



# EU-CoWork

Developing Compassionate Workplaces

DEVELOPING  
COMPASSIONATE  
WORKPLACES TO  
PROTECT  
EMPLOYEES'  
HEALTH AND  
WELLBEING

Deborah De Moortel<sup>1,4</sup>, Steven Vanderstichelen<sup>1-3</sup>  
Joachim Cohen<sup>1,2</sup>, and the EU-CoWork Consortium

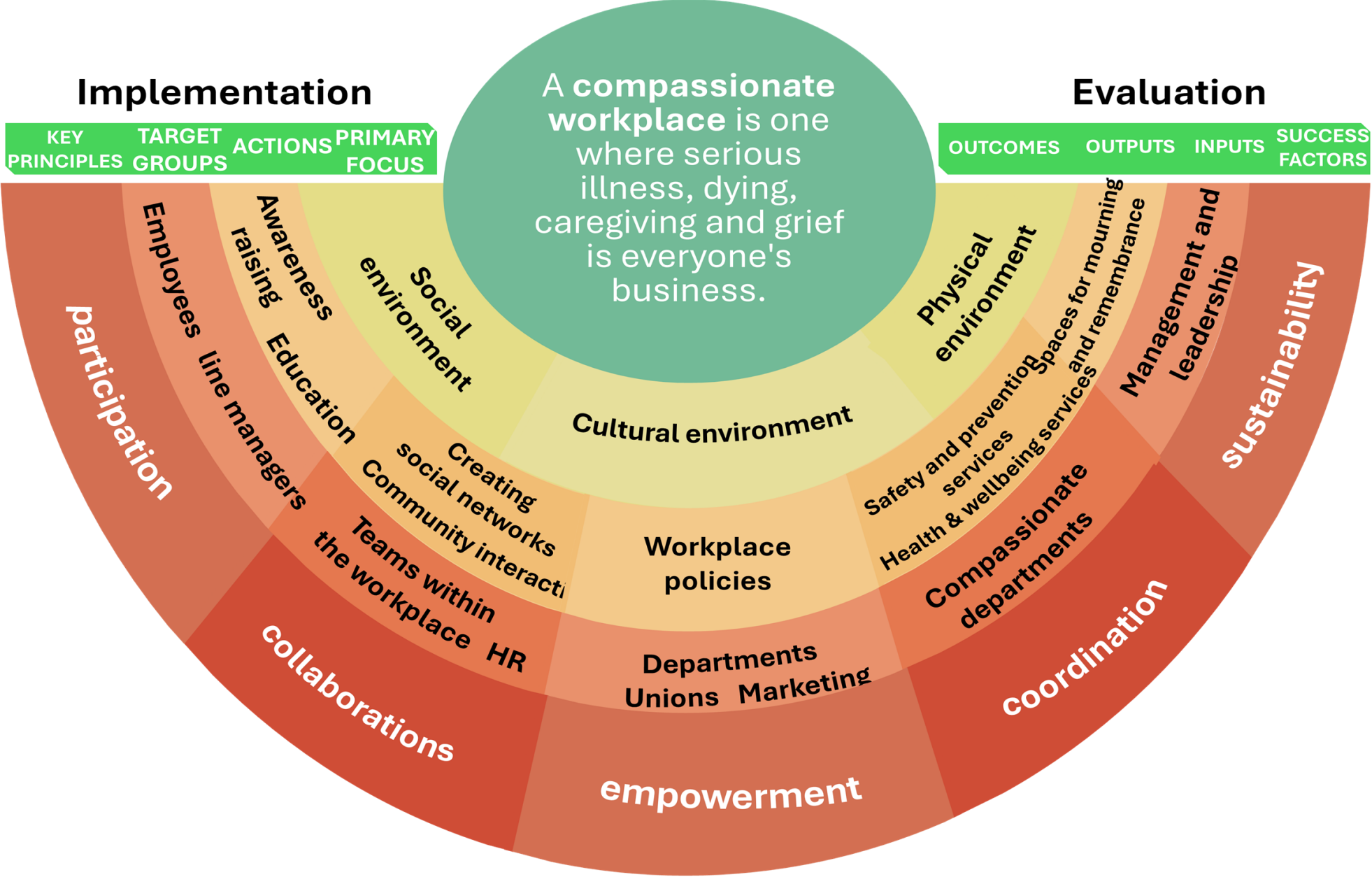
<sup>1</sup> Vrije Universiteit Brussel (VUB), Compassionate Communities Centre of Expertise (COCO), Brussels, Belgium

<sup>2</sup> Vrije Universiteit Brussel (VUB), End-of-life Care Research Group, Brussels, Belgium

<sup>3</sup> Ghent University, End-of-Life Care Research Group, Ghent, Belgium

<sup>4</sup> Interface Demography, Vrije Universiteit Brussel (VUB), Brussels, Belgium

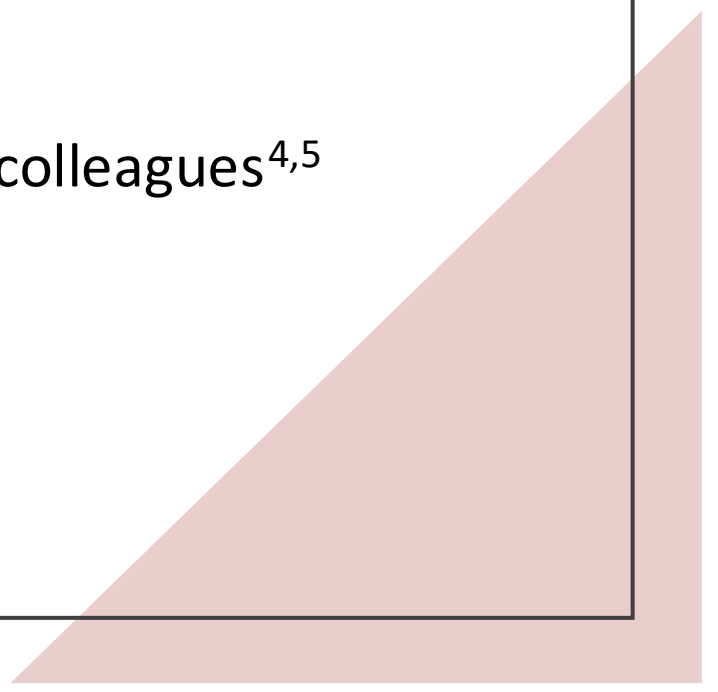
THE  
COMPASSIONATE  
WORKPLACES  
MODEL



# Workplaces as settings for end-of-life

- A significant proportion of employees will experience serious illness, caregiving, death and loss during their professional lives
- E.g. Flanders and Brussels<sup>1</sup>:
  - **7.6%** of the adult population is a family caregiver (494.000 people)
  - Flanders: **1 million people** bereaved each year

# Workplaces as settings for end-of-life

- Palliative care need is expected to grow, affecting the active population either as patients, caregivers or bereaved<sup>2,3</sup>
  - Impact on health and wellbeing of employees and their colleagues<sup>4,5</sup>
  - Impact on workplace productivity and safety<sup>6</sup>
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# Twin Transitions in the workplace

## Digital Transition

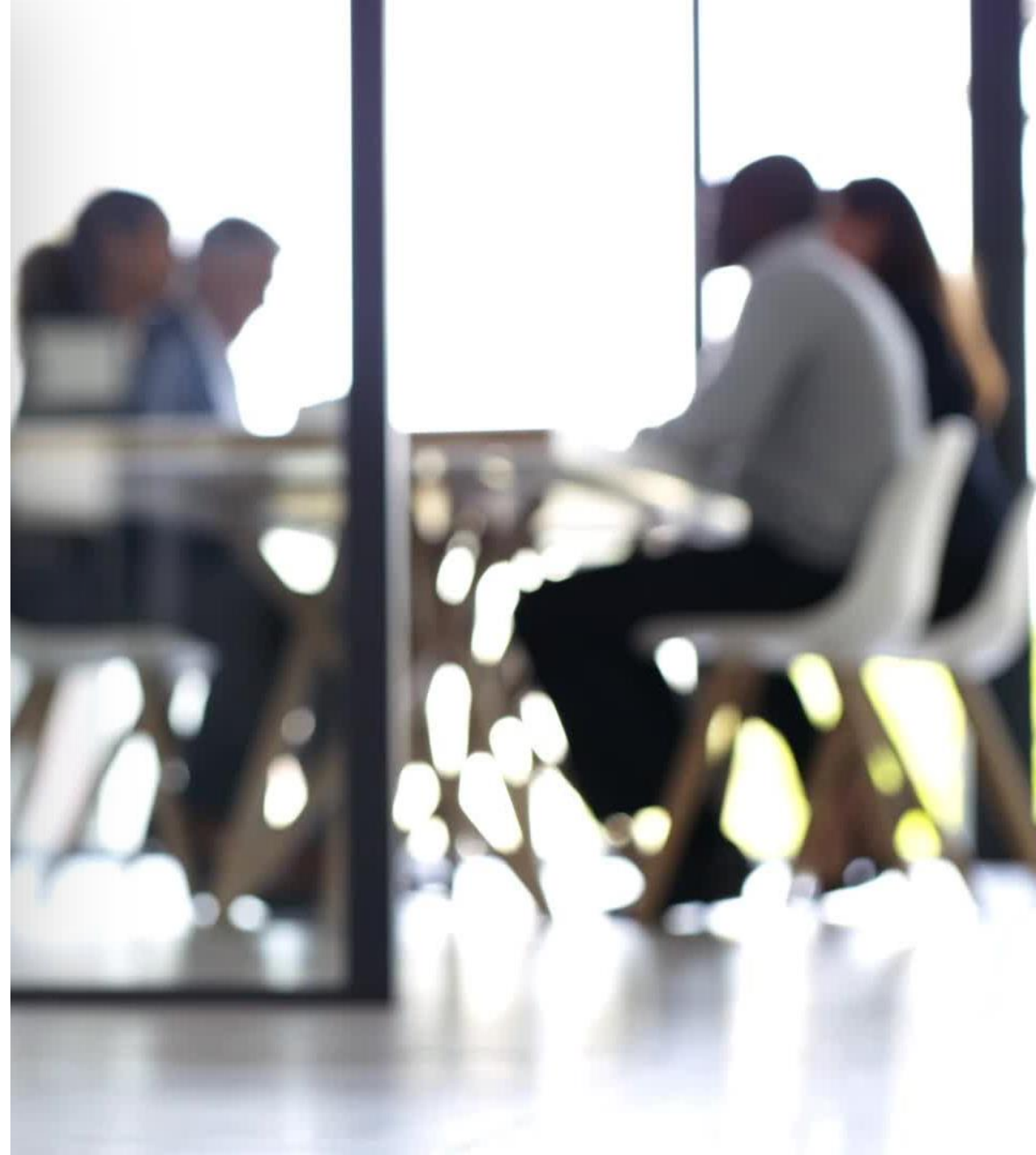
- Flexible work-life balance, reduce turnover, reduce commuting time
- Longer working hours, work-home interference, social isolation
- Indirect communication, poor relationships
- Reduced feelings of autonomy

## Green Transition

- New employment to remote regions
- Demand for significant and rapid reskilling
- Short-term contracts, limited future prospects
- Remote locations with long commutes, required migration
- Increased importance of co-workers' social support

# Twin Transitions and EoL experiences

- Exacerbation of vulnerabilities associated with EoL experiences
- Employees with EoL can feel less or not supported in the workplace



A large teal circle on the left side of the slide, partially cut off by the edge.

## Ambition of EU-CoWork

### **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.
- 
- A series of four pink, curved, dashed line segments arranged in a diagonal pattern from the bottom right towards the center of the slide.

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

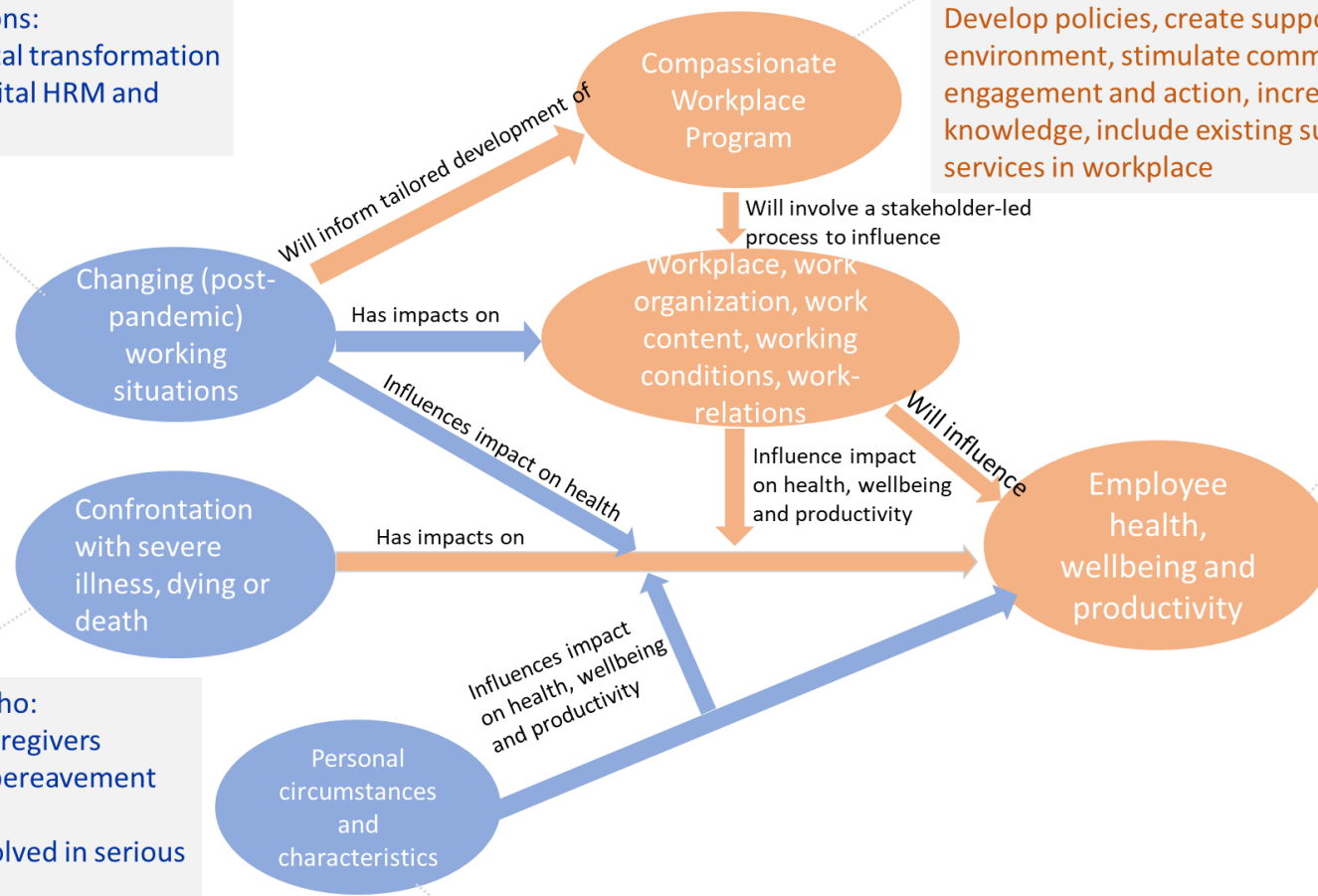
Develop policies, create supportive  
environment, stimulate community  
engagement and action, increase skills and  
knowledge, include existing support  
services in workplace

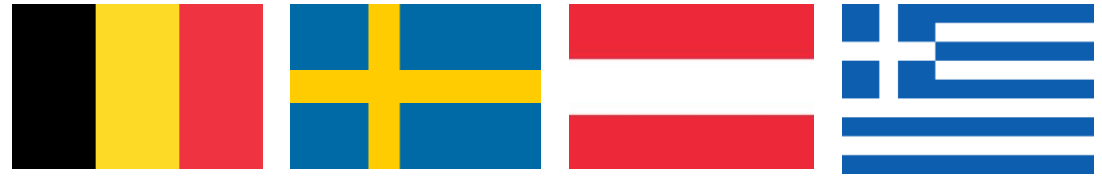
Health and wellbeing of employees  
with EoL experiences and their  
colleagues  
Workplace-level outcomes: workplace  
culture, interpersonal relationships,  
production loss, hours lost due to  
absence, safety

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





# Methods

4-country cross-national mixed-methods intervention study with an embedded process and impact evaluation.

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

# 12 workplaces across 4 countries

## Country

- Belgium
- Sweden
- Austria
- Greece

## Sector

- Primary
- Secondary
- Tertiary/quaternary

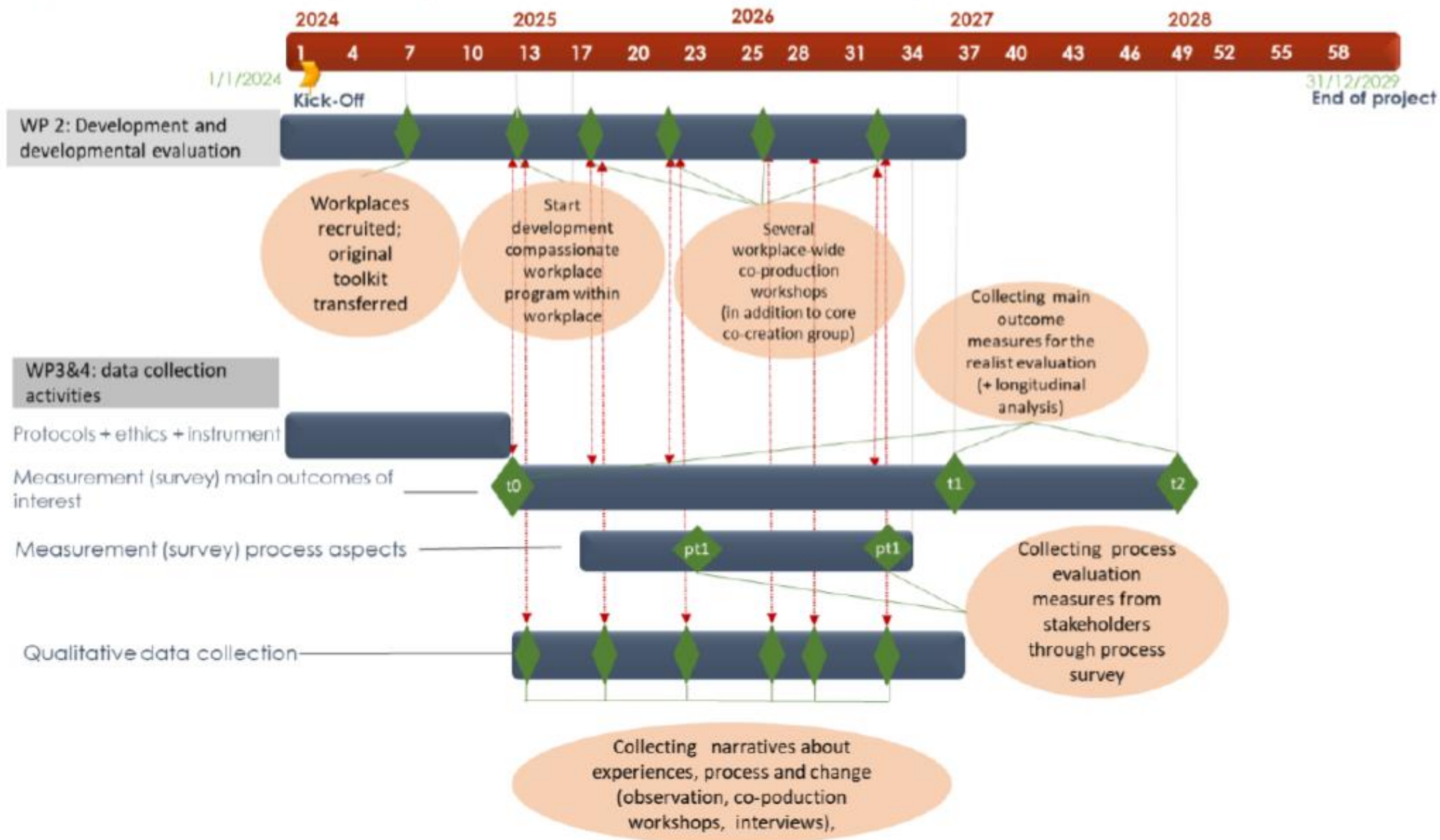
## Transition

- Digital
- Green

## Socio-demographic profiles

- Gender, age, migration, education level...

Figure 1.2.6: Structure of the different data collections and their timepoints



# Partners





# EU-CoWork

Developing Compassionate Workplaces

THANK YOU

Website coming soon!

<https://eu-cowork.eu>

Contact: [deborah.de.moortel@vub.be](mailto:deborah.de.moortel@vub.be)