



Taighde, Idirphlé, Comhairle
Research, Dialogue, Advice

Better Work: Benefits, Challenges and Strategic Actions

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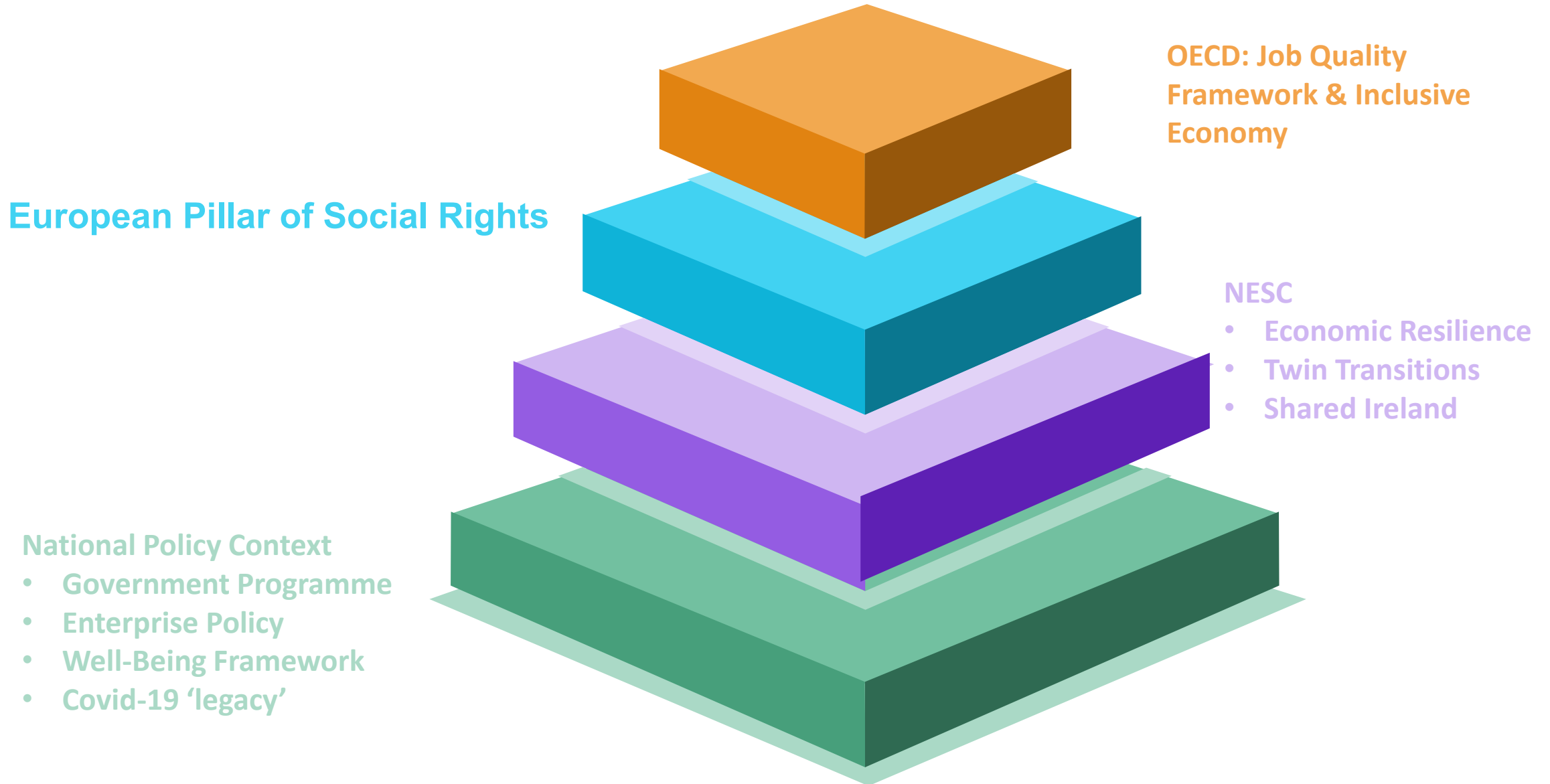
The Policy Challenge

- **‘Making Work Better’**

- Productive, innovative, healthy and inclusive work (Murray et al., 2023)
- Better Work’ agenda is an opportunity to consider how best to harness the potential of all work to provide economic, social and political externalities
- For all employees and employers and across all sectors of the economy



Making Work Better: Supportive Policy Context



What does making work better mean

- Beyond 'Good' & 'Bad' jobs: Dynamic interaction of positive (resources) & negative (demands) attributes
- Jobs occupy a position on a spectrum from 'poor' to 'excellent':
- Evolving, context specific and open-ended process
 - “journey not a destination”
- **Policy Challenge 1; How to move more and more work in the right direction along the quality spectrum**
- **Policy Challenge 2: How To deliver benefits for all stakeholders; employees, firms, economy and society (outcomes focus)**
- **What it is and what it delivers are increasingly intermeshed**

Making Work Better: Multiple Dividends

Employee Well-Being

Dividends for Employers

Economy & Society
Positive Externalities

Improving Person-
centred Services

Supporting Quality
Public Services

Political & Democratic
Dividends

