



Newsletter from the European Network for Workplace Health Promotion

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Welcome by the European Network for Workplace Health Promotion

ENWHP has been working towards its mission of 'healthy employees in healthy organisations' since it was established in 1996. By carrying out a number of joint initiatives and by developing good practice criteria for WHP, the network has become a frontrunner in European Workplace Health Promotion. The current ENWHP initiative called 'PH Work – Promoting healthy work for people with chronic illness' is dedicated 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.

In our newsletter we like to give you an overview of ENWHP's activities, the activities of our National Contact Offices and provide you with information about PH Work, our latest initiative.

Please contact us with any and all of your questions at: enwhp@prevent.be

The ENWHP Secretariat



News from ENWHP

ENWHP round table on 'Physical activity, obesity, nutrition and diabetes'

The European Network for Workplace Health Promotion organises a round table on ['Physical activity, obesity, nutrition and diabetes: interrelated challenges at the workplace'](#) in Copenhagen (Denmark) on 12 November 2012. During this round table, ENWHP presents its invitees with the following three lectures: 1. ActivatEU - the Social Innovation Lab for an Active and Healthy Europe (Mr Steve Bell, NHS Health Scotland) 2. Diabetes as the hidden challenge for future WHP (Dr Kjeld Poulsen, Steno Health Promotion Centre) 3. Nutrition, physical activity and obesity & the European network for Health-Enhancing Physical Activity or HEPA (Dr Joao Breda, World Health Organisation)

EU OSHA and older workers

On the 19th of September, the ENWHP participated in a meeting on older workers in Brussels, on invitation of the European Agency for Health and Safety at Work (EU-OSHA). The Agency is actively contributing to the European Year for Active Ageing and Solidarity (2012) by making information available on how to help employees to stay fit for work.

EU-OSHA has been providing practical examples of measures to improve working conditions for older people (including adapting work tasks and carrying out age-sensitive risk assessments), and to help older people maintain their 'work ability' over time. In its search for guidance, tools and examples of good practices, the Agency invited the European Network for Workplace Health Promotion to present the results of the 5th Initiative on Healthy Work in an Ageing Europe. One of the results of the campaign was a EU wide report on models of good practice, and good practice examples from all stakeholders (public, private, WHP organisations, educational and scientific organisations) involved in workplace health promotion. The examples covered 20 EU and EEA countries. Another result is a report with strategies and instruments for prolonging working life. The reports are online on the ENWHP website.

In the coming months, EU-OSHA, at the request of the European Parliament and Commission, will be launching a pilot project, investigating ways of improving the health and safety of older people at work. More information: http://osha.europa.eu/en/priority_groups/ageingworkers

'Webinars on Mental Health Promotion' – survey

[The European Network for Mental Health Promotion \(ENMHP\)](#) is about to offer a new service to members and non-members: Webinars on Mental Health Promotion (MHP) and related topics. Remote training needs to be supplemented by a more personal approach and webinars offer a

potential solution in that regard. The ENMHP would like to assess its audience's level of interest in taking part in webinars. If you could complete the [questionnaire](#) (10 minutes) by 16 November 2012, it will help them to design webinars that will meet your needs to the maximum extent possible.

News from the National Contact Offices



Mental Health in the World of Work: psyGA

The project 'Psychische Gesundheit in der Arbeitswelt' is promoted by the German Federal Ministry of Labour and Social Affairs. The Federal Association of Company Health Insurance Funds (BKK Bundesverband) – ENWHP's NCO for Germany – is responsible for the project management. The project aims to reduce mental stress and to promote mental health in the workplace. The target group are entrepreneurs, managers, employees in the Human Resources and Health Promotion departments, company medical officers and members of the work council. In order to increase the awareness about the importance of mental health and the exchange of know-how and experiences in this field, the project combines a topic-oriented knowledge base with good practice and tools for practitioners to promote mental health at the workplaces: self-assessment tools, guidelines for managers and employees, an audiobook and an e-learning tool. The internet portal informs about the project and the results, for example the developed tools and media. The dissemination in different workplace settings is implemented by 16 co-operation partners. [More...](#)

Workers' participation and middle management's involvement

INSHT – ENWHP's Spanish NCO – has developed material for increasing workers' awareness on 12 topics related to workplace health promotion. The material '12 temas - 12 meses' or '12 themes – 12 months' is made available for free in electronic format to interested companies that want to develop a campaign or go deeper into a specific topic fostering workers' participation and middle management's involvement. Each topic includes a poster accompanied with a short slogan for catching the workers' attention, cards for the individual with short and very practical explanations on the theme and a toolbox talks for middle managers in order to help them to lead discussions among workers and to guide them on finding opportunities for improvement. A user manual is made available to companies to facilitate the application of these materials in different situations. Follow this link to a [leaflet in English](#) on the ENWHP website.

Relation contractors - subcontractors and impact on working conditions

ANACT, the French Agency for the Amelioration of Working Conditions and ENWHP's NCO for France, managed a project with 6 other partners involved that started in December 2010 on 'Social regulation between contractors and subcontractors in industrial sector during restructuring times. How to improve employment and working conditions in industrial subcontracting?'. The project concerns itself with the social regulation (employment, development of qualifications, well-being at work) between contractors and subcontractors in the industrial sector in 5 countries (France, UK, Germany, Hungary and Spain). The project aims to investigate the different practices in these countries and to promote exchanges of experiences and good practice on this subject in Europe. A leaflet in English, including recommendations and information on the toolkit, can be found on the [ENWHP website](#).

A model for Company self-assessment of CSR performance

INAIL – our NCO for Italy – has been working on a three-year project to set up a model for Company self-assessment of Corporate Social Responsibility performance (CSR). INAIL collaborated with [QUINN](#) on this project. The resulting model builds on the culture of self-assessment for enterprises and is structured in multi-levels. The last level includes questions addressed to the SMEs. You can read the complete description of this model on the [ENWHP website](#). For further information, please contact f.lentisco@nail.it

International conference 'Occupational Health and Safety: From Policies to Practice'

Recent 10 years have brought many changes in Occupational Health and Safety (OHS) systems and policies around the Baltic Sea and so the aim of the conference is to look back whether the changing policies and practices have also brought changes in workers' health and safety or in other words - have the policies been put into practice. The conference is organised by the Latvian RSU Institute of Occupational Safety and Environmental Health – ENWHP's NCO for Latvia – on 6-7 December 2012 in Riga. [More...](#)

The Romtens Foundation (Romania): current projects and upcoming events

One of the projects the Romtens Foundation is involved in, concerning workplace health promotion, is titled '[The EWAproject: European Workplaces and Alcohol](#)'. The project is financed by the EU Public Health Programme 2008-2013 and addresses the issue of alcohol consumption and its effects on the workplace. More than 17 European organizations work together on this project, which includes research, on-the-field interventions and strategic work. Another project of our Romanian NCO, 'The PSCR project: Developing human resources in rural communities', aims at introducing the concepts of workplace health promotion, community development and partnerships for health within 19 communes (rural localities comprised of several villages) from Romania.

Upcoming events (co-) organised by the Romtens Foundation are the 13th Summer School of the

European Association of Schools of Occupational Medicine ([EASOM](#)) – this year's theme is Workplace Health Promotion – and a seminar in Bucharest on 'The European Social Fund and its role in supporting public health projects: the European experience' together with the European Public Health Alliance (EPHA). A past seminar on 'Class and e-learning in occupational medicine for undergraduate students' concluded the EMJOTM (the European Module for Undergraduate Teaching of Occupational Medicine) project. A more extensive description of the listed projects and events by the Romtens Foundation, is available on the [ENWHP website](#). For more information or questions, please contact office@romtens.ro

Workplace health promotion activities by the Czech National Institute of Public Health

The Centre for Work Hygiene and Occupational Medicine (Work Hygiene group) of the Czech National Institute of Public Health was appointed as NCO of ENWHP for the Czech Republic and also holds a position as a member of the the Working Environment Advisory - Expert Group on Occupational Health Promotion (Ludmila Kožená) for the EU OSHABilbao.

Presently the Czech NCO is taking part in a campaign on Psychosocial Risks at the Workplace (2011-2012) by the Senior Labour Inspectors Committee (SLIC). Another project in which they are involved 'e-capacit8' focuses on the preparation of an e-learning course about the ageing work force for occupational professionals. The Centre for Work Hygiene and Occupational Medicine is also involved in the EU OSHABilbao campaign on ageing workers. Its regular activities include a yearly consultation day on workplace health promotion for field professionals in public health and other interested parties, as well as an annual contest for Czech companies and organizations to be awarded the title of 'Health Promoting Enterprise'. [More...](#)

Workplace health promotion activities by the Austrian OÖGKK

The Oberösterreichische Gebietskrankenkasse (OÖGKK) – ENWHP's NCO for Austria – plans to support up to 5000 companies with workplace health promotion projects until the year 2020. It also provides many different services to enterprises and organisations concerning sports and nutrition. OÖGKK has become the chair of the Austrian WHP network and hosts the Austrian Workplace Health Promotion Award. [More...](#)



PH Work at EU level

Promoting healthy work for people with chronic illness

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

in 2011. The 9th initiative by the European Network for Workplace Health promotion (ENWHP) and its campaign 'Work. Adapted for all. Move Europe', is co-funded by the European Commission under the Public Health Programme (2008-2013). The ENWHP Secretariat coordinating this initiative is hosted by Prevent, Institute for Occupational Safety and Health, located in Brussels. 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 will work 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.

The first phase of the PH Work project – the collection of data on existing sustainable work strategies, policies and good practices with regard to workers with chronic conditions – was completed. 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: 'Promoting healthy work for workers with chronic illness: A guide to good practice', which is now available on our website. The second phase of the PH Work project consists of a campaign disseminating this guide across Europe (at national and EU level) – in order to enhance the sustainable employability of employees with a chronic condition, so that they can remain a valuable part of the workforce!

Information on the national campaigns of PH Work is included in the next part of this newsletter. For more information on the ENWHP initiatives, consult <http://www.enwhp.org/enwhp-initiatives/>

Another website of importance for PH Work at EU level and awareness-raising on chronic diseases in general is <http://www.maladie-chronique-travail.eu> This website was set up by the ENWHP's French NCO, ANACT and ARACT. It contains information on the PH Work project, its partners, good practices etc.

PH Work national campaigns

FRANCE – On Thursday, December 13 of 2012, ANACT organises a national dissemination event for the PH Work project in Paris, called 'Travailler avec une maladie chronique' (Working with a chronic illness). The programme can be found on the [ENWHP](#)



[website](#) in French and English.

SLOVAKIA – A workshop titled ‘EU and DG SANCO: ENWHP and PH Work Project’ took place on 14 October 2012 in Stara Lesna at the end of the International symposium ‘Lifestyle and Risk Factors in Diseases of Civilization’. During this workshop, experts in health research were informed into detail about the PH Work project by the Slovak Institute of Normal and Pathological Physiology (INPP).

AUSTRIA – As mentioned above, the OÖGKK has become the chair of the Austrian Workplace Health Promotion Network and has created a connection with PH Work. There will be a special award concerning good practices for chronic diseases and at every event of the Austrian Network for WHP the PH Work project will be presented.

SPAIN – The PH Work initiative was introduced by INSHT (National Institute of Occupational Safety and Hygiene) at the national level in Spain during the seminar on ‘Return to Work Programmes’ that was held in Barcelona on the 18th of October.

A special edition of the ENWHP Newsletter on the PH Work project in December will include further information regarding the national campaigns.



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