

"If someone at work falls ill, it is because the work is ill."

M.Fulchieri, A. Lo Iacono, F.Novara, **Benessere psicologico e mondo del lavoro** (Psychological wellbeing and the world of work). Centro Scientifico editore, 2008.

The interest of psychology in the people welfare is constantly increasing, as well as the publications dealing with this theme. Also in this essay, published by Centro Scientifico Editore, the main theme is the **relationship between people and the world of work**. This book consists of three parts: in the first one, it is examined the connection between **stress and the world of work**; the second one talks about **prevention and anti-stress therapies**. Finally, in the third part it is explained the **importance of the working environment** and there is a reflection upon the negative consequences mostly depending on the "neglect" of many companies and organizations towards the social and relational elements between workers (neglect ignored because managers don't know how the situation is and the importance of this aspects? Or because the neglect is deliberately caused?).

My personal suggestion is to begin the book by reading the preface, written by Daniele Novara, who managed to frame in a psychosocial perspective the problems linked to the present working and social reality, which is one of the most complex and "fluid" (for example, as far as concerns globalization which, interesting mainly economical aspects, rarely helps the organizations to face the problems linked to the working stress. In fact, it is easier to move the company in other countries where it is much more easier to obtain high earnings, just because the poverty of the workers allows people "to turn a blind eye² to themes such as pollution, individual and environmental risks and security, ...).

Professor Novara recalls in his preface an historical event: the hundredth anniversary of the "Clinica del lavoro" born in 1902 in Italy "... after over a century of substantial indifference by the medicine towards the inhumane conditions in the industrial work: working environments, timetables and rhythms ...". In that period the mortality caused by work was raising, while eases almost didn't exist. And "the trade union, at the beginning condemned as criminal enterprises," (!!!) because "... they ask for reduction of the working timetables, for the rising of the age of the workers and for security and hygiene improvement."

After that, the reflection moves to the Tayloristic model of companies which splits radically the bodywork from the intellectual work, and which succeed in spreading despite the intervention of sociologists, physiologists and psychologists. After the second world war, psychology actively enters in the research on the world of work but "rarely psychologists deal with the principles and the powers at the root of the problems". These problems linked to the theme of "**humanization of the work**" are increasing since 70s, because the

return of the shareholders to the power leads to the crisis of the manager revolution, opening the path at 2speculative investments, acquisitions and mergers, divestments of stocks and shares, procurements, productive relocations, layoffs and many kinds of flexible work."

In the preface there are reported some studies and researches which, for example, compare these diffused behaviors of the corporations to the ones of a psychopathic personality, or which underline the depersonalization of many working environment and a never ending increasing distance and indifference of the top management towards the working situation in their companies.

A final list summarizes the **most important themes that the psychology** of wellbeing in the working world will have to deal with: 2automation and computerization of the production processes, organization just in time for the production and the distribution of the products, accelerated rhythms in call centers comparable to the rhythm of an assembly line in the 60s, risk of workers early obsolescence, predominance of quantitative parameters instead of qualitative ones particularly in the sanitary and scholastic activities (technology applications which ignore the discoveries of cultural anthropology)". All these problematic issues are developed into the book with the purpose of opening the path to the working wellbeing in the world work.

Definitively I think that this book is very useful for people dealing with stress linked to the work reality: there are lots of cues which open important questions that have to be discussed and examined by professionals working for organizational welfare.

To the draft of this book other 11 people collaborated (doctors, psychologists, psychiatrics and psychotherapists).

(Written by Claudio Tosoncin; english translation by Elisa Tosoncin)