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

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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 Direktive 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

Physical work environment

Psychosocial work environment

Leadership engagement

ETHICS & VALUES

Worker involvement

Enterprise community involvement

Mobilize

Improve

Evaluate

Do

Plan

Assemble

Assess

Prioritize

Personal health resources
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

- WHP in Larger Enterprises
- Move Europe Mental Health at Work
- Implementing Infrastructures
- WHP in Smaller Enterprises
- Dissemination and Developing Infrastructures
- Healthy Work in an Ageing Europe
- WHP in the New Member States
- MoveEurope Healthy Lifestyles
- Employees with chronic illness

20 years of Luxembourg Declaration, Madrid, May 2017
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

- tools/methods
- intermediary-based initiatives/projects

- awareness raising
- service management

Implementation of WHP by

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

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ENWHP Model of WHP - European Approach

Drivers
- Leadership
- Values
- Participation

Processes
- building commitment & infrastructure
- needs & risk assessment
- planning
- implementation
- review

Results
- Quality of Work
- Health & Well-being
- Enterprise Success

Fields of Action
- social responsibility
- lifestyle, working conditions, work organisation
- safety, environment, health

Social & Economic Development at Local, Regional, National and European Levels

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