

GLOBAL HEALTHY
WORKPLACE

— Awards & Summit —

**2022 Global
Healthy Workplace Awards**

Background to Global Centre



The Global Centre for Healthy Workplaces (GCHW) supports the advancement of workplace health and well-being through a series of initiatives designed to enhance shared learning, recognition and replication. GCHW is based in Arizona, USA, Hamburg, Germany and London, UK.

Portfolio of Activities are: Annual Global Awards & Summit, Global Alliance Roundtable, Certification of Healthy Workplaces, online training courses

Existing sponsors include: Aetna International, American University, ATS Bergamo, Aquila, Cigna Inc., Cigna Foundation, FIESC/SESI, Optum, Singapore's Health Promotion Board

Existing partners include: ABQV, Aniboxx, Arogya world, ENWHP, Health Partners, HERO, IAWHP, IIHP, Institute of Employment Studies, IOE.

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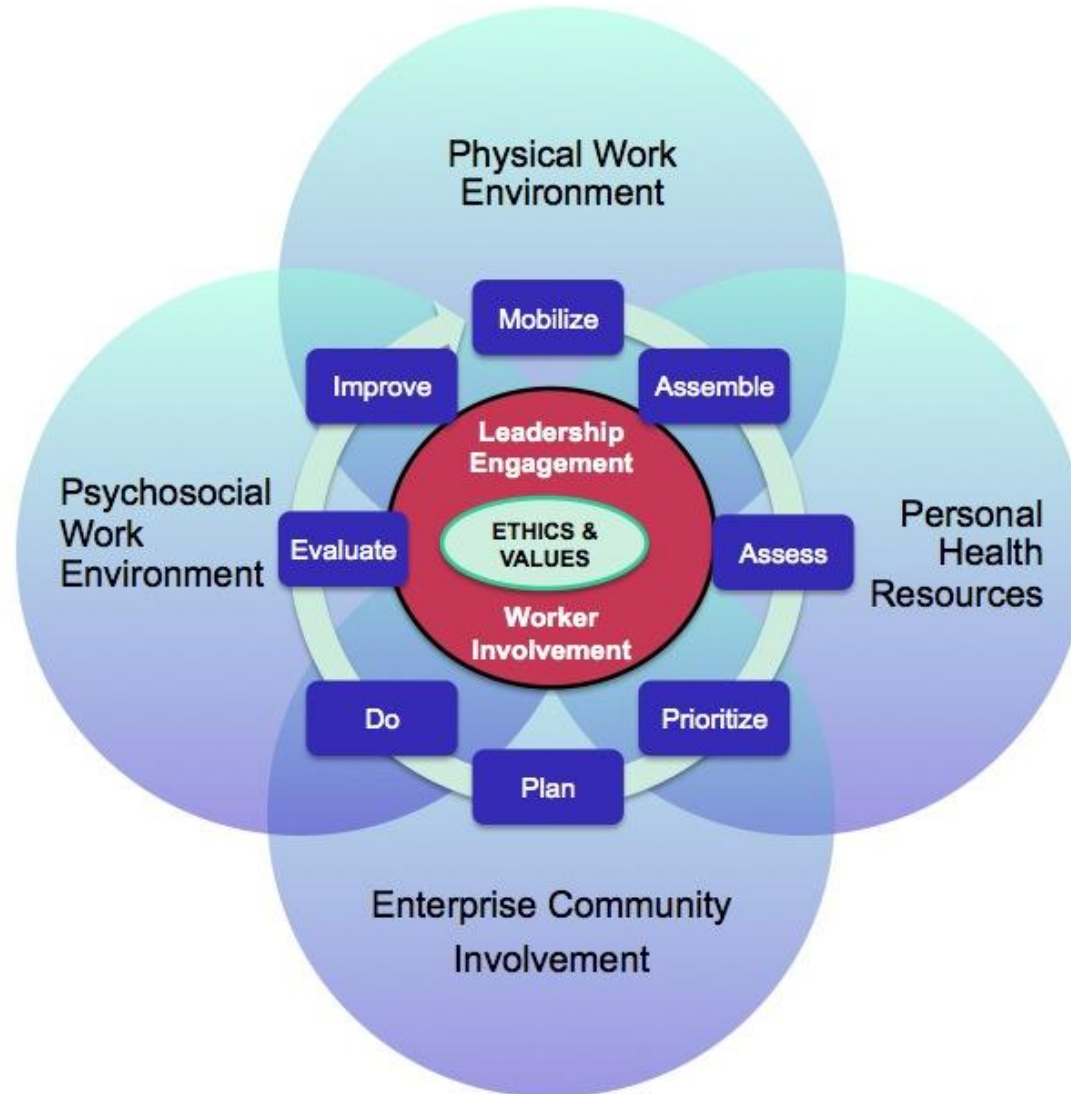
Global Awards: Who Can Apply?

Open to all employer organizations (for profit and not-for-profit):

- ▶ **Small and Medium-sized Enterprises (SMEs):** with less than 500 employees who run exemplary programs
- ▶ **Large Enterprises:** with over 500 employees who run exemplary programs at one local worksite.
- ▶ **Multi-national enterprises:** employers with employees in different countries who run exemplary programs across multiple worksite locations and countries.

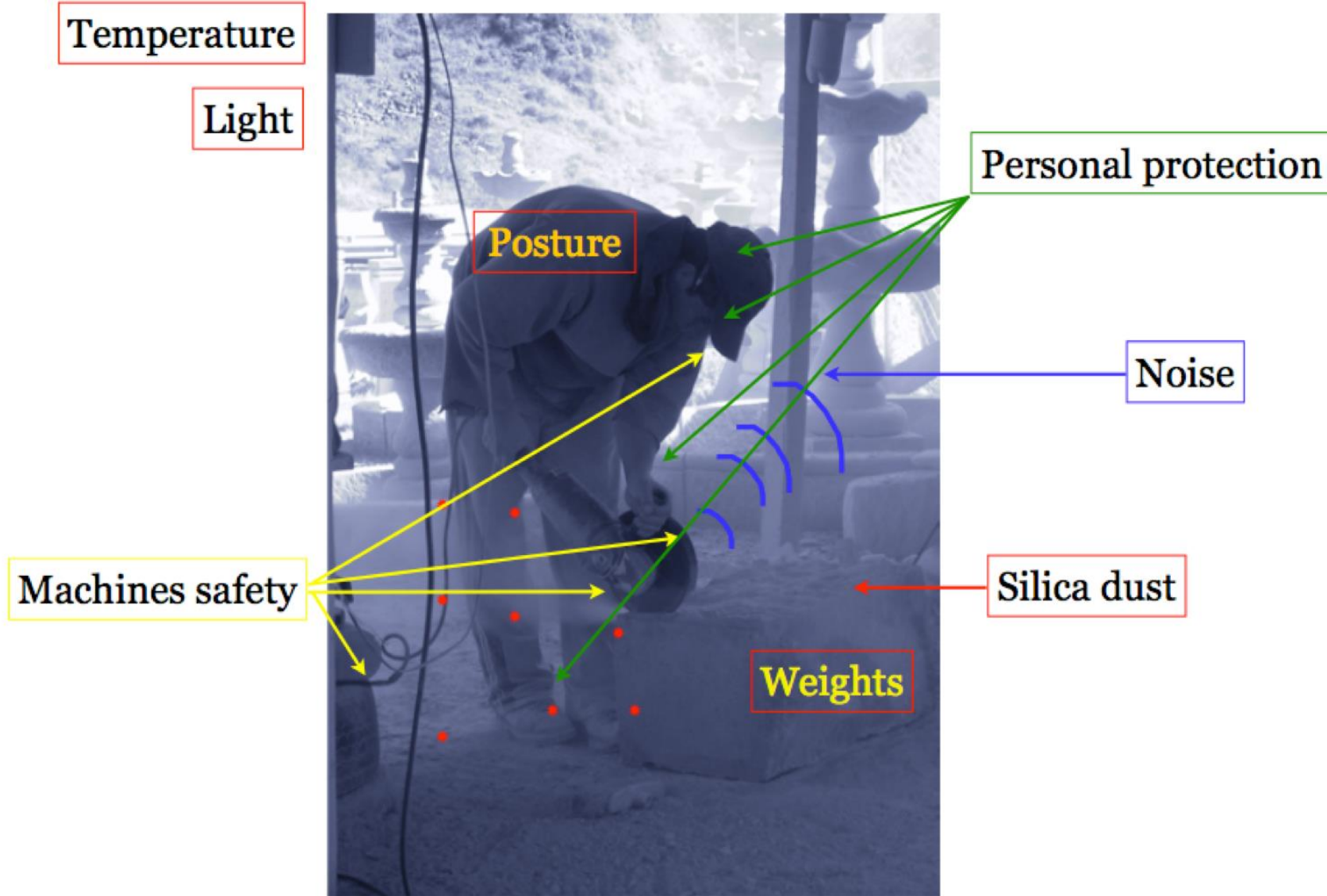
<https://www.globalhealthyworkplace.org>

Healthy Workplaces: A Global Model for Action

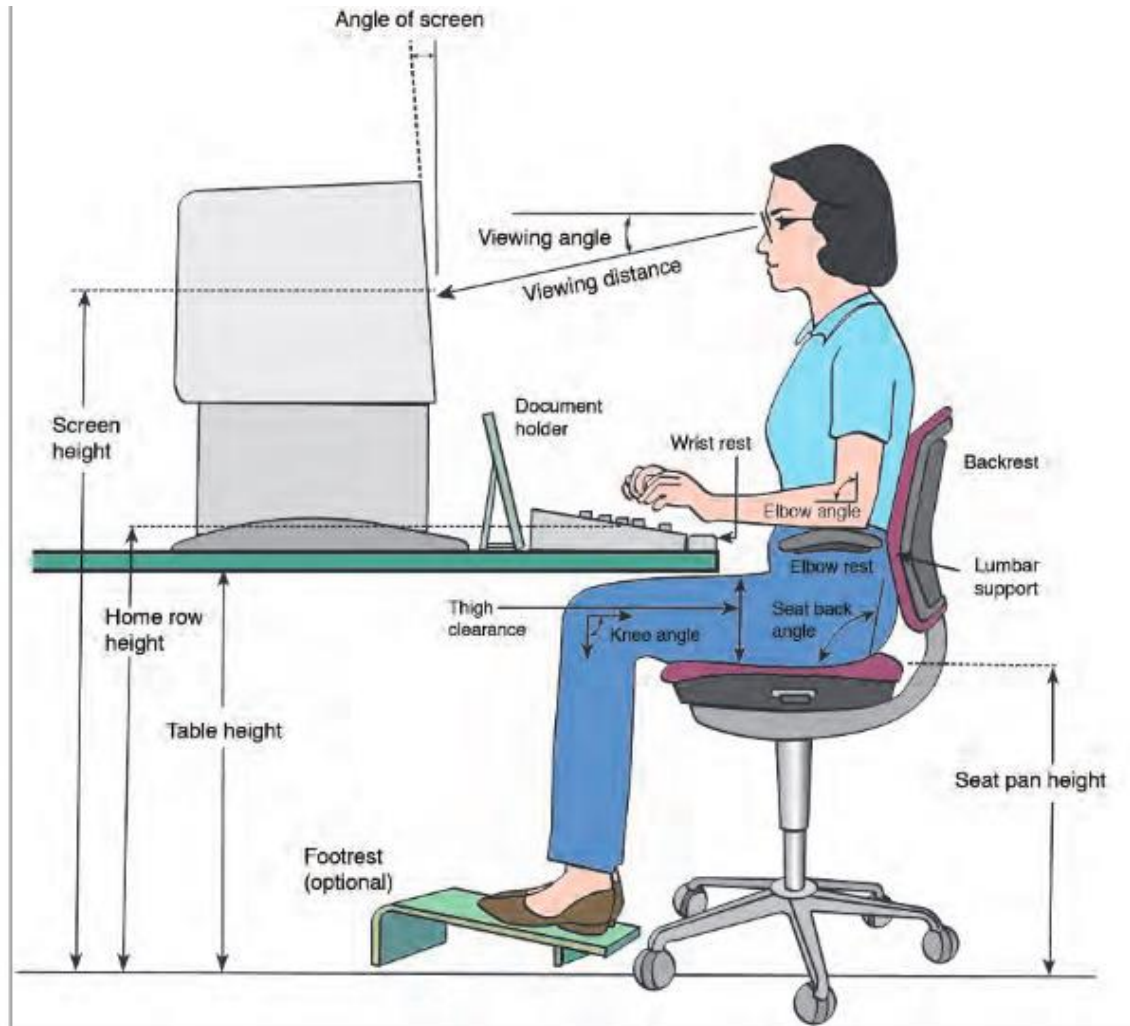


The use of the WHO Healthy Workplaces Model for Action does not imply endorsement or recommendation by WHO in any manner whatsoever of any of the organisers, sponsors, participants, finalists and winners and does not imply expression of any opinion whatsoever on the part of WHO on the content of the GHW Awards.

Physical Work Environment



Workstation Design



Source: *Ergonomics Checkpoints*, ILO/IEA

Psychosocial Work Environment Hazards

- ▶ A lack of variety, underuse of skills, high uncertainty
- ▶ A work overload or underload, high levels of time pressure
- ▶ Shift working, inflexible work schedules
- ▶ Low participation in decision-making, lack of control over workload
- ▶ Poor environmental conditions such as lack of space
- ▶ Poor communication, low levels of support for problem-solving
- ▶ Social or physical isolation, interpersonal conflict
- ▶ Bullying or harassment at work
- ▶ Role ambiguity, role conflict
- ▶ Career stagnation and uncertainty, poor pay, job insecurity
- ▶ Conflicting demands of work and home

Directive 89/391/EEC – OSH ‘Framework Directive’

Did you know?

European Union employers have an obligation to assess and manage psychosocial risks and prevent work-related stress through the Framework Directive 89/391/EEC, which deals with health and safety in the EU.

Source:

http://europa.eu/legislation_summaries/employment_and_social_policy/health_hygiene_safety_at_work/c11113_en.htm

Enterprise Community Involvement

- ▶ Social responsibility
- ▶ Activities, expertise, and other resources an enterprise engages in or provides to the social and physical community
- ▶ Provided to the immediate local environment, but also the broader global environment
- ▶ Safety and health initiatives that go beyond traditional OHS issues and have either an implicit or explicit relationship with CSR

Evaluation Criteria

- ▶ Programs cover the 4 key areas:
 1. Physical work environment
 2. Psychosocial work environment
 3. Personal health resources & wellbeing
 4. Enterprise-community involvement
- ▶ Leadership commitment and engagement
- ▶ Worker involvement
- ▶ Business ethics and legality
- ▶ Sustainability and integration
- ▶ Follow continuous improvement cycle
- ▶ Replicable

Multinational Category

Please document that your strategy, programs and policies have a global reach and continuously strive towards the mentioned quality criteria across countries.



2022 Global Awards Judges



- ▶ **North America:** Joseph A. Leutzinger, Health Improvement Solutions, USA
- ▶ **South America:** Alberto Ogata, ABQV, Brazil
- ▶ **Europe:** Evelyn Kortum, International Health and Safety Expert, Switzerland
- ▶ **Africa:** Edith Clarke, FZ Safety & Health Centre, Ghana
- ▶ **Asia-Pacific:** Tracy Kolbe-Alexander, School of Health and Wellbeing, University of Southern Queensland, Australia

Basic Requirements

- ▶ All applying organizations adhere to workers' social and ethical codes as part of their role in the broader community and enforce occupational health codes and laws.
- ▶ Applicants can be private, public or non-profit organizations.
- ▶ Programs are based in the workplace.
- ▶ Applicants must be willing to provide information on the Global Awards website and other outlets selected by the host organisations.
- ▶ Applicants must be willing to participate in ongoing profiling for a minimum of twelve months, e.g. at regional seminars, periodical newsletters and on the website.
- ▶ Applicants will not use more than the prescribed amount of supporting materials.
- ▶ Finalists will attend the 2022 Global Awards Summit to present their program.

Summary: 5 Key Things to Watch Out for

1. Describe programs in all 4 key areas.
2. Prove your program is a business strategy.
3. Document that you are following the continuous improvement cycle.
4. Show program results or outcomes.
5. Do not repeat information - stick to the questions.

Healthy Workplace Certification



1. A thorough **analysis** and feedback on their workplace programmes and **benchmarking** to a standard of global excellence
2. Aide for recruitment and ability to demonstrate sound ethical business principles, performance and **value to stakeholders** (including to investors)
3. Receive **Certified Employers Promotion Pack**
comprising text/logo for website and social media
basic guide to programme promotion on social media
newsletter profile and interview
press release & release for internal communications
greater visibility with GCHW worldwide promotional campaigns
4. Membership of GCHW **Certificated Employer Knowledge Sharing Club**:
two complementary tickets for two annual Awards Summit (currently worth up to €1,992) along with meeting with Certified members
participation in annual knowledge sharing webinar
participation in GCHW research programmes
GCHW Mentor (if desired),
plus additional invitations/opportunities as they arise
5. Automatic entry for the [2022 Global Healthy Workplace Awards](#)



Relevant links:

www.globalhealthyworkplace.org/awards/application

www.globalhealthyworkplace.org/global-healthy-workplace-certification

www.globalhealthyworkplace.org/events/

Contact: info@globalhealthyworkplace.org