Well-being Questionnaire ([WellBQ](#)), a publicly available, no-cost survey assessment tool to measure the well-being status of workers.
- Presented a symposium on a framework for HWD research to an international audience at the [14th European Academy of Occupational Health Psychology Conference](#).
- Published series of [blogs](#) on [sleep](#), [TWH](#), [economic security](#), [organizational support](#), [stress](#), addressing HWD program priorities useful to protect worker health and well-being during the COVID-19 pandemic.
- Published the [Workplace Supported Recovery website](#), offering evidence-based policies and programs to prevent and reduce substance use disorders among workers and support their recovery and return to work.
- Led the design of supplemental questions in the 2020 and 2021 [National Health Interview Surveys](#) focusing on key aspects of work arrangements and potential exposure to COVID-19 in the workplace.

What's next?

- Utilize research and stakeholder inputs to develop more extensive web content, a Workplace Solutions document, and a comprehensive journal article on the topic of [Workplace Supported Recovery](#).
- Solicit feedback from experts to prepare the NIOSH [Quality of Work Life \(QWL\)](#) Survey. It will be administered in 2022 as a module on the [General Social Survey \(GSS\)](#), a biannual nationally representative survey of US adults.
- Guest edit a [special issue](#) on the future of work, [Total Worker Health](#), and healthy work design and well-being for the [International Journal of Environmental Research and Public Health](#).



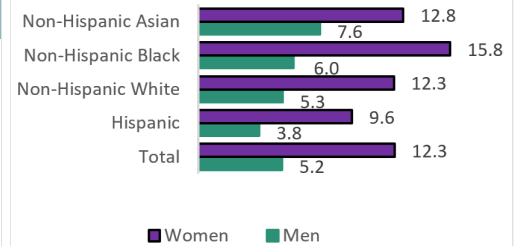
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At-A-Glance

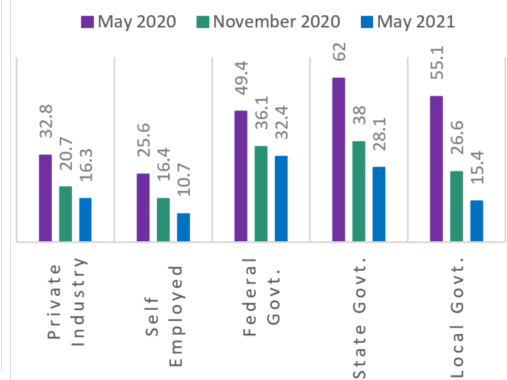
The NIOSH Healthy Work Design and Well-Being Program seeks to improve the design of work, work environments, management practices, and organizational policies to advance worker safety, health, and well-being. This snapshot shows recent accomplishments and upcoming work.

Percentage of US adults who volunteered or worked in a health-care facility by race/ethnicity (2016-2018)



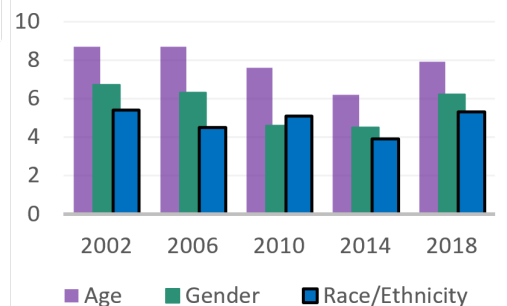
Source: NHIS - 1997-2018 (cdc.gov)

Percentage of workers teleworking due to COVID-19 by class of worker for specific months (Current Population Survey, 2020/21)



Source: <https://www.bls.gov/bls/errata/revision-to-current-population-survey-estimates-for-january-through-july-2020.htm>

Percentage of workers reporting discrimination (by types) at work (2002-2018)



Source: GSS General Social Survey | NORC