



EU-CoWork

Developing Compassionate Workplaces

DEVELOPING
COMPASSIONATE
WORKPLACES TO
PROTECT
EMPLOYEES'
HEALTH AND
WELLBEING



Funded by
the European Union



Member of
WISEWORK-C

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CONFLICT OF INTEREST DISCLOSURE

The presenters declare no conflict of interest.

EU-CoWork ambition

Develop an evidence basis for tailored Compassionate Workplaces Programs in Europe

- Leverage the positive impacts and existing assets of workplaces and ...
- mitigate the negative impacts and challenges of the new ways of working ...
- for the mental and physical health and wellbeing of employees faced with EoL experiences and their colleagues.



Objective

The project objective is to create Compassionate Workplace cultures, practices and policies to support wellbeing for employees dealing with EoL experiences in different national and work contexts in Europe.



Twin transitions:
Green & Digital transformation
Telework, digital HRM and
Green jobs

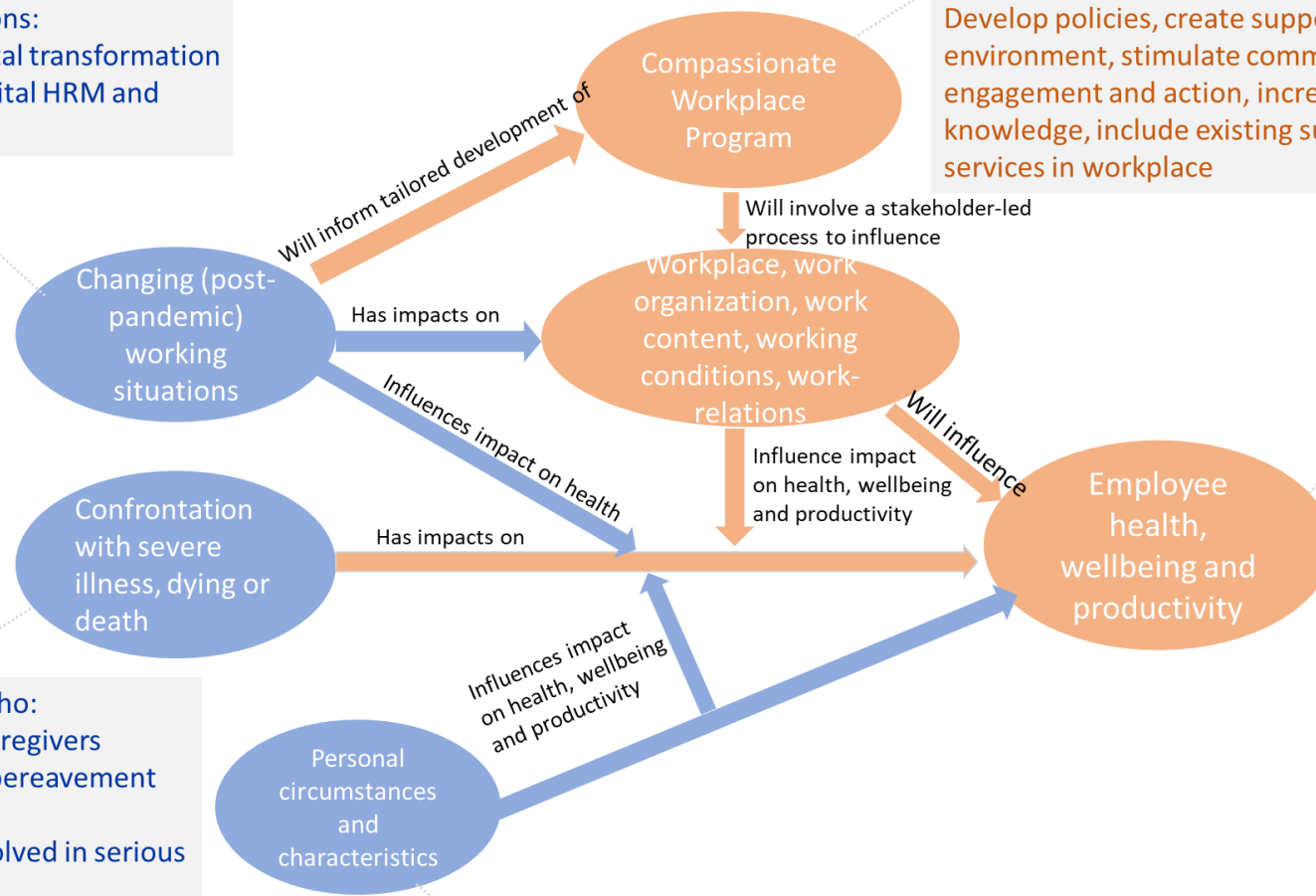
Develop policies, create supportive
environment, stimulate community
engagement and action, increase skills and
knowledge, include existing support
services in workplace

Health and wellbeing of employees
with EoL experiences and their
colleagues
Workplace-level outcomes: workplace
culture, interpersonal relationships,
production loss, hours lost due to
absence, safety

Employees who:
-are family caregivers
-experience bereavement
grief at work
-are ill or involved in serious
accidents
Colleagues of these
employees

Eg family situation (single, parent,)
Career ambitions
Gender roles
Personal values (need for meaningful
work, materialism, family-oriented)

● Not amenable to the EU-CoWork activities
● Where EU-CoWork makes a difference



Core concepts that our CWPs aim to influence

Ambassadors
and spontaneous
action

Compassion

Knowledge,
skills, and
confidence

Wellbeing

Supportive
workplaces and
colleagues

Economic
outcomes



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 CWPs



RO1: To **develop tailored strategies** (i.e., CWPs) to create compassionate workplace cultures and improve health and wellbeing for employees working in digitized and green work environments in different national and work contexts in Europe.



RO2: To **describe and evaluate the process of co-creation and implementation** of our CWPs and how these influence the programs' outcomes.

Developmental evaluation of CWP

Facilitated co-creation of each CWP

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

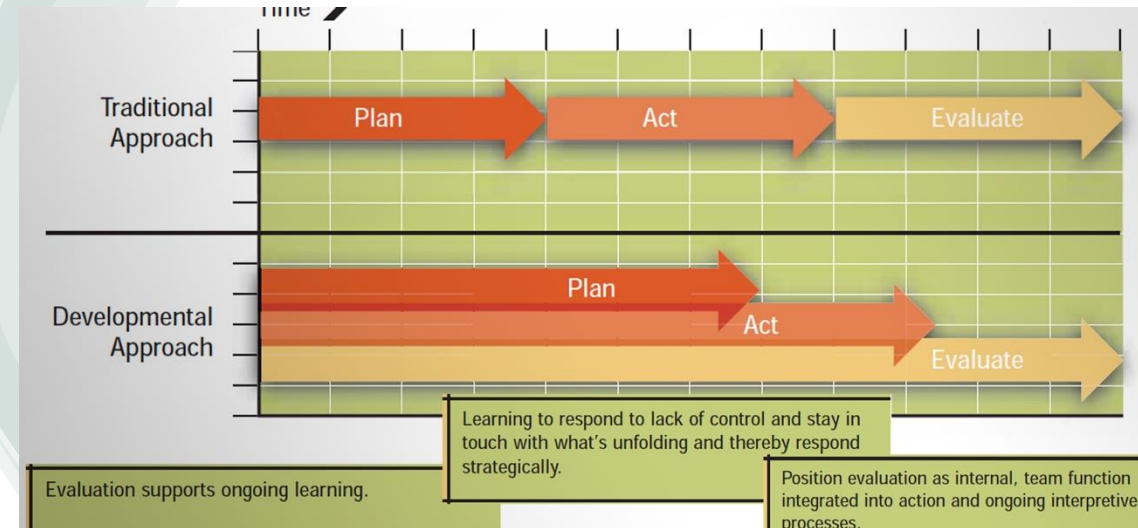
Adapt to contexts

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

Rapid evaluations via interviews

- Identification of needs and opportunities

Augmentation of existing strengths



Facilitation – Inspirational material

Creating a Compassionate Workplace

This web resource is for workplaces participating in the EU-CoWork Project.

Within these web pages we explore what a 'compassionate workplace' could look like, and share some ideas of actions organisations can take to create more supportive work environments.

Every workplace is unique, so this website provides ideas and suggestions rather than a prescriptive set of solutions. We hope this can help inspire you as you consider what aspects might be most important for your workplace.

As the EU-CoWork Project progresses we hope to grow these pages with more examples and resources drawn from the different study locations, so please let us know if you have a successful approach to share or come across useful resources that you think should be added.

Find out more

[What is a compassionate workplace?](#)

[Why are compassionate workplaces important?](#)

[Understanding serious illness, caring responsibilities and bereavement](#)

[The role of the Employer](#)

[The role of Senior Management](#)

[The role of a Manager](#)

[The role of a Colleague](#)

[List of Resources](#)



Process and outcome evaluations



RO3: To develop an evidence basis for **understanding relationships between employee health and wellbeing, work organization, workplace culture, and other contextual aspects** (Country-, workplace-, and subgroup-specific aspects)



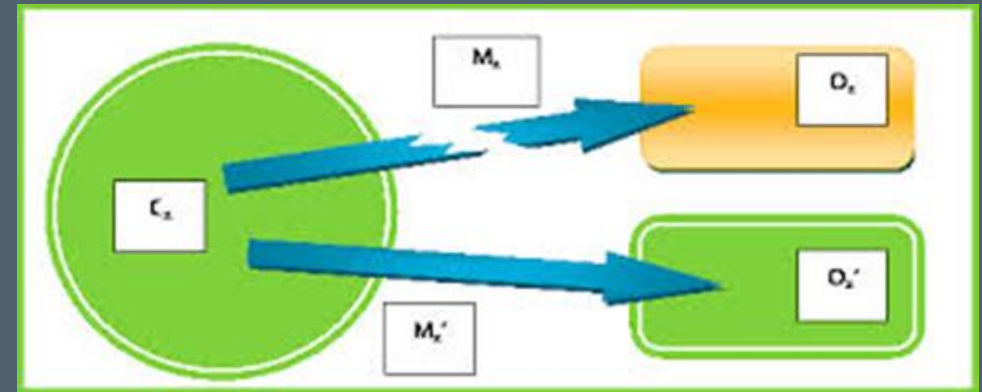
RO4: To **evaluate the impact** of the CWP's (1) on **the mental and physical health and wellbeing** of employees facing EoL experiences and their colleagues, and (2) **on workplace-level outcomes** including workplace culture, interpersonal relationships, production loss, hours lost due to absence.



RO5: To **evaluate the economic value and cost-effectiveness** of the CWP's and how the CWP's may help prevent financial losses due to the confrontation with serious illness, death or loss.

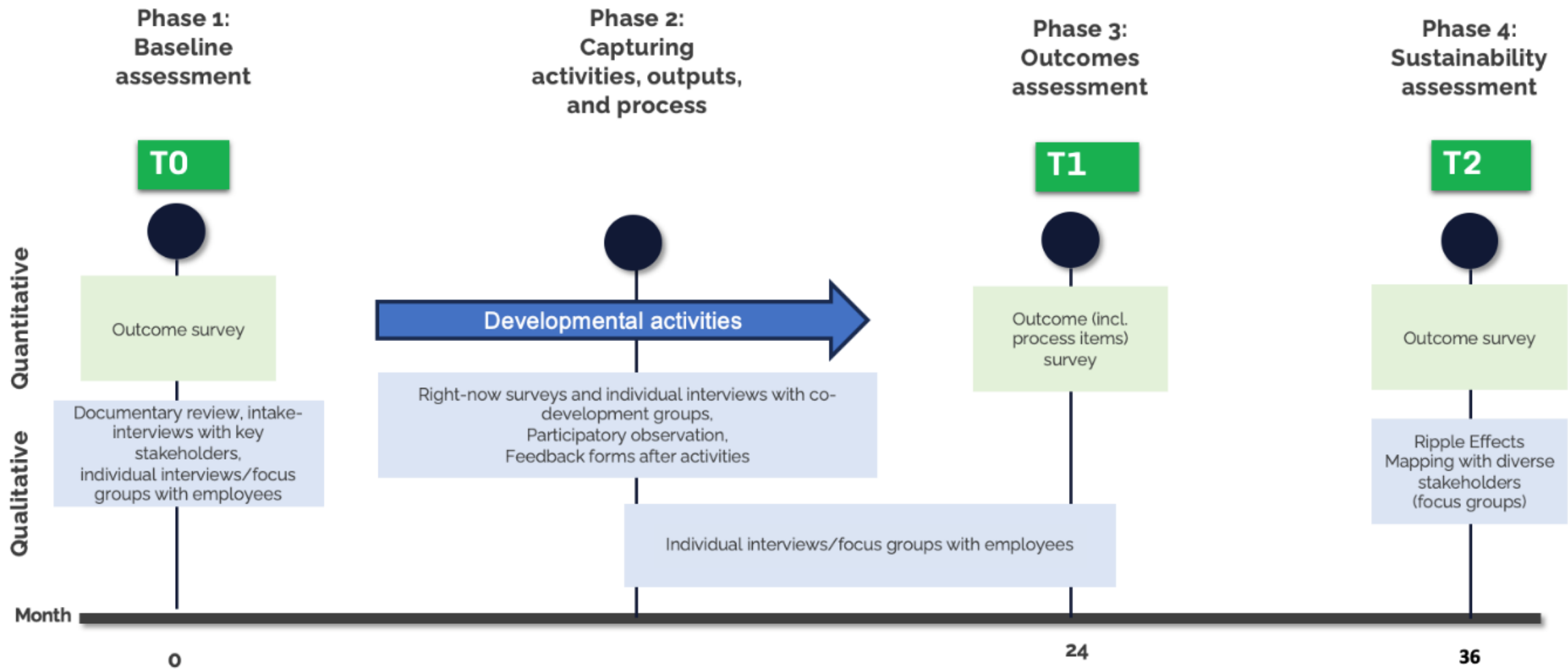
Realist Evaluation for Organizational Interventions

- What works for whom in which circumstances – and why?
- How well does the co-creation process lead to CWP that fit the organizational context?
- What components of CWP lead to wellbeing and productivity outcomes?
- Context – Mechanisms – Outcomes



Example of possible CMO's

Context	Mechanism	Outcomes
If there is a culture of speaking openly about sensitive issues, ...	... then senior managers will be able to communicate openly with staff about the bereavement of a colleague and employees will openly share their feelings ...	... and as a result, employee wellbeing will increase.
If there are physical spaces for reflection , ...	... then employees will be able to reflect on their situation ...	... and as a result, their wellbeing will increase.



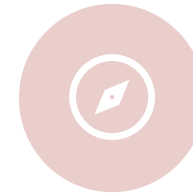
Current activities



8/12 workplaces recruited
Kickstart meetings underway



Facilitator training (2-4/12) and Community of Practice



First ethical applications submitted



Development of initial **programme theory** and CMO's



Scoping review of workplace resources



Inspirational material developed

Partners



COMPASSIONATE
COMMUNITIES
CENTRE OF EXPERTISE



SORGENETZ



Sheffield
University
Management
School.



ATHENS UNIVERSITY
OF ECONOMICS
AND BUSINESS



Health and Safety
Executive

 Open access |    | Research article | First published online September 25, 2024

Developing and evaluating Compassionate Workplace Programs to promote health and wellbeing around serious illness, dying and loss in the workplace (EU-CoWork): a transdisciplinary, cross-national research project

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Abstract

Background:

Most employees will experience serious illness, caregiving, dying and loss (End-of-Life (EoL) experiences) at multiple points throughout their working lives. These experiences impact affected employees but also their colleagues in terms of health and wellbeing, and the workplace as a whole in terms of workplace safety, productivity and labour relations. The impact of EoL experiences on employees means that workplaces are called to play a more active role in providing support for EoL experiences.

Aim:

To describe how the EU-CoWork (2024–2028) project addresses its main aims to (1) create Compassionate Workplace cultures, practices and policies and improve health and wellbeing for employees dealing with EoL





EU-CoWork

Developing Compassionate Workplaces

THANK YOU

<https://eu-cowork.eu>

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