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Le New Work et son impact sur la GSE

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Pourquoi la GSE ?



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29%

des actifs se sentent assez ou très fatigués ¹

45%

des actifs présentent un équilibre fragile entre ressources et contraintes ¹

48%

des nouvelles rentes AI sont octroyées à la suite de maladies psychiques ²

7.6

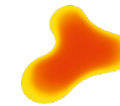
milliards de francs: c'est la somme que coûte chaque année le stress aux employeurs ¹

Sources:

¹ Promotion Santé Suisse, [Job-Stress-Index 2020, Feuille d'information 48](#)

² [IV-Statistik 2019, Jahresbericht](#), Office fédéral des assurances sociales

Health – the new reality



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Weight gain since Covid
Lack of exercise promoted weight gain since Covid and lock-downs

3.3 KG in from 2019 to 2020 vs 0.1 Kg from 2014 to 2019

<https://lenews.ch/2021/09/03/swiss-gain-weight-rapidly-during-covid-19>



Mental stress continues to rise

41% reported a deterioration in their mental health

https://www.huffingtonpost.fr/entry/covid-19-travail-degradation-de-la-sante-mentale-des-salaries_fr_613a0678e4b090b79e80986a



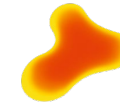
Depression risk in adolescents through Covid.

2x more than a doubling of adolescents'

<https://www.oecd.org/coronavirus/policy-responses/preserver-la-sante-mentale-des-jeunes-pendant-la-crise-du-covid-19-dbc04f5/>



Corporation – the new reality

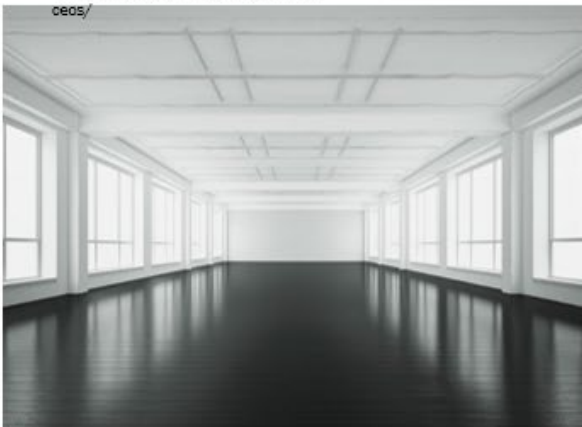


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New Office Regulation in place to impact on company fixed costs

75% of CEOs will reduce office spaces

<https://fortune.com/2021/06/23/companies-reducing-office-space-fortune-500-ceos/>



New HR policies to combine positive aspects of dual environments

80% of CEOs will allow flexible and work remote policies

<https://www.hrdiver.com/news/gartner-over-80-of-company-leaders-plan-to-permit-remote-work-after-pande/581744/>



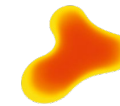
New trends are emerging & are challenging the status quo

**“New Work”
“Workation”**

<https://nwx.new-work.se/themenwelten/gesellschaft/trendthema-workation-oh-workplace-in-the-sun>



Hybrid Work Compass

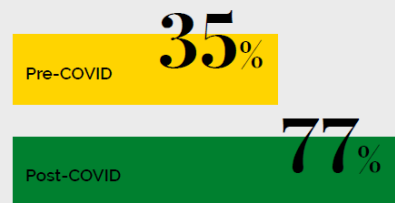


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Hybrid working is here to stay

The model of how we work has changed for good. The major shift towards more remote working can be seen across companies of all different sizes and industries.

% of companies that use/plan to use hybrid work models (pre-COVID vs.post-COVID)



89%

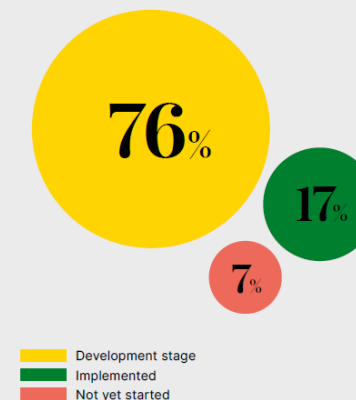
of companies see maintaining an inclusive corporate culture as the biggest challenge

New formats and tools must be implemented to unite both remote and on-site employees behind company culture.

Hybrid work models are still in their early stages

If you're yet to develop a hybrid work model, you're not alone. Most companies are still in the developmental stage, with sceptical leadership teams presenting the biggest obstacle to remote working.

The development status of hybrid work models in Switzerland

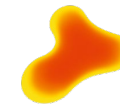


87%

of companies believe hybrid work models are crucial to attracting top talent

Hybrid work models and related policies are now major advantages in the war for talent, a critical factor behind a company's long-term success.

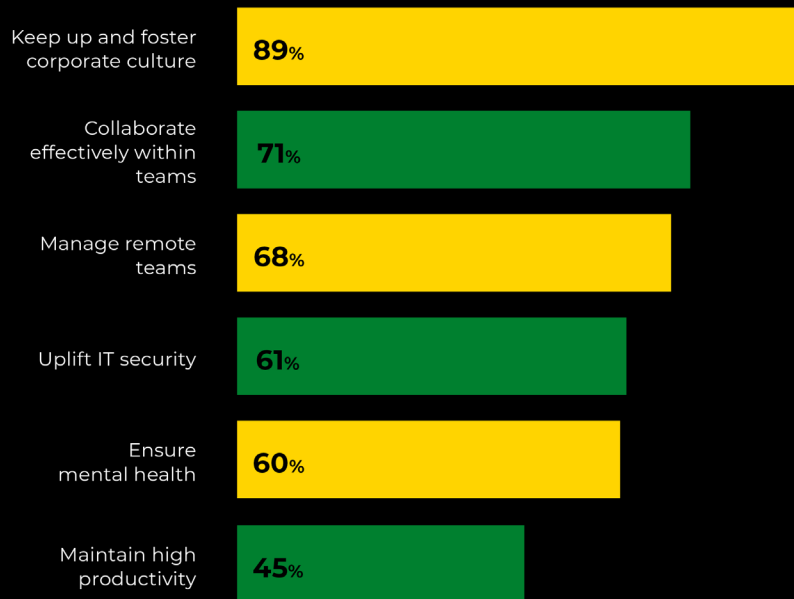
Quels défis?



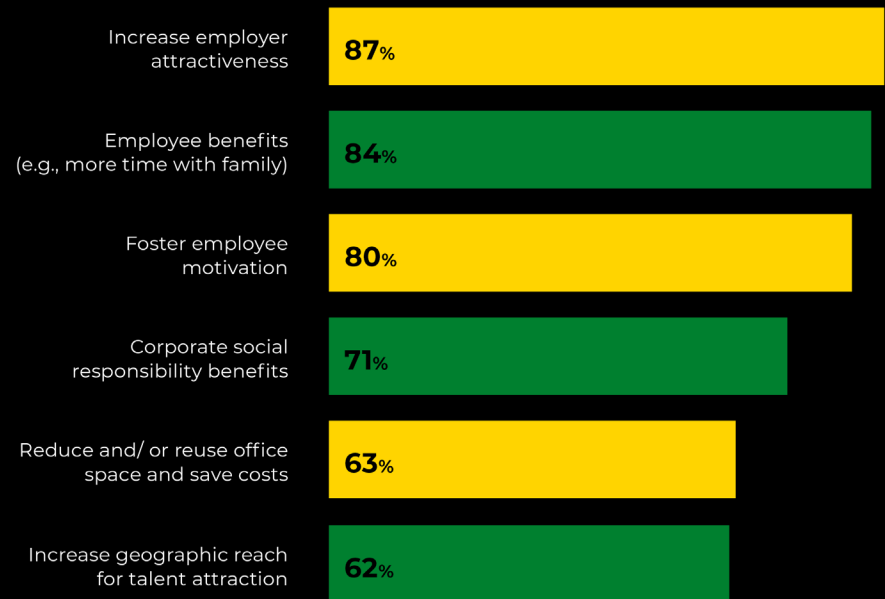
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Key challenges and major opportunities

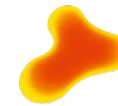
Top 6 challenges related to hybrid work models



Top 6 opportunities related to hybrid work models



Beaucoup de changements...



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travail 4.0

organisation autonome

big data

économie de plateforme

New Work

nouveaux concepts de bureau

intelligence artificielle

numérisation

agilité

télétravail

Coworking



Réduire la complexité



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<https://gesundheitsfoerderung.ch/new-work/fr/>

Le monde du travail évolue. Nous vous accompagnons dans cette transformation.

Informier

Etudes et bonnes pratiques

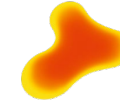
Agir

Outils et conseils sur New Work

Echanger

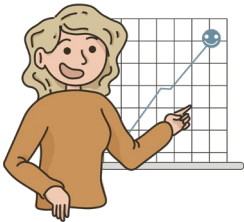
Rencotres d'échange et contrès

Les cinq sujets principaux pour la GSE du futur



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1. Gestion et processus de décision



2. Santé sociale



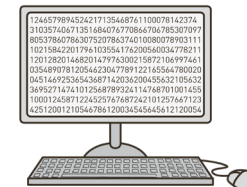
3. Développement des compétences pour les nouveaux environnements de travail



4. Processus de travail et Work-Worker-Fit



5. Données et GSE



2. Santé Sociale



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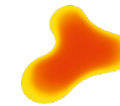


- Soutien social, culture du travail
- Entretien des relations, confiance
- Isolement, solitude, intégration

Points d'attaque possibles:

- Création de relations solides et positives au sein de l'équipe
- Définir ensemble des lignes directrices pour des méthodes de travail modernes et développer la culture visée

Et un grand MERCI à toutes les organisations qui ont contribué jusqu'à présent



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- ABB
- Basler Kantonalbank
- Coople
- CSS
- Dacadoo
- Datahouse
- Digitec Galaxus
- Ecare
- Eidgenössische Technische Hochschule Zürich
- Fachhochschule Nordwestschweiz
- General Electric
- Gottlieb Duttweiler Institut
- HDC Legal
- HES-SO
- Johnson & Johnson
- Kuhn Rikon
- Liip
- Loyco
- Matterhorn Gotthard Bahn

- Migros Genossenschaftsbund
- Mobile Basel
- Mobilière
- Postfinance
- Phoenix Mecano Komponenten AG
- CFF
- Schweizerische Gesellschaft für Organisation und Management SGO
- SECO
- Stadt Zürich
- SUVA
- Swica
- Swisscom
- Swisstaffing
- Syna
- Université de Lausanne
- Université de Zurich
- Viseca
- Zürcher Hochschule für angewandte Wissenschaften



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Merci!

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