



Good practices to develop physical activity programs at work

The **Luxembourg Declaration** of the European Network for Workplace Health Promotion (ENWHP) defines Workplace Health Promotion (WHP) as:

The combined efforts of employers, employees and society to improve the health and well-being of people at work. This can be achieved through a combination of:

- *improving work organisation and the working environment*
- *promoting active participation*
- *encouraging personal development*

Nowadays lots of workplaces are supported by WHP which addresses various health challenges including Musculoskeletal disorders, Chronic illness, Mental health problems, Disability, Workplace health risks.

WHP is a comprehensive approach addressing both individual health determinants (diet, physical exercise, smoking, alcohol consumption, etc.) and workplace exposures (physical risks – including posture, chemical risks, biological risks, psychosocial risks, etc.).

WHP programmes have five main **program stages**:



Key success factors for WHP programs include:

- A company Health Policy endorsed by management
- In-house knowledge of WHP based on previous experience or training
- Resources (human and material) allocated to the WHP programs
- Mechanisms for employee participation in the design of the WHP program
- Commitment to monitoring & evaluation of the program
- All staff have the opportunity to take part voluntarily

Accidents, musculoskeletal disorders (MSDs) and work-related stress are the principal OSH concerns in European enterprises. Some recent reports place MSDs as the single biggest cause of sick leave in the EU. Posture related risks in the workplace are very important in the causation of MSDs.

WHP programs almost always address more than one topic - ENWHP recommends that programs with a physical activity component should also consider nutrition.

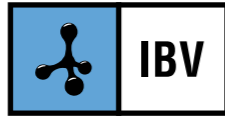
WHP has its own **drivers and barriers** which overlap with OSH:

WHP programs	OSH programs
<ul style="list-style-type: none"> • Economic reasons • Staff motivation • Enhanced performance • Attracting labour • Company public image • Requests from employees • Pressure from partners, clients and contractors 	<ul style="list-style-type: none"> • Fulfilling legal obligations • Requests from employees • Client requirements or concern about organisational reputation • Staff retention and absence management • Pressure from the labour inspectorate • Economic or performance

WHP – Healthy employees in Healthy organisations

Project partners

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