VicHealth Workplaces Forum
Future trends impacting workplaces

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Key trends impacting the workplaces of the future and promoting health and wellbeing

• The future of work
• Obesity epidemic
• Mental health
• Domestic violence
• Living and working longer
There are likely to be three worlds of work in the future – Blue world, Green world, Blue World

**The Orange World**
- Networks of smaller organisations
- Specialisation dominates

**The Green World**
- Social responsibility
- Climate and demographic changes
- Embedding Sustainability

**The Blue World**
- Capitalism rules
- Individual preferences trump social responsibility

Fragmentation

Collectivism

Integration

Individualism
Workplaces of the future ... what will transform the way we work over the next 5-10 years?

- Technology breakthroughs: 53%
- Resource scarcity and climate change: 39%
- Shifts in global economic power: 36%
- Demographic shifts: 33%
- Rapid urbanisation: 26%
- Don't know or not sure: 13%
- None of these: 4%

Source: PwC survey of 10,000 members of the general population based in China, Germany, India, the UK and the US
Rising obesity epidemic ... can workplaces be a catalyst for change?

**Obesity**

<table>
<thead>
<tr>
<th>Age of obese population</th>
<th>Obesity class I</th>
<th>Obesity class II</th>
<th>Obesity class III</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24</td>
<td>4.3%</td>
<td>2.2%</td>
<td>0.9%</td>
</tr>
<tr>
<td>25-34</td>
<td>9.1%</td>
<td>3.3%</td>
<td>1.6%</td>
</tr>
<tr>
<td>35-44</td>
<td>11.6%</td>
<td>4.8%</td>
<td>2.5%</td>
</tr>
<tr>
<td>45-54</td>
<td>14.2%</td>
<td>4.2%</td>
<td>2.5%</td>
</tr>
<tr>
<td>55-64</td>
<td>13.2%</td>
<td>4.8%</td>
<td>1.8%</td>
</tr>
<tr>
<td>65-74</td>
<td>8.2%</td>
<td>2.9%</td>
<td>1.7%</td>
</tr>
<tr>
<td>75+</td>
<td>4.6%</td>
<td>1.4%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Total</td>
<td>65.2%</td>
<td>23.5%</td>
<td>11.3%</td>
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</table>

The prevalence of obesity is highest among the working age groups.

Breaking the cycle of the obesity epidemic

Facilitate exercise

Healthy snacks

Healthy checks

Walking meetings

Sit-stand desks

VicHealth Workplaces Forum
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March 2016
Increasing rates of depression and anxiety will impact Australian workplaces into the future

Prevalence of self-reported depression and anxiety in Victoria

Almost 1 in 7 Australians reported depression and anxiety symptoms in the severe to extremely severe range

Stress-related absence from work on the rise.

Sydney Morning Herald, 5 March 2016

There has been an increase in the number of employees seeking help from psychologists for anxiety and stress at work...
Workplaces contribute to improved mental health and wellbeing by reducing stressors and increasing connectivity.

Activity based working

Diversity in the workplace

Sleeping/nap pods

Flexible working arrangements
Domestic violence is a significant and often silent burden in our community ...

50% of domestic violence survivors reporting losing a job

There is an enhanced focus on reducing the incidence of family violence in Victoria
**... PwC has lead the development of a workplace policy which has been widely adopted**

<table>
<thead>
<tr>
<th>General</th>
<th>Recognition</th>
<th>Support services</th>
<th>Appropriate leave</th>
</tr>
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<tbody>
<tr>
<td>Reducing the stigma associated with domestic and family violence so that individuals are able to thrive</td>
<td>Sensitively encouraging people who may be experiencing domestic violence to seek appropriate assistance</td>
<td>Allowing people suffering domestic violence the space and time to recover from and avoid the violence into the future</td>
<td></td>
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</tbody>
</table>

**PwC policy details**

- **Recognition**
  - Training of managers and Partners to recognise individuals who might be experiencing domestic violence.

- **Support services**
  - PwC C.A.R.E. program with professional counselling and coaching

- **Appropriate leave**
  - Additional 10 days of paid leave to allow attendance at appropriate appointments (medical, legal, relocation etc.)
  - Discretionary payment of $250 to assist with urgent needs
Living and working longer ... how will we adapt with it?

BABY BOOMERS WORKING LONGER

All those in favour raise your glasses.

Future of work
Obesity epidemic
Mental Health
Domestic violence
Living & working longer