

Workplace health promotion measures

Who gets an offer, who participates?

41 baua: Facts

Changes in the world of work keep presenting companies and employees with new and sometimes stressful challenges. Workplace Health Promotion (WHP) helps reduce stress and maintain or promote employee health. The results of the BIBB/BAuA Employment Survey 2018 show that around 46 % of employees have been offered WHP measures by their employer. Of these, 59 % have taken part in the WHP measures offered. In specific company contexts, WHP measures are offered more frequently.

Workplace health promotion

Workplace health promotion serves to reduce stress and expand health resources to maintain and promote the health of employees. Common measures include exercise programmes, nutritional counselling, stress management, or health circles. In the BIBB/BAuA Employment Survey 2018, employees were asked whether health promotion measures were implemented at their company in the last two years. The response categories were „Yes“, „No“, and „Don't know“. If the answer was „Yes“, they were also asked whether they participated. The responses of 17,787 employees were analysed for this fact sheet.

Who is offered workplace health promotion measures?

A total of 46 % of employees were offered workplace health promotion measures by their employers in the last two years. Certain groups of employees were more likely to get offers than others, including men and full-time employees (Fig. 1). However, regardless of gender, full-time employees are more likely to be offered workplace health promotion measures than part-time employees. Consequently, the gap suggests a part-time effect rather than a gender effect. Likewise, persons with (highly) complex jobs and persons not in atypical employment relationships (in this case, fixed-term employment and temporary agency work) more frequently report receiving WHP offers. Likewise, WHP measures were more likely to be carried out at larger companies and in organisations with a staff/works council. Broken down by economic sector, the industrial sector (60 %) and the public sector (59 %) saw more frequent workplace health promotion measures than the service

sector (34 %) and the crafts sector (25 %). Some of these differences can also be attributed to the sector specific rates of part-time employment.

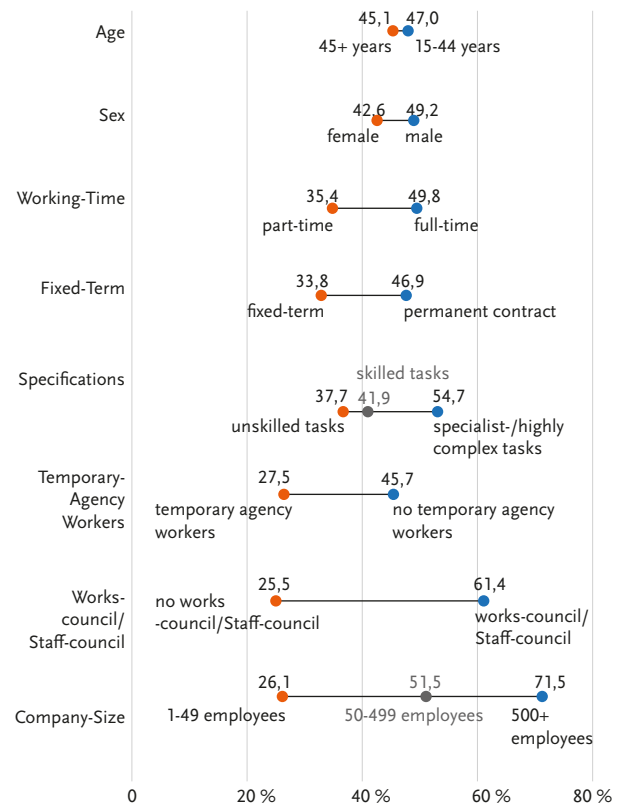


Fig. 1: Health promotion measures implemented in the last 2 years. (in %, 16.562 ≤ n ≤ 17.787), by socio-demographic and company characteristics

Just like occupational integration management measure¹, WHP measures are more widespread in companies with higher satisfaction rates regarding workplace climate and management. For example, 48 % of employees who are (very) satisfied with the workplace climate report having taken part in a workplace health promotion programme in the last two years. Among the less or not satisfied employees, that figure is only 38 %. Similar results emerge for satisfaction with direct superiors (WHP offer received: (very) satisfied 47 %, less/not satisfied 40 %). Similarly, employees are more satisfied in companies offering workplace health promotion. For example, 86 % of employees who received a workplace health promotion offer are (very) satisfied, compared to 81 % of those without an offer.

Likewise, employees report above-average rates of WHP offerings if they frequently feel part of a community at work (49 % vs. not frequently: 36 %) and frequently describe their cooperation with colleagues as good (48 %, not frequently: 35 %). This also applies to those who frequently received help and support (49 %, not frequently: 42 %) as well as praise and recognition from their direct supervisors (50 %, not frequently: 44 %).

Who takes part in WHP measures?

Overall, 59 % of respondents participated in the measures offered, with higher participation rates among permanent employees, persons with a lower level of demands, and employees in smaller companies (Fig. 2).

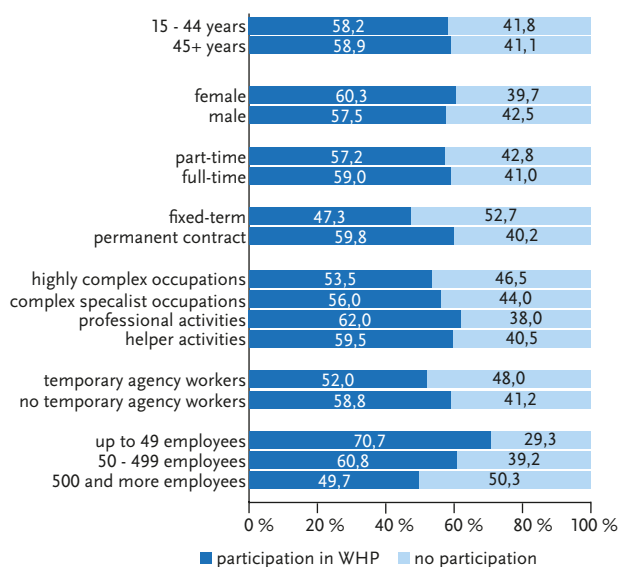


Fig. 2 Participation in health promotion measures, if offered, by socio-demographic and company characteristics (in %, 7.550 ≤ n ≤ 8.884)

Broken down by age, gender, and working hours, no marked differences in WHP participation rates emerge. At 73 %, the crafts sector has the highest participation rate. In comparison, only 56 % of employees in the public sector use the measures offered. The analyses also suggest that participation rates are higher in companies with a good workplace atmosphere. For example, 62 % of employees who are very satisfied with the work climate take part in the WHP offers; among those who are not satisfied, the figure is only 54 %.

Conclusion

The evaluations show there is still a need to catch up in terms of both offer and participation rates in workplace health promotion measures. It is also evident that some characteristics of companies increase the likelihood of health promotion measure delivery, including company size, the existence of a works/staff council, a good work climate, and satisfaction with superiors. One reason may be that the implementation of workplace health promotion is facilitated by existing health-promoting structures and health-oriented attitudes among managers.¹

Employee health is a key resource for companies. Therefore, it is also in the interest of employers to maintain and promote employee health. Support for the implementation of workplace health management, which also includes workplace health promotion, is offered, for example, by the INQA programme „psyGA in the WHM process“ in the form of action aids, tools, and practical knowledge with a focus on mental health.²

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Further Information

- 1 Implementation of occupational integration management (BEM). BIBB/BAuA Fact Sheet 37. Dortmund: Federal Institute for Occupational Safety and Health 2020. doi: 10.21934/baua:fakten20201109.
- 2 BKK Dachverband. psyGA in the BGM process. Available at: <https://www.psyga.info/ihr-weg-zum-gesunden-betrieb/bgm-prozess-von-psyga>

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