



Supporting the Public Services Sector
for Establishing and Promoting EWCs

THE IMPORTANCE OF HEALTH AT WORK ACCORDING TO THE EUROPEAN UNION

Becoming a healthy company is much more than a fad for employers who want to improve the image of their business. Workplace health promotion (WHP) is a concept that involves the participation of the company and management and the employees, the authorities and society in general.

Through health promotion in the workplace, occupational health and safety measures are extended to the well-being of employees in their workplace. Workplace health and wellness promotion programmes focus on achieving healthy companies by promoting healthy eating and exercise. In addition, they are complemented by other measures such as preventing stress, violence, alcohol and drug abuse, among others.



Investing in WHP to become a healthy company benefits the worker and the employer. Consequently, they reach the whole of society. Such is the importance of health at work that the National Institute for Safety, Health and Welfare at Work, which is part of the Ministry of Employment and Social Security, has launched the "Healthy Companies" project to recognise the efforts of companies to improve the health and welfare of their workers by means of the Healthy Company Certificate.

The Healthy Company Certificate implies, in addition to legal compliance in occupational risk prevention, that the company maintains a comprehensive approach to everything related to managing workers' health. Therefore, health promotion at work is based on voluntary actions in which employees and employers are involved.





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WHAT IS ACHIEVED BY BEING A HEALTHY COMPANY?

As we have already said, health promotion in the workplace benefits employers and employees in equal parts. Healthy companies have many advantages:

- improving workers' health reduces sickness and accident-related absences;
- it reduces absence from work and increases productivity;
- a good working environment promotes the motivation and participation of workers;
- staff turnover is reduced;
- it is easier to retain talent;
- improves the company's corporate image in the eyes of society;
- lower health and insurance costs;
- improved quality of life for citizens in general.

The European Agency for Safety and Health at Work recommends managing occupational risks before implementing a health promotion programme in the workplace. An environmentally healthy workplace should be created. Moreover, employees should be actively involved in the programmes. To get the employee to improve their lifestyle, the recommendation is to encourage them as much as possible without forcing them. Understanding that this interests them is the key to a successful programme.

