

Global, Regional and National Workplace Wellness Initiatives

Overview

Research suggests that wellness programmes are an extremely powerful tool that can play a significant role in employee engagement, organizational productivity, talent retention and creativity and innovation¹. To realise business gains, wellness must be approached strategically and incorporated into a broader organizational framework². National governments as well as international and regional bodies are realizing the potential of workplace wellness, and in recent years have implemented initiatives to encourage businesses to introduce appropriate programmes to promote wellness among employees.

GLOBAL

World Economic Forum: Wellness Alliance for Workplace Health

During the World Economic Forum Annual Meeting in 2008, CEOs from 13 major corporations called on business leaders to strengthen action on workplace wellness. This group of leading industries has continued to champion workplace wellness, expanding its commitment to health and well-being at work. To support advancement in this area and recognize employers that promote healthy work environments, on the occasion of the World Economic Forum's Annual Meeting in January 2010, the World Economic Forum launched the "Wellness Alliance for Workplace Health".

The Alliance recognizes companies' commitment to employee health and well-being, and seeks to improve employee health and productivity situations worldwide. It provides a platform for sharing knowledge, good practice and innovation.

Through a voluntary sign-up system, businesses can join by:

Sharing an overview of their workplace wellness programme and (expected) outcomes

Provide an annual update of activities, based on a template provided by the World Economic Forum

To join the Alliance or for more information, please contact

wellness@weforum.org

The International Labour Organization: SafeWork

The International Labour Organization (ILO) Programme on Safety and Health at Work and the Environment is based on the principle that "Decent Work must be Safe Work". Aiming to create worldwide awareness of the dimensions and consequences of work-related accidents and diseases; the ILO's

For further information on upcoming events and training programmes, please visit:

<http://www.ilo.org/safework>

¹ World Economic Forum (2010); The Wellness Imperative – Creating More Effective Organizations (in partnership with Right Management – A ManPower Company (Geneva), Page 3

² Ibid.

occupational health programme has recently widened its scope to highlight the importance of health promotion and well-being in the workplace. In recognition of the social and economic benefits of workplace wellness the ILO has launched SOLVE; an initiative which integrates health promotion into occupational safety and health (OSH) policies. SOLVE emphasizes the importance of a tobacco-free workplace and counteracting workplace stress among other risk factors.

It offers an interactive educational programme designed to assist in the development of policy and action to address health promotion issues in the workplace. At present it provides training courses to managing directors, managers, occupational health representatives, and trade union representatives. The SOLVE programme is currently being revised, updated and expanded to include several additional workplace health promotion issues including the importance nutrition, exercise and quality sleep.

REGIONAL

The European Network for Workplace Health Promotion

Established in 1996, the European Network for Workplace Health Promotion (ENWHP) is an informal network of national occupational health and safety institutes, public health, health promotion and statutory social insurance institutions. In a joint effort, the members aim to improve workplace health and well-being and to reduce the impact of work-related ill health on the European workforce.

The ENWHP has been at the leading edge of developments in European workplace health promotion. By carrying out joint initiatives, it has developed good practice criteria for Workplace Health Promotion for a wide range of organizations and has established platforms for Workplace Health Promotion in the EU Member States. Through these national forums and networks the ENWHP facilitates a cross-border exchange of information and the dissemination of good workplace practice.

The ENWHP aims to provide the following services for the benefits of businesses and governments:

- The management of knowledge about health at work
- The promotion of innovation with regard to working environments and cultures
- The development of a robust business case for healthy workplaces
- The creation of tools for analysis, intervention, marketing, advocacy and policy development

ENWHP Info Kit

Fact sheets, Briefing Papers, Exemplary Models of Good Practice and additional information on WHP and the Network

<http://www.enwhp.org/the-enwhp/info-kit.html>

European Employment Week – 24/25 November 2010

Annual exhibition and conference in Brussels focused on the social and economic issues around employment

<http://www.employmentweek.com/cms.php>

NATIONAL

Canada Government: Healthy Workplace Month

Canada's Healthy Workplace Month (CHWM) was set in motion in 2001, and is a four-week celebration designed to introduce workplace health to organizations and support those who are already promoting healthy workplaces. This government-led initiative encourages employers to focus on workplace well-being during the month of October and organize events to engage their employees, but also their families and the wider public.

This web-based initiative provides a platform to help increase awareness of the importance of workplace health for the short- and long-term successes of organizations and for the well-being of their employees. It is managed by the National Quality Institute in collaboration with the Canadian Centre for Occupational Health and Safety.

The month is divided into themes for each of the four weeks, which encourage businesses to take different activities based on the different themes. (*Theme for 2010 is still to be confirmed*)

How to join the online competition

- In 2010, the Healthy Workplace Month will take place between 4 and 31 October.
- To encourage participation, companies are asked to join an online competition. At the end of the month, the winner of the most amounts of initiatives is announced.
- Businesses are invited to complete an evaluation form ahead of time to participate in the competition

<http://www.healthyworkplacemonth.ca>