European Network for Workplace Health Promotion

Newsletter Winter 2024/25

Welcome to the latest edition of our newsletter. It contains the latest news about the network and the work in which we are involved.

This includes further details about the ENWHP Podcast series which is part of our service offer to members, two best-practice articles, as well as a deeper dive into Click2Move and an update on Shift2Health, two of our current projects.

WHP Podcast Series

The first two ENWHP Podcasts have now been recorded and will shortly be available on our website and social media sites (see later in the newsletter for more details). Both focus on Mental Health and Wellbeing with the first looking at current issues and impact, and the second focusing down on practical issues in addressing it in the workplace.

Future podcasts will focus on a variety of issues including Physical Health Promotion, Workplace OSH and how to implement WHP is different sized organisations.

What we feature will be very much led by our members, so if you would like to hear specific WHP topics being addressed, or if you would like to take part in a podcast, please let us know at info@enwhp.net

ENWHP Project Update – February 2025

ENWHP is an active participant in a number of projects funded through the Horizon 2020 and Erasmus Plus programmes. Two of these, DigiWorkWell and H-Work have recently drawn to a close and their outputs are available for use. A third, Click2Move is mid-way through its three year life and a fourth, Shift2Health has only recently commenced.

We are also actively working on the development of new projects and are always interest to hear from potential partners who would be interested in collaborating with ENWHP.

Click2Move is an EU funded pan-European interdisciplinary initiative supported through the Erasmus Plus programme. It is led by the University of Vic in Spain with other partners coming from Ireland, the Netherlands and Slovenia.

Click2Move seeks to support active and healthy jobs in Europe that seeks to co-create digital solutions to encourage workers to "sit less and move more" in a home-office context. It is an important workplace public health intervention given the wide ranging health and productivity consequences of physical inactivity.

The main project outputs are the development of the **Click2Move** mobile phone application alongside an activity tracker to reduce sedentary behaviour among hybrid workers together with tailored training programme for *Promoters*: principally human resources managers, occupational health specialists, line-managers and workplace health promoters.

ENWHP responsible for leading the online training package which is comprised of four modules:

- Module 1: Workplace Health Promotion, aims to provide Promotors with the foundation knowledge and skills to promote health and wellbeing in a workplace setting.

- Module 2: Understanding **Click2Move** aims to provide Promotors with a detailed understanding of the Click2Move project to enable them to implement and promote it within their workplace.

- Module 3: Delivering WHP and **Click2Move** in your Workplace, aims to provide Promotors with the organisational and behavioural skills and understanding necessary for them to be able to advocate for and implement a WHP intervention such as Click2Move in their workplace.

- Module 4: Embedding **Click2Move** within a Healthy Workplace, aims to provide Promoters with the wider knowledge and understanding to be able to embed Click2Move within their workplace in the longer term and to develop a more integrated and sustainable approach to WHP.

The training materials have now been translated into Dutch, Slovene and Spanish, which together with the original English version are available via the ENWHP Learning Management System. The project concludes this with a major focus being on long term exploitation of the outputs and learning.

If you would like to discover more about click to move you can visit the project website at www.click2moveproject.com or contact us directly.

SHIFT2HEALTH

One of the first activities of the **SHIFT@HEALTH** project is to undertake an online survey of shift-workers in 8 EU countries. Recruitment was a challenge, but in January 2025, we successfully reached the required numbers. Our goal was to recruit at least 400 shift workers and 200 day workers per country.

In total, more than 6,400 shift-workers, former shift workers, and day workers from eight European countries—Denmark, Poland, Germany, the Netherlands, Austria, Italy, Spain, and Greece—fully completed the survey.

The survey ran from May 2024 to January 2025 and looked to explore the link between shift work and obesity. It aimed to gain insights into the health, well-being, dietary habits and sleep patterns of shift workers across Europe.

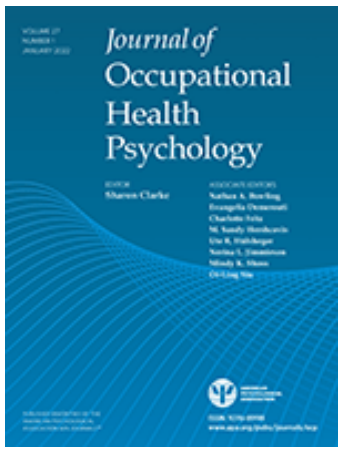
We have begun to analyse the data from the survey and early results give more information about the demographics of the sample. A relatively large proportion of respondents were highly educated, with more than 40% having a university education, a further 25% had high school or vocational training, almost 25% had advance training and college education while 7% had a basic education.

We will publish highlights as results become available and ENWHP Newsletter readers will be amongst the first to read them.

For more information on **Shift2Health**, visit the project website at https://shift2health.eu/

Good Practice in WHP

Robert Zieringer, CEO of Zieringer GmbH in Germany tells us about a study he has recently had published in the prestigious Journal of Occupational Health Psychology that explores the productivity and monetary benefits of Employee Assistance Programs.



Employee Assistance Programs (EAPs) have been shown to effectively reduce absenteeism, workplace injury rates, and health-related productivity impairments. However, established measures for

determining its impact on employee-level productivity have rarely been used, nor have studies employed biological measures of well-being.

Drawing on the allostatic load theory, we examined the effects of an EAP on biological measures (heart rate, heart rate variability), established measures of health-related productivity (Workability Index, Health and Work Performance Questionnaire, Workplace Limitations Questionnaire), and absenteeism 4 weeks and 6 months after clients started to receive counselling. We conducted a quasi-experimental study comparing an EAP (n = 73) with a matched control group (n = 134) using propensity score matching.

We found that an EAP improves health-related productivity 4 weeks and 6 months after enrolling in counselling, above and beyond changes in the control group. Biological measures changed in the hypothesised directions, but differences between the groups did not reach significance. Absenteeism did not change in the EAP group 6 months after enrolling in counselling.

The study provides an example of how to include biological measures in EAP research. It adds to the scientific evidence of the usefulness of EAP services in restoring employee-level productivity. It calculates that the marginal productivity improvements per employee using the EAP are as much as $15,600 per annum.

Zieringer, R. C., & Zapf, D. (2024). The effects of an employee assistance program on productivity at work, workability, absenteeism, and smartphone measures of heart rate and heart rate variability. *Journal of Occupational Health Psychology, 29*(4), 280–298. https://doi.org/10.1037/ocp0000380

ENWHP Board Member Carmen Mucientes reports that the Spanish National Institute of Safety and Health at Work (INSST) has published an executive summary report of their study into *Return to work*

after a breast cancer diagnosis. Enabling factors and barriers

The project is aimed at analysing the factors related to return to work after a breast cancer diagnosis from a biopsychosocial approach to identify the factors that may act as either barriers or enablers when women who have survived breast cancer go back to work.

In order to achieve the objectives of this study, a research strategy was designed that includes two different scientific methodologies:

a) Analysis of the existing scientific evidence on the subject by means of a narrative review methodology. b) Qualitative study of the factors perceived as enablers or barriers by the different stakeholders, namely women workers, health professionals and company managers, through the analysis of focus groups.

Based on the information obtained, recommendations have been drawn up to facilitate the return to work in the best conditions for workers diagnosed with breast cancer.

the full report is available for download from the INSST website at Return to Work after a Breast Cancer Diagnosis

Do you have a WHP Best practice example you would like to share? Please get in touch if you do at info@enwhp.net

ENWHP Membership 2025

ENWHP is currently updating its payment systems and is temporarily unable to collect membership fees. We can however confirm that the fees for 2025 - which have not been increased - are as follows:

Membership Category	Annual Fee
Public sector - including Government Organisations and Ministries (national or regional), Public Sector agencies, Research Institutes and Universities, etc.	€500
Private sector - including large companies and SMEs	€500
Micro-enterprises - 10 employees or less or balance sheet/annual turnover below €2m	€150
NGOs/third sector/not-for-profit	€150
Individuals	€100

New members will continue to receive a free six month trial membership. If you would like to learn more please contact us at membership@enwhp.net

Updates from EU-OSHA - The European Agency for Occupational Safety and Health

Remote and hybrid work: managing safety and health anywhere

The growth of remote and hybrid work boosted by the COVID-19 pandemic has changed the traditional concept of workplace and enabled reduced commuting, increased productivity and better work-life balance. However, characteristics of these working agreements, such as prolonged sitting, social isolation and long working hours, lead to a negative impact on occupational safety and health. Related physical and psychosocial risks should be addressed by

employers and workers through a series of steps and a clear work policy.

The resource can be downloaded in multiple languages here: https://osha.europa.eu/en/publications/remote-and-hybrid-work-managing-safety-and-health-anywhere

The February EU OSHA email newsletter has just been published and takes a focus on the role of AI in relation to worker safety and health. The lead article looks at the risks and opportunities in the of AI in worker management such as in allocating tasks, scheduling shifts and monitoring and evaluating worker behaviour and performance. You can read the full article here:

https://healthy-workplaces.osha.europa.eu/en/media-centre/news/worker-management-through-ai-opportunities-and-risks-occupational-safety-and-health

If you would like to subscribe to the EU OSHA newsletter, you can so here:

https://osha.europa.eu/en/oshmail-newsletter

Bluesky Thinking!

ENWHP is now active on BlueSky, the new and rapidly growing microblogging site site. You can follow us by following the link to https://bsky.app/profile/enwhp.bsky.social/followers.

We also remain active on LinkedIn and hope our Twitter (X) followers will join us on Bluesky. You can also easily contact us by email using the contact details below

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