



TERME
SELCE

BRUSSELS MEMORANDUM

2024

*3rd TERME SELCE INTERNATIONAL CONGRESS
CORPORATE WELLBEING: JOY OF WORK – LET'S TALK*

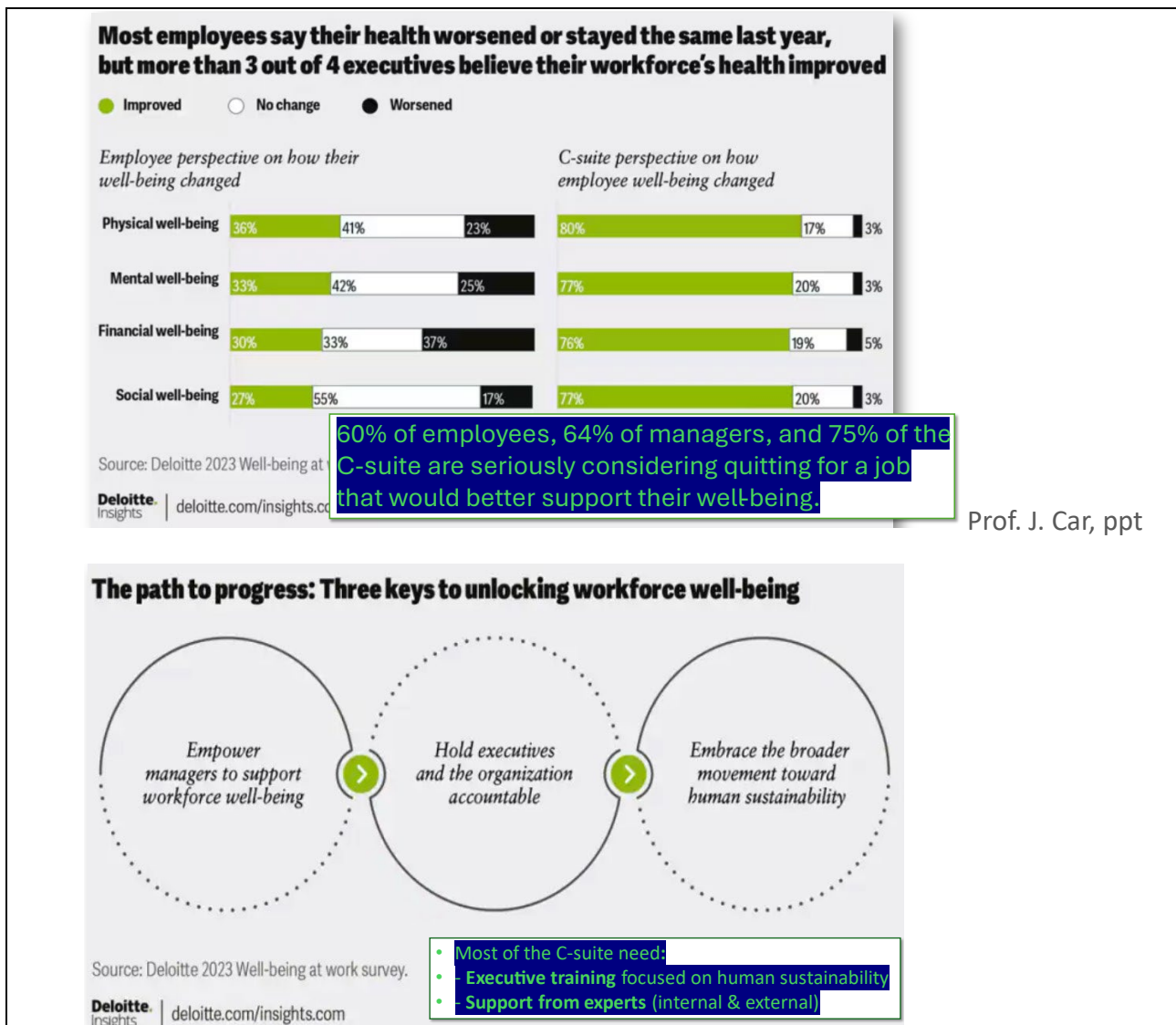
KEY TAKEAWAY TO ENSURE THE SUSTAINED HEALTH AND WELLBEING OF PEOPLE AND PLANET

INVESTING IN PEOPLE BUILDS WELLBEING ECONOMY to better deliver on the Sustainable Development Goals that promote health and wellbeing of all ages groups.

EMPOWERING PEOPLE IS THE TASK OF ALL ACTORS from EU institutions, corporations, businesses, civil society, local communities, education sector, media.

KEY PRIORITY IS TO FOCUS ON THE BURDEN OF NONCOMMUNICABLE DISEASES and their impact on lifespan, including mental health, physical activity, obesity and healthy food systems.

WHY???



CONTENT

3 RD TERME SELCE INTERNATIONAL CONGRESS	3
We support EU Public Health Week	4
Integrative approach to wellbeing	5
Theme Joy of Work – Let’s Talk	6
Local and global indicators	7
Recommendations for employers	8
Recommendations for employees	8
Recommendations for local communities	9
Recommendations for policy makers	9
Benefits for employers, employees, local communities, policy makers	10
Quotes: Beroš, Brozičević	11
Quotes: Brozičević Dragičević, Mezosi	12
Quotes: Šefanić, de Gabriac	13
Thank you to	14



3
4
8
MINUTE 21 DAN

**CORPORATE
WELLBEING**
LIFE QUALITY
& JOY OF WORK

3rd INTERNATIONAL CONGRESS TERME SELCE

May 13, 2024 - BRUSSELS
European Committee
of the Regions



**TERME
SELCE**



Hosted by



**European Committee
of the Regions**



PHARMAFLIGHT



Design by Welt d.o.o./Bruketa&Žinić&Grey

WE SUPPORT

May 13 - 17, 2024



https://eupha.org/euphw_page.php?p=HW9

The 3rd Terme Selce Congress: A Highlight of the Week

A significant highlight of the opening day was the 3rd Terme Selce Congress in Brussels, held on May 13th with participation of European Spas Association as partner.

The Corporate health congress **recognized the importance of health and well-being not only locally, but across the EU and globally**. Organized by experts in human health and well-being, the congress served as a platform to discuss how to improve the culture of health and well-being in companies through best practices, education, re-education, and preventive health, including medical spas, nature and also digital tools. The goal was to increase efficiency and productivity, achieve work-life balance, and most importantly, foster the “Joy of Life and Work,” as stated by the congress initiator, Primarius Vlasta Brozičević, MD., specialist in physical medicine and rehabilitation, and rheumatology.

Integrative Approach to Wellbeing & Wellbeing Strategy

A platform to develop discussion on how to improve the culture of health and wellbeing in companies. Facilitates new perspective for employers and employees, integrative approach to wellbeing and wellbeing strategy. <https://termeselcecongress.eu/>

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PHARMAFLIGHT



The global community has made considerable progress against the most common communicable diseases, but TODAY'S CHALLENGES LIE IN NON-COMMUNICABLE DISEASES – an unexpected development that calls for political commitment at the highest level.

By Dr Tedros Adhanom Ghebreyesus, director-general, World Health Organization

The 3rd Terme Selce International Congress
CORPORATE WELLBEING

WITH the 3rd CONGRESS WE SUPPORT

Kick-off event for the whole European Public Health Week – on Monday, May 13th, 2024
Organized by EUPHA, the European Observatory on Health Systems and Policies, the WHO Regional Office for Europe and the European Commission's DG SANTE.

#EUPHW #EUPHW2024 <https://eupha.org/EUPHW>

FRAMEWORK



THE THEME "JOY OF WORK - LET'S TALK" EMBODIES THE SPIRIT OF THE CONGRESS

It reflects our commitment to addressing the challenges faced by employers, employees, local communities, and policy makers in promoting wellbeing in the workplace.

In today's world, where stress and burnout, the need for innovative solutions has never been more pressing. This congress aims to shine a light on these issues and bring forth new solutions to enhance corporate wellbeing.

Recognizing the global importance of our topic, we have extended the event to the EU capital, Brussels. This move is a logical step forward to involve relevant institutions, upgrade the dialogue, and facilitate new perspectives on employee wellbeing. It is a testament to our dedication to spreading the message of staying well and healthy, even amidst challenging workloads.

Keynote speakers highlighted the pressing issues in corporate wellbeing, setting the stage for insightful discussions in three key panels:

1. mental wellbeing,
2. physical wellbeing,
3. healthy nutrition.

Esteemed panelists, supported by moderators, shared best practices from companies and institutions that have successfully implemented strategies and programs to promote health and wellbeing among their employees.

Their invaluable recommendations are compiled in the Terme Selce- Brussels Memorandum, a document aimed at guiding future initiatives in this crucial area.



LOCAL AND GLOBAL INDICATORS SHOW

1. importance of health and well-being not only locally, but across the EU and globally
2. need to focusing a holistic approach to health throughout different life stages
3. importance of mental health and the need to place individuals at the core of mental health policies and initiatives
4. urgent need to focus on LMS stress (musculoskeletal disorders affect millions of EU employees and cost employers billions of euros)
5. ageing and a rise in non-communicable diseases are changing healthcare needs for better prevention in NCDs (statistics show that every 2 seconds, someone under the age of 70 dies - including cardiovascular disease, cancer, diabetes and chronic respiratory disease or a mental health condition)
6. need to achieve SDG target 3.4 by 2030, reduce by one third premature mortality from NCDs through prevention and treatment of NCDs and promotion of mental health and well-being
7. healthy nutrition is one of key focuses in preventing obesity and other health problems

THERE IS A BIG INCREASE IN PSYCHO-PHYSICAL DISORDERS AND DISEASES ALREADY IN THE YOUNGER WORKING POPULATION

1. painful conditions of the locomotor system (LMS), even 66% of all sick days
2. mental disorders and diseases
3. fatigue
4. chronic stress and burnout syndrome
5. sleep disorders
6. headaches
7. overweight and obesity

Reasons

1. inadequate protection from risk factors, particular unhealthy diets, lack of physical activity
2. in insufficient education and re-education about healthy lifestyles and ergonomics
3. in insufficient prevention through regular preventive specialist examinations, testing of physiological status and measurements
4. insufficient encouragement of employees to openly discuss their difficulties
5. in insufficient implementation of targeted regular well-being programs
6. in the insufficient use of modern technologies for improving the health and well-being of employees

RECOMMENDATIONS TO EMPLOYERS

1. Improve the culture of health and well-being in companies through best practices, education, re-education, and preventive health, including medical spas, nature and also digital tool
2. Adopt a comprehensive mental health policy that includes leadership commitment, employee awareness, accessible support services, and proactive prevention strategies
3. Need for new overview at health strategies and introduce new focus on locomotor system
4. Set common goals, exchange sense-making practices, measure achievements and define together with employees a road map for the future
5. Collaborate with a variety of stakeholders, from trade unions, to researches and practitioners and leverage best practices to create a supportive and inclusive work environment
6. Practice continuous evaluation and improvement of new policies are essential to address the evolving mental health needs of the workforce
7. Carry out activities and education to preserve environmental health
8. Increase efficiency and productivity
9. Achieve work-life balance
10. Foster the “Joy of Life and Work”

RECOMMENDATIONS TO EMPLOYEES

1. Be open to awareness raising on personal health and wellbeing
2. Use technology to easier check daily health status
3. Participate education on new health and wellbeing trends and problems that include prevention measures
4. Practice short breaks for walk
5. Hidrate yourself properly
6. Take care of your daily nutrition habits
7. Take enough time to rest
8. In case of LMS problems visit your MD
9. In case of psychological problems talk to an expert to avoid wider damage to overall health
10. Play in nature while keeping it clean

RECOMMENDATIONS TO LOCAL COMMUNITIES

1. Local communities should support local companies in taking care of the health and well-being of their employees because they should support active and healthy citizens who make their community alive in every sense.
2. There is a need for stronger involvement of local communities in order to understand the expectations and needs of local companies.
3. When planning integrated socio-economic and sustainable development projects, local communities should assess the needs of key actors and take them into account in order to build a healthy environment and society.

RECOMMENDATIONS TO POLICY MAKERS

“Health is a political choice!”

Highlighting the critical connection between politics and health

at the first event at European Observatory on Health Systems and Policies in Brussels discussed how to effectively integrate health into political agendas. Topics covered the concept of a well-being economy, and the importance of community participation in health politics. The event also explored the Health-in-All-Policies approach, emphasizing the need to incorporate health considerations across all policy areas.

The sixth edition of the European Public Health Week (EUPHW) took place from May 13th to 17th, 2024. Organized by the European Public Health Association (EUPHA), this annual initiative aimed to raise awareness about public health issues and foster collaboration across Europe. Since its launch in 2019, EUPHW has continued to grow, becoming a key event for public health professionals and advocates.

3rd Terme Selce Congress was one of the events in the framework of the European Public Health Week 2024.

BENEFITS FOR EMPLOYERS, EMPLOYEES, LOCAL COMMUNITIES, POLICY MAKERS

By investing in the health and well-being of employees, companies regardless of size

1. invest in the stability of business, local community and country
2. create workplaces and working conditions that support health
3. prevent illness and unhealthy conditions of employees
4. retain employees
5. successfully recruit top talent from the market
6. provide the tools employees need to develop their own sense of digital well-being
7. demonstrate socially responsible business, local communities
8. demonstrate a high level of ethics in business and policies
9. protect the environment, the health of plants for the health of all citizens and local communities
10. develop and implement practices that fight global poverty
11. become a factor of global security

Because the satisfaction of the clients of every company depends on the health and well-being of the employees.

“Implementing these measures will not only enhance employee well-being but also improve productivity and organizational resilience, which are essential for the years to come”

MSc. Barbara Beroš, European Parliament

Barbara Beroš after 3rd Congress

„Based on the insightful discussions and evidence presented at the congress, it is becoming an imperative for organizations to adopt a comprehensive mental health policy that includes leadership commitment, employee awareness, accessible support services, and proactive prevention strategies. We strongly recommend that employers collaborate with a variety of stakeholders, from trade unions, to researches and practitioners and leverage best practices to create a supportive and inclusive work environment. Continuous evaluation and improvement of these policies are essential to address the evolving mental health needs of the workforce. Implementing these measures will not only enhance employee well-being but also improve productivity and organizational resilience, which are essential for the years to come.”



Prim. Vlasta Brozičević, MD. spec. after 3rd Congress

„LMS Stress Influences Physical,
Mental Health and Wellbeing.

The facts that are not encouraging.
Low back pain is biggest issue. 66%
of all sick-leave days!!

Musculoskeletal disorders affect
millions of EU employees and cost
employers billions of euros. In long-
term chronic cases, they can lead to
disability and give up work. That's
why companies need a new overview
at their health strategies - and focus
locomotor system.”



Csilla Mezosi after 3rd Congress

„What EU Policy must understand:
if we do not invest in employees' health, then
we can not plan realistically about
competitiveness and productivity, especially
in aging society.

The motto “Joy at Work” was a correct
formulation, and the European Spas
Association and its members can be one of
the most suitable and effective partners.”



MSc. Iva Brozičević Dragičević, prof. after 3rd Congress

„The goal of every company should be
attracting and retaining good personnel.

A well-programmed corporate culture of
health and wellbeing can help with that if it
puts priorities at **ACE by IBD:**

Awareness-raising on mental health and
psychosocial risks, including obesity while
mental wellbeing plays crucial role in overall
wellbeing,

Comprehensive and holistic approach to
mental health and obesity,

Effective prevention, including at companies.”



IBD
Healthy Living

Ivan Štefanić, PhD after 3rd Congress

„Health and wellbeing depends on safe and reliable food-supply chain that provides high quality, personalized, nutritious, healthy, diverse, tasty, affordable, convenient food throughout the year, resilient to environment and social perturbations.

Healthy Nutrition is not just the destination, it's a challenge. An amazing journey as well. Don't forget to enjoy it.”

European
Innovation
Council



Jean-Guy de Gabriac after 3rd Congress

„It's Wellness O'Clock!

The time has come for wellness professionals to share science-backed studies to show the moral case, social case AND business case of wellness-driven policies, with multi-faceted benefits for the public and employees.”



THANK YOU TO

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