



Strategic Review of Health Inequalities in England post-2010

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Inequalities in work and employment

- Being in good employment is protective of health
- Conversely, unemployment contributes to poor health
- Getting people into work is therefore of critical importance for reducing health inequalities.

Policy Objective: Marmot

Create fair employment and decent work for all

- Improve access to good jobs and reduce long-term unemployment across the social gradient.
- Make it easier for people who are disadvantaged in the labour market to obtain and keep work.
- Improve quality of jobs across the social gradient

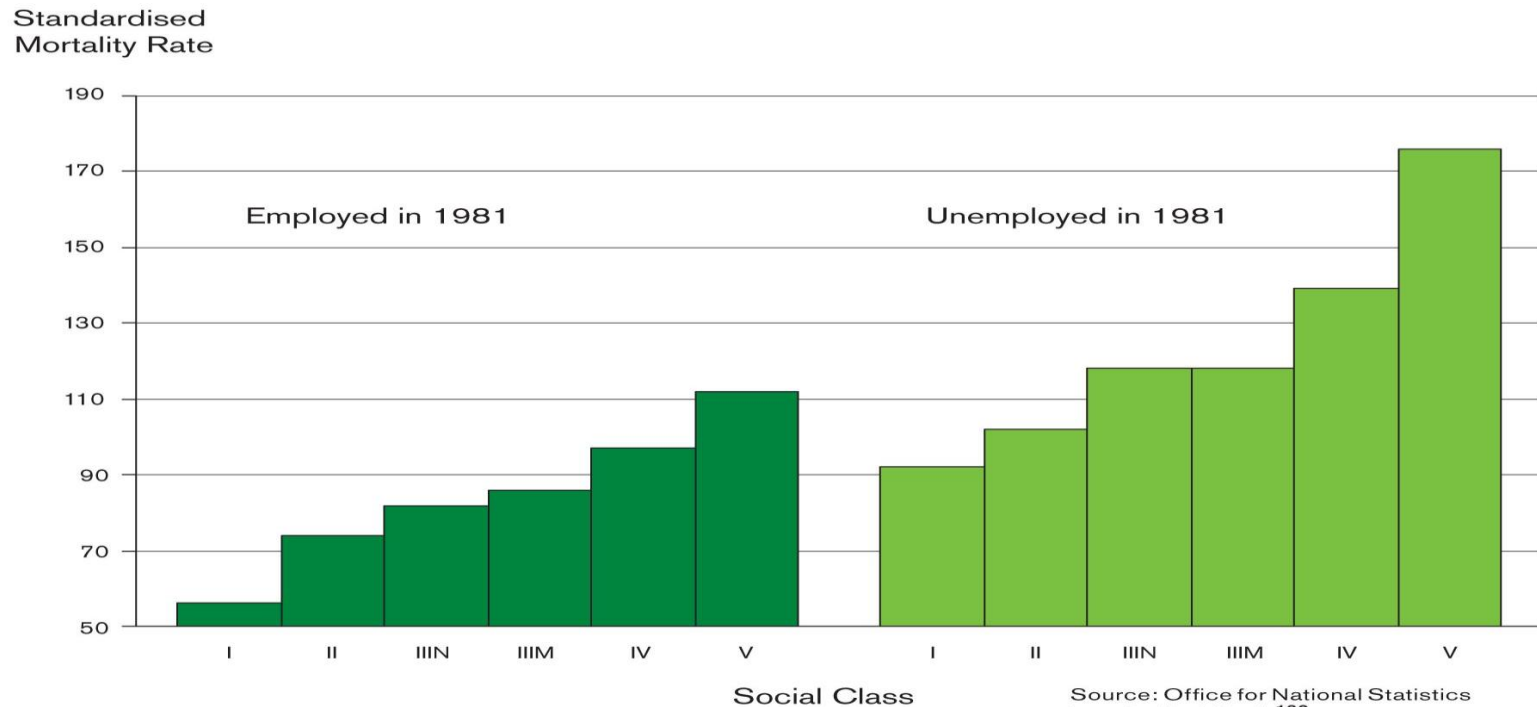
Recommendations of the Marmot Review

- Prioritise active labour market programmes to achieve timely interventions to reduce long-term unemployment.
- Encourage, incentivise and, where appropriate, enforce the implementation of measures to improve the quality of jobs across the social gradient, by:
 - Ensuring public and private sector employers adhere to equality guidance and legislation
 - Implementing guidance on stress management and promote wellbeing and physical and mental health at work.
- Develop greater security and flexibility in employment, by:
 - Prioritising greater flexibility of retirement age
 - Encouraging and incentivising employers to create or adapt jobs that are suitable for lone parents, carers, people with mental and physical health conditions and those in the workplace who are victims of domestic violence

Unemployment and Mortality

For each occupational class, unemployed have a higher mortality than employed

Figure 2.29 Mortality of men in England and Wales in 1981–92, by social class and employment status at the 1981 Census



Quality of Work

Work is good – and unemployment bad – for physical and mental health but;

- quality of work matters
- getting people off benefits and into low paid, insecure and health-damaging work is not a desirable option
- work that is insecure and of poor quality, is also associated with increased risks of poor physical and mental health.

Graded relationship between a person's status at work and how much control and support they have there. These factors have biological effects and are related to increased risk of ill-health.

Active Labour Market Programmes (ALMPs)

- ALMPs work best when combined with other fiscal and benefits measures
- Evidence suggests that ALMPs - specifically Government training programmes - help psychological health and wellbeing compared with that of unemployed people not in ALMPs
- Overall ALMPs to assist disadvantaged groups to move into employment have been successful when measured by relatively short term indicators currently available

Active Labour Market Programmes (ALMPs)

Recent proposals for early health interventions and approaches to impaired health in relation to work are also important components of active labour market programmes.

Policy direction

Working for a healthier tomorrow

- concern to remedy the human, social and economic costs of impaired health and well-being in relation to work and working life.

Improving health and work: changing lives.

Government response

- a society where the links between work and health are recognised by all,
- where everyone can aspire to a healthy and fulfilling working life,
- where health conditions and disabilities are not a bar to enjoying the benefits of work

Mental Health and Employment

Mental health – a major problem in our society, at all ages

- Foresight Mental Capital and Wellbeing Project 2008 Advice to Government on how to achieve the best possible mental development and mental wellbeing for everyone in the UK in the future
- NICE Public Health Guidance: *Promoting Mental Wellbeing in the Workplace*. 2009.
- *Working our way to better mental health: a framework for action*, 2009.
- *Realising ambitions: better employment support for people with a mental health condition. (Perkins Review) 2009*
- *Work, recovery and inclusion: employment support for people in contact with secondary mental health services*. 2009.
- *New horizons: a shared vision for mental health*, 2009.

Conclusion

Central to recent reports:

- to remedy the human, social and economic costs of impaired health and well-being in relation to work and working life; and in doing so
- to minimise avoidable inequalities in health and wellbeing and their impact on families, communities, the workplace, and society
- these concerns are reinforced and concentrated by the Marmot Review
- A challenge for all

For further information

www.marmot-review.org.uk



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