Occupational health in international context (20190711) Minato Nakazawa <minato-nakazawa@umin.net>
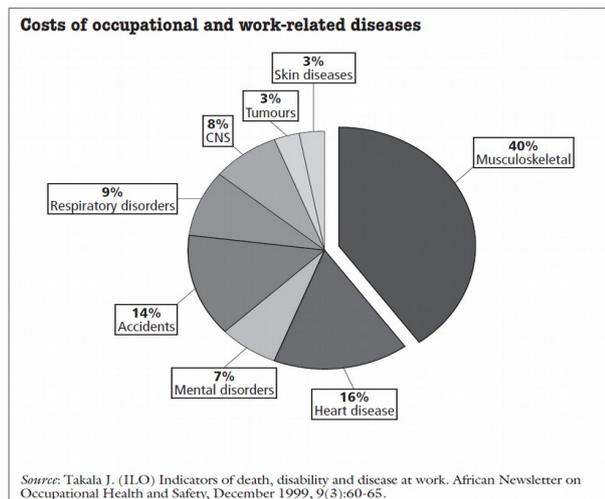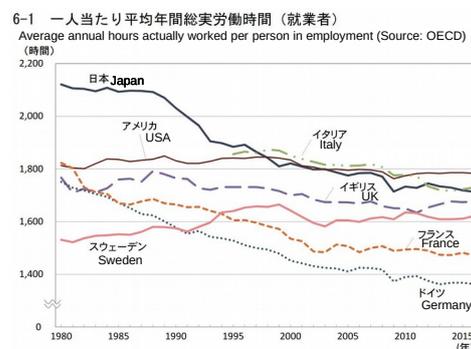
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(Source: WHO/ILO, 2000)

Definitions of terms
* Labour/work: Specific activities with rewards (cf. Subsistence activity means major labour)
* Occupation/job: Continuous human activities to get rewards for maintaining life (eg., employee, teacher, …)
* Industry: Economic activities as business (eg., primary / secondary / tertiary)

Working hours

(Source: https://www.jil.go.jp/kokunai/statistics/databook/2018/documents/Databook2018.pdf)

* Japan shows relatively longer working hours than European countries, though Korea and Singapore show much longer.
* Hunter-gatherer and horticulturalists generally worked shorter than current Europeans.
* Working more than 48 hours/week is considered too long.

Stressful characteristics of work

Work characteristics	Condition defining hazard (demands, control and support)
CONTEXT	
Organizational function and culture	Poor task environment and lack of definition of objective
	Poor problem solving environment
	Poor development environment
	Poor communication
	Non-supportive culture
Role in organization	Role ambiguity
	Role conflict
	High responsibility for people
Career development	Career uncertainty
	Career stagnation
	Poor status or status incongruity
	Poor pay
	Job insecurity and redundancy
	Low social value to work
Decision latitude/control	Low participation in decision-making
	Lack of control over work
	Little decision-making in work
Interpersonal relationships at work	Social or physical isolation
	Poor relationships with supervisors
	Interpersonal conflict and violence
	Lack of social or practical support at home
	Dual career problems
CONTENT	
Task design	Ill-defined work
	High uncertainty in work
	Lack of variety of short work cycles
	Fragmented or meaningless work
	Underutilization of skill
	Continual exposure of client/customer groups
Workload/work pace	Lack of control over pacing
Quantities and quality	Work overload or underload
	High levels of pacing or time pressure
Work schedule	Shift working
	Inflexible work schedule
	Unpredictable working hours
	Long or unsociable working hours

Consensus from literature outlining nine different characteristics of jobs, work environment and organization which are hazardous.

Source: HSE Contract Research Report No. 61/1993. Cox T. Stress Research and Stress Management: Putting Theory to Work.

(Source: WHO/ILO, 2000)

FIG. 1. Labor time inside and outside the home, as recorded in studies shown in tables 1–3; *left*, agricultural societies; *right*, postindustrial societies.

Historical view

➢ No occupation in hunter-gatherer society, no occupation-related disease existed. In general, pre-industrial farmers worked (to live, including unpaid works) shorter than employees in industrialized world (Source: Minge-Klevana W et al.,1980)

➢ After the mining started, occupational health became important. Ramazzini B published "*De Morbis Artificum Diatriba*" in 1700 (http://www.historyofinformation.com/detail.php?entryid=3681; http://smallbusiness-solution.com/hekint/ramazzini-and-the-birth-of-occupational-medicine/).

➢ After the industrial revolution, the problem became more important.

➢ However, economic development was more important for some governments than protecting workers health. Many tragedies occurred (In Japan, many young female workers at silk mills or cotton mills suffered from tuberculosis and other serious diseases and forced to go back to their home village, then died [http://www.mrbuddhistory.com/uploads/1/4/9/6/14967012/japanese_women_at_work.pdf]).

➢ International Labour Organization (ILO) has been established in 1919 (just after the WWI), to set labour standards, develop policies and dev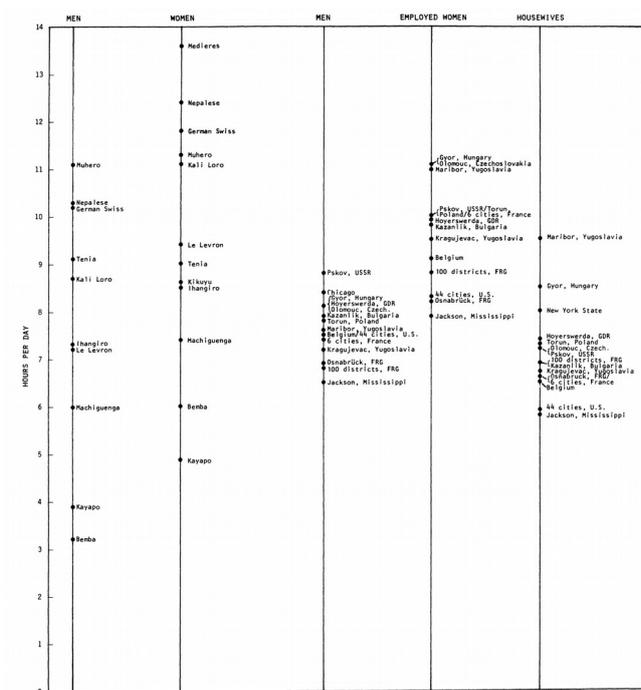ise programmes promoting decent work for all women and men (https://www.ilo.org/global/about-the-ilo/lang--en/index.htm).