

Abstract

Background

Working people spend 1/3 of their waking hours at work. Hence, workplaces offer an ideal setting for reaching and promoting the wellbeing of large audiences.

Fostering occupational wellbeing benefits both employees and employers:

- ✓ Greater employee satisfaction at work
- ✓ Higher productivity
- ✓ Reduced staff turnover

Aim

To develop a **Toolkit for the management of workplaces** that compiles practical means to:

- 1) promote employees' wellbeing and health
- 2) prevent the development of lifestyle-related chronic health problems
- 3) support employees with chronic health problems to continue working

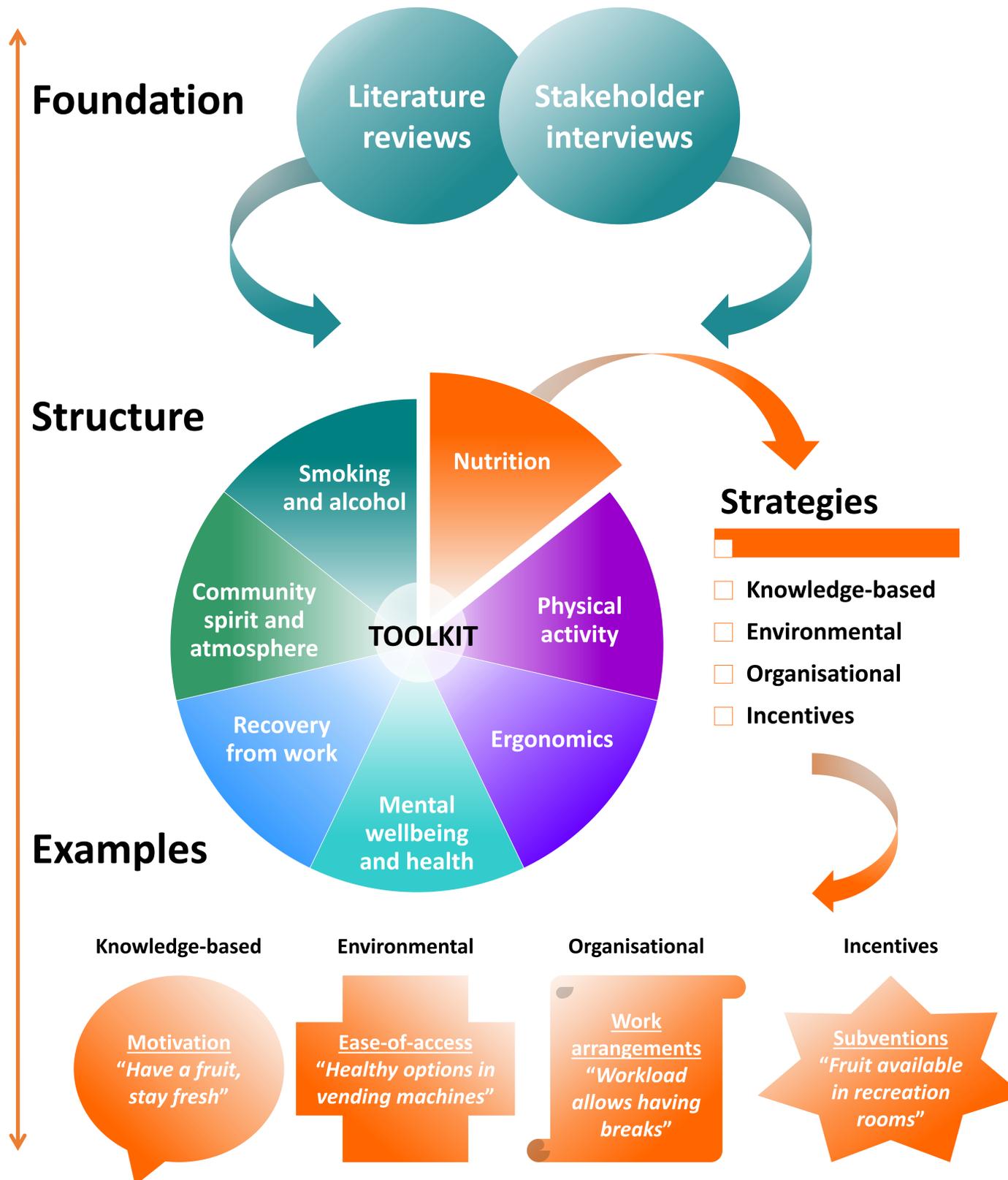
Materials & methods

The Toolkit is:

- ✓ developed **based on scientific and empirical evidence**
- ✓ tested and evaluated by voluntary workplaces in several European countries.

Key messages

- ✓ Sharing practical ways to enhance employees' wellbeing, and to facilitate individuals with chronic health problems to continue working aids workplaces to improve their competitive advantage and profitability.
- ✓ The Toolkit forms a part of the end product of Joint Action CHRODIS+ WP8, together with the *Training tool for managers*.



Groundwork

Literature studies

Three systematic literature reviews were conducted to compile scientific evidence on the effectiveness of interventions targeting healthy lifestyle, prevention of non-communicable diseases, and enhancing the work participation of employees with chronic health problems in a workplace setting.

Stakeholder interviews

Forty-two stakeholder interviews were conducted in five European countries to gather empirical data on actions taken at workplaces to:

- ✓ support employees' wellbeing and health, and the work participation of employees with chronic health problems
- ✓ understand facilitators and barriers for taking such actions
- ✓ identify factors that encourage and discourage employees to make use of these actions

Interviewees represented managers and employees of workplaces from various industries, and professionals of occupational wellbeing.

Toolkit development

The Toolkit is constructed and structured based on the findings of the groundwork (see figure on the left).

Pilot & evaluation

Toolkit feasibility is assessed using survey data collected from piloting workplaces. Key indicators are:

- ✓ Ease-of-use
- ✓ Coverage
- ✓ Utility

Acknowledgements

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