



EU-CoWork

Developing Compassionate Workplaces

DEVELOPING
COMPASSIONATE
WORKPLACES TO
PROTECT
EMPLOYEES'
HEALTH AND
WELLBEING

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EAPC 2024

13th World Research Congress

16-18th May, 2024
Barcelona - Spain



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Workplaces as End-of-Life settings

- A significant proportion of employees will experience serious illness, caregiving, death and loss during their professional lives
 - E.g. In Flanders and Brussels¹ **7.6%** of the adult population is a family caregiver (494.000 people) and **1 million people** bereaved each year
- Impact on health and wellbeing of employees and their colleagues^{4,5} and on workplace productivity and safety⁶

EU-CoWork objective

To develop and evaluate
**tailored Compassionate
Workplace Programs (CWPs)**
to support employee health
and wellbeing in the work
environment, across different
national and occupational
contexts in Europe



Methods

12 Compassionate Workplaces across 4 countries

1. An international **co-creative and co-developmental evaluation** of tailored CWP
2. An international mixed methods **process and impact evaluation**



Developmental evaluation of CWP

Facilitated co-creation of each CWP

- Trained Community of Practice of facilitators + PhD researcher
- Participation of the entire workplace

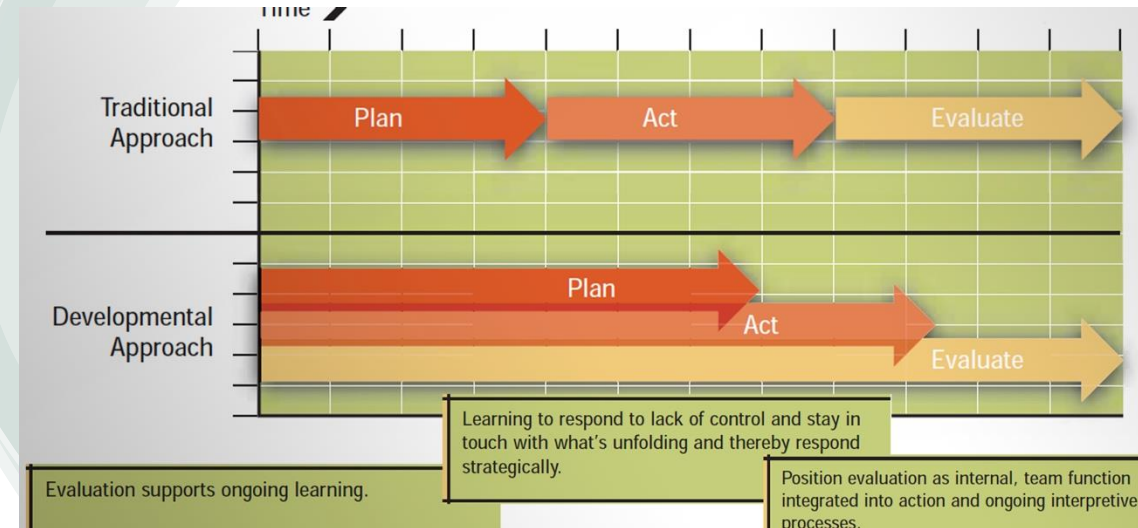
Adapt to contexts

- What knowledge is needed?
- What needs to be evaluated?

Rapid evaluations via interviews

- Identification of needs and opportunities

Augmentation of existing strengths



Current activities



Workplace and
facilitator recruitment



Development of
Facilitator training and
Community of Practice



Development of
protocols



Development of **CMO's**



Scoping review of
workplace resources



Development of
Inspirational Guide

EU-CoWork Partners



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SORGENETZ



Sheffield
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Health and Safety
Executive



EU-CoWork

Developing Compassionate Workplaces

THANK YOU



EU-CoWork: '**Developing Compassionate Workplaces in Europe for the digital and green work environment to protect employees' mental and physical health and wellbeing**' is funded by Horizon Europe under **Grant Agreement nr 101137223** of the European Union's Horizon Europe Programme.



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Funded by
the European Union

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