



## **Healthy Employees in Healthy Organisations**

Developing Supportive Infrastructures  
for Workplace Health Promotion in Europe

# **National Forums for Workplace Health Promotion**







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Final Report Presented by the  
ENWHP Secretariat / BKK Federal Association





„Healthy Employees in Healthy Organisations“ is the vision of the European Network for Workplace Health Promotion (ENWHP) which has been supported by the European Commission from its beginning in 1996 as part of the European Union Programme for Action on Health Promotion, Information, Education and Training.

The European Union public health agenda seeks to ensure a high level of health protection for its citizens. Health is a central preoccupation of Europeans which will become even more important in a unified and enlarged Union. A high level of health protection is not possible without good workplace health practices. Work is such a central area of life, with many impacts on our personal and family life and the quality of life in our communities. Therefore, the responsible Commission's service welcomed the initiative taken up by a group of committed organisations from all Member States and the countries of the Economic Area to build up a network for joint learning and action in the field of workplace health promotion.

Over the past decade, ENWHP has carried out a number of important Europe-wide initiatives which established workplace health promotion as a field of action for public health at European and national level. There is now a growing awareness among decision-makers in public health that investments in promoting workplace health yields positive benefits for both health improvements for citizens and the efficiency of our health care systems. This is also being reflected by the new European health strategy, and its implementation by the current public health programme. The programme calls for concerted action at European level to develop appropriate mechanisms to combat new health threats, provide systematic health information and influence a broad range of health determinants.

ENWHP's 4<sup>th</sup> initiative, whose results were now presented to the 4th European Conference under the title of "Networking Workplace Health in Europe" conveys an important message to the European community of stakeholders interested in workplace health promotion. This message invites them to join in the development of national WHP forums which are linked together through ENWHP. The message also addresses the case for investing in workplace health promotion. It is encouraging and stimulating as well to see that companies, public administrations, hospitals, schools and universities are investing in good workplace health practices. They are keen to get involved for three major reasons: they believe in the values of working and living in a healthy way, they accept the need to respond to the manifold challenges resulting from social, economic and demographic change in all our European countries and they are convinced that these engagements are investments which contribute to their core targets, whether they refer to economic performance, efficient health care, a high level of education or a high standard of services to the public.

There is no Europe without Health, and no Health without good Workplace Health. Let's work together to build a Europe of Health!

Essen, June 2004



Dr. Gregor Breucker,  
National Contact Office of the ENWHP/Germany

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# 1. Introduction

## The Background

The European Network for Workplace Health Promotion (ENWHP) has committed itself to supporting the dissemination and implementation of good workplace health practices in Europe. The member organisations represent various professional disciplines, different European regions and traditions, thus reflecting a diverse Europe. ENWHP has engaged itself in a continuous learning process, with a view to identifying the differences between European countries, in order to learn from each other and to improve workplace health. We share the belief that there can be no Europe without health, and no health without workplace health. Despite the fact that we differ in terms of concepts and professional approaches, we agree on the need to work together to build a new Europe and support the Lisbon goal of the European Union to develop a competitive and dynamic knowledge-based economy, which is able to combine economic growth with a better quality of working life and greater social cohesion. This includes a strong Europe of Health which is capable to understand and oversee developments and trends affecting the health of our communities, and responding to new challenges for health arising from ongoing economic and social changes.

## European Diversity and Workplace Health Promotion

The practical meaning of workplace health promotion has changed over time. Today a broad range of different strategies, policies and practical approaches are subsumed under this heading. ENWHP provides a European harbour for these differences. We now know that health at work goes beyond the prevention of occupational diseases and accidents, and is influenced by a broad range of factors including organisational values, management policies and leadership practices, rules for employee participation and involvement in decision-making, lifestyle habits and practices. We have learned that daily work organisation and task management routines, together with the quality of supporting relationships are in the centre of the way how health at work is being „produced“. Furthermore, we are facing enormous changes to working life, and life generally, due to the consequences of mainly a globalised market economy and far-reaching demographic changes. Ageing populations including ageing workforces, changed employment patterns and career expectations of women, different environments for families, increasing introduction of flexible work practices – to name a few trends – are changing our communities and partly leading to new risks which challenge the traditional provisions and systems of social security. Investing in people – including their health – and developing an active welfare state will be crucial to Europe’s place in the knowledge economy and for ensuring that this new economy does not increase the existing problems of unequal health, poverty, unemployment and social exclusion.

This is the wider context for the activities and initiatives of ENWHP, which belongs to a family of European networks and groups interested in improving health across various settings and health topics.

From the beginning, ENWHP worked in close partnership with the responsible services of the European Commission. Again, this co-operation provided us with a stimulating environment for learning and growth. The network co-ordinated 3 major initiatives since 1996, and the Dublin conference will now conclude the 4th European initiative, right at the beginning of a new era in European history. In a unified Europe 25 countries will now work together. Some of them already joined ENWHP a couple of years ago; they will now facilitate the reception of new members in the near future.



## How to Use this Paper

This paper is one of a series of 3 reports which conclude the 4th initiative of the ENWHP. This initiative started in October 2002 and is being concluded with the Dublin conference in June 2004. Although the project is finished, all 3 papers represent the starting point of a long-term working programme of the network, in so far as they only reflect an interim state of a much longer process (see section 6 in this paper).

All 3 reports should be seen as a triangle, and cannot be separated from each other. They describe the 3 core elements of ENWHP's strategy (see section 3 in this paper).

This paper summarizes the interim state of a development process at national level, which focusses on the development of supportive infrastructures for the dissemination and implementation of good practice.

The overall goal of the network is to support a wider dissemination and implementation of good WHP practice in Europe, and to shift workplace health higher on the political agendas – within enterprises, national social security systems, relevant policy domains both at national and European level. The 4th initiative translated this goal into 4 actions:

- To initiate national forums for WHP and/or make use of already existing infrastructures (action 1);
- To develop the case for investing in WHP with a first focus on private sector enterprises (action 2);
- To build up a 1<sup>st</sup> European collection of tools for WHP (action 3);
- To organise the 4<sup>th</sup> European Conference (action 4).

This paper will address action 1, but also provides an overview on the overall strategy of the network (section 2). The strategy was applied within a framework of a project, the 4th initiative (section 3). Section 4 describes the concept of the national forums for WHP and also outlines the development process within ENWHP. Section 5 provides a brief overview on the current state within a number of European countries. This overview is based on short profile papers which outline the different approaches to using the forum approach at national level. Section 6 concludes this paper by identifying key issues for the future ENWHP Agenda.

# 2. Vision, Mission and Strategy of the ENWHP

**The vision of ENWHP is very simple: „Healthy Employees in Healthy Organisations“**

This vision is based on a broad and comprehensive perspective on health and includes a number of convictions, values and judgements which ENWHP members share with each other:

- Healthy work is the result of an interplay of various factors. The most important factors or workplace health determinants include:
  - The values and policies of decision-makers within organisations (private sector companies, public administrations, health care facilities, institutions in the area of education etc) and outside at the level of social security and policy-making;
  - The specific form of the culture of participation within and outside organisations;
  - Leadership and management practices;
  - The production concept and principles for daily work organisation;
  - The provisions for job security;
  - The quality of the working environment;
  - Personal health practices & lifestyle habits.
  
- Healthy work is a social process and thus the result of action of various stakeholders in and outside of enterprises.
  
- Healthy work is being developed and influenced at various levels which are not independent from each other:
  - Personal level;
  - Enterprise / Organisation level;
  - Local – regional community level;
  - National level (social security provisions / national health policy, labour and social affairs policy);
  - European policy level.
  
- Healthy work impacts on the quality of working life and non-working life, and contributes to the level of health protection of communities and populations. It also impacts on microeconomic performance (productivity and innovation) and macroeconomic performance (efficiency of the health care, welfare and education sector, competitiveness of businesses at company, national and European level). Healthy work finally also contributes to social cohesion.
  
- Healthy work is organised through processes both inside and outside enterprises which are based on the general management cycle, and specifically include infrastructure building and marketing.
  
- Healthy organisations combine
  - Individual and organisation health;
  - Physical, mental, environmental, social and economic health at all levels.

These pillars of ENWHP’s perspective on workplace health form the base for an action model for promoting workplace health in Europe (Fig. 1). This action model includes the different levels of activity (enterprise, local, regional, national and European level) and embeds workplace health in the broader context of social and economic development in Europe. It also illustrates the different areas of impact of WHP.

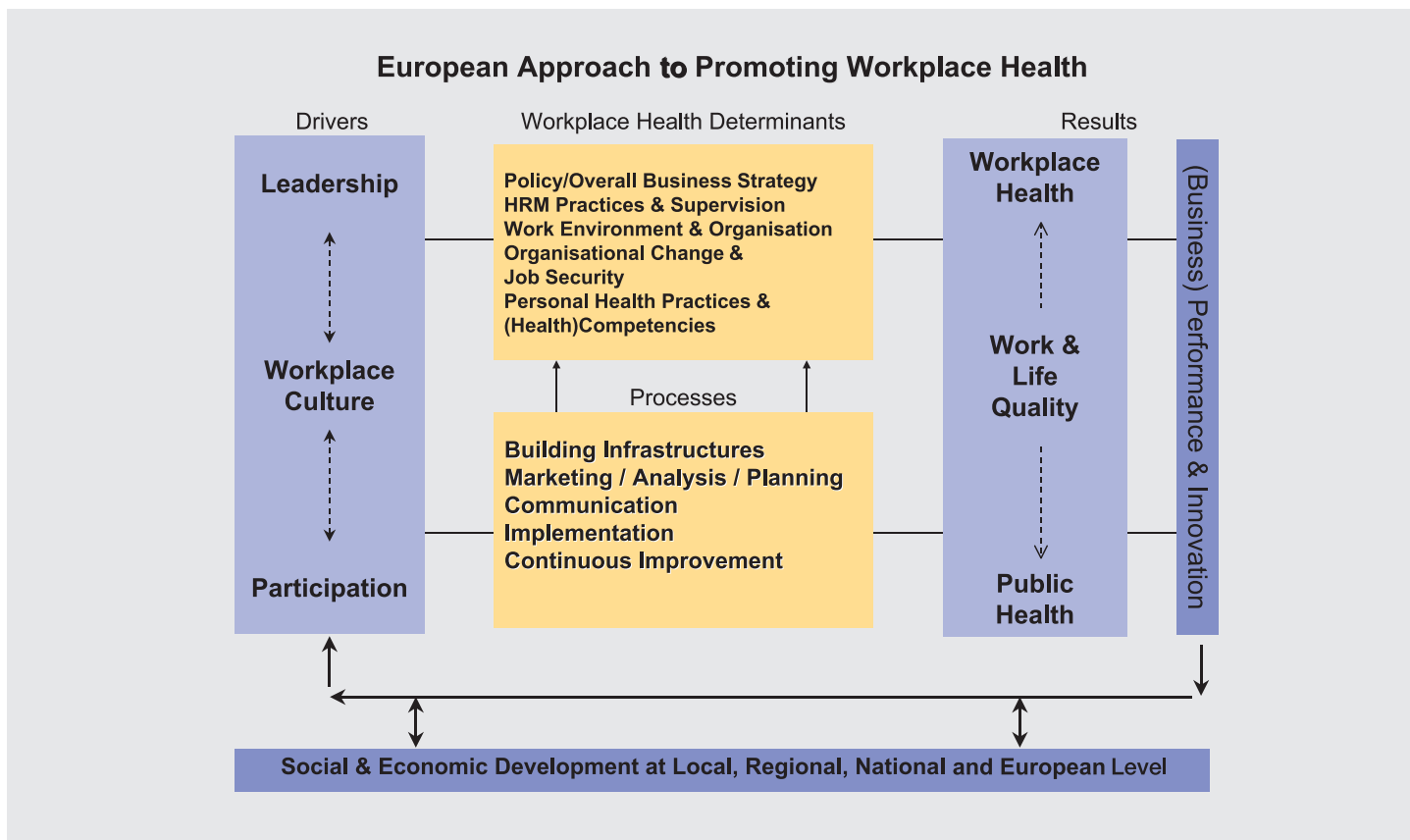


Fig. 1: The European Approach to Promoting Workplace Health

This action model focusses on the action level of organisations. Its basic principles, however, also apply to action at supra-organisational level and include the local, regional, national and European levels. The **main driver** for workplace health promotion is a participatory value-based organisational culture, which integrates participatory values into leadership and daily management practices, and provides continuous and organisation-wide opportunities for active involvement and participation of all member of an organisation. This culture is the base for addressing and influencing important **workplace health determinants**. Workplace health is a continuous result of an interplay of numerous organisational, environmental and personal factors. The most important determinants include:

- The **overall strategies and policies**, which provide the framework for
- **human resource management and leadership practices**;
- The quality of the **work environment** and the **work organisation** which include all aspects of occupational safety and environmental health and the general production concepts which set the framework for the way how human resources and technology are interlinked. The quality of work organisation impacts on the level and distribution of job control, and influences the level and quality of job demands.
- Further important determinants include the way how **organisational change** is managed and the provisions with regards to **job security**;
- Finally, **personal health practices** including the level of health awareness and the range of **personal competencies** including **health-related competencies** influence workplace health.

In influencing these determinants a number of **processes** can be identified:

- **Building infrastructures** establishes the necessary structures such as project groups, consultative committees including the definition of clear rules for internal communication;
- **Marketing; analysis and planning;**
- **Communication** includes a broad range of tools and approaches to ensure transparency and effective participation within a change process;
- **Implementation and continuous improvement;**

Driving the promotion of workplace health by tackling important workplace health determinants integrated in well-structured processes leads to positive results in several areas:

Effective workplace health promotion impacts on the wider **quality of work and life** including an improved individual and organisational health status (**workplace health**) thus contributing to an improved level of health protection generally (**public health**).

Improvements in the quality of work and life then impact on **performance and innovation** by reducing costs and maximizing efficiency (productivity).

Continuous workplace health improvement processes in enterprises contribute to **social and economic development at local, regional, national and European level**, which in turn at the same time is the fundament for promoting workplace health in Europe.

The distinctive and unique European ingredient in this approach is the value-proposition to combine social solidarity principles with economic efficiency objectives, with a view to adapting this balance in a continuously changing social and economic environment.

ENWHP's action model is the base of 3 evaluation models which were used to assess the quality of good practice within the 3 European initiatives of the network between 1997 and 2002 (larger private sector enterprises / small and medium-sized enterprises / public administrations, you can obtain more information on the website of ENWHP, [www.enwhp.org](http://www.enwhp.org)).

The vision „healthy employees in healthy organisations“ is part of two broader visions at European policy level: The EU Lisbon Agenda identifies the goal for this decade to develop the EU region ‚to become the most competitive and dynamic knowledge-based economy in the world capable of sustainable economic growth with more and better jobs and greater social cohesion‘. In this context the EU established concrete goals with regards to 3 areas:

- Quality in work and productivity;
- Full employment;
- Social cohesion.

Workplace health promotion is part of the concept of quality in work with impacts on productivity, employment and social cohesion.

The second vision, although not on the same level on the EU agenda, is to develop a Europe of Health. European health policy supports the development of the national health care systems in the frame of established rules of subsidiarity, with a view to meeting the expectations of European citizens.

This includes

- To combat communicable diseases;
- To ensure safety of sensitive products;
- To support the functioning of health systems within the single market;
- To reduce inequalities in health, particularly with regards to the unified Europe;
- To establish a European health information system and appropriate mechanisms for responses to new health threats;
- To influence important health determinants across a wide range of settings and health issues.

With its vision and mission, ENWHP contributes especially to the reduction of health inequalities, to the development of a European health information system and to improving important health determinants with impacts on all relevant settings in working and non-working life.

## Mission of the ENWHP

According to ENWHP's vision - and linked to both EU policy visions - the mission of ENWHP is to develop and promote good workplace health practice (fig. 2).

ENWHP is a European platform for all stakeholders interested in the improvement of workplace health and committed to work towards the vision 'healthy employees in healthy organisations'.

### European Network for Workplace Health Promotion (ENWHP) Mission and Vision Statement

**We are a network of national occupational health and safety institutes and public health institutions committed to developing and promoting good workplace health practice, which in turn contributes to sustainable economic and social development in Europe.**

**Our ultimate goal is *healthy employees in healthy organisations* and we work together to achieve this.**

Fig. 2: ENWHP's Mission and Vision Statement

## Target Groups and Partners of ENWHP

The member organisations of ENWHP informally represent the stakeholder communities for WHP in their countries. ENWHP's member organisations represent either institutions from the field of occupational safety and health (national ministries of labour and social affairs / national institutes of state labour inspections / statutory accident insurances) or public health (national ministries of health / statutory health insurances / national public health agencies).

Broadly speaking, one can distinguish two clusters of target groups within a stakeholder community in a country (see fig 3):

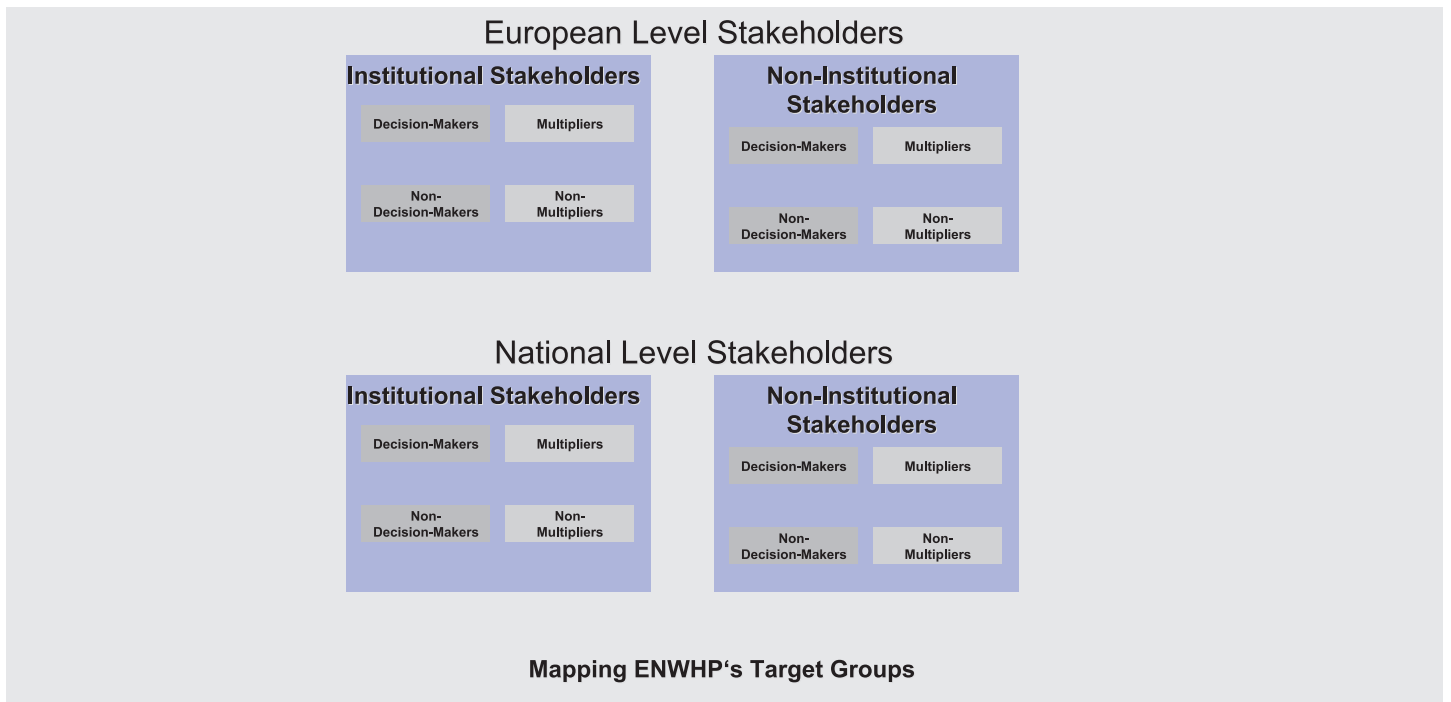


Fig. 3: ENWHP's Target Groups

The group of institutional stakeholders and the group of non-institutional stakeholders. Institutional stakeholders are supra-enterprise bodies and institutions who have a legal/formal mandate in the area of workplace health promotion (establishing and monitoring of legal acts and regulations / advisory and control competencies / financing). The most important institutional stakeholders include:

- Governmental and administrative bodies at various levels (local, regional, national and European);
- Institutes for social security at various levels (social insurances / public health, occupational health and safety institutes);
- Social partner organisations (trade unions and employer associations);
- Trade associations, chambers of commerce and other similar organisations.

Non-institutional stakeholders encompass a broad range of stakeholders at enterprise level (owner, management, employees and their representatives, suppliers, customers, specific professional stakeholders such as occupational doctors and nurses, safety engineers, HR managers etc.).

With regards to both stakeholder groups (institutional and non-institutional) one must further distinguish between those who are close to the decision-making process and those who are not. In addition, one can distinguish between multipliers and non-multipliers.

A great majority of ENWHP members belong to the group of institutional stakeholders, most of them with a mandate at national level. Their target groups and mandates differ, with a stronger focus on institutional target groups but also including mandates with a direct role with regards to enterprises (advocacy / marketing / consultative services).

The main target groups of ENWHP include the national stakeholder communities of the member countries with a stronger focus on those stakeholders who can influence the decision-making process and/or can act as multipliers. ENWHP focusses directly on the group of institutional stakeholders and indirectly through the national institutional stakeholders also on non-institutional stakeholders. The institutional stakeholders act as intermediary multipliers of strategies and tools at national level.

At European level, ENWHP established a close partnership with the European Commission / DG Sanco and also co-operates with other European institutions (Bilbao Agency / Dublin Foundation / WHO / ILO) and expert groups (other European Union health networks / IUHPE etc.). The following figure provides a summary of the main target groups separately for the national and European levels.

## The Strategy of the ENWHP

According to its general mission – to develop and promote good workplace health practice – ENWHP is pursuing the goal of convincing potential institutional and non-institutional stakeholders in the member countries to integrate workplace health promotion into their agendas and practices. ENWHP regards itself as a group of committed advocates for workplace health who support each other and work together to broaden the group of committed users (e.g. companies, public administrations, hospitals, schools, social security institutions, trade unions, employer associations, governmental bodies etc.).

ENWHP's strategy builds on an analysis of the current situation in Europe with regards to the opportunities and barriers to an effective dissemination of good workplace health promotion practice:

- The number of „end-users“ (companies and other organisations) is still very limited, especially small sized enterprises are under-represented;
- Only a very few representatives of key decision-maker and decision-influencer groups promote the general message that good workplace health practice contributes to improved health, social and economic success;
- Current social security systems only provide weak incentives for decision-makers and funders to invest in workplace health promotion;
- Some current trends in working life are in favour of a stronger recognition of the role of good workplace health practices, while others add new risks for workplace health;
- The available knowledge on both relevant workplace health determinants and on strategies to influence them is principally sufficient for action, however it is difficult to get access to good and best practice knowledge for the vast majority of end-users.

ENWHP therefore, from its beginning concentrated its efforts and resources on two main areas:

1. Disseminating available knowledge on good practice across all workplace health stakeholder communities and to improve the current knowledge-base;
2. Marketing the general values and benefits of investing in good workplace health practice with a view of convincing and involving key decision-makers and –influencers.

Since the specific conditions in each of the member countries considerably vary and mandates and institutional roles of the member organisations differ, ENWHP's general approach always needs to be translated into the specific national context and be modified according to the national requirements.

ENWHP's strategy is formed as a framework with 3 strands and can be illustrated as a strategy triangle (see fig. 4).

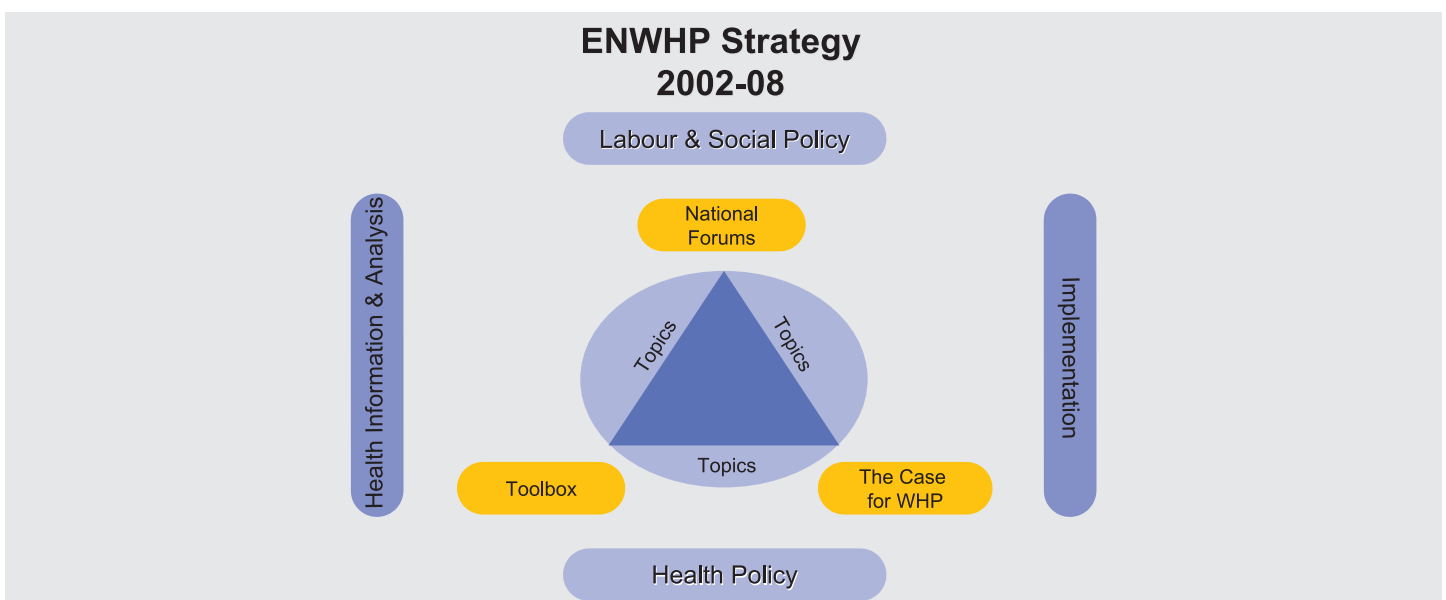


Fig. 4: The Strategy Triangle of ENWHP

### **Strand 1: National Forums for WHP**

With strand 2 and 3 ENWHP is developing the knowledge-base for WHP identifying responses to a set of 2 questions:

- How can WHP be organised in practice? (Toolbox)
- Why should decision-makers and potential funders invest in WHP?

(The Case for WHP)

Strand 1 focusses on the development of supportive infrastructures for the dissemination and implementation of our knowledge-base by facilitating the establishment of national platforms for WHP open to all interested stakeholders, both institutional and non-institutional (end-users). These national forums can be developed as new initiatives or make use of existing structures.

Through the national forums ENWHP is widening the group of stakeholders and is keen to become the facilitating body of a group of national forums for WHP in Europe. ENWHP's member organisations will facilitate the access to our European knowledge-base and provide national knowledge to the European knowledge-base. In this way, ENWHP will contribute to reducing the gap between action at European and national level, improve the access to good practice knowledge across Europe and shift workplace health higher on the various political agendas.

### **Strand 2: The Case for WHP**

This strand focusses on the arguments which demonstrate the contribution of WHP investments to core targets. The principal benefits of WHP investments include health-related, social and economic benefits. Each target group of a specific setting requires a specific set of arguments which is why there are numerous „cases“ for WHP depending on the target group, the specific setting and the specific workplace health problem or issue. Of particular importance is the case for WHP investments in the field of private sector companies because this setting challenges the contribution of health and social investments to economic performance. Since economic performance (economic growth and productivity) are central pillars of the core policies, the ‚business case‘ can be seen as a leading argument for WHP investments generally.

Again, ENWHP will develop various cases for WHP investments in a stepwise process.

### **Strand 3: The ENWHP Toolbox**

The ENWHP toolbox is a European collection of practice aids to promote and improve workplace health. The toolbox contains programmes, projects and instruments across a wider range of workplace health issues and settings. It can be accessed as a database on the website of the network and will be developed stepwise following the agenda of ENWHP.

All 3 strands will be established in a first step as part of the 4th initiative of ENWHP (see section 3) and continuously developed following the agenda of ENWHP. The strategy triangle will therefore be filled with a set of priority topics and target groups which both reflect the policy agendas at European and Member State level.

Within this process it is envisaged that ENWHP member organisations link ENWHP's knowledge base with the knowledge base in their countries. For example, ENWHP's toolbox should be linked with national toolboxes which contain key knowledge on good practice based on the specific national experiences. The European toolbox will provide those tools which were identified as transferable to other countries and proved to be successful in a specific national context. The European toolbox will also contain the results of action under strand 2 (e.g. in the form of standard lists of key arguments and their evidence focussing on specific and core target audiences such as employers, trade union representatives, social insurance representatives).

With regards to the current European public health programme, ENWHP's strategy combines action to support the development of a European health information system with action to influence important health determinants in various settings (private sector, public sector – public administrations / schools, universities / hospitals and other health care and welfare institutions / unemployment institutions).

In terms of the responsible policy domains, ENWHP especially integrates labour and social policy with health policy.



# 3. Driving Workplace Health in Europe: The 4<sup>th</sup> Initiative

With its 4<sup>th</sup> initiative ENWHP introduced a new strategy with a view to responding to the EU Lisbon goal and the vision of a Europe of Health in the context of the new European Health Strategy. The network also broadened its scope of action integrating ENWHP's 3 models of good practice initiatives (1997 – 1999: Models of Good Practice in Larger Sized Enterprises / 1999 – 2001: Models of Good Practice in Small and Medium Sized Enterprises / 2001-2002: Models of Good Practice in Public Administrations). Furthermore, ENWHP took the first steps to support the Enlargement of the European Union in its field of action by involving a number of acceding and candidate countries and establishing national contact offices in Poland, the Czech Republic, Hungary, Romania and Bulgaria.

The 4<sup>th</sup> initiative started in October 2002 and was concluded by the 4<sup>th</sup> European Conference of the network, hosted by the Irish Ministry of Health and Children during the Irish EU Presidency term and jointly organised with the European Commission / DG Sanco (June 2004). In total, 24 European countries participated in this initiative (18 Member States, Bulgaria, Romania and Switzerland and the countries of the Economic Area – Liechtenstein, Norway and Iceland). The initiative was organised within 4 projects (see fig. 5).

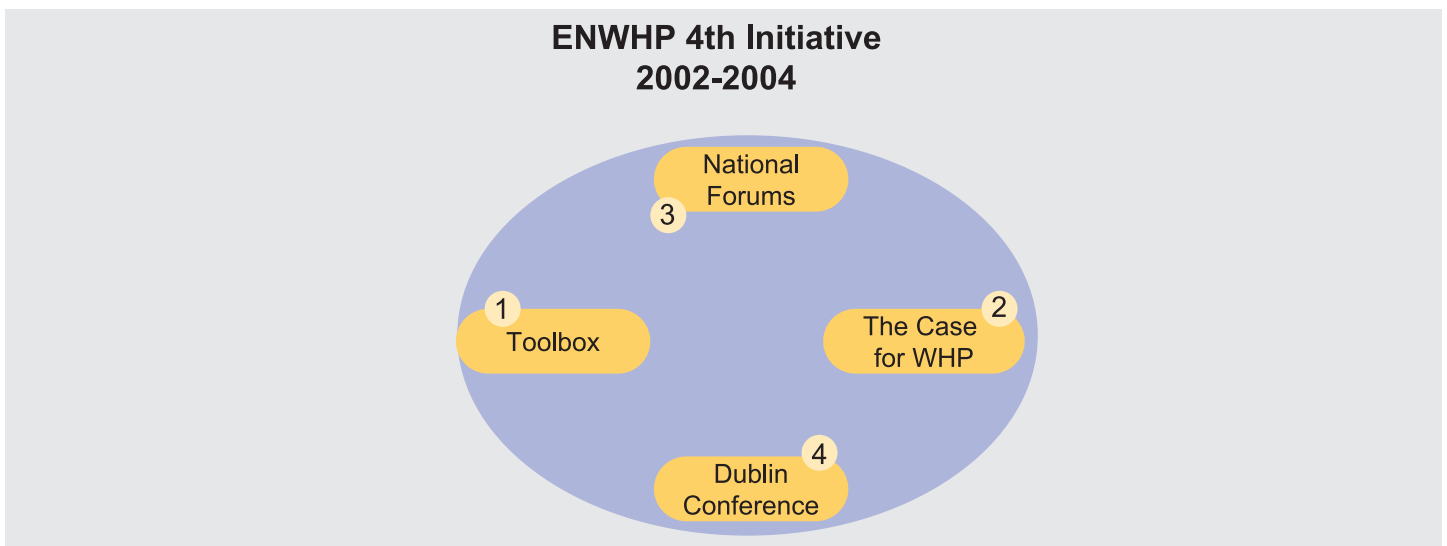


Fig. 5: ENWHP's 4<sup>th</sup> Initiative

The **toolbox project** was co-ordinated by The National Contact Office (NCO) of The Netherlands (NIGZ, Wourden) and implemented together with a project group (NCOs of Belgium, Germany, France, Ireland, Italy, Norway and Spain). The main project results include a general framework for the ENWHP toolbox and a first set of toolbox entries (74 tools from 22 European countries). The ENWHP toolbox contains programmes, projects and instruments across different settings and health topics. The following figure outlines the current architecture of the ENWHP toolbox (see fig. 6):

This framework will be used in subsequent ENWHP initiatives as a general template for the further development of the toolbox. The framework can also be used by the national forums to build up a national collection of tools linked with the ENWHP toolbox. The unique approach of ENWHP to developing a European framework for WHP tools is derived from a comprehensive perspective on WHP and a broad scope of the general toolbox structure. The leading categories 'type of tool', 'setting' and 'type of topic' facilitate its practical implementation and ensure transfer between European countries. ENWHP will learn from future experiences in organising a Europe-wide exchange on good practices.

The **project on "the Case for Investments in WHP"** was co-ordinated by the National Contact Office of Belgium (Prevent, Brussels) and implemented together with the same project group which participated in the toolbox project. The main result of this project is a detailed analysis of the private sector company case for investing in WHP (Business Case) based on an extensive literature review and a detailed analysis of selected models of good practice provided by a number of ENWHP member organisations. It was decided to set the first focus on the private sector setting because of the enormous political relevance of economic performance-related arguments.

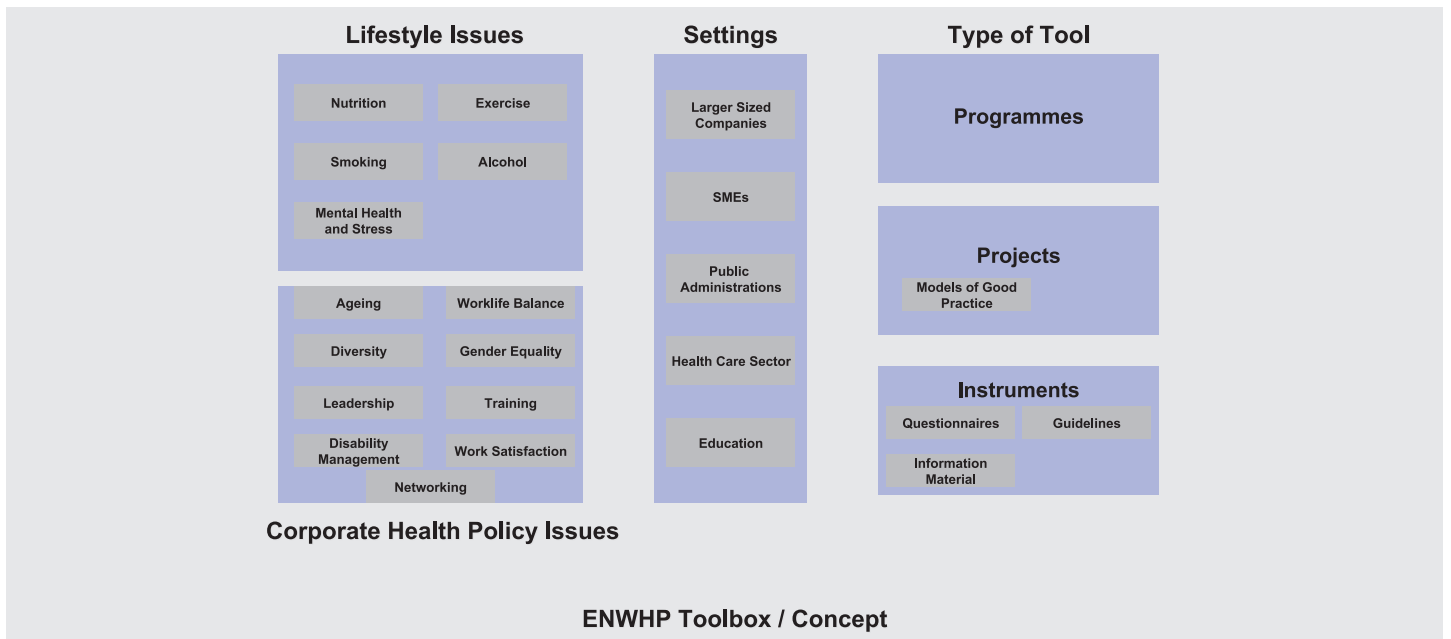


Fig. 6: Architecture of the ENWHP Toolbox

The following figure (see fig. 7) introduces a general framework which allows to identify a large number of different principal cases according to the level of action (European, national, enterprise levels), the type of topic (workplace health issues), the settings and the status of the target group in terms of its role in the decision-making process (decision-level).

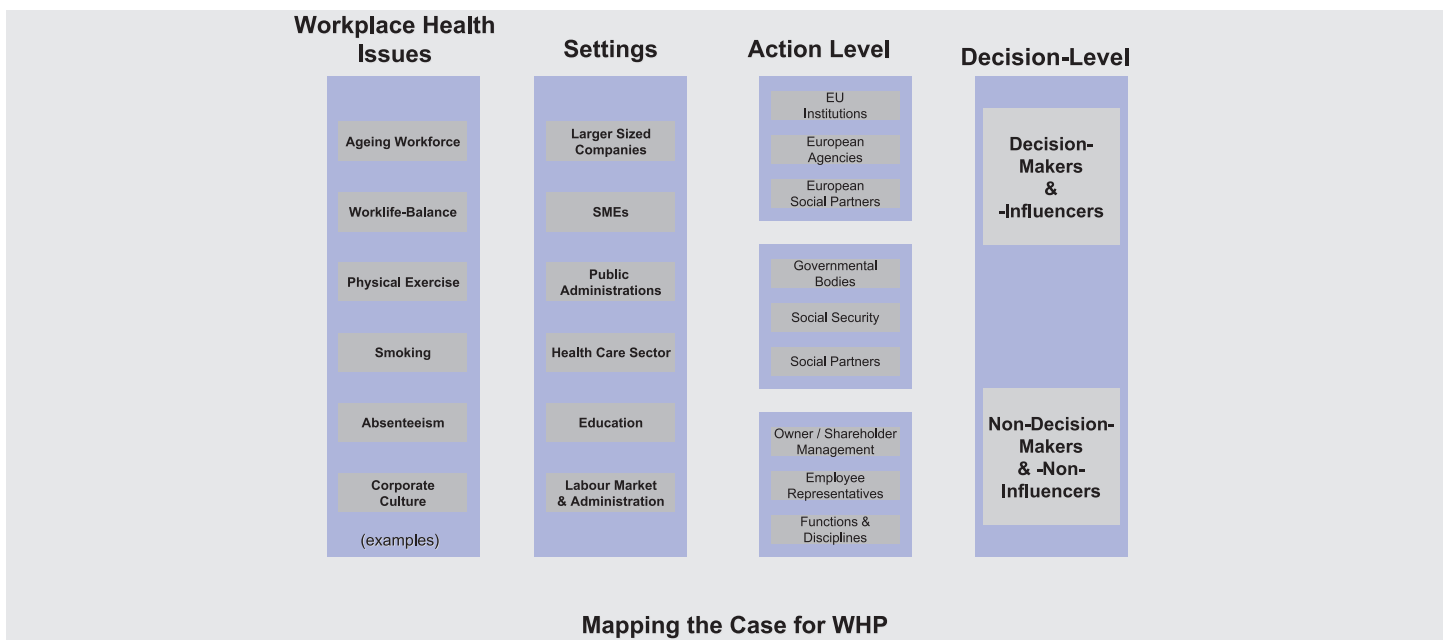


Fig. 7: ENWHP's Model for Developing the Various Cases for Investing in WHP

The project identified 3 main drivers for the WHP business case:

1. Corporate values which recognize the social and economic relevance of a participatory workplace culture;
2. Social and demographic trends with significant impacts on the labour market as external drivers;
3. The impacts of workplace health investments along the employee-customer-profit-chain also highlighting the role of workplace health investments for improved business processes.

This analysis will be used as a starting point for developing and identifying instruments for marketing the business case and other WHP investment cases which will be provided as part of the ENWHP toolbox.

The **national WHP forum** project was co-ordinated by the NCO of Germany (BKK Federal Association, Essen) and supported by the ENWHP Advisory Committee (ENWHP Chairman / NCOs of Ireland, Czech Republic, Italy, Iceland, France, Belgium and The Netherlands). In 19 member countries, national forums exist resp. were initiated and established, in 3 countries the forum development is in a preparatory stage, 1 country uses already existing structures not yet linked with the ENWHP forum approach. Another main result of this project is the initiation of a network debate on strategies for marketing WHP at national level. This debate is now established as a continuous focus of the work of ENWHP. Its interim results are described in section 3.

The **Dublin Conference and ENWHP-PR** project was co-ordinated by the ENWHP Secretariat and supported by the national contact office of Ireland and the ENWHP Advisory Committee. The conference was the 4th in a series of ENWHP conferences (1999: Bonn/Germany, 2000: Lisbon/Portugal, 2002: Barcelona/Spain) and jointly organised by the Irish Ministry of Health and Children, the European Commission/DG Sanco and ENWHP. The conference was attended by more than 300 participants from all European countries and presented the results of ENWHP's 4th initiative to a wider audience of European WHP stakeholders. This conference started a new era for ENWHP by providing a European platform for a number of national WHP forums and opening a process of co-operation between national WHP forums in the future.

An important part of this project focussed on the establishment of ENWHP tools for public relations with the new ENWHP website being the main feature. ENWHP's PR tools are listed in the following figure (see fig. 8).

## ENWHP's Public Relation Tools

<b>www.enwhp.org</b>	<b>ENWHP Newsletter</b>	<b>Education &amp; Training</b>
<b>Press Articles</b>		<b>Speaking Platforms</b>
<b>Brochures &amp; Flyers</b>	<b>Publications</b>	<b>PR Infrastructure</b>

Fig. 8: ENWHP's Public Relation Tools

# 4. Developing Supportive Infrastructures: The WHP Forum

## Why Develop National Forums for WHP?

ENWHP decided to start the forum project as part of the 4th initiative following from intensive discussions about the strategy of the network. Two main reasons prepared this decision based on an analysis of the position of the network in a European context and an analysis of the main barriers to a wider dissemination and implementation of good workplace health promotion practice across the European countries:

1. It was consensus in the network that previous initiatives could not build a clearer link with the agendas and stakeholder communities in the member countries. Since the status of the network is informal – decisions and actions of ENWHP have no binding impact on the institutional stakeholders – the visibility and perceived added value of a European network group is strongly dependent on the position of the respective member organisation within the national stakeholder community. Therefore, from the perspective of many stakeholders at national level, particularly end-users, the outcomes of European exchange processes very often remain unclear and are evaluated as unpractical and of low national relevance. This is reinforced if the work programme and agenda of a European group does not reflect the agenda and debate in the countries.
2. So far, the number of organisations who adopted a participatory workplace culture is very limited. Those who are responsible for the delivery of WHP services and committed to advocate for WHP did not succeed in convincing a larger number of decision-makers and –influencers both within enterprises and within relevant intermediary organisations who could principally multiply the necessary messages. WHP is very often seen as additional cost to enterprises, something which can be reduced or cancelled if times get difficult and resources are not easily available.

ENWHP developed the forum approach to address these two gaps (European – national level / implementation gap) being aware, that it will require a long-term process which goes far beyond the scope of a European project and which will require a much broader involvement of very large stakeholder communities in Europe.

A third reason is related to the now implemented unification of Europe through the first phase of the enlargement process. It is very well known that still today there are big gaps between the former Member States (EU-15) and the Eastern European countries in terms of a number health status indicators. ENWHP member organisations agreed to develop new mechanisms for co-operation in order to contribute to reducing this gap and change the position of the network by emphasizing the core target of providing added value to our partner stakeholder communities in our countries.

## A Framework for Developing National WHP Forums

Step by step, ENWHP developed a framework to understand the specific situations in all interested member countries and provide a platform for joint learning. This process is by far not finished and will continue in the years to come. Therefore, the results of the 4<sup>th</sup> initiative represent the interim stage of a long-term development process.

The following definition serves as a working framework for the development process:

*A national forum for WHP is a platform at national level for exchange and joint action of all stakeholders interested in workplace health improvement. Objectives and working principles depend on the specific national circumstances.*

*The main goal of a national forum for WHP is to provide a supportive environment for the development, dissemination and implementation of good workplace health promotion practice.*

This definition emphasizes the open character of a forum, all stakeholders can be members and partners, its goal is the wider dissemination and implementation of good workplace health promotion practice. The principal activities can be subsumed under exchange of experience / learning and joint action.

Scope and organisation principles of a forum very much depend on the results of the stakeholder analysis: who are the main stakeholders and how can they work together?

# WHP Stakeholders

The wider stakeholder community can be structured based on two dimensions:

- Inside or outside of end-user organisations (such as companies, public administrations, hospitals, schools, universities etc.);
- Institutional or non-institutional role.

Institutional stakeholders are supra-enterprise bodies and institutions who have a legal/formal mandate in the area of workplace health promotion (establishing and monitoring of legal acts and regulations / advisory and control competencies / financing). As already outlined in section 2, the most important institutional stakeholders include:

- Governmental and administrative bodies at various levels (local, regional, national, European);
- Institutes for social security at various levels (social insurances / public health, occupational health and safety institutes);
- Social partner organisations (trade unions and employer associations);
- Trade associations, chambers of commerce and other similar organisations.

Non-institutional stakeholders outside end-user organisations include e.g. private sector service providers, professional associations of relevant disciplines, academic bodies and institutes.

Non-institutional stakeholders inside end-user organisations include a broad range of stakeholders (see page 14).

A national WHP forum should be principally open for all types of stakeholders. However the specific approach may involve them in different roles (funders, decisionmakers, members, service providers etc.).

## Mapping National WHP Forums: Differences and Common Features

The following figure provides an illustration of the various dimensions on which individual national forums may differ which also reflects different development routes and stages (fig. 9):

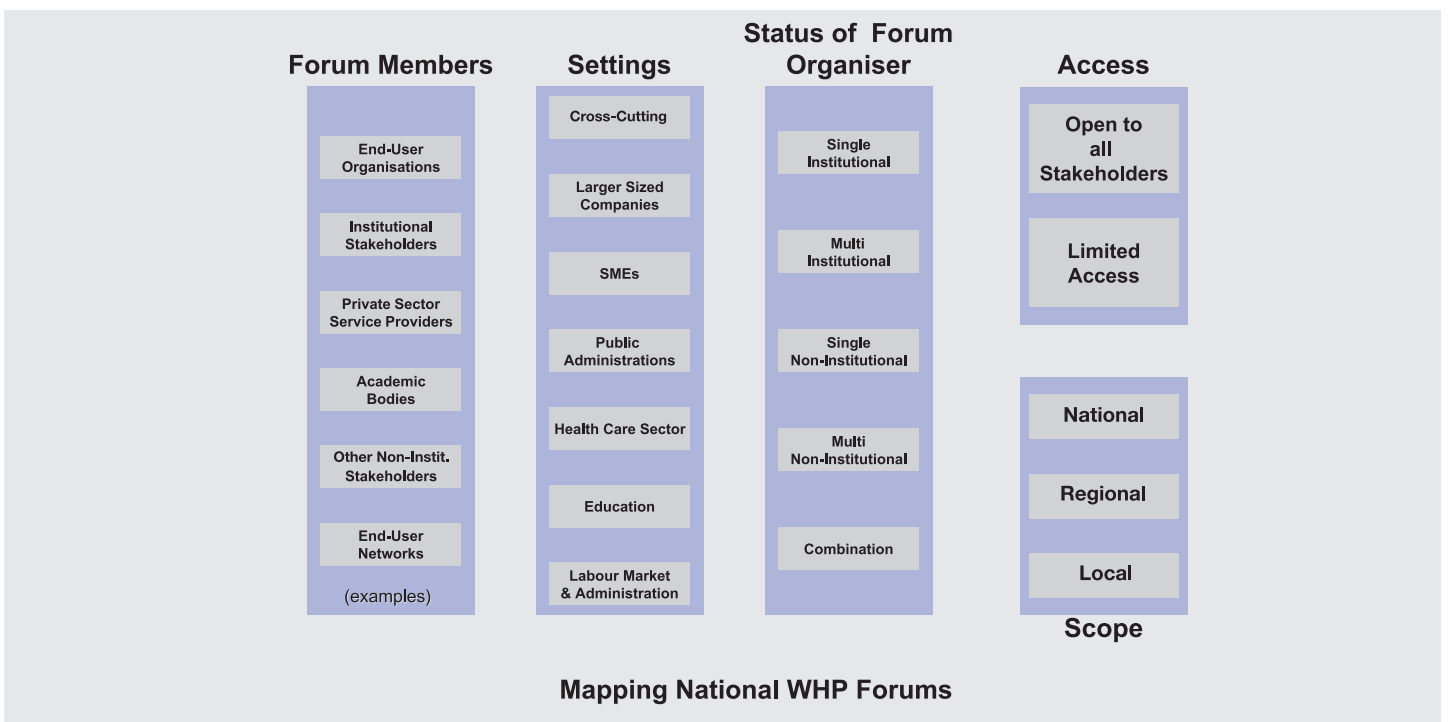


Fig. 9: Model for Analysing Different Approaches to Developing National WHP Forums

**Scope:** The forum approach focusses on the national level in order to ensure the widest possible level for dissemination and implementation. This does, however, not exclude a focus on regional or local level. The development process may start at local or regional level, and then continue to broaden towards the national level. Local and regional level forums can directly address the end-users and thus gain more visibility and credibility.

**Forum Members:** Depending on the scope, the type of setting and access to a WHP forum, a forum may focus on several target groups. End-user organisations are the 'final destination' of any forum approach. In most settings end-user organisations can only be involved at a local level, regional and national level structures are generally regarded as to far away from real practice. Available experiences on the strategies and results of local level networks in the field of SMEs confirm this judgement. Regional and national level forums and networks for end-user organisations are appropriate for the setting of larger and medium-sized private sector companies since this approach represents normal practice also in other subject areas for this setting. Regional and national level forums may also serve as a starting point for small groups of committed end-user organisations who act as pioneers in a specific setting (e.g. national forums/networks of public administrations).

Another important target group are the institutional stakeholders (governmental bodies, social security institutions, social partner organisations) and other non-institutional, non-enduser organisations and stakeholders. Institutional stakeholders both strongly influence the legal, political and financial framework conditions for WHP at all levels and can multiply the relevant messages with regards to the potential benefits of getting involved in WHP. Particularly, social security institutions can allocate financial resources for building supportive infrastructures of national forums. Their daily routines often are based on direct links with important corporate functions such as human resources and thus provide opportunities for influencing general attitudes towards investing in workplace health.

Of particular importance are the representative organisations of the social partners (employer associations and trade unions, employee representatives). They are the potential 'ambassadors' of the core values and principles of WHP and are in a position to influence and develop the employee and employer case for investing and getting involved in WHP practices. One of the main barriers to a wider dissemination of good WHP practices still is the relatively low ranking of WHP issues on the agendas of trade unions and employer associations. A high commitment of the key social partners is decisive for driving WHP at all levels in a country.

A further important group includes non-end user organisations who fulfil specific legally and tradition-based functions in a specific sub-setting. Examples are guilds, chambers of commerce, banks, trade associations in the private sector. These 'intermediary' organisations are both potential end-users and very important potential multipliers. Banks can principally include WHP-related criteria into their auditing practices with regards to the assessment of credit standing.

Finally, academic bodies, professional associations and the large group of WHP service providers also belong to the target groups of WHP forums. National WHP forums offer principal opportunities to build informal partnerships between knowledge producers and users. In many European countries exists a wide gap between the research infrastructure and implementation in real practice. Appropriate transfer mechanisms are missing. From a European Union perspective it should be ensured that both innovative research-based and good practice-based knowledge can be easily assessed across all European countries. Otherwise, present gaps will be widened in the future.

WHP service providers form an important section of a WHP forum because they need to develop innovative services based on a direct exchange of experiences with end-user organisations.

**Settings:** Forums may provide structures for specific settings or are organised across different settings. Setting-specific approaches have generally a better chance to involve relevant intermediary stakeholders. This is well established in the field of WHP for SMEs. A key role here is taken by intermediary organisations such as guilds, trade associations, banks who fulfil specific and often tradition-based economic and representative functions for larger sub-groups of SMEs.

**Status of Forum Organizers:** For a national WHP forum to be successful, it needs a committed driver or a group of drivers who keep the development process going and market the benefits of getting involved to its potential target groups. The status of the forum organizers can influence the opportunities of marketing the forum across its potential target groups. Therefore, an optimal constellation would include a combination of institutional and non-institutional stakeholders who are in good 'marketing positions' and can principally address and reach their target groups and involve important multipliers.

**Access:** As outlined in the working definition at the beginning of this section, a national WHP forum should principally be open to all interested stakeholders. However, it may be appropriate for political reasons to also establish 'closed' forums, working parties, advisory committees who are normally established by governmental bodies with a consultative mandate. These closed forums may fulfil an important function in establishing a national process involving wider groups of end-user organisations.

## The Current State of ENWHP's National WHO Forum Development Process

ENWHP member organisations share the belief that the WHP forum approach is the core strategic pillar for achieving a significant progress in widening the community of committed stakeholders both within the member countries and at European level. The national forums provide a platform for exchange of experiences, knowledge transfer, for developing joint agendas and organizing joint action. ENWHP's knowledge base developed within the toolbox and the WHP case project form important contents for the learning process in the member countries. Thus, ENWHP's strategy triangle can be used as a general template for organizing the forum process at national, regional and local level. All stakeholders need knowledge how to organise and implement good workplace health practices and they all can only proceed if they are successful in convincing key decision-makers and funders to invest in WHP.

In 19 member countries WHP forums are now in place, in 3 countries they are under development. One country is exploring whether and how existing structures could support ENWHP's forum approach. They vary with regards to scope, access conditions, target groups involved, setting focus and the constellation of driving organisations. These differences reflect a diverse Europe and the different embedding of the respective national contact office organisation within the individual national WHP stakeholder community.

ENWHP started a joint learning process supported by several internal network survey routines and extensive discussions at the network business meetings. A small number of member organisations (France, Finland, Sweden) organized roundtable meetings inviting representatives of important institutional stakeholders in their countries in order to explore opportunities for establishing a national WHP forum process. It is very encouraging to see that the new member organisations are fully integrated in this process and contribute their very valuable experiences.

The following section 5 provides brief summaries on the current state of the existing national WHP forums. The Dublin conference started a series of exchange conferences and meetings providing a European platform for joint learning and action. This is intended to transform the role of ENWHP from an informal association of national WHP stakeholder organisations towards a European forum for WHP.





# 5. Summary Overview on the National WHP Forum Development Process in Europe

This section describes the current status in 23 European countries. In 19 of these countries, a national WHP forum has been established. The current situation in the other remaining 4 countries is also presented on the following pages.

## Austrian Network Workplace Health Promotion

<b>Country</b>	Austria
<b>Official Name</b>	Österreichisches Netzwerk Betriebliche Gesundheitsförderung (Austrian Network for Workplace Health Promotion)
<b>Founded</b>	March 2000
<b>Objectives</b>	In each of the nine provinces there is a regional office of the Network where those interested can obtain information and advice. The regional offices work together on the development of WHP in order to achieve a common understanding of it throughout the whole of the country
<b>Structure</b>	The OÖGKK (NCO Austria) is the co-ordinator of the Network. A regional office has been set up in each of the nine provinces, generally on the premises of the local health insurance institutes. The social partners (Federal Economic Chamber, Chamber of Labour, Federation of Industrialists, Trade Union Federation), the Federation of Austrian Social Insurance Institutes and the Austrian Social Insurance for Occupational Risks all work together as partners. New partners are accepted by simple majority, however, only Non-Profit-Organisations may join.
<b>Sponsor Institutions</b>	The Fonds Gesundes Österreich (Fund for a Healthy Austria) gave financial support for the foundation of the Network and it also funds project-orientated activities
<b>Working Methods</b>	<ul style="list-style-type: none"><li>• The Network has 2-day working meetings twice a year in different provinces.</li><li>• The organisation and preparation of these meetings is done by the co-ordination office together with the respective regional office.</li><li>• The annual national information days (alternating with the other provinces) are organised by the regional office concerned together with the co-ordination office.</li><li>• Joint plans and initiatives are discussed at the meetings, and after decisions have been made, implemented in working groups.</li></ul>
<b>Current Status of Development (December 2003)</b>	A number of initiatives have been implemented since the Network was founded. Information is disseminated jointly (Newsletter 4 times/year, folder, internet page <a href="http://www.netzwerk-bgf.at">www.netzwerk-bgf.at</a> , joint wording on transparencies) In 2002 the Network awarded a WHP Oscar and participated in giving a workplace canteen award. At present 3 regional offices are working together on a model project for small and medium-sized enterprises, commissioned by the Fond Gesundes Österreich. Additionally, also with the Fond Gesundes Österreich, a training course for project leaders and health circle facilitators is being developed.
<b>(Future) Priorities of the National Forum</b>	At present a large project is in progress in Austria to further workplace health promotion. The Network is significantly involved in this. In the coming years, the accent will be on co-operation with universities, relevant scientific studies and the qualification of persons involved in the work.

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# Belgium

## Belgian Network for Workplace Health Promotion

<b>Country</b>	Belgium
<b>Official Name</b>	Netwerk voor gezondheidsbevordering op het werk – Réseau pour la promotion de la santé sur le lieu de travail
<b>Founded</b>	2003
<b>Objectives</b>	The network aims to encourage the concept of workplace health promotion by collecting information and disseminating models of good practice, by creating synergies between different stakeholders.
<b>Structure</b>	The network operates as a national forum; the necessity of creating of regional fora will be evaluated. The network secretariat is based at Prevent (the National Contact Office)
<b>Sponsor Institutions</b>	At this moment there are no sponsor institutions involved in the network. The kick-off costs are supported by the National Contact Office.
<b>Cooperation Partners</b>	At this moment, the national forum consists of different institutional and non-institutional partners, such as: National as well as regional public administrations the trade unions, the national employers organisation social security institutions

and other stakeholders such as external prevention services, health institutes  
The network aims at enlarging the partnership in order to involve all the different stakeholders on national as well as on regional level.

**Working Methods**

A National Coordinating Committee develops and coordinates the activities of the Forum. The secretariat of the National Coordinating Committee is held by the National Contact Office, based at Prevent, Institute for Occupational Safety and Health.

**Current Status of Development**

A kick-off meeting of the forum has been organised. A workplan has been discussed and the objectives have been clarified. In order to facilitate the communication between the participants of the forum and with the stakeholders it has been decided to develop a web feature and an electronic newsletter. Furthermore the organisation of a round-table on workplace health promotion in Belgium was considered.

**Priorities of the National Forum**

The main priorities of the National Forum are:

- to create a link between the European level and national and regional level in Belgium.
- to improve the visibility of workplace health promotion in Belgium
- to facilitate cooperation between the members of the network
- to stimulate and coordinate the WHP activities at national and regional level
- to disseminate good practices and encourage the exchange of information and experiences

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# Bulgaria

## Bulgarian Forum "Healthy and Safe Workplaces" (BF"HSW")

<b>Country</b>	Bulgaria
<b>Official Name</b>	Bulgarian Forum "Healthy and Safe Workplaces" (BF"HSW")
<b>Founded</b>	BF"HSW"- Section 1 "National Platform":14 November 2003, First National Conference: 12 February 2004. BF"HSW"- Section 2 "National Network for implementation of WHP and Models of Good Practice in Occupational Health and Safety (OHS) and Workplace Health Promotion (WHP)": 16 November 1999, Seventh Working Meeting of Company Coordinators in the Association "Workplace Health and Safety Promotion "and National Network of Health and Safety Promoting Companies (A"WHSP"&NNHSPC), Veliko Tarnovo - Vaglevtzi, 9 -11 July 2003.
<b>Goal and Objectives</b>	<p>The goal of Bulgarian Forum "Healthy and safe workplaces" is the creation of a supportive environment for the development, distribution, and implementation of models of good practice in OHS and WHP (MOGP in OHS and WHP) in all sectors of national economy. As a national informal platform BF"HSW" operates as a catalyst for the implementation in company practice of MOGP.</p> <p>Related objectives in OHS and WHP are :</p> <ol style="list-style-type: none"><li>1. Regular annual National conference. Discussions (e.g.symposium, round table discussion, seminar,etc.) on actual national and international issues.</li><li>2. Extensive PR/social marketing annual programme.</li><li>3. Education on / marketing of the practice in European (EU) countries (European MOGP in WHP) in contact and collaboration with ENWHP.</li><li>4. Evaluation of MOGP in OHS and WHP practice of Bulgarian companies and organizations. Approval of methodology , criteria, and mechanism for identification and dissemination of national MOGP.</li><li>5. Statement(s) on new models and approaches.</li><li>6. Statement(s) on qualification , quality standards, methodological guidelines, methods and procedures, etc.</li><li>7. Annual statement on the national practice based on expert opinions and the analysis of National survey.</li><li>8. Updating of proposal for priority list of topics for research, development, consultations, and services.</li><li>9. Updating of proposal for priority list of problems to be solved in short and/or long term perspective by responsible and competent institutions.</li><li>10.Organization and coordination of programmes, campaigns, and other types of joint activities.</li></ol>
<b>Structure</b>	<p>BF"HSW" comprises two sections :</p> <ul style="list-style-type: none"><li>• Section 1- National Platform,</li><li>• Section 2- National Network for implementation of MOGP in OHS and WHP.</li></ul> <p>These sections will have a national event annually. On regular basis the activity of BF"HSW" will be performed by Permanent Working Committee (comprising representatives of all organizations - initiators) and Secretariat (NCO - Bulgaria).</p> <p>Section 1 - National platform</p>

Section 1 of BF"HSW" is established at national level as a meeting point (annual event) of all people and organizations involved in occupational health and safety and WHP area. Two principles will be applied:

- To direct the activity of BF to the final goal "healthy and safe workplace". That platform could ensure much more partners in the beginning.
- To focus more on WHP-related benefits for employers, employees, their organizations and the state policy rather than on concrete organizational arrangements.

Section 2 - National network for implementation of MOGP in OHS and WHP

Section 2 is created to liaise on voluntary basis directly WHP specialists at national level and companies to introduce in their practice WHP and to create and disseminate models of good practice in workplace health and safety. Section 2 of the Forum may be typical for a country in transition. It is highly effective for practical implementation of WHP in companies, but has a low visibility and influence at national level.

### **Resources and Financing**

BF"HSW" was set-up using resources of governmental and non - governmental organizations - initiators of the Forum. The future activity will apply on the social marketing of its proved benefits in both business and social areas and resources from the Government (Fund "Working Conditions" and National Programme), European Union (FP 6, Pre-accession Funds), and voluntary contributions of each participating organization for its own representatives and activities according to the annual plan of the Forum.

### **Working Methods**

- Free access and voluntary participation of all stakeholders of the National System for provision of Health and Safety at Workplace (NSPHSW) - institutional and non - institutional. Equal importance.
- Supportive and marketing activity for European and National Models of Good Practice approval and large implementation at local level. Education.
- Provision of "feedback" information on the actual situation at local level of HSW conditions and real practical needs from different points of view.
- Work on priority practical problems. Collaborative activity for the realization of state policy and strategy in OHS and WHP area and keeping close link with ENWHP/EC
- Annual Conference of BF "HSW"
- Business meeting of the company coordinators of Section 2.
- Printed materials production including Bulletin for Express Information "Occupational Health. WHP" (6 volumes up to now).

### **Current Status of Development (March 2004)**

After the official start of the BF "HSW" - National Platform and its 1-st national conference at the NCHMEN, Sofia on February 12-th, all conference materials are processed and published, including the list of problems to be solved in the near future. This list is prioritized by the Permanent Working Committee and used to formulate the Annual Plan of activities 2004. The Plan is in process of approval by the organizations - initiators of the Forum.

### **Future Priorities of the National Forum**

#### **For 2004:**

Social Marketing and PR activities concerning WHP and OHS,

- Education and materials production,
- Annual survey on working conditions 2004,
- Databases on "WHP effectiveness", "MOGP - ENWHP and national", "Tools for WHP practice" in Bulgarian

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# Czech Republic

## National Forum of Health Promoting Organisations (Association of Legal Entities)

<b>Country</b>	Czech Republic
<b>Official Name</b>	Forum zdraví podporujících organizací (z.s.p.o.)
<b>Founded</b>	The decision to transform the informal National WHP Network into the Forum was taken on the September 24, 2000, the statute prepared and accepted on May 30, 2003. The first general assembly was held on the May 30, 2003.
<b>Objectives</b>	<p>The Forum would like to continue in the activities of the National WHP Network, launching workplace health promotion in the framework of the ENWHP and the WHO-EURO policies. According to a decision of the Czech government No. 706 of June 2, 2000, on fulfilling tasks recommended in the declaration of the 3rd WHO-EURO ministerial conference in London, in 1999, and in its document on good practice in health protection and promotion management at work. This comprehensive policy includes four multidisciplinary areas:</p> <ol style="list-style-type: none"><li>(1) Occupational health and safety,</li><li>(2) Health promotion,</li><li>(3) Environmental management and environmental health, and</li><li>(4) Social capital and community development.</li></ol> <p>The document and consequent WHO brochures (Series Health and Safety, Environment in Enterprises, WHO Euro issue 5 (2002) and previous) have elaborated details of this comprehensive strategy.</p> <p>However, while the area of health protection has a long tradition, a developed infrastructure and legal basis, the decision of a company to start health promotion activities is voluntary, as is the participation of employees in the program. For that reason the WHP is not a statutory requirement. In this context, models of good practice in a network of companies, members of the Forum, might motivate the undecided ones.</p>
<b>Structure and Current Status of Development</b>	<p>A new member is accepted by the Forum's Council decision upon the organisation's statutory body application, designation of a person in charge of representing his/her organisation in the association, and upon a decision to launch and implement a WHP project. The forum's secretariat is based at the address of the Forum secretary. Representatives of pertinent official authorities or institutions may be invited ad hoc to the meeting, or may, based on the general assembly decision become a council member with advisory voting right.</p>

## **Cooperation Partners**

Individual persons, professionals and scientists may become members of a Filial Civic Association Consortium of Health Promotion and Disease Prevention, (basic science, education, publications).

Representatives of companies were not inclined to take decisions on scientific, educational problems and publications. Preferred was the foundation of a filial civic association, enabling involvement of a variety of professions in connection with the multidisciplinary character of the WHP area. A special reason is the future necessity to arrange programs of education in regions.

Among the tasks of the consortium are criteria of evaluation of the WHP screening and intervention quality and for the competency of individual providers. Further, evaluation of WHP program outcomes of health and productivity management, for comparisons (benchmarking) between companies, using validate instruments for monitoring, etc.

Working methods: (mentioned above)

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# Denmark

## National Network for Workplace Health Promotion (Denmark)

<b>Country</b>	Denmark
<b>Official Name</b>	Nationalt netværk vedr. sundhedsfremme på arbejdspladsen
<b>Founded</b>	November 2001
<b>Objectives</b>	To establish and maintain a network at national level in order <ul style="list-style-type: none"><li>• To create the incentive and focus of all national stakeholders</li><li>• To coordinate initiatives</li><li>• To exchange information concerning workplace health promotion</li></ul>
<b>Structure</b>	Meetings two to three times a year with the participation of <ul style="list-style-type: none"><li>• Ministry of Health</li><li>• Ministry of Employment</li><li>• The National Working Environment Service</li><li>• The Service Centre of the National Occupational Health Committee</li><li>• The Society of Occupational Health Services</li><li>• National Institute of Occupational Health</li><li>• National Institute of Public Health</li><li>• National Centre for Workplace Health Promotion</li></ul>
<b>Working Methods</b>	Meetings Joint initiatives
<b>Current Status of Development (December 2003)</b>	The network has only meet a few times mostly due to new law reforms concerning occupational health services, both at local and national level. One joint initiative was the coordination of the content of the web pages of NCSA, Occupational Authorities and The Service Centre of the National Occupational Health Committee.
<b>(Future) Priorities of the National Forum</b>	Since the new law reforms are about to be implemented, it's possible to revitalize the network. This can be done in the first half of 2004.

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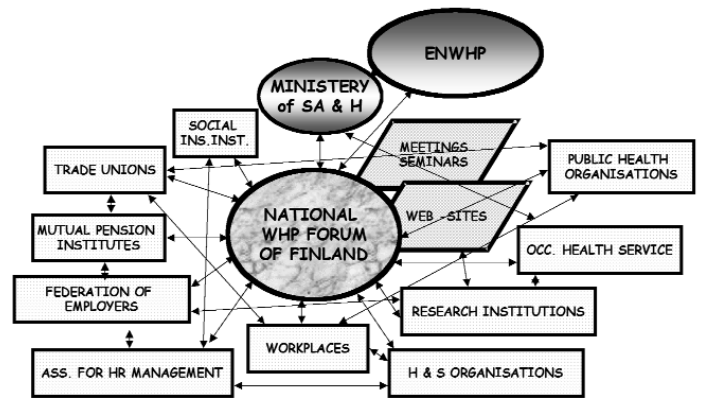
Homepage www.ncsa.dk



# Finland

## NATIONAL WHP FORUM of FINLAND

<b>Country</b>	Finland
<b>Official Name</b>	Suomen Tykyverkosto (STV)
<b>Founded</b>	1996, Reconstruction 2002
<b>Members</b>	The members of the network represent some 50 organizations, Representatives of these organizations which pursue research, development, training or information provision on workplace health promotion are invited to join the network.
<b>Sponsor Institutions</b>	The Finnish Ministry of Social Affairs and Health and Finnish Institute of Occupational Health
<b>Working Methods</b>	<p>The purpose of the network is to generate, compile, maintain and circulate information based on scientific research for the promotion of broadbased health promotion activity on a national and international level.</p> <p>The creation of networks and dissemination of information is carried out through the network website, meetings and seminars. These deal with proof based on scientific research of the effect of health promotion activity and discuss matters raised by the members.</p> <p>The core expert group convenes annually in November. Aside from the Finnish Institute of Occupational Health, it comprises representatives of the Ministry of Social Affairs and Health, the Universities of Tampere and Helsinki, the Centre for Industrial Safety, the Association of Finnish Local and Regional Authorities, the Finnish State Treasury and Finnish Association for Human Resource Management Henry.</p> <p>The extensive expert group (members of the network) convenes in February. It comprises representatives from a wide variety of institutions: research, training, development, big organizations, public health organizations, all with extensive experience of WHP.</p> <p><b>A seminar for networks linked with the WHP</b> network is arranged once a year between May and September. It gathers together the members of the network, their clients, partners and stakeholders. Topics consist of questions and answers which have come up in the expert network.</p>
<b>Current Status</b>	<p>November 2002 was the meeting of the core expert group where was decided on the mission and subject areas of the network: research, training, good practices, literature and legislation. February 2003. The extensive expert group had a session (members of the network), where the future operations of the network were planned.</p> <p>September 2003 the extensive expert group seminar gave an overview of the background and history of the network. There was a presentation of the network's operating procedures and the networks linked with the WHP network and the implementation of WHP activity in large workplaces. October 2003 was a meeting of the core expert group.</p> <p>March 2004 was arranged an extensive expert group seminar. May 2004 will be the National Workplace Health Promotion Day for members and for their own networks.</p>



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# France

## INITIATIVE FOR CONTRIBUTING A FUTURE FRENCH WHP TRANSVERSAL DYNAMIC

<b>Country</b>	France
<b>Official Name</b>	Agence Nationale pour l'Amélioration des Conditions de Travail - ANACT- is the actual supportive institution for the initiative.
<b>Founded</b>	ANACT has been founded in 1973. The first event contributing to the idea of a Forum took place the first week of May 2004, with the National Week for the Quality of Working Life, at national and regional levels.
<b>Objectives</b>	ANACT helps businesses improve the performance of their organisation and the working conditions of their staff. ANACT produces and disseminate innovative methods for participative change, assists in the design and implementation of public policies in its field of competence. The Regional Associations members of ANACT Network (ARACTs) pass on these missions in the different regions, with particular focus on SMEs. Health and Work is a Department and a main line of development of ANACT.
<b>Structure</b>	<p>The potential structure of a French forum could integrate numerous institutions and actors :</p> <ul style="list-style-type: none"> <li>• national institutions and Ministerial Directions either Work and Social Affairs or Public Health sectors.</li> <li>• their regional Directions</li> <li>• scientific institutes on the matter, OSH included</li> <li>• occupational physicians associations</li> <li>• prevention public institutions of sectors, and professionals preventors</li> <li>• national and regional employers and labors associations</li> <li>• relevant private associations and institutes</li> <li>• companies</li> </ul>

... with a focus on new paritarian regional association, where employers and labor associations are cooperating about promotion and prevention of health at work. These new association, named ORST, are in 2004 designing their first programmes. ARACTs are their partners as others in the perimeter of they specific missions. The structure of a French WHP Forum have in fact to be elaborated in the future in co-operation and from experimentations between socio-economical partners, in the respect of regional contexts.

<b>Working Methods</b>	Networking - Experimentation from concrete projects - Benchmarking - Sensibilisation - Training of regional and local professional specific networks.
<b>Current Status of Development (December 2003)</b>	To include the WHP principles in the national event organised in May 2004 centered on a national priority for most partners : ageing management all along life at work.
<b>(Future) Priorities of the National Forum</b>	To be identified, experimented, and designed by socioeconomical and professional partners, probably by the way of pluridisciplinarity to be implemented about health at work actual stakes.

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# Germany

## German Network for Workplace Health Promotion (DNBGF)

<b>Country</b>	Germany
<b>Official Name</b>	Deutsches Netzwerk für Betriebliche Gesundheitsförderung (DNBGF)
<b>Founded</b>	June 2001
<b>Objectives</b>	The network wants to strengthen the development and dissemination of good workplace health practices in Germany. It aims to improve the profile of WHP and to make co-operation possible between all relevant stakeholders.
<b>Structure</b>	The network operates in six forums, each independently covering specific WHP settings: health care and welfare, education and training, (larger) private sector enterprises, small and medium sized enterprises, labour markets and public administrations. The network secretariat is based at the Federal Association BKK ; its work is overseen by an advisory board who involves all relevant institutional stakeholders such as the social partners, the

responsible federal ministries, a representative of the German Laender, the umbrella institutions of social insurance and relevant professional associations.

- Sponsor Institutions** The set-up of the network is financed by the Federal Association of Company Health Insurance Funds (BKK) and the German Federation of Institutions for Statutory Accident Insurance and Prevention (HVBG). Both institutions have been working together for many years in the field of prevention of workplace-related health hazards and sponsor the Networks secretariat in the context of their common initiative "IGA" (Initiative Health and Work).
- Cooperation Partners**
- "Initiative for New Quality of Working Life" (INQA), an association of the federal and state governments, social insurance representatives, social partners and companies.
  - "Forum for Prevention and Health Promotion", a platform established in 2001 by the Federal Ministry for Health and Social Affairs, associations, institutions, public authorities and co-operatives.
- Working Methods**
- The network is open to all stakeholders in workplace health promotion. This applies to enterprises as well as to networks and individuals.
  - Each forum holds an annual "Forum Conference" and presents its conclusions and working programmes on the "Network Conference".
  - Each forum is lead by a team of co-ordinators and develops its own agenda. Based on this agenda, each forum reviews the current state of development, collects successful WHP methods, builds up a pool of arguments which helps justify investments in WHP, and develops recommendations and strategies for future implementation.
- Current Status of Development (December 2003)**
- After the official start of the network and its 1st national conference at the Occupational Health and Safety Fair A+A in Düsseldorf on October 28th, each of the six forums is now in the process of developing its agenda and working plan for 2004. At a meeting held on November 27th the network co-ordinators have discussed further details on the Network's future organisation.
- (Future) Priorities of the National Forum**
- The priorities of the six forums operating in different settings vary:
- **Forum "Health Care and Welfare"**: The setting with the highest ill-health related absence rates requires holistic WHP strategies. In this forum representatives from hospitals, public health and welfare organisations exchange experiences of designing workplaces more healthily and convincing decision makers to invest in the health of employees.
  - **Forum "Education and Training"**: Due to the high early retirement rates of teachers and the rising health problems of pupils caused among others by malnutrition and lack of exercise, this forum puts a special focus on schools. Improving health of teachers and students is essential to increase the performance of the entire educational system.
  - **Forum "(Larger) Private Sector Enterprises"**: Presenting concepts and activities launched by larger enterprises should help to convince other enterprises to invest in workplace health promotion, as well. Issues which will be given special priority are yet to be defined.
  - **Forum "Small and Medium Sized Enterprises"**: Special challenges in this setting entail the problem of access for companies. Therefore, the SME- forum will concentrate on the creation of regional and local networks.

- **Forum “Labour-Market Integration”:** Unemployment is one of the highest risks to health. Recent structural changes in labour market administration create opportunities for the integration of WHP into new policies and for raising public awareness for the special situation of the unemployed.
- **Forum “Public Administrations”:** Special health problems for employees resulting from the ongoing public sector reform are in the centre of attention of this forum.

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#### List of Forum Coordinators:

##### Forum „Public Administrations“:

**Dr. Egmont Baumann,**  
 Stadt Dortmund, Personalamt – Betriebliche Gesundheitsförderung

**Peter Lemke-Goliasch,**  
 Bundesverband der Unfallkassen (BUK), München

**Horst Peters,**  
 Bundesamt für Zivildienst, Köln

**Andreas Kramer,**  
 Arbeitskreis Arbeit und Gesundheit Unna,  
 c/o Kreisgesundheitsamt Unna

**Angelika Gödde,**  
 Bundesversicherungsanstalt für Angestellte, Dezernat 2008: Betriebliche Gesundheitsförderung,  
 Berlin

##### Forum „Education and Training“:

**Dr. Rüdiger Meierjürgen,**  
 Barmer Ersatzkasse Hauptverwaltung, Wuppertal

**Elisabeth Müller-Heck,**  
 Berlin

**Prof. Dr. Peter Paulus,**  
 Universität Lüneburg, Institut für Psychologie

**Heinz Hundeloh,**  
 Gemeindeunfallversicherungsverband Westfalen-Lippe, Münster

**Evelyn Burkhart,**  
 Regionalstelle Schule –Wirtschaft – Arbeitsleben beim Schulamt Rhein-Sieg-Kreis

**Prof. Dr. Eberhard Göpel,**  
 Fachhochschule Magdeburg, Fachbereich Sozial- und Gesundheitswesen

**Georg Israel**  
 Departement Sport und Gesundheit  
 Universität Paderborn

**Helmut Heyse**  
 ADD – Aufsichts- und Dienstleistungsdirektion Rheinland Pfalz

**Martina Kolbe**  
 Landesvereinigung für Gesundheit Sachsen-Anhalt e.V.

##### Forum “Labour-Market Integration”:

**Bernward Brink,**  
 Gesellschaft für innovative Beschäftigungsförderung mbH, Bottrop



**Ingo Bräu,**

Neue Arbeit der Diakonie Essen gGmbH, Essen

**Dr. Ulrich Jansen,**

START Zeitarbeit NRW, Duisburg

Dr. Ulrich Pröll,

Sozialforschungsstelle Dortmund, Landesinstitut, Dortmund

**Forum „Health Care and Welfare“ :**

**Klaus Bremen,**

Deutscher Paritätischer Wohlfahrtsverband, Wuppertal

**Hartmut Genz,**

BGW - Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtspflege, Hamburg

**Christa Rustler,**

Deutsches Netz Gesundheitsfördernder Krankenhäuser (DNGfK), Essen

**Oliver Wittig,**

St. Josef Krankenhaus GmbH Moers

**Forum „Larger Private Sector Enterprises“:**

**Dr. Alfons Schröer/ Ute Westerhoff,**

Unternehmen für Gesundheit, c/o BKK-Bundesverband Essen

**Dieter Steinborn,**

REWE Zentralorganisation, Köln

**Bernd Tenckhoff,**

RWE Rhein-Ruhr AG, Betriebssicherheitsmanagement, Dortmund

**Dr. Uwe Brandenburg,**

Volkswagen AG, Wolfsburg

**Forum „Small and Medium Sized Enterprises“:**

**Dr. Rolf-Rüdiger Abendroth,**

Landesanstalt für Arbeitsschutz Nordrhein-Westfalen, Düsseldorf

**Roland Kraemer,**

AOK Bundesverband, Geschäftsbereich Prävention, Bonn

**Dr. Peter Bärenz / Frau Andrea Rätzer-Frey,**

Berufsgenossenschaft Nahrungsmittel und Gaststätten, Mannheim

**Herrn Böckenbrink,**

Handwerkskammer Düsseldorf/Ruhr, Zentrum für Umwelt und Energie

**Manfred Cryns,**

IKK-Bundesverband, Bergisch Gladbach

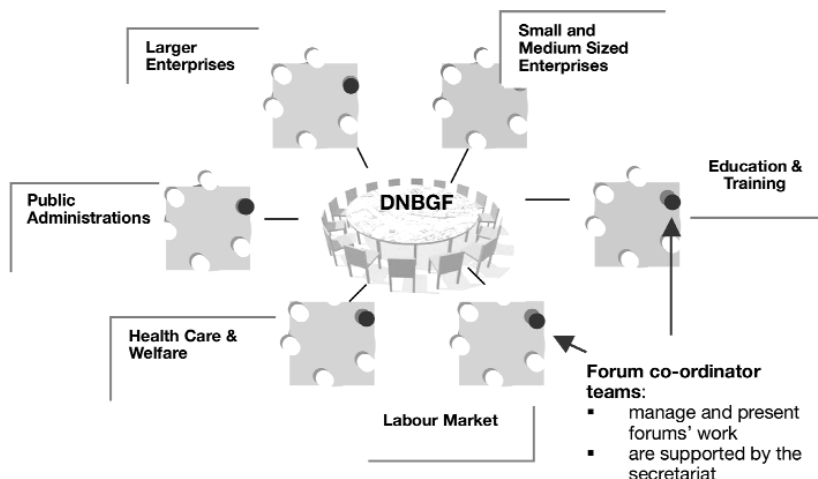
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**Dr. med. Wolfgang Panter,**

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Vorsitzender des Verbands Deutscher Betriebs- und Werksärzte e. V. , Duisburg





# Greece

## Hellenic Workplace Health Promotion Forum (HWHPF)

<b>Country</b>	Greece
<b>Official Name</b>	Hellenic Workplace Health Promotion Forum (HWHPF)
<b>Founded</b>	February 2004
<b>Objectives</b>	<p>The Hellenic WHP Forum is aiming to protect and to improve the health of people at their working environment, in enterprises and organisations of the public and the private sector. The Hellenic WHP Forum goal will be achieved by networking and co-ordinating national institutional and non-institutional stakeholders, for the development and strengthening of workplace health promotion activities at national level and in harmonisation to the agreed policy and actions of the European Network of Workplace Health Promotion (ENWHP).</p>
<b>Structure</b>	<p>The Hellenic WHP Forum organisational structure is formed by the National Steering Body, the National Secretariat, the Advisory Committee and the National WHP Forum Members.</p> <ul style="list-style-type: none"><li>• The role of the <b>National Steering Body</b> has been undertaken by the Centre of Occupational Health and Safety (K.Y.A.E.) of the Hellenic Ministry of Employment and Social Protection, which has -as the National Contact Office of the ENWHP- the formal responsibility and the authority for policy development and political decision-making concerning the development, the organisation and the operation of the HWHPF.</li><li>• The responsibilities of the <b>National Secretariat</b> have been officially assigned to the Institute for Social and Preventive Medicine (I.S.P.M.) a private, non-profit scientific organization, which is responsible for the required organisational, secretariat and public relations support to the HWHPF, as well as for the co-ordination of the related activities.</li><li>• The <b>Advisory Committee</b> has an advising role to the HWHPF operation. It provides consultation and support for the effective implementation of the HWHPF activities. The Committee is composed by representatives from scientific, academic and social Institutions, invited by the National Steering Body K.Y.A.E..</li><li>• <b>Members</b> of the HWHPF are enterprises and organisations of the public and of the private sector, who commit themselves to the workplace health promotion concept, to the HWHPF Concept Paper and to the ENWHP policy and actions, who actively participate in HWHPF activities, who are running and/or are willing to run WHP programs and who are contributing to the HWHPF viability.</li></ul>
<b>Sponsor Institutions</b>	<p>The set-up of the Hellenic WHP Forum -as well as the operation of the National Secretariat- has been politically and financially supported by the Greek Government through the Ministry of Employment and Social Protection, as a proof of the commitment to facilitate and to support the developing of the supportive infrastructure, which is required for the dissemination and the implementation of WHP at national level.</p>
<b>Working Methods</b>	<ul style="list-style-type: none"><li>• The Hellenic WHP Forum is open to all potential national -institutional and non-institutional- stakeholders in workplace health promotion, who fulfil the basic criteria to be entitled as "members" of the HWHPF. This applies to enterprises as well as to networks and individuals.</li><li>• The HWHPF National Steering Body, the National Secretariat and the Advisory Committee are jointly participating in the National Forum meetings, in order to effectively plan, organise and promote the HWHPF activities. The HWHPF meetings are organised periodically and on a regular basis according to the annual agenda or according to current and exceptional needs and demands.</li></ul>

- The National Forum Day will be organised annually, as a “meeting point” accessible to all HWHPF members and other national institutional and non-institutional stakeholders, in order to support the exchange of experiences and knowledge, the mutual learning and the widest possible implementation of WHP across the country.

### Current Status of Development (May 2004)

After the official assignment of responsibilities -to the Centre of Occupational Health and Safety (K.Y.A.E.) in the role of the National Steering Body and to the Institute for Social and Preventive Medicine (I.S.P.M.) in the role of the National Secretariat- the HWHPF main co-ordinators are now planning the next steps concerning the network future development: including the annual agenda and working plan for 2004, an official call for network potential members, an invitation to the members of the Advisory Committee and a plan for the required marketing and PR activities at national level.

### (Future) Priorities of the National Forum

The identified priorities for the Hellenic WHP Forum (HWHPF) development during the near future are:

- Set-up of a project team to facilitate the HWHPF development and implementation process
- Development of HWHPF annual workplan for 2004
- Development of a strategic plan for HWHPF future operation
- Planning of HWHPF marketing and PR activities
- Investigation of alternatives for ensuring HWHPF viability
- Development of members commitment to HWHPF sustainable operation
- Establishment of open links between HWHPF members
- Investigation of possible co-operation with other health promotion networks (hospitals, schools, etc) operating at national level
- Translation of the Dublin Conference products into national language
- Dissemination of Toolbox models and Business case arguments -through HWHPF operation- to national WHP stakeholders

### Address / Contact

#### Hellenic WHP Forum National Steering Body

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#### National Secretariat

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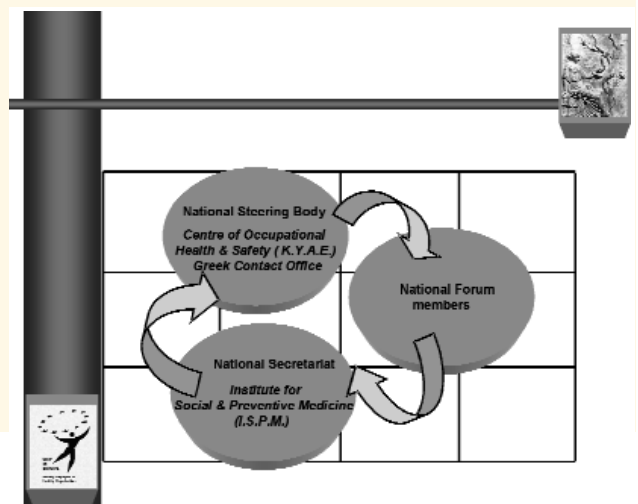
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# Hungary

## Hungarian Forum/Network for Workplace Health Promotion

<b>Country</b>	Hungary
<b>Official Name</b>	not decided yet
<b>Founded</b>	it is envisaged to be founded in November 2004
<b>Objectives</b>	join the sporadic and unorganized workplace health promotion efforts in Hungary; communicate the result achieved so far in the EU-ban.
<b>Structure</b>	In Hungary 10 regions are forming; the national Forum/Network would organize the regional Forums/Networks.
<b>Sponsor Institutions</b>	Up to now the financial support of the Ministry of Health, Social and Family Affairs is available, which provides financial resources within the Decade of Health of Johan Béla National Programme.
<b>Cooperation Partners</b>	<ul style="list-style-type: none"><li>• Fodor József National Center for Public Health, National Institute of</li></ul>
<b>Occupational Health</b>	<ul style="list-style-type: none"><li>• National Institute of Health Promotion</li><li>• American Chamber of Commerce in Hungary</li><li>• Joint Venture Association</li><li>• Healthy Workplaces Association</li><li>• others under organisation.</li></ul>
<b>Working Methods</b>	Kick off meeting on 17. February 2004. First national preparatory meeting, 29 March 2004. First regional preparatory meeting April 2004. Further regional preparatory meetings under organisation. All possible interested parties will be invited to the preparatory meetings. The célfája" of the workplace health promotion will be developed at the meetings, according to the SWOP method.
<b>Current Status of Development</b>	See above
<b>(Future) Priorities of the National Forum</b>	not determined yet

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# Iceland

## The Icelandic Workplace Health Promotion Network

<b>Country</b>	Iceland
<b>Official Name</b>	Landsnet um heilsueflingu á vinnustöðum (LHV) In English: The Icelandic Workplace Health Promotion Network.
<b>Founded</b>	May 12, 2003
<b>Objectives and Ideology</b>	<p>The aim of the network is to raise awareness of the importance of workplace health promotion by actively initiating and promoting discussion, information exchange, learning and activities related to WHP. In this context, WHP is defined broadly and involves improving physical, mental and social competence of working people in Iceland.</p> <p>Key slogan: Healthy employees in healthy workplaces.</p> <p>In Icelandic: heilbrigðir starfsmenn á heilsusamlegum vinnustöðum.</p> <p>In this context the main success factors in WHP are considered:</p> <p>Societal understanding of the importance of WHP: By involving different stakeholders in promotion of workplace health.</p> <p>Corporate responsibility for WHP: By creating a culture within workplaces that encourages and involves all employees (managers and subordinates) in participating in WHP and taking responsibility for workplace health.</p>
<b>Current Structure</b>	The Icelandic Workplace Health Promotion Network is hosted within the Administration of Occupational Safety and Health. The network is a platform for the exchange of information and learning experiences regarding WHP.
<b>Members</b>	<ol style="list-style-type: none"><li>1. Government institutions: a) Administration of Occupational Health and Safety. b) Directorate of Labor c) The State Social Security Institute d) Directorate of Health, e) Public Health Institution.</li><li>2. Labour organisations: Trade unions and Employer organisation.</li><li>3. Ministries: Ministry of Health and Ministry of Social Services.</li><li>4. Professional organisations, public health organisations and interest groups.</li><li>5. Workplaces</li><li>6. Municipalities</li></ol>
<b>Sponsor Institutions</b>	The network is financed by the Administration of Occupational Safety and Health.
<b>Activities</b>	<ul style="list-style-type: none"><li>• Activities for the winter 2003-2004 included dissemination of information and experience through an electronic newsletter and on the Internet.</li><li>• Open educational meetings were held every other month in the mornings at workplaces that are represented in the network. In these meetings, representatives from the host company gave talks on their health promotion activities and specialists within Public Health or OSH gave talks on topics of their speciality.</li><li>• Symposium on stress and stress management, with an international specialist, was held in February 2004.</li><li>• The network and the ideology of WHP were introduced in courses organised by the AOSH, throughout the country, on the radio and in newsletter articles.</li></ul>

**Working Method/  
Current Status of  
Development  
(April 2004)**

- The network is open to all workplaces, municipalities, non-profit health organisations and labour organisations.
- This last year, a special emphasis has been placed on increasing the responsibility and initiative of managers in developing workplace health promotion programs in the workplace.

**(Future) Priorities  
of the National Forum**

- Involving smaller workplaces in the network in an effective manner.
- Strengthening cooperation with representatives of the workforce – labour organisations.
- Strengthening cooperation with public health organisations and networks.
- Creating regional and local networks.
- Increasing training.
- Secure funding from different sources.

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b/t Ása G. Ásgeirsdóttir, project coordinator**

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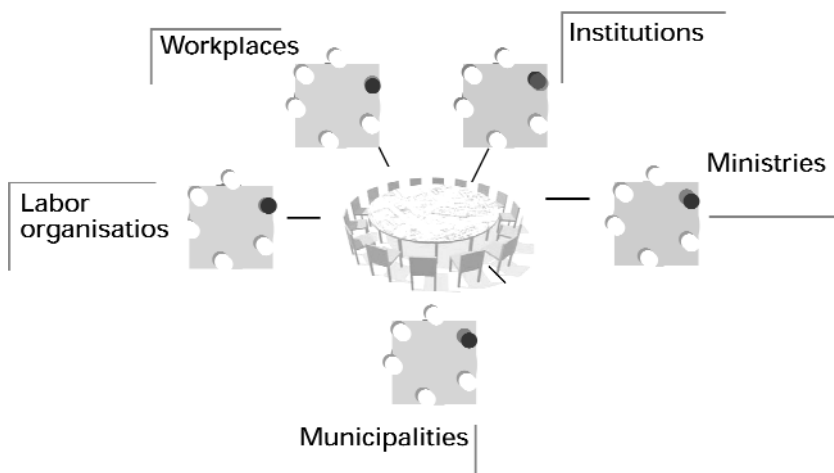
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*Public Health Organisations - Interest Groups*



# Ireland

## Irish Network for Workplace Health Promotion

<b>Country</b>	Ireland
<b>Official Name</b>	National Network for Workplace Health Promotion
<b>Founded</b>	February 2002
<b>Objectives</b>	<p>The objective of the Network is to promote Workplace Health Promotion practice. The aims are to</p> <ul style="list-style-type: none"><li>• support the promotion of policy development.</li><li>• disseminate information on WHP</li><li>• develop user networks within the regions and at national level</li><li>• contribute to the development of national and regional WHP policy</li><li>• provide a supportive environment for WHP professionals</li></ul>
<b>Structure</b>	<p>To date the network has met twice. The Network recognises the need for a multisectoral approach involving statutory and non-statutory agencies and the social partners to tackle workplace health issues. The Unit also acknowledges the need to work in partnership with the stakeholders involved to support the implementation and evaluation of current workplace health promotion programmes. The Network will have an important role to play in this regard.</p>
<b>Sponsor Institutions</b>	<p>The set-up of the network is financed by the Health Promotion Unit of the Department of Health and Children</p>
<b>Working Methods</b>	<p>When fully expanded membership of the Network will consist of various practitioners, policy makers, researchers, academics etc. on an all island basis. The Network will support the development of workplace health Promotion through promoting policy development, communication networks, professional development and the implementation of best practice through quality standards.</p>
<b>Current Status of Development</b>	<p>The Network is very much at the embryonic stage; however, the main activities to date have been meetings and the drawing up of developmental plans for the Network. And arising from the appointment of regional workplace co-ordinators regional networks have begun to develop</p>
<b>(Future) Priorities of the National Forum</b>	<p>The issue of Workplace Health Promotion has been developed and expanded in recent years with all Health Boards having appointed a Workplace Co-ordinator. The Workplace Co-ordinator has the responsibility for the development of workplace health promotion plans and the initiation of pilot projects at regional level.</p>

The Health Promotion Unit acknowledges, as a priority, the need to work in partnership with the stakeholders involved to support the implementation and evaluation of current workplace health promotion programmes.

In 1999 the Health Promotion Unit published the policy document - 'healthy bodies - healthy work', which outlined the need to adopt a proactive approach in the workplace setting. More recently a number of work-related initiatives have been outlined in the National Health Promotion Strategy 2000-2005. These include the appointment of a National Workplace Health Promotion Co-ordinator, the examination of the needs of small to medium enterprises in relation to workplace health promotion and the continued implementation of the Cardiovascular strategies in the workplace setting. Each of these initiatives will help to progress the development of workplace health promotion. The appointment of a National Workplace Health Promotion Co-ordinator will be the main priority for this year. The role of the Workplace Co-ordinator will include an examination of the needs of small to medium enterprises in relation to workplace health promotion and supporting the continued implementation of the Health Promotion and Cardiovascular strategies in the workplace setting. The Co-ordinator will also be in a position to advise on the development of best practice in implementing workplace health initiatives both at national and regional levels.

**Address / Contact**

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**Health Promotion Unit**

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# Italy

## Italian Network for Workplace Health Promotion

<b>Country</b>	Italy
<b>Official Name</b>	Network Italiano per la Promozione della Salute nei Luoghi di Lavoro
<b>Founded</b>	1997 / redesigned 2002
<b>Objectives</b>	The network wants to strengthen the development and dissemination of good workplace health practices in Italy. It aims to improve the profile of WHP and to build up all possible connections/co-operation between all relevant stakeholders.
<b>Structure</b>	The network will operate in one forum for each Region and Autonomous Provinces. The network secretariat is based in Rome: ISPESL, Department of Documentation, Information and Training ; its work is overseen by an "promoter group" who involves representatives from each Region and Autonomous Provinces.
<b>Sponsor Institutions</b>	The set-up of the network is financed by the ISPESL. The local forum are financed by the Regions and Autonomous Provinces.



**Cooperation Partners** CONFINDUSTRIA, CONFAPI, INAIL, SNOP, SItI, ANMeLP, CNA, CONFESERCENTI, CGIL, UIL, CISL, etc....

**Working Methods**

- The network is open to all stakeholders in workplace health promotion. This applies to enterprises, local health agencies, professional associations, NGOs, as well as to networks and individuals.
- Forum are free to organize its local activity and can organize alone or in groups Conferences, seminar/workshops, etc.. They will have space reserved during the next "National Information Day" to present conclusions, working programmes, products, etc.
- National Information Day that is held annually, venue assigned with a rotation system.

**Current Status of Development (March 2004)**

After its presentation during the Information Day held in December in Milano 2002, the Network started during a National Conference held in Rome in 2003. The network structure is under going an official process of acknowledgement in the Permanent Regional Conference. Some Regions have started and in some cases built up their network/forum (Piemonte, Veneto) or prepared the conditions (Toscana, Umbria).

**The Priorities of the National Network**

The priorities:

- Complete the undergoing process in the Permanent Regional Conference
- Help the other Regions and Autonomous Provinces to put up their "Forum for WHP"
- Build a "Network of Enterprises for WHP"
- The integration of WHP in school curricula
- Creation of a National research group for WHP
- Production of informative material, audio vision material, guide lines, etc.
- Distribution of material and tools
- Training
- Organization of meetings, conferences, seminars, etc.
- Insert in all training curricula a specific module on WHP

**Address / Contact inf.**

**RETE NAZIONALE PER LA PROMOZIONE DELLA SALUTE NEI LUOGHI DI LAVORO**

**Segreteria**

**ISPESL, Dip. Documentazione, Informazione e Formazione**

Via Alessandria, 220/e – 00198 Roma

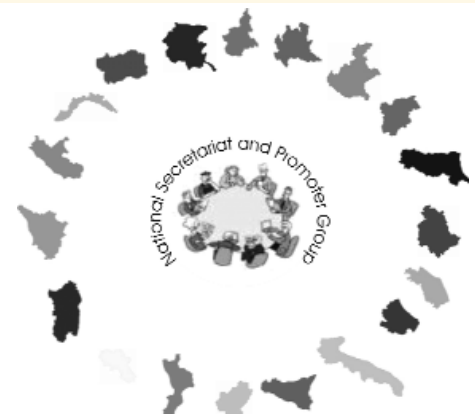
Tel. 06-44251017 – Fax 06-44250972 – whp.doc@ispesl.it

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# Luxembourg

## Forum Luxembourg

<b>Country</b>	Luxembourg
<b>Official Name</b>	Comité permanent du travail et de l'emploi
<b>Founded</b>	December 2003
<b>Objectives</b>	Implementing the framework directive 89/391/CE in broadening its scope to psychosocial risks.
<b>Structure</b>	<ol style="list-style-type: none"> <li>1. Four members representing the Government, namely: <ul style="list-style-type: none"> <li>• The Minister having in his attributions work and employment;</li> <li>• Three Ministers to be indicated by the Government among the Ministers having in their attributions the economy, the middle class, national education and the vocational training, the social security, transport, the public office and the administrative reform as well as female promotion;</li> </ul> </li> <li>2. Four employee representatives representative trade-union organisations on the national level in the sectors private and public or their substitutes;</li> <li>3. Four representatives employers to be indicated by the representative(s) organisations of the Luxembourg companies and representative of industry, handcrafts, the trade, hotels-restorations, the banks and the insurance's or their substitutes.</li> </ol>
<b>Sponsor Institutions</b>	Article 4. (1) the committee is placed under the presidency of the Minister having in his attributions labour and employment.
<b>Co-operation Partners</b>	<p>(2) The ministers as well as the members of the organisations of the employers respectively of employees or their substitutes not appointed as members for the committee, will be able to attend as experts and with advisory voice the meetings. The number of these experts appointed by the organisations of the employers are of the same number as those indicated by the organisations of the employers are of the same number as those indicated by the organisations of the employees.</p> <p>(3) The committee will be able to institute working groups. It will be able to contract experts, the latter assistant with advisory voice at the work of the committee or the working groups. It will be able to hear the representatives of the people, companies or sectors directly concerned with a concerning problem the competence of the committee.</p>
<b>Working Methods</b>	<p>Article 3. the committee meets, on convocation of the president, where necessary and at least six times per year of which at least twice by year for each specified field with article 1st (2) and article 1st (3).</p> <p>(2) the committee runs a secretariat whose management is ensured by civil servants of the Ministry of labour and employment, of the Administration of employment and the Labour Inspection.</p>

## **(Future) Priorities**

### **of the National Forum**

To put into practice the general principles concerning the prevention of the occupational hazards and the protection of safety and physical, psychic and social health, the elimination of risk and accident factors, the understandable information, the consultation, the balanced participation and two-way communication between the employers and the workers, the training of the workers and their representatives.

To focus on physical, psychic and social health, total state of health of the individual person comprising physical integrity, psychic balance, a social co-operation within a system of staff management, a responsible ethical behaviour thus a healthy environment to carry out a judicious and decent work not disturbing the sustainable development of ecological balances.

## **Address / Contact**

### **Inspection du Travail et des Mines**

#### **Secrétariat du Comité Permanent du Travail et de l'Emploi**

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Fax: (+352) 471449

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## **Members**

### **Ministry of Labour and Employment**

François Biltgen Minister of Labour and Employment

Jean Zahlen

Nadine Welter

Gary Tunsch

### **Labour Inspection**

Paul Weber Director

Robert Huberty

Claude Lorang

### **Employers**

Danielle Haustgen Association des banques et banquiers luxembourgeois

Fabienne Lange Association des banques et banquiers luxembourgeois

Chambre de Commerce

Chambre des Métiers

François Engels Fédération des Artisans

Romain Schmit Fédération des Artisans

Marc Kieffer Fédération des industriels luxembourgeois

Nicolas Soisson Fédération des industriels luxembourgeois

Pierre Bley Union Economique Luxembourgeoise

### **Employees**

Alain Kinn LCGB

Jean-Paul Baudot LCGB

Liliane Heliminger LCGB

Marc Spautz LCGB

Robert Weber LCGB

Carlos Pereira OGB-L

John Castegnaro OGB-L

Romain Binsfeld OGB-L

# The Netherlands

## Dutch Network for Workplace Health Promotion

<b>Country</b>	The Netherlands
<b>Official Name</b>	NIGZ- Work & Health is the National Contact Office for WHP in The Netherlands formerly known as the Dutch Centre WHP. The NIGZ – Work & Health organisation is the initiating party within the Dutch Network for Workplace Health Promotion.
<b>Founded</b>	1995
<b>Objectives</b>	As the initiator of WHP action in The Netherlands NIGZ – Work & Health has sought from the beginning to introduce and implement the idea of WHP through strategic alliances with appropriate partners. In the context of these alliances, NIGZ – Work & Health has taken on the roles of initiator, innovator, quality controller and coordinator, with a view to establishing WHP as an integral element of good business practice.
<b>Structure</b>	NIGZ – Work & Health holds a central position within the network promoting WHP and initiating WHP activities within the network. Within the network a great variety of organisations are active such as: providers of WHP products and their umbrella organisations within the area of occupational health and safety services, insurance companies, government mainly the Ministry of Health, Welfare and Sport (VWS) and Ministry of social affairs (SZW), potential users of WHP programmes and their umbrella organisations, WHP product support organisations.
<b>Sponsor Institutions</b>	The NIGZ- Work & Health organisation is funded partly by the Ministry of Health, Welfare and Sport. Within the network co-financing by different partners is sought to facilitate network activities. The Netherlands Asthma Foundation is an active sponsor in the Healthy Air Works Better program.
<b>Cooperation Partners</b>	<ul style="list-style-type: none"> <li>• Within this informal network organisations within different areas are more or less active. More intense partnership exists with TNO Work &amp; Employment especially in the area of Health Environment and Safety Management and in the area of Sport, Exercise and Health. Also former founder of the Dutch Centre WHP the Netherlands Asthma Foundation is actively involved in the Healthy Air Works Better program. Another partner is the Netherlands Institute for Sport and Exercise in the active lifestyle campaign Flash.</li> </ul>
<b>Working Methods</b>	<ul style="list-style-type: none"> <li>• The network is open to all stakeholders in workplace health promotion. This applies to enterprises as well as to networks and individuals.</li> <li>• NIGZ – Work &amp; Health organises a bi-annual “WHP Conference” and presents new initiatives f.e. new campaigns, new WHP tools, new Models of Good Practice et cetera. This conference also allows network partners to present their current activities in WHP and share ideas for future development.</li> </ul>
<b>Current Status of Development (December 2003)</b>	The establishment of the Centre WHP within the structure of the NIGZ by the set up of NIGZ – Work Health, the funding from the government and the continued involvement of the original parent organizations practically guarantee the continued expansion of the network activities.

## **(Future) Priorities**

**of the National Forum** The priorities of the Dutch WHP forum are:

- The further concretisation of the quality criteria for healthy business practice and for the programme elements (the lifestyle themes)
- The intensification of training activities. That is to say, people from outside the health, safety and welfare disciplines are encouraged to become active in this field
- Adoption of a programmatic approach to the provision of information on the lifestyle themes (based on a comprehensive package, including step-by-step plans, leaflets, display material and implementation support)
- The continuation of NIPO research into WHP and its extension to include healthy behaviour in general
- Practical supervision of WHP policy in the workplace, as well as provision of advice and guidance to employers
- To increase the involvement of WHP stakeholders by formalising their participation within the network

## **Address / Contact**

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Email: [werkengezondheid@nigz.nl](mailto:werkengezondheid@nigz.nl)

Website: [www.gbw.nl](http://www.gbw.nl) / [www.nigz.nl](http://www.nigz.nl)

## **List of Forum Stakeholders**

### **Potential users (enterprises):**

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**H.J.M.L. Kuyper,**

Siemens Nederland NV – Arbo & Milieudienst, Den Haag

**R. Kruize,**

Dienst Waterbeheer en Riolering, Amsterdam

**A.A.M. Smit,**

BGZ Wegvervoer

**J.W.M. De Bie,**

Waterland Ziekenhuis, Purmerend

**D. Veldhorst,**

AKZO NOBEL-Bedrijfsgezondheidsdienst, Arnhem

**B. Luten,**

Unilever-Occupational Health Europa, Rotterdam

**K. Tap,**

Facilitaire Dienst Gemeente Den Haag, Den Haag

### **Providers (OHS et cetera):**

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**A.P.M.G. schoenmeackers,**

BOA (Branche Organisatie Arbodiensten), Den Haag

**A. Korbee,**

Achmea Arbo, Zwolle

**J. Bruin Slots,**

Arbo Unie, Nieuwegein

Dr. F. van Geen,

ArboNed, IJmuiden

**Mr. W.M.J.M. van Mierlo,**

MKB Nederland, Delft

**J. van Heel,**  
EFAA Health Professionals, Weert  
**G. van der Mooren,**  
MKB Benefits, Venlo

### Insurance Organisations :

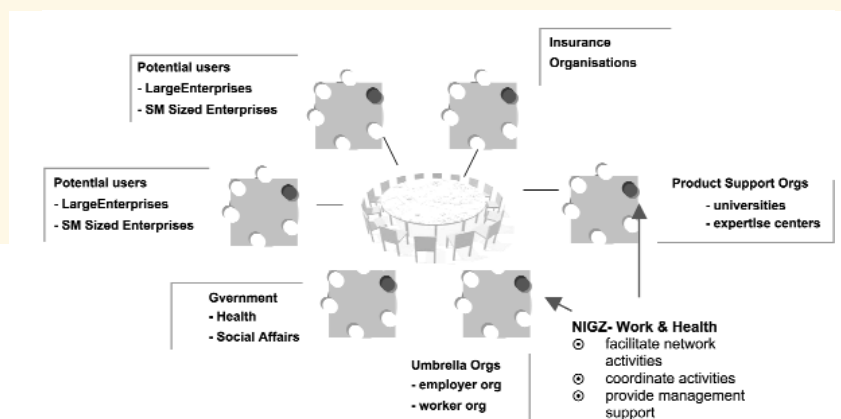
**F.P.G. Lingg,**  
Achmea Zorg-Business Development, Amstelveen  
**P.J.M. Chorus,**  
CZ Actief in Gezondheid, Sittard

### Product Support Organisations:

**Mw. A. Bögels,**  
Astma Fonds, Leusden  
**Drs. W. De Regt,**  
ZONMw, Den Haag  
**Prof. Dr. G. Zwetsloot,**  
TNO Arbeid, Hoofddorp  
**Drs. D.J. Klein Hessink,**  
TNO Arbeid, Hoofddorp  
**Dr. R.W.M. Gründemann,**  
TNO Arbeid, Hoofddorp  
**Dr. W. van Mechelen,**  
EMGO Instituut van VU Universitair Medisch Centrum, Amsterdam  
**Mw. Mr. C.S. Frenkel,**  
Vereniging VNO/NCW, Den Haag  
M.M.W. Wilders, Vakcentrale FNV  
**Drs. J.A. Duin,**  
NSPOH, Amsterdam  
**Mw. Drs. Y.E.C. van Sluijs,**  
Voedingscentrum, Den Haag  
**A. Phernambucq,**  
Centra voor Internationale Samenwerking, Goes  
**Prof Dr. Ir. J.C. Seidell,**  
RIVM, Bilthoven  
**Dr. M.A. Koelen,**  
Wageningen Universiteit – Communicatie en Innovatie Studies - Wageningen

### Government:

**Drs. Mw. L. Kuipers,**  
Ministry of Health, Welfare & Sport,  
The Hague  
**Dhr. A. Weber,**  
Ministry of Social Affairs & Employment,  
The Hague



# Norway

## The Group of Co-ordination for a More Inclusive Working Life (IA)

**Country** Norway

**Official Name** The Group of Co-ordination for a More Inclusive Working Life (IA)

**Objective**

The purpose of the IA-agreement is:

- Create a more inclusive workplace for the good of individual employees, workplaces and society
- Reduce the utilisation of disability benefits and sickness absence
- Make better use of older employees' resources

The IA-agreement is based on the following principals:

- Earlier intervention and better methods for following up people with sickness benefits
- The measures shall be more related to the work place
- Greater emphasis on functional capacity
- Active dialogue between employer and employee

The role of the group of co-ordination is to discuss all relevant matters within the framework of the agreement and in this way contribute to a successful implementation of the goals. The members in the group of co-ordination is given the mandate to approve central instruments within the tripartite agreement, such as:

- Co-operation agreement
- Guide to co-operation agreement

and has been an important consultant in working groups, which have been established by the group of co-ordination:

- Evaluation (mid term)
- Information
- Measures within the agreement
- Implementing the incentives in the agreement on the workplace

An inclusive workplace is a workplace which has room for everyone who wants to and is able to work. There must be room for people with temporary or permanent disabilities and for older employees. The responsibility for promoting an inclusive work environment must be rooted in the workplace.

The agreement is founded on the belief that work organised and designed in an appropriate way could be the single most important factor in combating the rapid increase in the utilisation of sickness, rehabilitation of disability. Work gives each individual the opportunity to contribute and participate in the society. Work is in this way health promoting, but could also be the reason behind sickness absence and departure from the labour market.

The main aim of the agreement is that the labour market must give wide access to people who are temporarily sick, who have functional disabilities and the elderly people. The group of co-ordination has representatives from the government and the social partners.

## Co-operating Institutions

The government

- Ministry of Labour and Government Administration
- Ministry of Social Affairs

The partners

- Confederation of Norwegian Business and Industry (NHO)
- Norwegian Association of Local and Regional Authorities (KS)
- Federation of Norwegian commercial and service enterprises (HSH)
- The Employers' Association NAVO
- Norwegian Confederation of Trade Unions (LO)
- Confederation of Vocational Unions (YS)
- The Federation of Norwegian Professional Associations (Akademikerne)
- Confederation of Higher Education Unions (UHO)

The National Insurance Service has a central role in following the agreement, both on a national and regional level. 19 regional centres (National Insurance Service - Centre for Inclusive Workplaces) have been established and have the contact with each enterprise and signs the co-operation agreement on behalf of the authorities.

The main objectives in the national insurance service centre for inclusive workplace are:

- Provide employers and employees with information and guidance regarding follow-up routines, how to register absence and financial aid schemes
- Give advice and guidance regarding individual employees
- Make sure that financial benefits are made available quickly and efficiently to the individuals concerned on the basis of written documentation
- Assist enterprises to make adjustments which underpin the co-operation agreement
- Co-ordinate assistance from the National Insurance Service and, where necessary, help from other public bodies
- Issue sickness absence statistics for the individual enterprises and/or industry from the central sickness absence statistics
- Co-operate with the enterprises' occupational health services
- Help enterprises to achieve and develop the specific objectives they have adopted, in accordance with the co-operation agreement.

The role of the public employment service is to supply services for people who are temporarily out of work or vocational disabled. Within the IA-agreement the work towards vocational disabled consists of guidance to individuals who are registered as vocational disabled. Find and assist the individual in finding the ways back into employment, e.g. competence plans, labour market courses, ordinary education, etc. The public employment service gives guidance to individuals and enterprises concerning the instruments available.

The role of the Norwegian Labour Inspection Authority is to follow up the systematic Health, Environmental and Safety Activities in Enterprises.

The government and the social partners are initiating different evaluation schemes. Several research institutes have conducted evaluations on different parts in the agreement.

The National Institute of Occupational Health is organized in the Ministry of Labour and Government Administration as an integrated part of the national system for protection of workers. The institute has been active in developing the work within the agreement for a more inclusive working life. The institute is the Norwegian National Contact Office (NCO) in the European Network for Workplace Health Promotion (ENWHP).



### Working Methods

The group of co-ordination meets regularly to discuss relevant topics. 4-6 meetings per year. The ministers from the Ministry of Labour and Government Administration and the Ministry of Social Affairs meets with the leaders from the eight organisations which are partners in the agreement at least twice a year. The agenda on these high-level meetings is to discuss the status on the operative goals in the agreement.

### Future Priorities

In the first two years of the agreement focus has been on implementing the ideas in the agreement in the society and in each individual enterprise. Around 55 percent of all enterprises in Norway have per may 2004 signed a co-operative agreement. The priority in the future is to implement the incentives inside the agreement in each individual enterprise. More quality in the work are believe to create positive result with respect to reduced sickness absence, reduced the number of people on disability benefits.

### Address / Contact

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# Poland

## Polish Network for Workplace Health Promotion



<b>Country</b>	Poland
<b>Official Name</b>	Ogólnopolska Sieć Promocji Zdrowia w Miejscu Pracy
<b>Founded</b>	1997
<b>Objectives</b>	The Polish Network for Workplace Health Promotion supports the work of the National Centre for Workplace Health Promotion/Nofer Institute of Occupational Medicine in Lodz aimed at popularisation of the WHP concept among all the relevant stakeholders and implementation of WHP activities.
<b>Structure</b>	<p>The national structure was designed to suit the needs of disseminating and supporting the concept of WHP and all the stakeholders involved in the process. The National Network of Workplace Health Promoting Centres comprises of 4 organisational levels:</p> <ol style="list-style-type: none"><li>1. The National Centre for Workplace Health Promotion – co-ordinator</li><li>2. Local centres and local WHP leaders</li><li>3. Supporting centres</li><li>4. Companies implementing WHP and company leaders</li></ol> <p>The main actors in the Network are WHP leaders, who are in most cases people working at Regional Occupational Medicine Stations (WOMP), Sanitary Inspection or particular enterprises and have been professionally trained to be able to co-operate with employers in implementing WHP programmes in companies.</p>

Their main fields of activity are:

1. Dissemination of knowledge on WHP among the employers in their region
2. Supporting the companies that implement WHP programmes
3. Identification and popularisation of models of good practice in WHP
4. Co-ordination of activities in the field of WHP in the region

#### **Sponsor Institutions**

The development of the strategy and implementation of the structures of Polish Network for Workplace Health Promotion has been financed by the World Bank as a part of the TOR 1.1.1.7. project.

The structure was later on supported within various projects sponsored mainly by the Ministry of Health, The State Committee for Scientific Research and also as a part of NIOM statutory activities.

The further development of structures in particular regions is now co-financed by local authorities, employers and WOMPs.

#### **Working Methods**

For the years 1997 – 2003:

1. Development in all Regional Occupational Medicine Stations (WOMP) and biggest Sanitary Inspection Stations posts or departments responsible for workplace health promotion activities.
2. Preparation of staff for workplace health promotion implementation.
3. Dissemination of workplace health promotion concept and WHP benefits among employers, management of companies and trade unions.
4. Undertaking by all WOMPs co-operation with enterprises interested in WHP in the region.
5. Enhancement of WOMP activity and creation of several leader institutions.
6. Including other institutions responsible for health and safety at work into WHP dissemination.
7. Improvement of scientific basis for WHP implementation.
8. Advocating creation of legal and organisational solutions that support implementation of WHP.

#### **The Priorities for the Future**

1. Creation of strong market for WHP services among managers
2. Development of regional strategies for WHP
3. Advocating WHP at national level
4. Involvement in EN WHP initiatives
5. Improvement of marketing of WHP

#### **Current Status of Development**

There is a strong network of leaders active in the field. Several regional coalitions involving WOMP employers, Sanitary Inspection, local authorities and many enterprises have been created in 2003. 4 regional WHP strategies have been developed and launched. Further development of the structure requires creation of regional structures involving all relevant stakeholders in all regions.

#### **Address / Contact**

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# Portugal

## Portuguese Network for Workplace Health Promotion

<b>Official Name</b>	General Directorate of Health. Health Ministry (DGS)
<b>Founded</b>	June 2001
<b>Objectives</b>	The network wants to strengthen the development and dissemination of good workplace health practices in Portugal. It aims to improve the profile of WHP and to stimulate the co-operation possible between all relevant stakeholders.
<b>Structure</b>	The network is a national board located at the General Directorate of Health. At Regional level the network is based on the Regional Public Health Centres, and at local level on the enterprises and health centres. The network secretariat is based at the General Directorate of Health; its work will be supported by a National advisory board who will involve all relevant institutional stakeholders such as the social partners, representatives of the social and labour ministry, the National School of Public Health and relevant professional associations and experts in WHP
<b>Cooperation Partners</b>	<ul style="list-style-type: none"> <li>• National School of Public Health</li> <li>• Private Enterprises</li> <li>• Other entities that show interest in the co-operation with the national network</li> </ul>
<b>Working Methods</b>	<ul style="list-style-type: none"> <li>• The National Health Plan is the frame of reference of the national WHP network. In this context it will be created a national Programme on WHP.</li> <li>• The network is open to all stakeholders in workplace health promotion. This applies to enterprises as well as to networks and individuals.</li> <li>• It will be created a Directory of Models and Experiences of Good Practice on WHP</li> <li>• A conference on WHP will be organised in October of 2004 and from two to two years.</li> <li>• Meetings and thematic seminars will take place accordingly to the anual activity plans</li> <li>• E-mail network forum of discussion</li> </ul>
<b>Current Status of Development (May 2004)</b>	The official start of the network took place in October 1996, in the 1 <sup>st</sup> national conference of WHP, in Coimbra, following several meetings with relevant partners initiated in June of 1996. Following that, several initiatives have taken place. In 2003 two persons left the national board. This situation created a certain discontinuity on the work at national level. In the beginning of 2004 one expert in WHP joined the national board. From now on we expect to expand and disseminate the network at national level.

### Address / Contact

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**Prof. Doutor Carlos Silva Santos**

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# Romania

## Romanian Network for Workplace Health Promotion (RRPSLM)

<b>Country</b>	Romania
<b>Official Name</b>	Reteaua Romana de Promovarea Sanatatii la Locul de Munca (RRPSLM)
<b>Founded</b>	September 2003
<b>Objectives</b>	The aim of this network is to gather all the relevant Romanian players in the field of Workplace Health Promotion so as to individuate and disseminate good workplace health practices in Romania.
<b>Structure</b>	<p>The network comprises enterprises (out of which small and medium sized enterprises are the main part) as well as other organizations whose areas of concern cover WHP issues (such as institutes, unions, professional associations etc). The network secretariat is based at the Romtens Foundation, the Romanian NCO-National Contact Office within the ENWHP. The network is open to all stakeholders in workplace health promotion; this applies to enterprises as well as to other networks and individuals.</p> <p>So far the network identified two major areas of interest for which there are two co-ordinators:</p> <ul style="list-style-type: none"><li>• Workplace Health Promotion initiatives in Small and Medium-sized Enterprises co-ordinated by Mr.Theodor Haratau</li><li>• Occupational Safety – Prevention of accidents in the working environment through informative means of action co-ordinated by Mrs. Mihaela Tripcovici</li></ul>
<b>Financing</b>	The set-up of the network as well as its continuous financing has been cured by the organisation that settled it (Romtens Foundation) through several projects.
<b>Cooperation Partners</b>	<p>The Network has established from its beginning partnerships with several organisations among of which two are the most representative.</p> <ul style="list-style-type: none"><li>• National Institute for Research and Development in Occupational Safety The institute itself has already organised an informal network in the field of prevention of accidents in the working environment and, therefore it was considered an important partner. Among the members of its network there are: the Ministry for Labour, Social Solidarity and Family, the Labour Inspection, the Occupational Health Cathedra-Faculty of Medicine/University Carol Davila etc.</li><li>• Public Health Institute Bucharest-Occupational Health Department This institute has shown a special interest over the years for enhancing the Occupational Health statutory regulations with prevention activities and Workplace HealthPromotion initiatives.</li></ul>
<b>Working Methods</b>	<ul style="list-style-type: none"><li>• The Network holds an annual “Forum Workshop” and presents its conclusions, initiatives and working programmes using a website. For example in 2004 the meeting is scheduled to take place in Sibiu in July during a workshop called “Health Policies for Small and Medium-sized enterprises – Workplace Health Promotion in candidate countries”</li><li>• A quarterly electronic Newsletter is produced and distributed to the members of the Network</li><li>• Other specific targeted projects involving different members of the network.</li></ul>

**Current Status of Development**

After the first meeting of its members in July 2003 the official start of the network took place on the 25th of September 2003. During the official inauguration was launched an interim agenda for 2004 foreseeing the annual meeting to take place in July 2004 in Sibiu.

Further on the members of the network expressed their interest in widening the range of activities developed by the network so as to involve those interested in actively taking part in effective projects/initiatives.

**Priorities of the National Forum**

The priorities of the Network for the next two years concern mainly a process of making the network known in the environment of Workplace Health Promotion by the participation of its representatives to several conferences unfolded at national level:

- National Conference of Occupational Health
- National Conference of Occupational Safety - European Week of Health and Safety at Work-organised by the National Institute for Research and Development in Occupational Safety
- National Forum for Small and Medium Sized Enterprises

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Occupational Safety – Prevention of accidents in the working environment through informative means of action

**Coordinator:**

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# Spain

## Spanish Workplace Health Promotion Forum Project

<b>Country</b>	Spain
<b>Official Name</b>	A virtual forum for WHP
<b>Founded</b>	The Spanish WHP forum is not yet in place. The background of the future online forum is a mailing list which is working since 1996 as a vehicle for dissemination of ENWHP initiatives and results among other information.
<b>Objectives</b>	<p>The mission of this future forum will be to develop the capacity to act on workplace health promotion at national level among relevant stakeholders and to foster partnership among them. As this capacity needs of strong leadership based on knowledge, scientific evidence and financial resources, this forum will try to achieve the following objectives:</p> <ul style="list-style-type: none"><li>- To promote exchange of information, knowledge and expertise in order to increase commitment and competence of relevant stakeholders (mainly the ones who develop their function at company level)</li><li>- To make available Models of Good Practice.</li><li>- To provide a space for communication</li><li>- To promote collaboration in developing WHP joint initiatives using funding opportunities given by national or European grants.</li><li>- To transfer methods of WHP.</li></ul>
<b>Structure</b>	<p>IT-mediated groups through a specific website included in the website of INSHT. INSHT will act as moderator and provider of ENWHP and national information. Targets could be individuals and organisations that will act as multipliers. This thematic portal will host two types of fora:</p> <ul style="list-style-type: none"><li>- A general one, open to all internet visitors where people can interact expressing ideas, doubts, asking for help.</li><li>- Several specific topics, that will be open by the moderator as a result of periodical needs surveys, analysis of the general forum or by emergent priorities derived from ENWHP actions or national or European policies in OSH or WHP. The analysis of other forum will also be a source of information about relevant needs among specific stakeholders.</li></ul>
<b>Working Methods</b>	<ul style="list-style-type: none"><li>- The portal will be open to the public. This includes all OSH and WHP relevant stakeholders.</li><li>- Most relevant papers and documents of ENWHP will be summarised, translated and made available in electronic form.</li><li>- The general forum will be open to the public and will be used for identification of WHP and OSH needs.</li><li>- Thematic forum will be open by the moderator and will be accessible only to certain people, depending on the topic. The lead of the forum will be decided at the very beginning of the discussions. By default this leading will be undergone by INSHT expert. The forum will last a certain period of time (no more than a year) and the outcome will be an electronic document where the moderator will make a summary of online discussions and, if applicable, recommendations for acting or implementing WHP interventions.</li><li>- It's planned to celebrate a final event of some forum for marketing results or if they need further consensus.</li></ul>

**Current Status  
of Development  
(December 2003)**

Developing the project and calculating the cost of the platform in order to submit it to the INSHT main responsible.

Looking for partnership at autonomous level in order to assure the visibility of the forum in all the autonomous communities that form Spain and foster networking and collaboration at all levels and around the country.

**(Future) Priorities  
of the National Forum**

Get the financing and put in place the virtual platform with adequate Forum technology.

**Address / Contact**

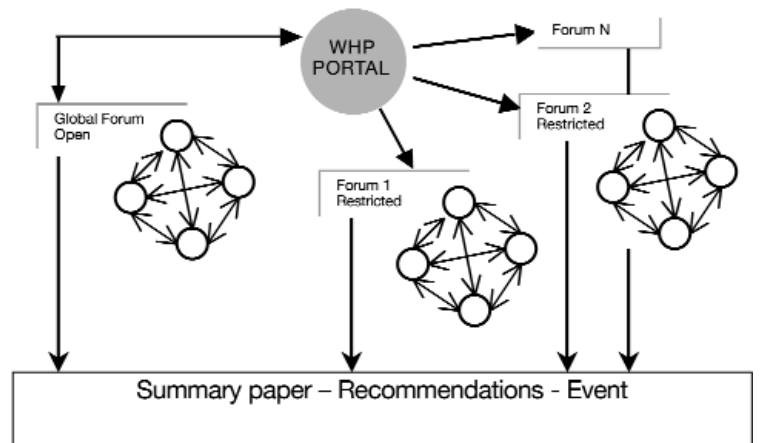
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Chart of Structure



# Sweden

## Swedish National Forum for Workplace Health Promotion (SNF-WHP)

<b>Country</b>	Sweden
<b>Official Name</b>	Svenskt Nationellt Forum för Hälsöfrämjande Arbetsplatser
<b>Founded</b>	October 2003
<b>Objectives</b>	By gathering together relevant national stakeholders in workplace health promotion, the forum wants to identify, strengthen and disseminate good workplace health practices in Sweden. Also, the aim is to facilitate and strengthen the communication and co-operation between the European network (ENWHP) and the national and regional networks in Sweden.
<b>Structure</b>	So far, the forum represents the main institutional stakeholders at national level like governmental, administrative and supra-enterprise bodies who have a legal/formal mandate in the area of workplace health promotion and work environment, i.e. ministries, governmental and other administrative authorities at national level, institutes for social security, public health, occupational health and safety, social partner organisations like trade unions and employer associations and research institutes. The forum secretariat is organised by the National Institute for Working Life (ALI). As an advisory group there is an inner group of forum representatives from National Institute for Working Life (ALI), Swedish Work Environment Authority (AV), National Institute of Public Health (FHI), National Social Insurance Board (RFV) and The Prevention Network of the Regional Social Insurance Offices.
<b>Financing</b>	Up till now, there is no special forum budget. On the other hand, yet, there has been no extensive needs for financial resources. Travel costs and other expenses has been covered by each representative. Other comprehensive expenses for forum meetings have been covered by ALI.
<b>Working Methods</b>	<ul style="list-style-type: none"><li>• The forum is not open to everybody who wants to join it. As a first step in organising a comprehensive national forum/network, the present institutional members/stakeholders have been specially invited to join the forum. If and when the forum substantially grows in size, probably there will be a need for organising a couple of sub-foras.</li><li>• Since Oct 2003 the forum has met five times (June 2004) with circulating host organisations among the members. Usually one issue on the agenda is a presentation of the WHP activities within the host organisation.</li><li>• The forum meetings are lead by the representative of ALI who also is Sweden's NCO in the European Network for Workplace Health Promotion (ENWHP)</li></ul>
<b>Current Status of Development (May 2004)</b>	<p>The formation of SNF-WHP is carried out according to plans and seems to enter a consolidating phase.</p> <p>Main issues on the agenda has been</p> <ol style="list-style-type: none"><li>1) The aim of the forum,</li><li>2) Identifying other important stakeholders,</li><li>3) Mapping other similar or overlapping networks,</li><li>4) Drawing up relevant forum tasks.</li></ol>



## **(Future) Priorities**

**of the National Forum** The Swedish national forum has existed for only a short period of time and the future priorities of the forum are still under debate.

The following conceivable tasks have been discussed:

- To act as a reference group for the Swedish NCO in order to mediate/ support/legitimate activities and standpoints in or by the ENWHP
- An arena for the dissemination of European and national examples of WHP and good practice.
- To identify and discuss issues for co-operation between principal actors and stakeholders in Swedish work life.
- To act as a strategic intermediary of current research and information in Swedish work life.
- To identify and draft important research and development demands in and about working life

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# Switzerland

## Swiss Forum for Workplace Health Promotion (SFWHP)

<b>Country</b>	Switzerland
<b>Official Name</b>	Schweizerisches Forum für Betriebliche Gesundheitsförderung (SFBGF) - Forum Suisse pour la Promotion de la Santé dans l'Entreprise (FSPSE) - Foro Svizzero per la Promozione della Salute nelle Aziende (FSPSA)
<b>Founded</b>	Planned for autumn 2004
<b>Objectives</b>	<ul style="list-style-type: none"><li>• Bundling and connecting up initiatives and activities that contribute to the health, capacity and motivation of the working population.</li><li>• Building of a supportive structure for the development, dissemination and implementation of WHP as an enterprise strategy with examples of good practice.</li><li>• Promoting WHP through its health and economic benefits.</li><li>• Dissemination of results of WHP research into practice</li><li>• Exchange of opinions and experiences of WHP</li></ul>
<b>Structure</b>	The forum shall be open for every national organisation whose mission includes the health, capacity and motivation of the working population in some way. It should be a flexible and autonomous organisation with its own legal identity. Invited partners will be representatives of governmental departments and national foundations, of the organisations of the social partners, social and private insurances, professional societies, universities, the private Swiss Association for Workplace Health Promotion SAWHP and others. In the member sections of the SAWHP are enterprises that commit themselves to the quality criteria of WHP as defined by the ENWHP and that offer services to their clients to achieve their goals.
<b>Main supporting Institutions</b>	Swiss State Secretariat for Economic Affairs Health Promotion Switzerland (National Foundation)
<b>Working Methods</b>	<ul style="list-style-type: none"><li>• The forum is expected to meet several times per year to present the results of present and planned projects in workshops. Common fields of activity will be identified, proposals for new co-operative projects will be made and overcoming possible obstacles will be discussed. The working procedures and the results of the forum activities will be continuously evaluated.</li><li>• An annual "Forum Congress for WHP" will be held.</li></ul>
<b>Current Status of Development (December 2003)</b>	The drafts of the forum structure, agenda and working plan for the start in autumn 2004 are established.
<b>Future Priorities of the National Forum</b>	<ul style="list-style-type: none"><li>• <b>"Ageing workforce"</b>: One of the main goals is to integrate the currently high number of working persons over 45 years of age longer and better into the process of work by preserving and promoting their health, workability and employability.</li><li>• <b>"Work-Life-Balance"</b>: Switzerland also currently has one of the highest rates of working women with children of pre-school or school age within Europe and the longest working hours. The conditions for the compatibility of family and work should be improved.</li></ul>

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# United Kingdom

## National Employment and Health Innovations Network

<b>Country</b>	United Kingdom
<b>Founded</b>	2003
<b>Aims</b>	<ol style="list-style-type: none"><li>1) To provide opportunities to share good practice and innovation in promoting health and tackling ill-health in the workplace; and reducing health inequalities through creating employment opportunities.</li><li>2) To support the implementation of innovative projects and programmes by designing learning opportunities around key themes linking their work to Government policy objectives in employment, regeneration, reduction of health inequalities and social inclusion.</li><li>3) To support the dissemination of proven innovation and good practice and its integration into the mainstream modernisation agenda</li></ol>
<b>Objectives for First Two Years</b>	<ol style="list-style-type: none"><li>1) To collect, map and share information about innovation, success and challenges in the fields of occupational health, job retention, vocational rehabilitation/ reactivation and social enterprise;</li><li>2) To assist in the development of new policy initiatives, models and approaches (eg. Incapacity Benefit Reform Pilots and the Job Retention and Rehabilitation Pilots);</li><li>3) To develop evaluation tools that will identify successful innovations and the processes that have led to their development and ongoing sustainability;</li><li>4) Support and provide expert advice in the development of a Vocational Rehabilitation Framework in the UK</li></ol>
<b>Structure</b>	<p>The National Employment and Health Innovations Network (NEHIN) has been running for almost 1 year. It originated from the Health Action Zone (HAZ) Employment &amp; Occupational Health Network which had brought together innovators from the field and senior officials from Government Departments to discuss the learning to be drawn from the experience of the HAZs and ways of disseminating good practice. There are 4 meetings per year – two in England, one in Scotland and one in Wales. There is a website, an egroup and a number of special interest groups eg. a group developing evaluation tools for occupational health services in small and medium sized enterprises.</p>

<b>Sponsors</b>	Network meetings and activities are funded by the Department for Work and Pensions, NHS Plus (Department of Health) and the Scottish Executive.
<b>Partners</b>	NEHIN is supported by the Welsh Assembly Government, the Health and Safety Executive, Remploy Interwork and the Employers Forum on Disability.
<b>Working Methods</b>	Network meetings are open to all and feature presentations and workshops on innovative practice and policy initiatives in the field. Special interest and task focused groups arise out of these meetings as do priority areas for exploration at future meetings. Members are expected to self-organise. The Network provides space to meet and support with communication and dissemination of results/products.
<b>Main Themes</b>	<ul style="list-style-type: none"> <li>• Job retention and early work-focused intervention for people with potentially chronic health conditions</li> <li>• Intensive intervention to reintroduce people on Incapacity (long term disability) Benefits into the labour market</li> <li>• Provision of occupational health support to small and medium sized enterprises, rural enterprises and other sectors currently without ready access to such support</li> <li>• Development of social firms</li> <li>• The special issues regarding people with mental health problems who wish to retain or obtain employment</li> <li>• Promotion of equality and anti-discrimination practices</li> <li>• The costs and benefits of good sickness absence management</li> <li>• Progress and learning on major Government initiatives in England Scotland and Wales</li> </ul>
<b>Achievements from Year One</b>	<p>Network meetings in London, Cardiff and Edinburgh all reviewed as very good or excellent in both content and organisation by 80% of those attending. No delegate reviewed any aspect of the events as less than satisfactory. Presentations have included topics of national interest together with local innovation and good practice; from innovations in national policy on health at work in both Scotland and Wales to a small company describing excellent practice in maintaining the health and well-being of its staff.</p> <p>Forecast attendance for the 4 events was 240. The actual attendance for the 4 meetings was 327 and there was a waiting list of 50 for the Edinburgh event.</p> <p>200 people have registered as members on the Health Action Website and received regular email bulletins and correspondence.</p> <p>NEHIN has undertaken to represent UK in the European Network for Workplace Health Promotion.</p>

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# 6. Towards a European Forum for WHP – The Future Agenda of ENWHP

ENWHP started its work almost 10 years ago in 1996 on the initiative of the German Federal Institute for Occupational Safety and Health (BAuA) and supported by the European Commission's services responsible for public health. The intention of both parties was to contribute to the implementation of the health promotion programme as part of the public health framework by establishing an informal infrastructure for the exchange of information in the field of workplace health promotion.

Over these years, ENWHP first developed a framework to understand each other, and established a joint policy laid down in the Luxembourg Declaration in 1997. This declaration later became the identity-building framework for a much larger stakeholder community in Europe and acted at the fundament of the „European WHP House“. The next step then was a series of models of good practice initiatives (1997 – 2002) which explored and developed a joint understanding of good practice, and also reflected European diversity and national uniqueness. Through European conferences and dissemination activities in the member countries organised by committed national contact offices, ENWHP gradually enlarged the interested stakeholder communities.

In 2002, ENWHP started with the implementation of a new strategy framework which integrates the previous development steps and also lays the ground for changing ENWHP's role in the future. This strategy is grounded in the belief that workplace health needs to be implemented, by the users themselves locally everywhere in our countries, integrated in daily practices and routines. Europe can facilitate this daily challenge and provide support which can not be organised in our countries alone. This is due to the endless richness of diverse cultures, experiences and practices, an endless reservoir of knowledge and innovation. ENWHP is keen to support WHP learning and growth in all European countries also involving partnerships with non-European regions in the world.

ENWHP's future agenda will contribute to the EU Lisbon goal and the vision of a Europe of Health and apply the strategy framework to a list of core priorities shared by the national WHP forums and in line with the European priorities which can be derived from the EU Lisbon goal and the goals of the European health policy. The future role of ENWHP in the context of developing national WHP forums can be illustrated with the following figure (fig. 10):

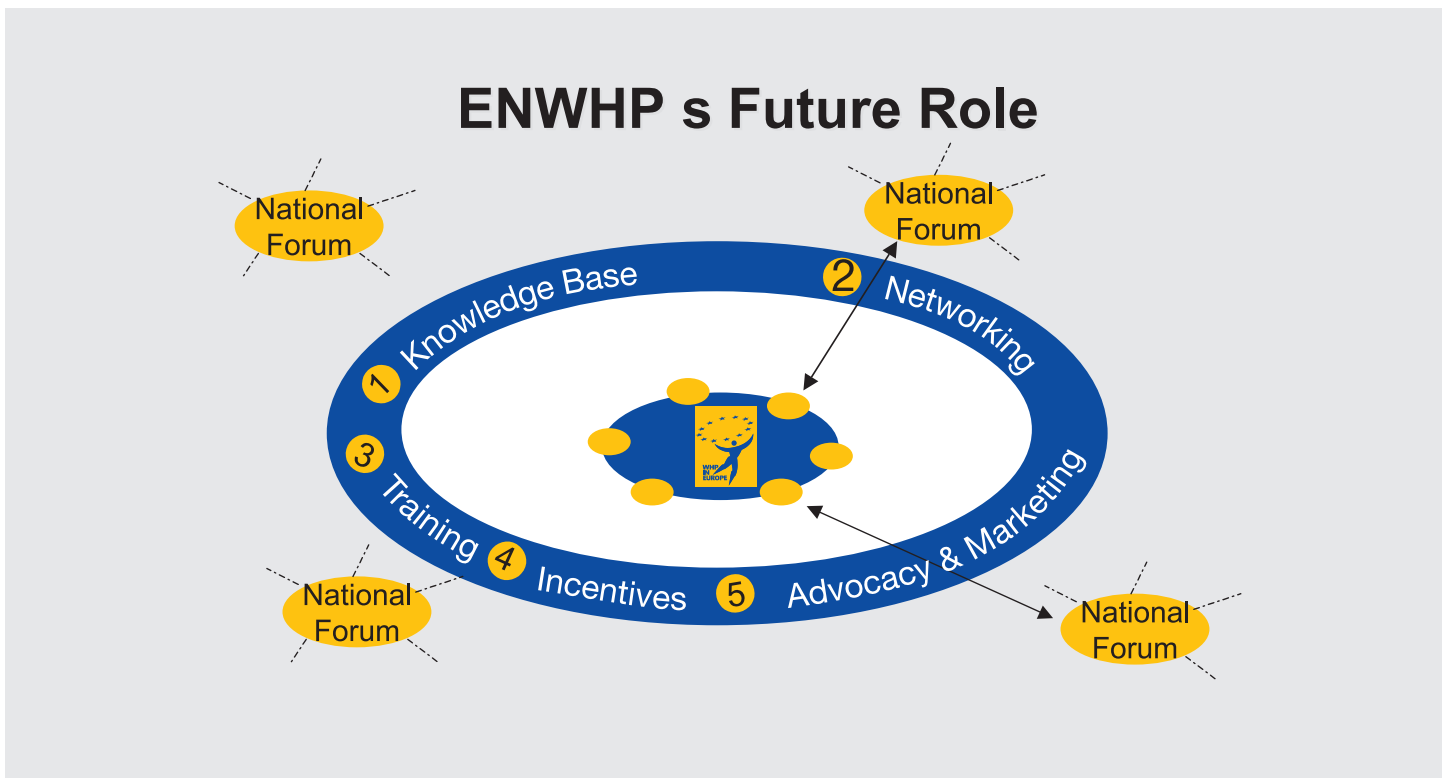


Fig. 10: ENWHP's future role

In the role of a European platform for national WHP forums, ENWHP will facilitate a wider dissemination of good workplace health promotion practice. In this facilitating role, ENWHP will focus on 5 tasks. Together they form the future agenda of ENWHP (see fig. 11):

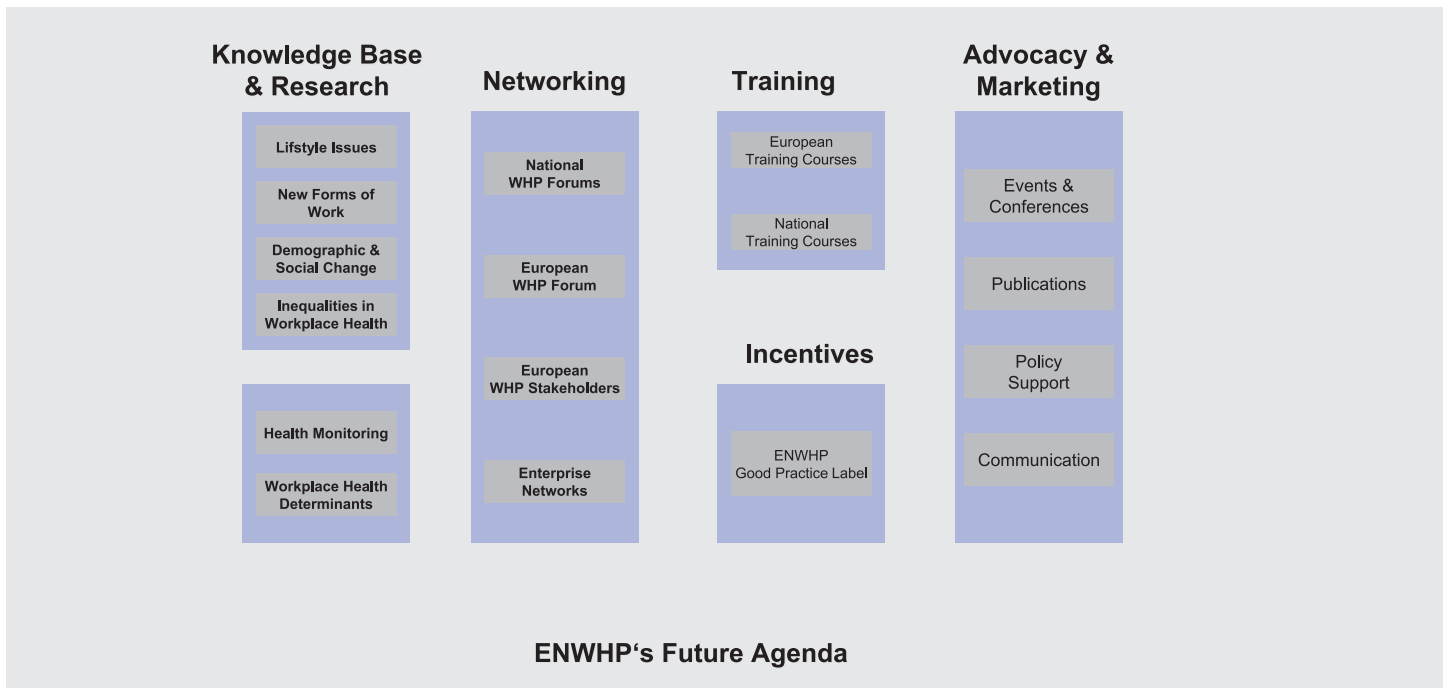


Fig. 11: ENWHP's future agenda

**Knowledge Base and Research:** ENWHP will apply the toolbox concept including the identification and development of arguments which justify investments to specific workplace health topics. These topics will reflect those priorities which have been identified through national WHP forums and those priorities which can be derived from the European agendas both in the field of public health and in the field of the quality of working life. ENWHP plans to connect its own European knowledge base with developing national knowledge bases and thus contribute to reducing the barriers to accessing relevant information to improve workplace health practice across Europe. Based on an analysis of the national development processes and the relevant current European agendas, it is possible to identify broader content and topic areas which will organise the topic agenda for ENWHP agenda. These topic areas will focus on lifestyle issues, all issues related to the introduction of new forms of work, inequalities in workplace health and demographic and social change.

Finally, the knowledge base will contribute to developing a health information system at European level on which base workplace-related health determinants can be influenced.

**Networking:** A key priority over the next years will be to continue with the development of the national WHP forums. The 4th ENWHP initiative established a common framework for this process in a first step and also provides a general model for the working procedures of the forums. National WHP forums will identify main priorities for general workplace health improvement, both setting-specific and cross-cutting priorities. The main tasks of the forum approach is the collection of good practice related to specific priorities, a critical review of the current state in terms of the level of implementation, the strategies and policies used and possibly the joint development of innovative approaches to improving workplace health in specific settings and/or addressing specific workplace health issues. The national contact offices of ENWHP act as facilitators for connecting the national development and learning process with experiences from other European countries.

A key challenge will be to identify efficient and effective mechanisms to combine learning at national, regional and local level, since practical implementation needs to be organised at local level. One exemplary model may



be derived from the setting of small and micro enterprises. Here, best practices include voluntary local networks supported by a public infrastructure which provides support in terms of network management. Regional and or national level forums should ensure the widest possible access to the transferable results and experiences of local practice.

In this networking process, ENWHP will identify the most effective strategies to support the work of the national WHP forums. ENWHP will continue to improve the European WHP toolbox and specifically aiming at identifying innovative strategies, programmes, projects and instruments and those which can respond to the most important needs identified through the national WHP forums.

All activities in the task areas ‚knowledge-base and research‘, ‚training‘, ‚incentives‘, ‚advocacy and marketing‘ provide support for networking and developing the national WHP forums.

ENWHP will also strengthen its efforts to involving other key target groups both at European level and across the member countries. Based on their key role in supporting a wider dissemination, ENWHP will focus on 3 groups: social partner representatives at national and European level, larger and medium sized private sector enterprises and social security institutions at national level.

Private sector enterprises are already organised in national, regional networks and company forums and represent pioneering end-user organisations. The private sector business case for investing in workplace health promotion takes a leading role in demonstrating the contribution of health to social and economic performance of European economies. Without this pioneering leadership, the other important stakeholder groups can not be convinced to shift workplace health promotion higher on their agenda. ENWHP will explore the opportunities of establishing a European level platform for the various already working enterprise networks and forums with a view to build a stronger partnership with the key drivers for promoting workplace health.

Social security institutions also play an important role with regards to the quality of the infrastructure for the dissemination of workplace health promotion and are often funders for WHP initiatives and programmes. So far, only a limited number of social security institutions are convinced that investments in WHP and preventative policies in a wider context can meaningfully contribute to the core targets of social protection. Therefore, ENWHP will establish also a partnership with interested social security institutions across Europe to help building the social security case for investing in WHP.

Finally, social partner organisations (employer organisations and trade unions) need to be involved, since they set the political framework of the social dialogue and could principally include workplace health issues on their agendas.

**Training:** A number of member countries have already identified a strong need for developing training courses to establish a professional infrastructure in their countries. Specifically, in many European countries, the traditional professional groups have only begun to identify workplace health promotion as a new field of action, obviously attractive to improving the service profile which is being challenged by companies. ENWHP will explore possible strategies to support the development of training infrastructures both at national and European level.

**Incentives:** In most countries, the direct economic incentives for end-user organisations to get involved are relatively weak. Health care costs are not directly born by employers but financed through the tax system or contribution-based social insurance systems. The evidence about the impacts of the quality in work including workplace health on efficiency is only beginning to develop. On the other hand, prevention and health promotion are often used for communication and marketing purposes, because they offer positive messages to many target groups and are in line with the current policy focus on individual responsibility reflecting the debate on the balance between collective and individual responsibility.

Enterprises also need to focus on the communication benefits of getting involved in activities in the broader field of corporate social responsibility which contributes to customer-relations, public relations and relations with employees. E.g. current trends on the labour markets drive the interest of many employers to become „employers of choice“ in order to ensure keeping high-performance employees and to attract them.

Incentive strategies could therefore also contribute to increasing the added-value of WHP investments. ENWHP will explore the possibility of launching a European good practice label for WHP.

**Advocacy and Marketing:** This task area includes a number of communication tasks which provide an overall support to all other tasks and priorities such as conferences and events, publications, the development of the ENWHP website towards a website portal for the developing national WHP forums and other PR-related activities.

## Driving the Promotion of Workplace Health in Europe: The ENWHP

With the launching of the European health promotion programme in 1996, ENWHP entered a new and challenging field of action, the promotion of workplace health. Over the past decade its members have grown together and built a vision which invites all stakeholders to join a common development programme to improve workplace health in Europe. With its 4th initiative, ENWHP is now widening the WHP community by supporting national WHP forums and developing mechanisms for learning and exchange of experience. The vision is simple and compelling: good practice experiences in a local community in southern Italy should be accessible in Northern Finland, our goal is to reduce the many barriers to an effective and efficient transfer and adaptation of innovation thus exploiting in a positive sense the uniqueness of Europe: its diversity. ENWHP looks forward to developing healthier workplaces for Europeans



# Healthy Employees in Healthy Organisations

Developing Supportive Infrastructures  
for Workplace Health Promotion in Europe



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