Healthy Employees in Healthy Organisations

Since it was established in 1996, this has been the vision of the European Network for Workplace Health Promotion (ENWHP). The network was found-
ed when the European Union adopted the Programme of Action on “Health Promotion, Education, Information and Training” to improve public health stan-
dards in Europe, in which workplaces were accorded a special role. Health promotion for employees after all has verifiable effects and serves the common
interest as well as the promotion of social and economic prosperity.

Since 1996, the ENWHP has grown steadily, with currently 28 members from
national safety and health, and public health organisations from the EU Mem-
ber States, Switzerland and countries of the European Economic Area.

Over the years, the network has made quite an impact: successfully formu-
lating a general definition for workplace health promotion (WHP) in Europe;
developing standardised criteria for good quality WHP and publishing reports
with models of good practice from a wide range of industrial sectors. The
ENWHP has also developed a European toolbox of successful practices and
identified strategies to help keep workers longer in employment. In addition,
networks were established by the ENWHP in more recent years on the na-
tional level to disseminate information on WHP to a wider audience.

However, in order to turn our vision into reality much still remains to be done. A
large number of companies and organisations still need to be convinced that
WHP is a worthwhile investment. We are confident that by working together
on our new initiatives, including our latest campaign on promoting healthy
work for employees with chronic illness, we will continue to be successful over
the years to come.

Dr. Maria Dolores Solé, Prof. Dr. Karl Kuhn
Chair persons of the ENWHP
Promoting Health at Work
Workplace Health Promotion

Workplace Health Promotion (WHP) is the combined efforts of employers, employees and society to improve the health and well-being of people at work. This can be achieved through a combination of:

> improving the work organisation and the working environment
> promoting active participation
> encouraging personal development.

The ENWHP projects carried out up till now were all based on the Luxembourg Declaration. WHP aims to prevent work related diseases, encourage health potential and improve well-being at the workplace. Strong consensus between organisational and personnel development departments in the company is necessary to run voluntary activities that lie outside the legal requirements of traditional safety and health laws.

Workplace health promotion (WHP) is not just theoretical. It takes place in enterprises and organisations with practical programmes running on-site. But, if the WHP measures are to bring about real and long term improvements for the employees and to become a model for success, their quality must be guaranteed.

Companies need examples of good practice they can use as guidelines. In response, the network has developed and is continually monitoring quality criteria against which “good practice“ can be measured.

* This Declaration was updated by the network in 2005.
The European Approach

The work of ENWHP is based on a broad and comprehensive approach to promoting workplace health:

> Healthy work is a social process and is therefore the result of action by various stakeholders, in and outside of enterprises. The main drivers are leadership and management practices based on a participative workplace culture.

> Healthy work is the result of an interplay of various determinants, which include the overall strategies and policies of decision makers, the quality of the working environment and work organisation, as well as personal health practices. These determinants can be influenced by a number of processes, which follow the management circle, e.g. building infrastructures, good communication to ensure transparency and participation, implementation and continuous improvement.
Healthy work has an impact on the quality of working and non-working life and contributes to the level of health protection of communities and populations (public health). The result is not only better workplace health but also the improvement of enterprise performance, which in turn contributes to improved social and economic development at local, regional, national and European level.

**Effectiveness and Benefits**

Research has shown that workplace health promotion (WHP) should not be regarded as a “fringe benefit” but is economically worthwhile for companies, employees and for the social insurance systems. For the company, long term reductions in sickness rates bring about increased flexibility and their healthy, well-qualified and motivated employees increase productivity and build the capacity for innovation.

Meanwhile, a number of studies have shown that every euro spent on WHP leads to a return in investment (ROI) of between 2.5% and 4.8% due to a reduction in absenteeism costs. WHP is also a prestige factor which helps to improve the public image of a company and makes it more attractive as an employer.

There are positive effects for the employees as well, when they are under less pressure and they suffer from fewer health problems. In a pleasant working environment, the feeling of well-being and the enthusiasm to work is naturally far greater. A general feeling of health consciousness is created which spreads beyond the confines of work into employees’ private lives. The social security systems also benefit from WHP with less demands for medical and rehabilitative care and employees who stay at work longer. Cross-national analyses indicate that social insurance systems can save 1/3 of their costs for work-related diseases through health prevention measures.

WHP provides a win-win situation for both employers and employees!
The European Network for Workplace Health Promotion
Aims and Tasks

ENWHP has set out to achieve these targets:

> Creating supportive national infrastructures in all the ENWHP member countries to involve the relevant institutional and non-institutional stakeholders in identifying and disseminating good WHP practice according to national priorities and to take an active role in sharing experiences and knowledge at European level.

> To significantly increase the number of European employees who work in enterprises that are committed to practices and policies for promoting health.

**Tasks**

- To increase awareness of WHP and promote responsibility for health with regard to all stakeholders
- Identify and disseminate models of good practice
- Develop guidelines for effective WHP
- Provide successful methods for the implementation of WHP
- Gather arguments for investing in WHP
- Address the specific challenges of working together with small and medium-sized enterprises (SME)
The ENWHP

... organises the exchange of experiences throughout Europe
By holding conferences and meetings, producing publications and creating and linking national infrastructures (national networks for WHP) – not only among the network members but with all professional groups involved in WHP and keen to play a part in its dissemination.

... identifies “Good Practice” necessary to provide enterprises with a uniform and consistent orientation framework. The network has therefore developed and is continuing to monitor the quality criteria for assessing “good practice”.

... collects, analyses and disseminates information about WHP and related issues, and shares knowledge with interest groups and decision makers from politics, industry and society.
Learning from Others - Joint ENWHP Initiatives
Learning from Others - Joint ENWHP Initiatives
Quality Criteria – Success Factors for Workplace Health Promotion Programmes

1st Initiative 1997-1998

Successful WHP depends on good quality practical implementation. The first ENWHP project therefore began by identifying companies in the Member States which set an outstanding example in the field of WHP. To start this process an extensive catalogue of quality criteria for WHP was produced and a questionnaire was drawn up for companies to assess their own activities.

Quality Criteria for a good WHP practice

1. WHP should be a management responsibility with:
   - support and integration of management and executive staff
   - integration in company policy
   - provision of sufficient financial and material resources

2. Employee participation in planning and implementation of the WHP measures.

3. WHP should be based on a comprehensive understanding of health.

4. WHP should be based on accurate analysis and continually improved.

5. WHP should be professionally coordinated and information should be made available regularly to all the staff.

6. The benefits of Workplace Health Promotion are evaluated and quantified on the basis of specific indicators.

Establishment of the Network | Luxembourg Declaration
---|---
1996 | 1997
Not a Question of Size: Health Promotion in Small and Medium-Sized Enterprises

2nd Initiative 1999-2000

Workplace health promotion (WHP) activities take place mainly in large enterprises where the necessary infrastructures are usually in place. The experiences made in this setting cannot simply be transferred to small and medium-sized enterprises (SME), because the organisational and structural differences between these types of companies are simply too great.

In Europe, the large majority of employees work in SME which employ less than 250 staff, and that tendency is rising. This is why the ENWHP has put special emphasis on employees’ health in SME. Between 1999 and 2000, during the 2nd joint initiative, the network developed criteria for good WHP practice in small and medium-sized enterprises and collected and documented relevant models of good practice.

Beyond the scope of this initiative, specific needs and challenges of SME are still addressed by the network in topic related projects and by the national networks.
Health Promotion: A Success Factor in Public Sector Reform

3rd Initiative 2001-2002

Since the nineties consensus has been growing across Europe for modernising the public administration sector. Plans were made to make cuts in public services and to increase efficiency in public administration. The question of how to improve the effect of public investment also has an influence on human resources management and work organisation.

Particularly in the public sector, which exists mainly to provide services, the employees are a crucial resource in increasing competitiveness against their rivals in the private sector and for being able to understand customer requirements and providing new services. The manner in which the staff is managed, motivated and qualified has an enormous influence on their well-being and consequently on their efficiency and the quality of their work.

Against this background, workplace health promotion (WHP) strategies can create a significant added value in the public sector reform process. For this reason, the EN-WHP examined the situation regarding WHP in public administrations in Europe in its 3rd joint initiative and documented models of good practice.
A Network of Networks: European-wide Networking of Workplace Health Promotion

4th Initiative 2002-2004

To publicise the role of workplace health promotion (WHP), closer co-operation is necessary between governmental organisations, professionals and other stakeholders in every country. National infrastructures should be created to provide platforms for the exchange of information and for concerted action, involving all relevant interest groups including social partners, governmental bodies, social insurance organisations and companies.

Since October 2002 the ENWHP has been setting up WHP infrastructures – consisting of national networks – in each European country:

As part of its dissemination strategy, the ENWHP also developed a pool of arguments, the Case for WHP, documenting evidence to assist the players involved in convincing social insurance bodies and companies of the economic benefits of WHP. During the project the network also produced a collection of methods and tools (toolbox) to facilitate the introduction of WHP into companies and organisations.

- Österreichisches Netzwerk Betriebliche Gesundheitsförderung, Austria
- Netwerk voor gezondheidsbevordering op het werk Réseau pour la promotion de la santé sur le lieu de travail, Belgium
- Bulgarian Forum “Healthy and Safe Workplaces”, Bulgaria
- Deutsches Netzwerk für Betriebliche Gesundheitsförderung, Deutschland
- Suomen Työkyverkosto, Finland
- Agence Nationale pour l’Amélioration des Conditions de Travail, France
- Hellenic Workplace Health Promotion Forum, Greece
- Landsnet um heilsueflingu á vinnustöðum (LHV), Iceland
- National Network for Workplace Health Promotion, Ireland
- Network Italiano per la Promozione della Salute nei Luoghi di Lavoro, Italy
- Comité permanent du travail et de l’emploi, Luxembourg
- TNO Quality of Life / Work & Employment, Netherlands
- The Group of Co-ordination for a More Inclusive Working Life, Norway
- Ogólnopolska Sieć Promocji Zdrowia w Miejscu Pracy, Poland
- Reteaua Romana de Promovarea Sanatatii la Locul de Munca, Romania
- A virtual forum for WHP, Spain
- National Employment and Health Innovations Network, United Kingdom
Demographic Change: Healthy Work in an Ageing Europe

5th Initiative 2004-2006

Demographic developments are presenting relatively new challenges to enterprises and social security systems in Europe. The total working age population in the European Union is due to fall by 20.8 million between 2005 and 2030. Over the next few decades there will be a marked increase in the proportion of elderly people in employment and the proportion of younger employees will decrease significantly due to continuing low birth rates.

At present, employees over 45 years of age are often perceived as too old for a job, but this age group will very soon represent the major part of the workforce. In the future, enterprises in Europe will depend more than ever on qualified, motivated and – in particular – healthy employees. And if social security systems continue to function economically, employees will have to keep working longer in gainful employment.

During the 5th Initiative, the ENWHP therefore focussed on strategies that enable employees to remain longer in gainful employment. They were categorised and published according to countries and instruments.
Promoting Workplace Health in an Enlarging Europe

5th Initiative 2005-2007

Low wages made the new Member States of the European Union attractive places to invest and to set up production. However not only are the wages lower in the new and future EU Member States than those in the “old” Member States, but so are the standards for the working conditions, particularly regarding health at the workplace.

A survey carried out by the European Foundation of the Improvement of Living and Working Conditions found that, in comparison with their colleagues in the existing countries, employees in the new Member States:

> consider that their health and safety is more jeopardised by their work (40%)
> are exposed more frequently to risk factors such as hazardous substances
> are faced with longer and more anti-social working hours such as night-shifts
> are less satisfied with their working conditions.
During this initiative the ENWHP carried out three separate network projects to identify the specific requirements and challenges regarding WHP in eastern European Countries and to pave the way for improved dissemination of WHP in this region.

**Dragon Fly**
Under the leadership of the Nofer Institute of Occupational Medicine in Poland, the “Dragon Fly” project developed infrastructures for the dissemination of “Good Practice” in the field of WHP in the Eastern European Member States.

**Workhealth II**
Another project, led by the BKK Federal Association in Germany, was to produce a European work-related health report and to continue establishing infrastructures for WHP in Eastern Europe.

**Workplace Health Promotion in an Enlarging Europe**
The third project, “WHP in an enlarging Europe” sought to develop best practice methodologies for the promotion and maintenance of work ability. This project was led by the Finnish national Institute of occupational Health.
The Campaigns
Move Europe – Healthy Lifestyles in the Working Environment

7th Initiative 2006-2009

Chronic diseases are the leading cause of premature death and disability worldwide. Only a small number of chronic diseases account for the bulk of the disease burden in Europe (cardio-vascular diseases, mental health problems and cancer).

A few largely preventable risk factors are associated with chronic diseases: high blood pressure, tobacco and alcohol, high cholesterol levels, obesity, poor diet, lack of exercise and stress.

Health problems associated with an employee’s personal lifestyle present a growing problem in all the European countries.

At the same time, the workplace itself is an ideal setting for positively influencing lifestyle and daily behaviour. A large number of people can be approached directly at the workplace and provided with relevant information to encourage them to change their own health behaviour and that of their families – and the community.

To help promote healthy lifestyles, the ENWHP initiated a European campaign focussing on four topics: Physical activity, Smoking prevention, Healthy diet, Mental health

By joining the campaign as a Move Europe partner more than 3,000 small, medium and large enterprises, public administrations, schools and hospitals, companies with little experience in WHP and experienced WHP companies took part in this initiative!
Mental Health – Work in Tune with Life

8th Initiative 2009-2010

Mental health disorders are a major problem in European countries:
> almost one in four people in the European Union is affected by a mental disorder at some point in his or her lifetime and
> the medical care is inadequate most of the time.

Using the slogan “work. in tune with life. move europe” the ENWHP addressed the growing problem of mental illness and continued the campaign “Move Europe” by focussing on this issue. This 8th ENWHP-Initiative aimed to sensitise employers and employees to strategies and programmes to help
> promote mental health at the workplace
> recognise their own and colleagues’ mental and emotional disorders at an early stage.

As in the previous campaign, this has been carried out by identifying and publicising good practice in companies and administrations and producing guidelines for management and other participants.
PH Work: Promoting Healthy Work for People with Chronic Illness

9th Initiative 2011-2013

In order to increase public awareness about the importance of retaining and encouraging return to work of chronically ill employees, a Europe-wide initiative was launched in 2011.

The objective is to promote healthy, suitable work for those suffering the consequences of a chronic illness – either through enabling job retention or by supporting their return to work (RTW). ENWHP is working towards introducing effective workplace health practices, by creating a favourable culture and by providing guidance and a number of tools to employers, to help make a difference for employees with a chronic illness.

In the first phase of the PH Work project, data on existing sustainable work strategies, policies and good practices with regard to workers with chronic conditions were collected in several European countries. That information constructed the basis for a set of guidelines for comprehensive Workplace Health Promotion (WHP) strategies and interventions on the retention/return to work of chronically ill workers.

The second phase of the PH Work project consists of a campaign to disseminate these guidelines and further recommendations across Europe - in order to enhance the sustainable employability of employees with a chronic condition, so that they can remain a valuable part of the workforce!

8th European Conference in Brussels

2013
Network Structure
Network Structure

Executive Committee

... includes the Chairpersons, the Secretariat and the Task Force managers. The Executive Committee acts on the mandate of the Board of Directors and is responsible for:

- overseeing and co-ordinating the operations of the network;
- monitoring and evaluating initiatives and project applications;
- initiating a procedure in case of non-payment of the annual membership fee and/or non-performance of tasks;
- preparing for the decisions to be made at the Board of Directors;
- preparing the strategic workplan.

Board of Directors

... consists of all NCO representatives and is the decision-making body of the network. The responsibilities of the Board of Directors are to:

- adopt and amend the rules of internal procedure;
- make decisions on policies and strategies;
- decide to support applications for project funding involving the ENWHP, it may also support project applications involving some of its members;
- make decisions concerning the financial contributions by the members;
- approve the annual report and statement of the accounts produced by the Secretariat;
- elect ENWHP representatives to the Executive Committee, the Chairperson(s) and the Secretariat;
- dissolve the ENWHP.

ENWHP Forum

... consists of all members of the network. The ENWHP Forum shall meet at least once every year, following the meeting of the Board of Directors, and approves the strategic workplan as prepared by the Executive Committee.
National Contact Office (NCO)

... represents its country as a Full Member and co-ordinates the activities of the network at national level. The NCO takes appropriate measures to initiate and maintain a forum for workplace health promotion or measures to ensure that information on ENWHP priorities and activities is accessible at national level.

Associated Members

... receive information via newsletters and dedicated mail, are invited to the ENWHP Forum and to activities of the Full Members, are given opportunities for participation in specific projects and campaigns, and are included in the network website.

Partners

... will be invited to attend seminars organised by ENWHP, are nominated by the Board but shall not participate in voting on ENWHP issues. Longstanding partners of the ENWHP are the European Commission, the European Agency for Safety and Health in Bilbao, the European Foundation in Dublin.
Other possible partners are: relevant supra- and international organisations such as ILO and WHO; European associations of social partners who support the mission and vision of the ENWHP; relevant regional, national or international networks and/or other national organisations who support the vision and mission of ENWHP.

**Chairperson(s)**

... chair the meetings of the Executive Committee, the Board of Directors and the ENWHP Forum. They represent the Network in public. The chairmanship is an honorary position currently held by Dr. Maria Dolores Solé, Head of the Occupational Health Department of the National Centre for Working Conditions at INSHT in Barcelona and Dr. Karl Kuhn, former Director and Professor at the Federal Institute for Occupational Safety and Health in Dortmund.

**Secretariat**

... coordinates the Network and carries out the administrative work. It is responsible for developing the Network and the initiatives, organising regular meetings and conferences, public relations and representing the chairs. The secretariat is currently based at Prevent, in Leuven/Louvain (Belgium).

**ENWHP Members**

ENWHP Members are occupational health and safety institutes, public health, health promotion and statutory social insurance institutions, research institutes and national and regional authorities from the European region.

**Full Members** act as national contact offices of the ENWHP. Only one organisation per country may represent the country as a National Contact Office (NCO). Currently the Network has National Contact Offices (NCO) in 25 countries:
<table>
<thead>
<tr>
<th>Country</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>Upper Austrian Sickness Funds (OÖGKK)</td>
</tr>
<tr>
<td>Belgium</td>
<td>Prevent</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>National Centre of Public Health and Analyses</td>
</tr>
<tr>
<td>Cyprus</td>
<td>Dept. Labour Inspection, Ministry of Labour and Social Insurance</td>
</tr>
<tr>
<td>Czech Rep.</td>
<td>National Institute of Public Health</td>
</tr>
<tr>
<td>Estonia</td>
<td>National Institute for Health Development</td>
</tr>
<tr>
<td>Finland</td>
<td>Finnish Institute of Occupational Health</td>
</tr>
<tr>
<td>France</td>
<td>National Agency for the Improvement of Working Conditions</td>
</tr>
<tr>
<td>Germany</td>
<td>BKK Federal Association</td>
</tr>
<tr>
<td>Greece</td>
<td>Ministry of Labour, Social Security and Welfare</td>
</tr>
<tr>
<td>Hungary</td>
<td>National Institute for Health Development (OEFI)</td>
</tr>
<tr>
<td>Iceland</td>
<td>Administration of Occupational Safety and Health</td>
</tr>
<tr>
<td>Ireland</td>
<td>Department of Health and Children / Work Research Centre</td>
</tr>
<tr>
<td>Italy</td>
<td>Italian Workers’ Compensation Authority (INAIL)</td>
</tr>
<tr>
<td>Luxembourg</td>
<td>Labour and Mines Inspectorate</td>
</tr>
<tr>
<td>Netherlands</td>
<td>TNO Quality of Life / Work and employment</td>
</tr>
<tr>
<td>Norway</td>
<td>National Institute of Occupational Health</td>
</tr>
<tr>
<td>Poland</td>
<td>Nofer Institute of Occupational Medicine</td>
</tr>
<tr>
<td>Portugal</td>
<td>Ministry of Health</td>
</tr>
<tr>
<td>Romania</td>
<td>The Romtens Foundation</td>
</tr>
<tr>
<td>Slovakia</td>
<td>Institute of Normal and Pathological Physiology</td>
</tr>
<tr>
<td>Slovenia</td>
<td>Clinical Institute of Occupational, Traffic and Sports Medicine</td>
</tr>
<tr>
<td>Spain</td>
<td>National Institute of Occupational Safety and Hygiene</td>
</tr>
<tr>
<td>Switzerland</td>
<td>Health Promotion Switzerland</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Scottish Centre for Healthy Working Lives</td>
</tr>
</tbody>
</table>

More info and contact details of ENWHP Members

http://www.enwhp.org/the-enwhp/members-nco.html

To apply for full membership, please contact the ENWHP Secretariat.

In countries represented by a national contact office, institutes and organisations working on common or related objectives can become part of the network as Associated Members.

You can apply for associated membership by completing the following form and returning it to the ENWHP Secretariat (enwhp@prevent.be). The Membership Application Form can also be downloaded from the website.
Associated Membership is open to organisations belonging to the public health or private health sector in one of the countries of the EU region (EU Member States, EEA, EFTA).

The membership form confirms the request for adherence of the organisation as associated member to the European Network for Workplace Health Promotion.

**Associated Membership Criteria**

To show your organisation meets the associated membership criteria, please complete the following:

- My organisation belongs to the EU region (specify country)

- My organisation belongs to the public or private health sector (specify type of organisation)

- My organisations’ objectives are in line with the objectives and vision of the ENWHP “Healthy work in healthy organisations”

---

**The objectives of the ENWHP are to:**

1. Identify, document and disseminate good workplace health practice in Europe
2. Advocate investment in workplace health
3. Convince decision-makers and all other stakeholders involved to support the dissemination and implementation of good workplace health practice
4. Develop supportive infrastructures for workplace health at regional, national and European level, particularly for small and medium sized enterprises
5. Provide all stakeholders and practitioners with relevant information on tools and methods for promoting workplace health
6. Demonstrate the benefits of workplace health promotion for public health, social coherence and economic development.

- My organisation accepts the payment of an annual membership fee of 500 Euro.

- My organisation will not make commercial use of the products and services developed by the network without consulting the Executive Committee
### Associated Membership Advantages

- To contribute to a high level of health protection, and sustainable economic and social development in Europe through the development and promotion of good workplace health practice;
- To take part in a Europe-wide well-established network of national occupational health and safety organisations, and institutions in the field of public health in the European region;
- To empower the activities of the network by contributing with own knowledge and experiences;
- To give a high visibility of the own organisation on a European level and possibilities to enlarge the own network;
- To exchange and disseminate information with experts on workplace health promotion;
- To have access to good practice knowledge on workplace health promotion across Europe;
- To have access to tools and papers developed by the network;
- To have access to information on policy and research developments on workplace health promotion in Europe;
- To have the possibility to join research projects and campaigns, on a national or European level;
- To take part in the Forum and contribute to the development of the strategic planning.

### Member Information

Organisation: .................................................................

Contact person: .............................................................

E-mail contact person: .....................................................

Street address: ............................................................. ZIP-code: ............

E-mail organisation: ...........................................................

VAT-n°: ......................... Country: ................................................

Phone number: .........................................................

Name: .................................................................

Signature

Please return the form to the ENWHP Secretariat: Prevent, Kolonel Begaultlaan 1A, B-3012 Leuven (Belgium) Fax: +32 16 910 901 enwhp@prevent.be You will receive a confirmation of your application and a payment request. If you have any questions, please feel free to contact us.