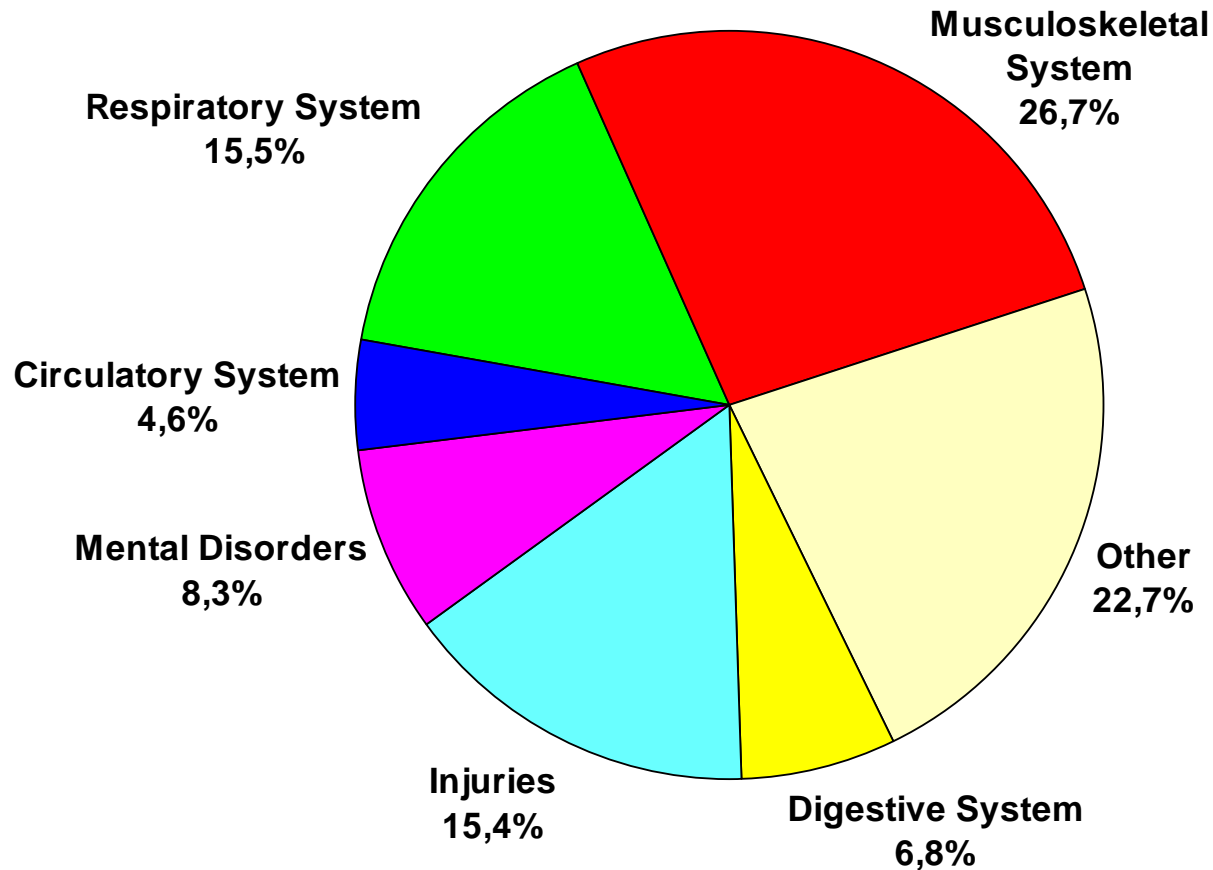


# **Towards The Healthy Enterprise - What We Know About Good Practice**

***Prof. Dr. Jean-François Caillard***

# The Most Common Types of Illness



Percentage of the total number of days absent from work due to illness, per compulsorily insured person / Results for 2003  
Source: BKK Health Report 2004

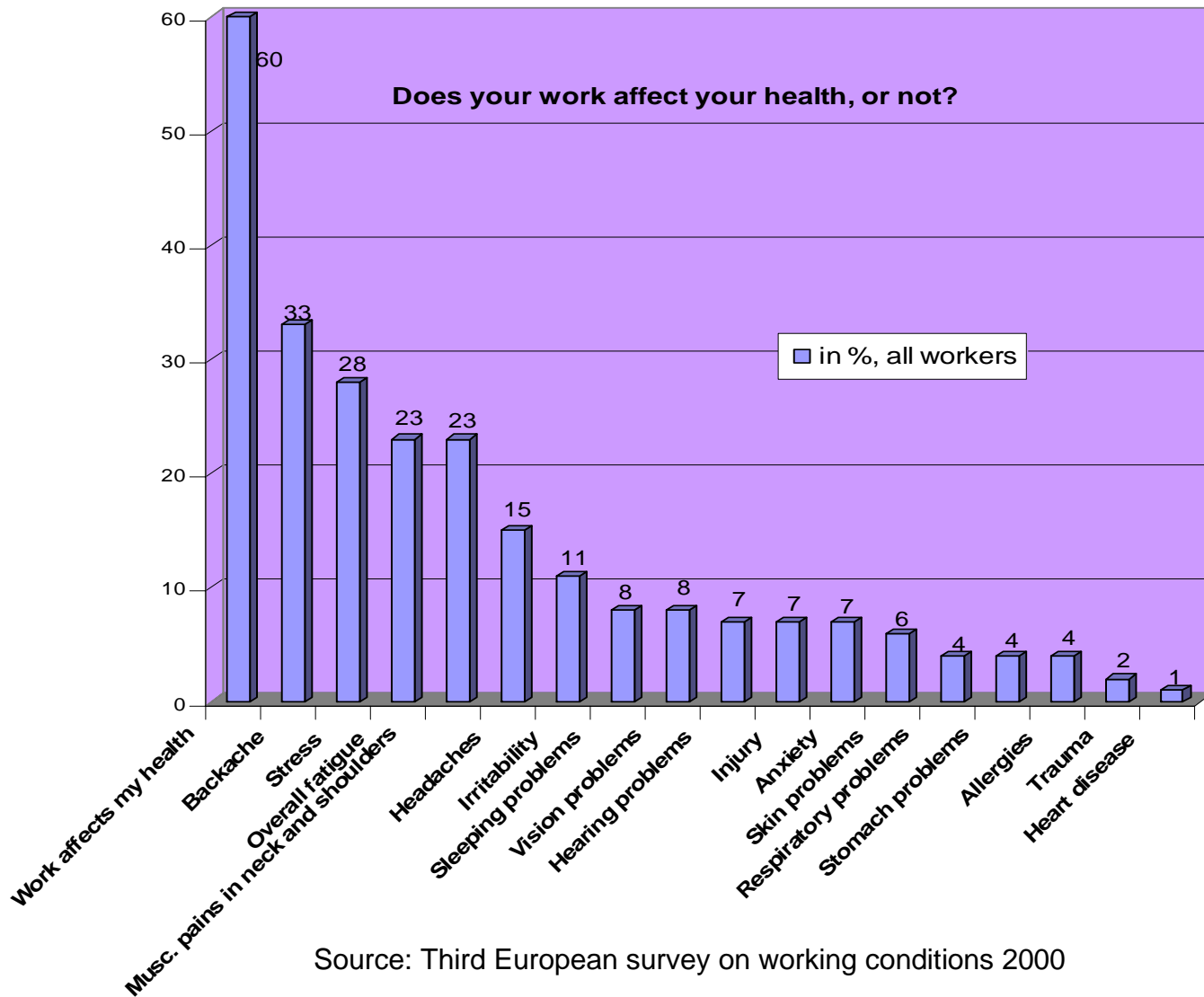
# The Top-10 Diseases / Example: Germany

Diseases (ICD-10 Main Groups)	Ranking Order (total)	Mortality	Years lost of Employment	Sickness Absence by Days	Sickness Absence by Cases	Early Retirement (only ability to work)	Direct Costs <sup>1)</sup>
	Year	2002	2002	2003	2003	2002	2002
Diseases of musculoskeletal system	1	13	2	1	2	2	2
Diseases of circulatory system	2	2	5	6	8	4	3
Mental/ behavioural disorders	3	7	3	4	7	1	4
Diseases of the digestive system	4	4	7	5	3	9	1
Diseases of the respiratory system	5	6	6	2	1	6	7
External causes of injuries and poisoning	6	3	1	3	4	7	10
Neoplasm's	7	1	4	9	13	3	5
Symptoms, signs, abnormal findings, ill-defined causes	8	5	9	8	6	10	11
Diseases of nervous system, sense organs	9	8	8	11	10	5	9
Infectious, parasitic diseases	10	10	10	7	5	13	14

1) With dental treatment

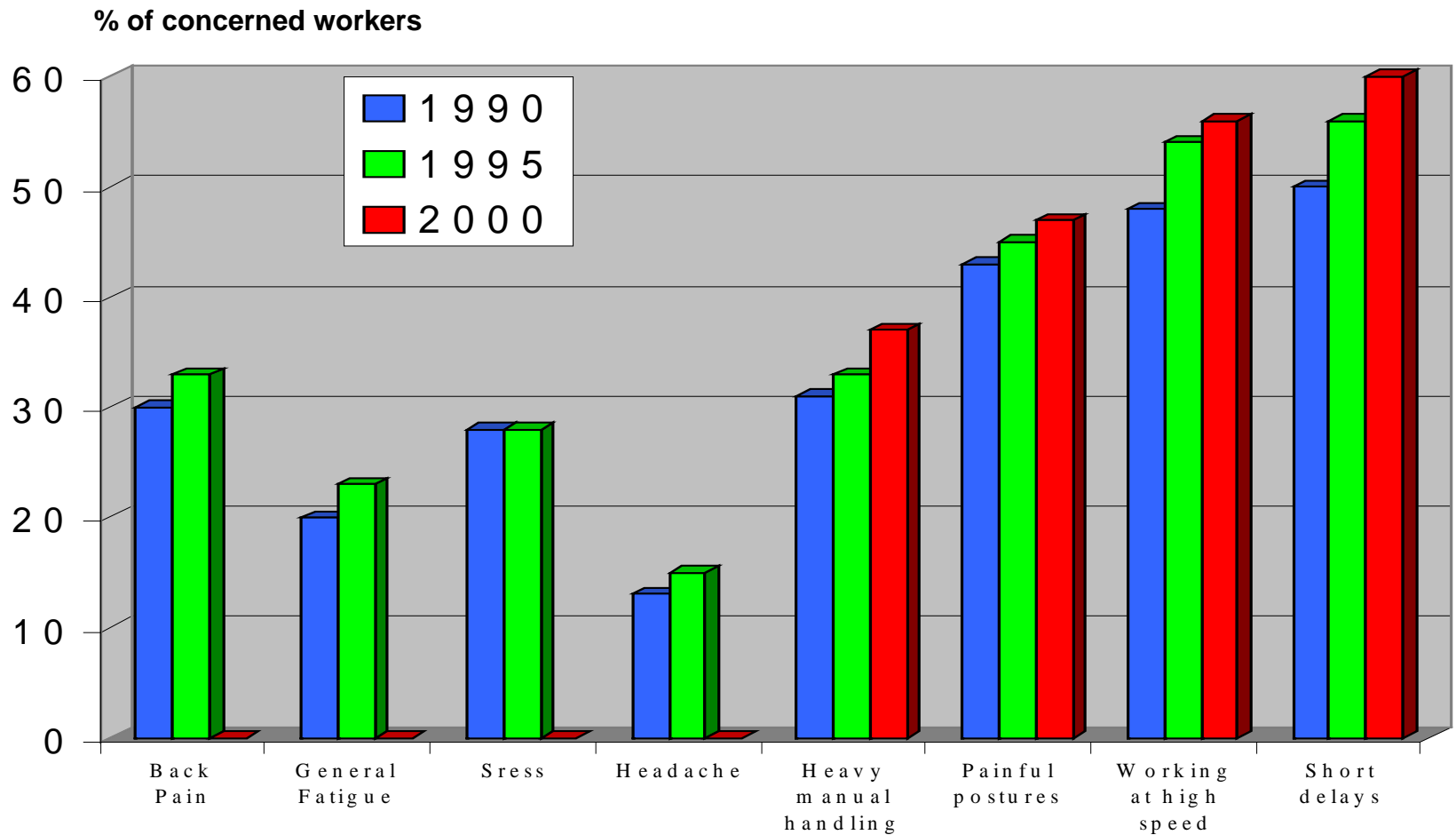
(Age: 15 - 65 Years)

# How European Workforces Perceive Their Health Risks at Work



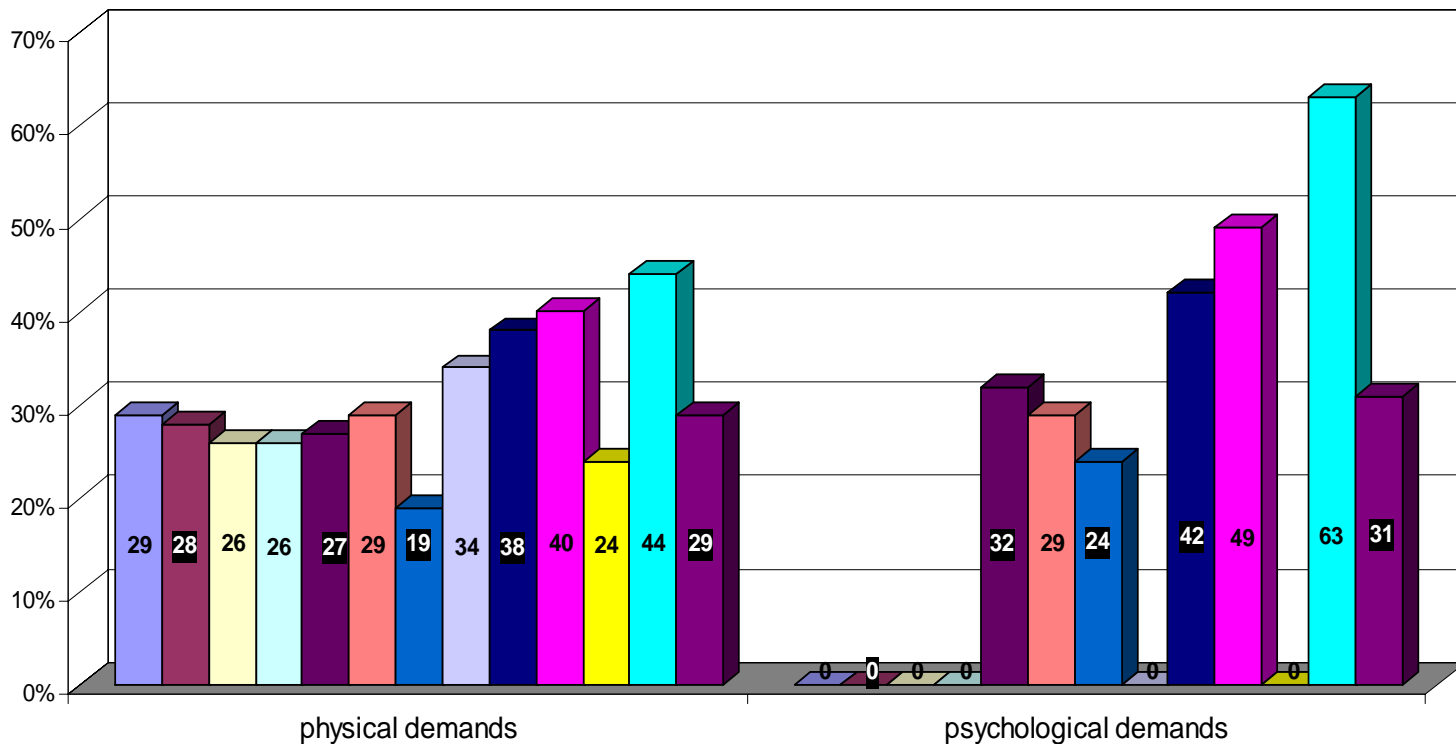
# Work-Related Health Problems and Health Risks (1990-2000)

(Source: European Foundation, Dublin)



# Impact of Work-Related Physical and Psychological Demands on Health

- III Endocrine
- V Mental Disorders
- VI Nervous System
- VII Circulatory System
- VIII Respiratory System
- IX Digestive System
- X Genitourinary System
- XII Skin
- XIII Musculoskeletal System
- only Dorsopathies (720-724)
- XVI Syntoms, Signs
- Work Accidents
- All Diagnoses



The work-related percentage of the total number of days absent from work to illness in 1998, subdivided into physical and psychological demands, listed according to ICD 9 main groups / Source: BAuA, Germany 2002

# MSD & Mental Health



**Mental Health**



**Musculoskeletal  
Disorders**

# A Major Outbreak of Work-Related Diseases: Mental disorders

**Time pressure - speed - intensification/densification of work**  
**Complexity - conflicts of criteria (quantity, quality, speed)**  
**Transparency - flexibility**

« workstress is the consequence of the overuse of human capacities at work (Theorell T) »

**USA: 1/10/year adult in the working age has a mental depression**  
**200 millions lost working days (ILO Oct 2000)**

# MSD & Mental Health



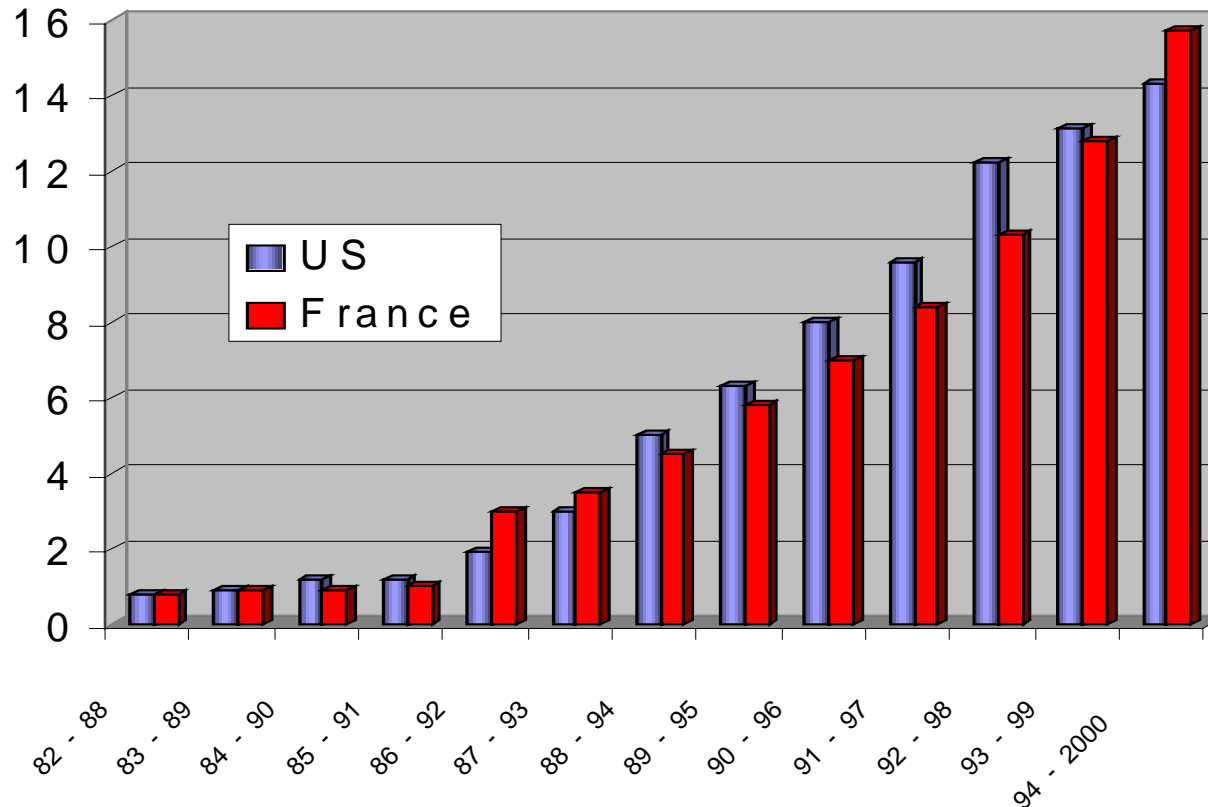
**Mental Health**



**Musculoskeletal  
Disorders**

# Increasing Number of Occupational Diseases due to Repetitive Movements in US and France (1998-2000)

(Source: European Foundation Periodic Surveys)  
(Base 1 in 1982 and 1988, France)



# **Building the case for workplace partnership and corporate health**

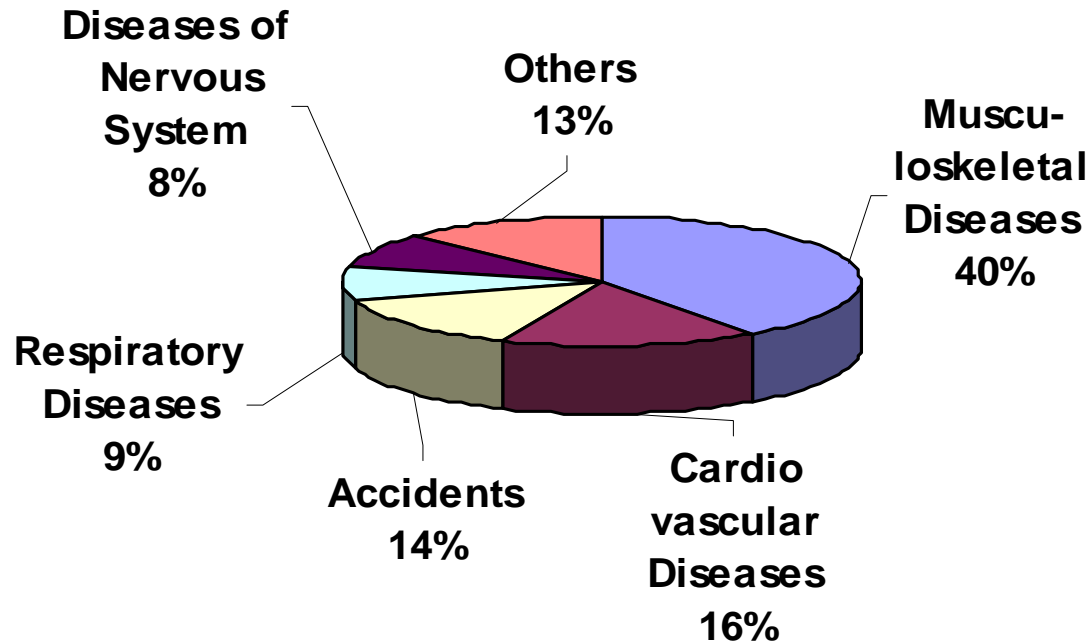


Enterprise for Health

# Cost of Work-Related Traumas and Diseases: Global Level

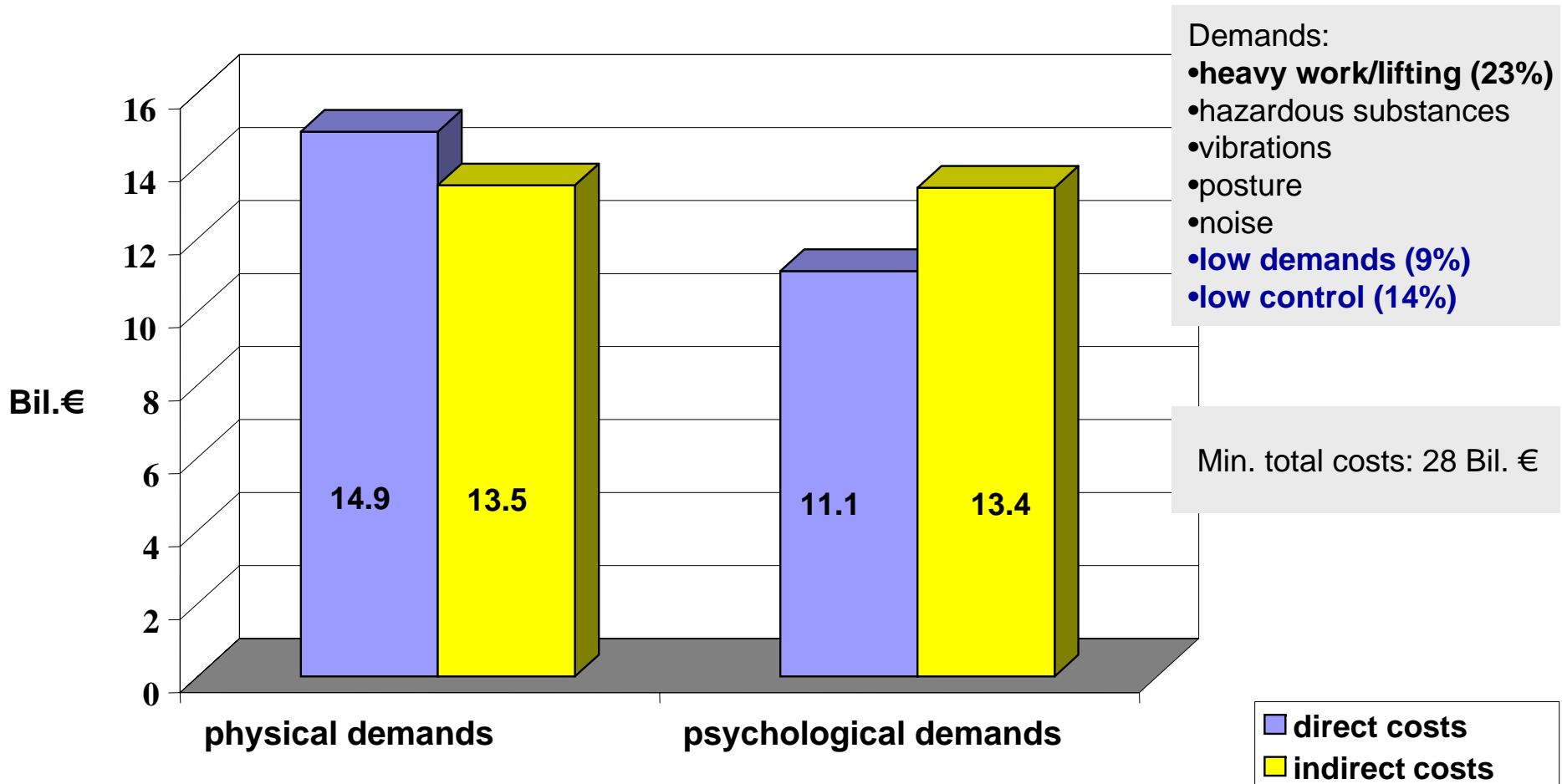
3% (ILO) to 4% GNP (EASHW-1998)

(compensations, lost working days, interruptions of production, training, treatments)



# The Costs of Work-Related Diseases in Germany 1998

(Source: BAuA 2002)



Costs of work-related diseases are the costs of treatment and work inability multiplied by an attributable risk (AR). The AR emphasises the work-related share of the illness, serving as an indicator of the correlation between the illness and the stress factor and the extent of stress factor.



# Number and Costs of job related Injuries and Illnesses in US in 1992

(P. Leigh, S Markowitz, M Fahs, Ph Landrigan. 2000)

## Costs (in \$ billions)

Category	Number	Total <sup>a</sup>	Direct	Indirect
<b>Injuries</b>	<b>13,343,000</b>	<b>132.8</b>	<b>38.4</b>	<b>94.3</b>
--Deaths	6,371	3.9	0.2	3.7
--Nonfatal	13,337,000	128.9	38.2	90.6
<b>Illnesses<sup>b</sup></b>		<b>22.8</b>	<b>13.4</b>	<b>9.4</b>
--Deaths	60,290	15.1	8.8	6.3
-- Morbidity	1,184,000	7.7	4.6	3.1

<sup>a</sup> May not sum due to rounding

<sup>b</sup>The number of deaths and morbidity for illnesses cannot be summer precisely

**Cost = nearly as the cost for cancer - 5 x cost of AIDS - 3 x cost of Alzheimer  
roughly 82% of the cost of all circulatory diseases**



# Global Approach in Occupational Health

Estimation by the World Bank: 70% of the DALY's (disability adjusted life years) now attributable to occupational health and safety conditions could be alleviated by proper monitoring and intervention

## GOOD OCCUPATIONAL HEALTH PRACTICE

### WORK

Hazard identification

Risk assessment (environment)

Suppression - reduction - control

First aid organisation

Workplace improvement/adaptation

### WORKER

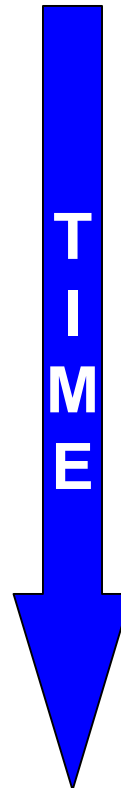
Individual risk factors

Risk assessment (biology)

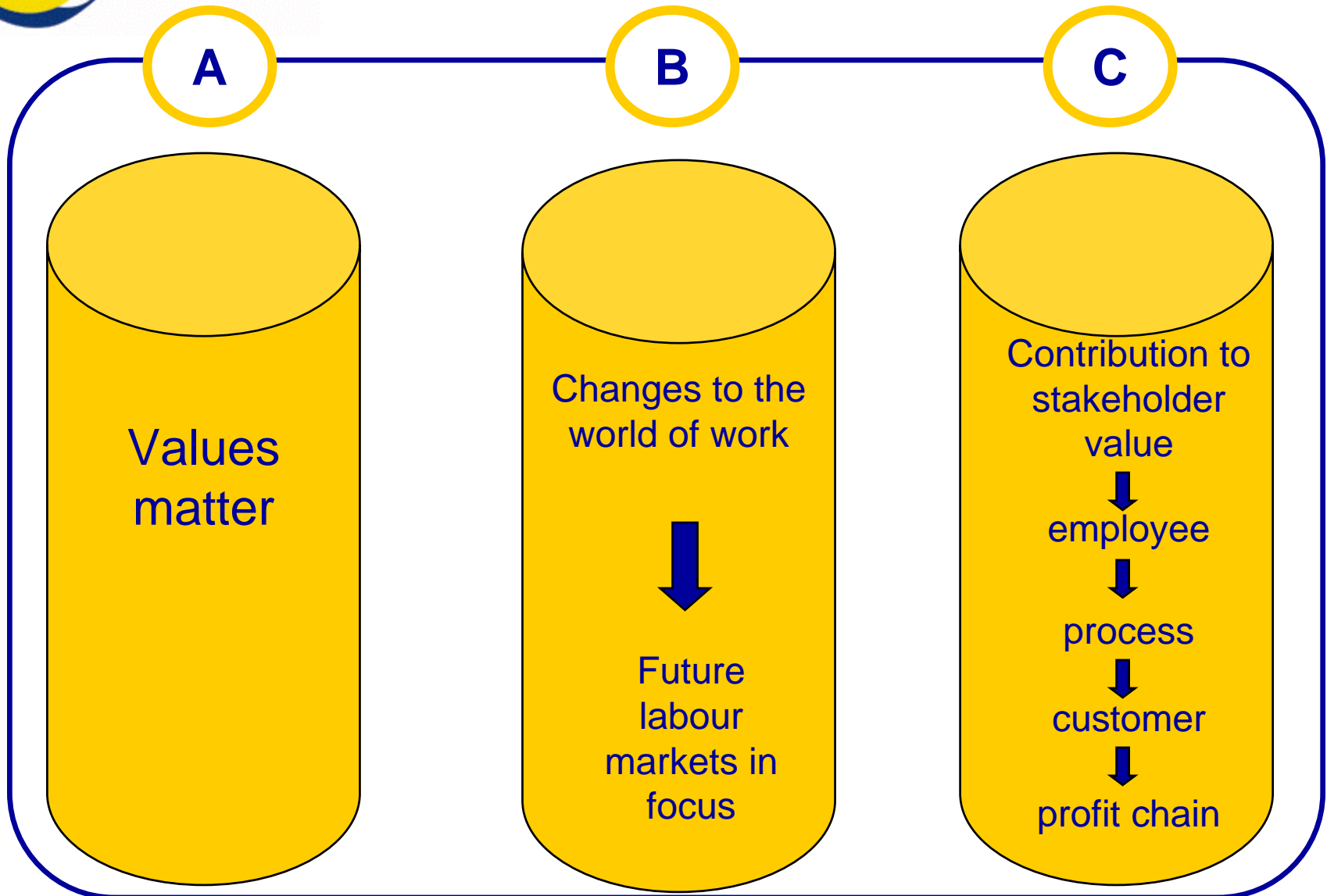
Health surveillance/education

Care (preventive/curative)

Rehabilitation



# Business Case Typology



# EfH Scorecard

## Improved Stakeholder Value

*Financial Perspective*

### Growth

- New Markets & Products (Innovation)
- Increased Customer Value

### Productivity

- Improved Cost Structure
- Improved Efficiency

*Customer Perspective*

### Customer Satisfaction and Retention

*Internal Process Perspective*

### Health Determinants

- HR Management & Leadership
- Work Environment
- Work Organisation and Job Design
- Job Security and Change
- (Health) Competencies

### Management Process

- Building Infrastructures
- Analysis and Planning
- Implementation
- Communication
- Evaluation

*Learning and Growth Perspective*

### Corporate Policy and Culture

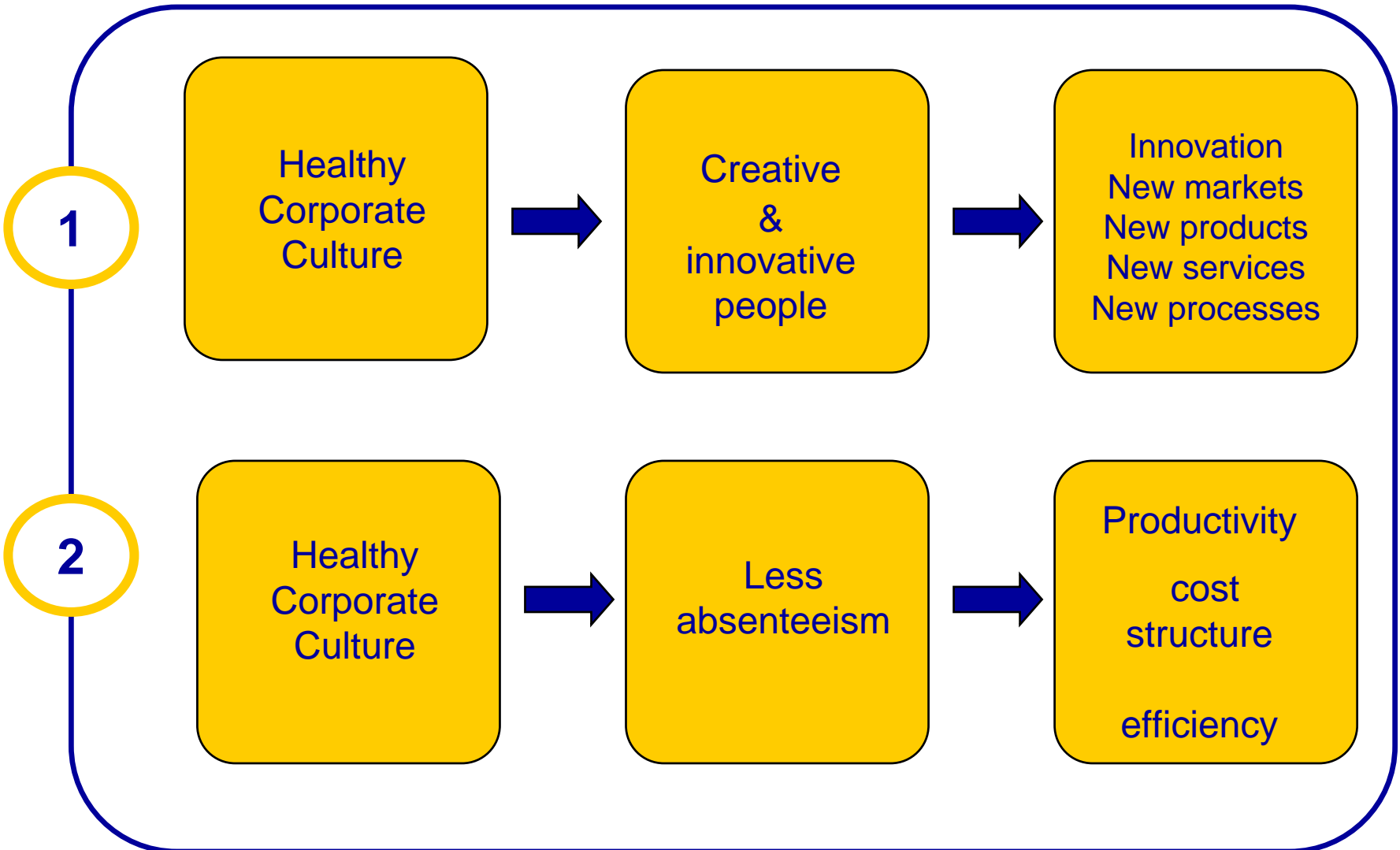
- Demographic Change
- Diversity
- Work-Life Balance
- Mental Health and Leadership
- Flexible Work
- Knowledge Management and Lifelong Learning

*Changes to the World of Work*

*Values*



# Driving the Business Case



# Parallel Forums

13:15 –  
14:45

## Forum A

- Plenary -



**Demographic Change  
and Ageing Workforces**

## Forum B1

- 2nd Floor -



**Value-Driven Leader-  
ship and Healthy  
Corporate Cultures**

## Forum C

- 2nd Floor -



**Mental Health and  
High Performance**

## Forum D

- 2nd Floor -



**Challenges for Com-  
prehensive Corporate  
Health Management**

## Forum B2

- Plenary -



**Value-Driven Leader-  
ship and Healthy  
Corporate Cultures**

## Forum E

- 2nd Floor -



**Corporate  
Social  
Responsibility**

15:15 –  
16:45