



Healthy Work Design and Well-Being Program

What are our priorities?

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

- Improve the [organization of work](#) to promote safe and healthy work design and well-being.
- Advance the safety and health of workers in non-standard work arrangements.
- Address 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 non-work factors (including societal, technological, environmental, economic, and political) 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 work-related stressors including non-standard work arrangements.
- Promote evidence-based, comprehensive approaches to advance worker well-being, including [Total Worker Health®](#) (TWH).

What have we accomplished?

- Edited a [special issue](#) on the future of work, TWH, and HWD for the *International Journal of Environmental Research and Public Health*. It offers a collection of 30 research papers, reviews, commentaries, and an editorial from NIOSH and partner experts.
- Administered the NIOSH [Quality of Work Life](#) (QWL) Survey as a module of the [General Social Survey](#) (GSS). The QWL is the major source for tracking work organization and quality of work life factors at the national level.
- Published the [NIOSH Worker Well-being Questionnaire \(WellBQ\)](#), a freely available survey instrument that provides an integrated assessment of worker well-being across multiple spheres.
- Published several journal articles ([healthy work design and well-being](#)) and a series of blogs ([Healthy Work Design | Blogs | CDC](#)) on fatigue, future of work, COVID-19 related worker health, and non-standard work arrangements.
- Co-managed the Work, Stress, and Health 2021 virtual conference. Approximately 650 attendees accessed the on-demand conference across the globe.
- Communicated HWD research and studies through chaired sessions and workshops at the [European Academy for Occupational Health Psychology Conference](#), July 6th-8th, Bordeaux, France.

What's next?

- Implement objectives from the HWD national occupational research agenda with industry and academic partners.
- Co-host the [3rd International Symposium to Advance Total Worker Health®](#) to be held October 11-14, 2022, at the National Institutes of Health (NIH) headquarters in Bethesda, Maryland.
- Publish special issue on fatigue in the *American Journal of Industrial Medicine*.
- Guest-edit a [special issue](#) on telework for the *International Journal of Environmental Research and Public Health*.



Centers for Disease Control and Prevention
National Institute for Occupational Safety and 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.

Worker well-being framework

Source: Worker Well-Being Questionnaire (WellBQ) | NIOSH | CDC

Percentage of health care workers (by type) reporting burnout (feeling used up at the end of the day) at work (General Social Survey, 2002-2018)

Health Care Worker Type	VERY OFTEN	OFTEN	SOMETIMES	RARELY	NEVER
Doctors	18	30	32	20	
Nurses	44	27	27	3	
Aides	22	15	41	15	8

Source: GSS General Social Survey | NORC

Percentage of US adults (by employment status) reporting 14 or more days of physical & mental health distress in the past 30 days (Behavioral Risk Factor Surveillance System Data, 2018-2019)

Employment Status	Physical Health Distress (%)	Mental Health Distress (%)
Employed	6	10.8
Self-employed	7.8	11.2
Short-term unemployed	15.9	23.9
Long-term unemployed	20.6	26.1
Unable to work	43.5	53

Source: Silver, Li, Quay (2021)- BRFSS Analysis

To learn more, visit www.cdc.gov/niosh/programs/hwd
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