

Twenty Years of the Luxembourg Declaration: Where we are coming from? Where we are? Where to go?

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A large version of the ENWHP logo, consisting of a stylized yellow figure holding a circle of twelve yellow stars, positioned above a dark blue rectangular box containing the letters "ENWHP" in yellow.

Back to the 90ies: starting points

In 1990 the situation of WHP (European Foundation):

- Low levels of awareness of the area amongst the major players in most countries
- Low levels of activity within companies
- The predominance of US models of WHP
- No clear responsibilities for WHP among potentially interested agencies
- Lack of suitable tools to undertake WHP
- Shortage of professional knowledge and skills in the area

The Political Corner Stones in the 90ies

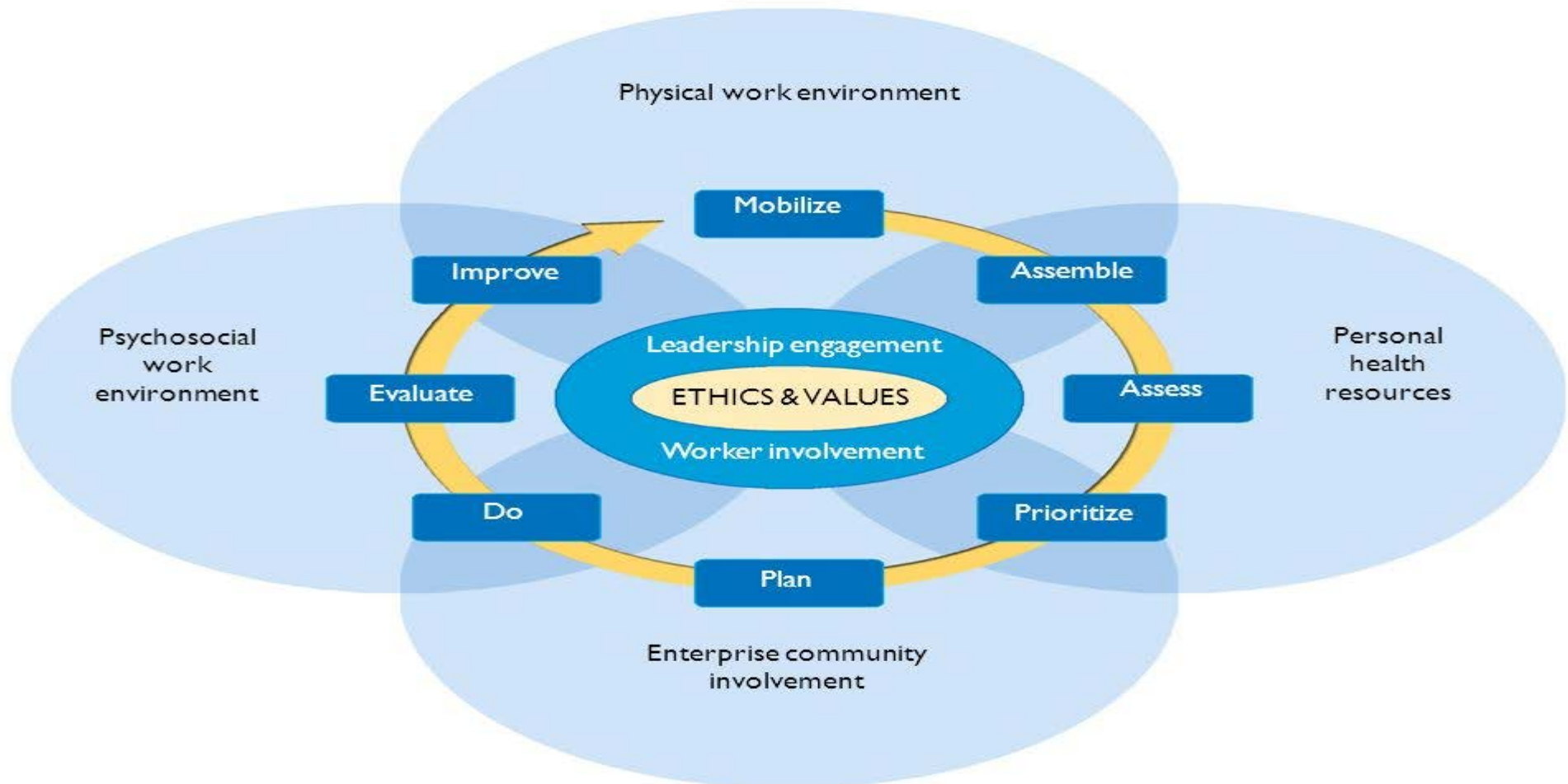
- Ottawa Charter of the WHO 1986
- Framework Directive in OSH 1989
- Maastricht Treaty in 1992
- Social and cultural differences in the understanding of „health“ and „work“

Ottawa Charter of the WHO (1986)

- The aim of health promotion is to initiate a process which is intended to grant everyone a greater degree of self-determination as regards their health and thus to promote their health.
- Formulation of principles which are of particular importance for workplace health promotion

- People are addressed in their daily lives and it is not exclusively specific risk groups who are targeted;
- Health promotion aims at influencing the conditions for good health and eliminating the causes of poor health;
- Health promotion combines different but complementary actions and approaches;
- Health promotion aims in particular at achieving active and effective participation of the general public.
- Health promotion is not exclusively a medical activity

A holistic framework for action



Framework directive for OSH

- Transposed in national legislation
- Risk oriented Approach in the legislation
- There was a need for a salutogenic supplement
- Goal: The promotion of individual and organisational resources and potentials
- The development of an appropriate concept was the challenge

All of these were the starting point for the foundation of a network

Maastricht Treaty in 1992 and the incorporation of Article 129

- The bodies of the EU were granted the authority to become active in the field of public health alongside the individual member states (subsidiarity).
- On the basis of this Article the EU developed an action programme on health promotion, information, education and training in 1994(KOM(94)202 final.)
- The Commission pursued the so-called "setting policy" under which the working environment is one of the fields of action with the highest priority.

1995 the BAUA was entrusted

- to develop an integrated action concept for workplace health promotion in the European Community;
- to develop a draft structure for an information network to focus the resources available in the member states and
- to determine, as a part of a workshop, the conditions for linking an informal network at European level and to submit a proposal for its establishment and operation.

The first steps

- One important step was the initial workshop which was held in Dortmund on 21 June 1995.
- The willingness of all member states to cooperate in a European network for workplace health promotion;
- The willingness of all member states to participate in joint activities in this field of action.

Establishment of ENWHP

- At a meeting held in Luxembourg on 6 February 1996 another important step was taken towards establishing the European Network and setting up the national contact offices (NCOs).
- The most important representatives of the member states met and announced their clear intention to create this European Network for Workplace Health Promotion and pursue it energetically.

The Challenges

- To find a common definition for WHP
- To conceptualize WHP

Problems:

- Disparities between the participating countries, reflecting considerable differences in the approaches, methods, processes and issues that influence workplace health promotion policy.
- Even the term Workplace Health Promotion (WHP) was virtually unknown in the northern European languages.

- *A common understanding therefore needed to be established.*

Luxembourg Declaration at the 4th meeting of the ENWHP

The Luxembourg Declaration defines WHP in the European Union as follows:

„Workplace Health Promotion (WHP) is 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 the work organisation and the working environment*
- promoting active participation*
- encouraging personal development “ (Luxembourg Declaration, Nov. 1997)*

Achievements during the last 20 years

Achievements by the Luxembourg Declaration (LD)

- The LD is worldwide accepted and conceptualized
- ILO and WHO have overtaken LD as an important reference for actions, approaches and processes
- Health at work is as an issue addressed in all important policy papers of the EU (EU strategies in OSH, White paper “Together for health: a strategic approach for the EU 2008-2013; etc.....)
- Hundreds of enterprises have included the LD in corporate policies, in corporate philosophies and in company agreements!!!!!!!

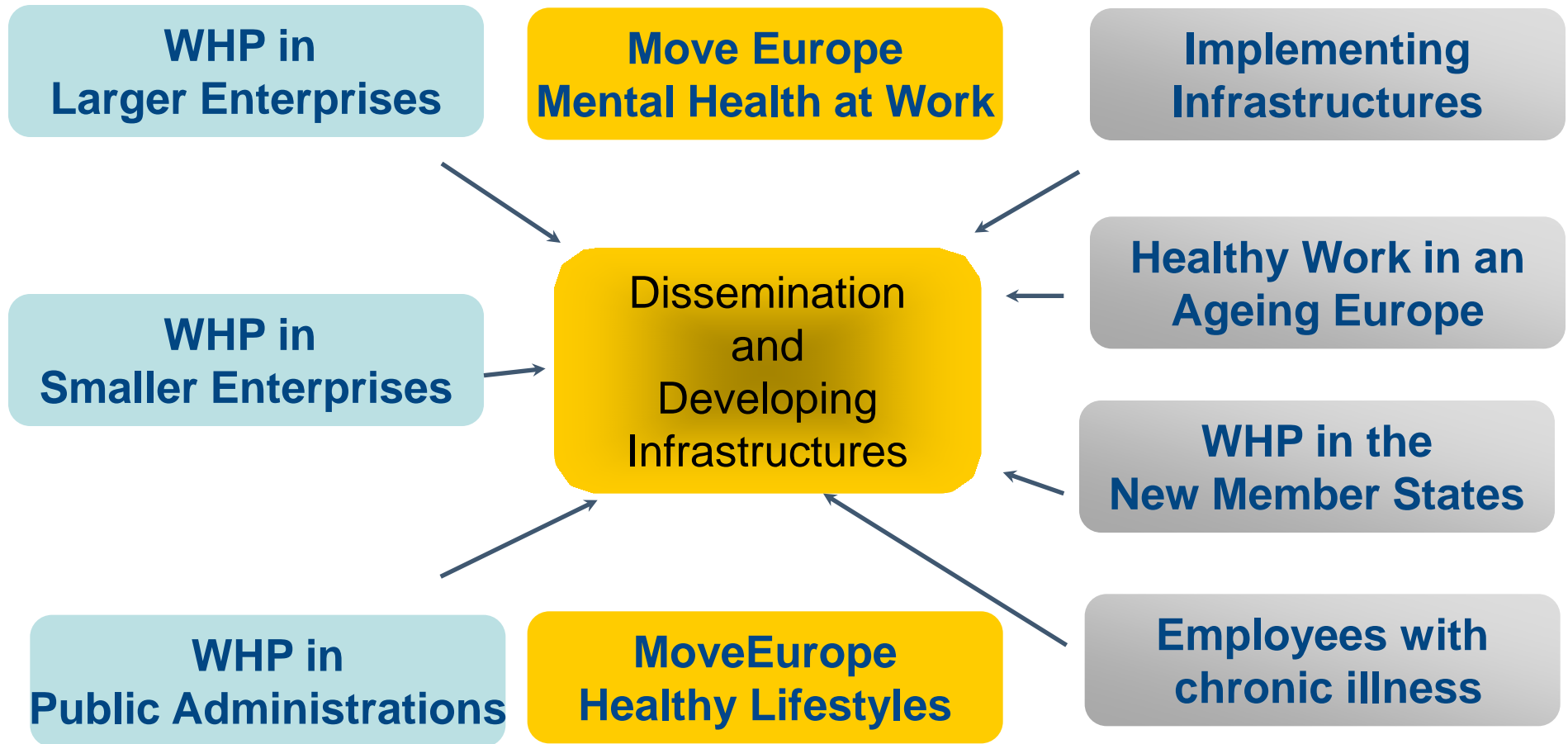
ENWHP Core Goals

- 1 Access to Supportive Infrastructures in all ENWHP Member Countries
- 2 Significant Increase in Number of the European Workforce Employed in Healthy Organisations

Functional Changes

- In the beginning:
 - advocacy of WHP
 - platform for the development of common understanding
 - innovative projects
 - policy formulation
- Afterward:
 - policy and strategy formulation with a broad scope of understanding of work and health
 - European push factor for innovative approaches
 - innovative and integrative projects

The ENWHP - Initiatives 1996 - 2014



The ENWHP Declarations are policy documents record the network's basic consensus on the common goals, vision and mission:

- **Brussels Declaration** on Workplace Health Practices for Employees with Chronic Illness
- **Edinburgh Declaration** on the Promotion of Workplace Mental Health and Wellbeing
- **Luxembourg Declaration** on WHP in the EU
- **Lisbon Statement** on Workplace Health in SMEs
- **Cardiff Memorandum** on Workplace Health Promotion in SMEs
- **Barcelona Declaration** on Developing Good Workplace Health Practice in Europe

The Future of ENWHP

Future of ENWHP

In 2016 start of a process of restructuring of ENWHP:

- ENWHP has an legal status as an foundation
- Secretariat tasks are perceived by a board (*Steve Bell, Paul Baart, John Griffith, Theodor Haratau, Karl Kuhn, Giuseppe Masanotti, M. Dolores Sole Gomez, Richard Wynne,*)
- Broaden the memberships to NGOs, enterprises, private persons, other organizations.
- Applying for European projects.

Questions to be answered

- An important question which will emerge is related to our own future understanding.
- Which strategies and resources we will use to identify and disseminate good practice
- What are the benefits to the ENWHP members from investing in the work undertaken by the Network and how are they to be realised?

Conception of oneself

- We are (inter alia)
 - platform for work and health issues
 - producer and mediator of good ideas
 - consultants on European and national level
 - frontrunners in work health related issues
 - link between public health and health at work
 - “networkers” of public health structures and OSH structures

ENWHP working - structures

- campaigns
- high-profile pilots
- marketing strategies

awareness
raising

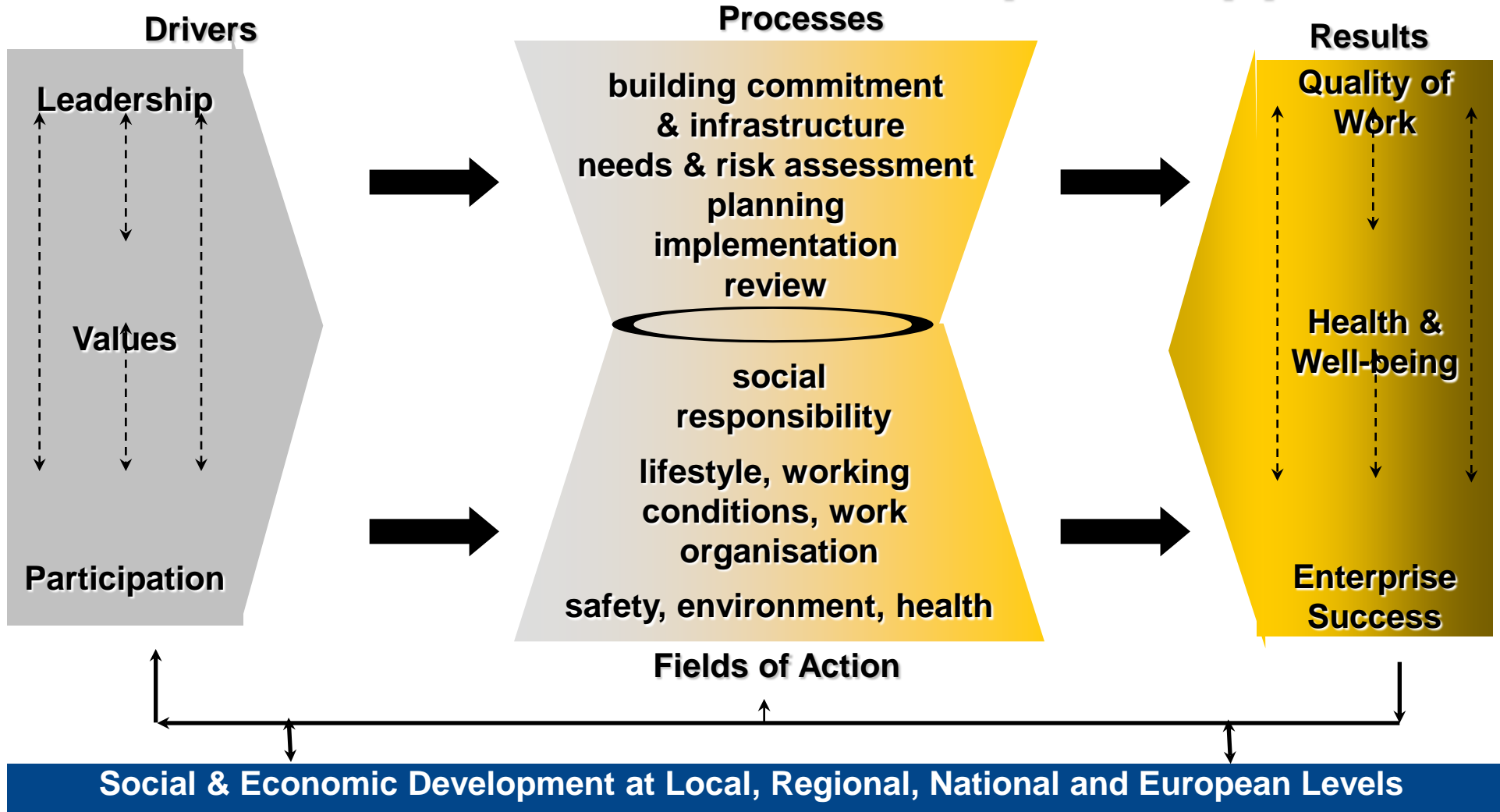
- ⌘ tools/methods
- ⌘ intermediary-based initiatives/projects

service
management

- policy development
- policy integration
- infrastructures for networking
- systems for monitoring
- research
- training
- economic incentives

Implementation
of whp by

ENWHP Model of WHP - European Approach





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