



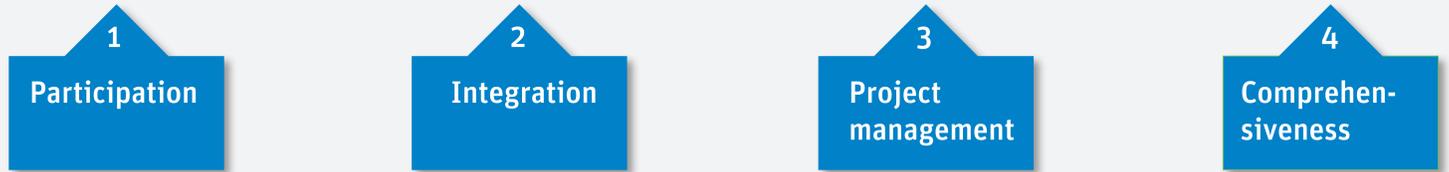
www.enwhp.org



European Network for Workplace Health Promotion

an informal network of national occupational health and safety institutes, public health, health promotion and statutory social insurance institutions. In a joint effort, all the members and partners aim to improve workplace health and well-being, and to reduce the impact of work-related ill health on the European workforce.

Workplace Health Promotion (WHP) can reach the aim of “healthy employees in healthy organisations”, if it combines



- 1** All staff has to be involved.
- 2** WHP has to be integrated in every important decision and area of the organisation.
- 3** All measures have to follow a problem-solving cycle: needs analysis, setting priorities, planning, implementation, continuous monitoring and evaluation.
- 4** WHP includes measures from various fields, directed at both individual and environment. It combines the strategy of risk reduction with the development of protection factors and health potentials.

Chronic diseases, such as MSD, heart disease, stroke, cancer, chronic respiratory diseases, depression and diabetes, are by far the leading cause of mortality in the world. Chronically ill employees often experience great difficulties, either to stay at work or to return to work after a long period of absence. In 2010, an OECD report stated that

“too many workers leave the labor market permanently due to health problems or disability, and too few people with reduced work capacity manage to remain in employment.”

The objective of the latest ENWHP initiative **“Work. Adapted for all. Move Europe”** is to promote healthy, suitable work for people with a chronic illness - through enabling job retention or by supporting their return-to-work.



prevent:



Secretariat ENWHP
Prevent-Foundation
Kolonel Begaultlaan 1A
B-3012 Leuven
enwhp@prevent.be
t +32 16 910 910

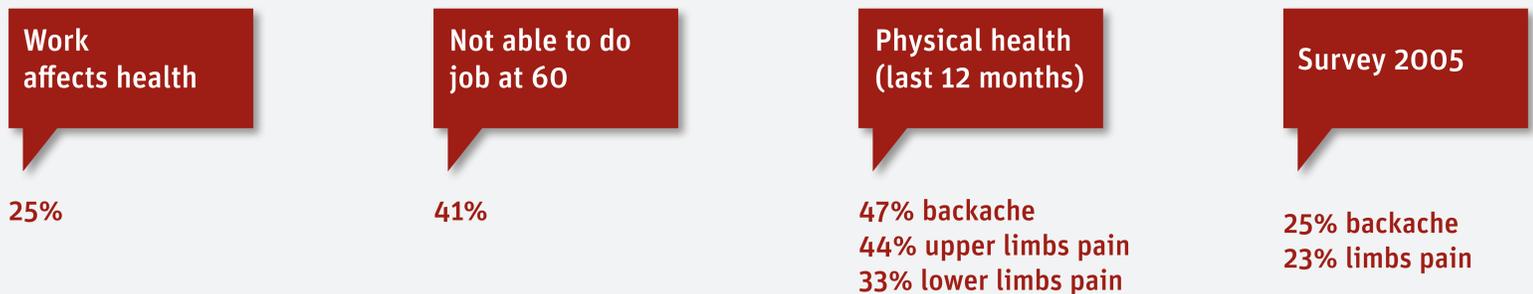
Musculoskeletal Disorder (MSD) - key messages

- You can take actions to prevent or minimise MSDs.
- The prevention measures are cost-effective.
- You can't prevent all MSDs, so early reporting of symptoms, proper treatment and suitable rehabilitation are essential.

Multifactorial risk factors for MSD

- **Physical:** using force - lifting, carrying, pulling, pushing, repetition of movements, static posture, prolonged standing and sitting, working with hands above shoulders...
- **Organisational:** high workload, lack of control over work, low job satisfaction, repetitive work, high pace of work, time pressure, lack of support from colleagues and managers...
- **Individual:** medical history, physical capacity, ageing, smoking, obesity...

Scope of MSD in EU 27 - European Working Condition Survey 2010



The impact of MSD is huge for workers, enterprises and for society as a whole:

- Impact in all sectors (commerce, agriculture, health services, construction)
- Impact will continue to increase with ageing population.

ENWHP works towards introducing effective workplace health practices, by creating a favorable culture and by providing guidance and a number of tools for employers, in order to enhance the sustainable employability of employees with a chronic condition - so that they can remain a valuable part of the workforce!