



ELAIS states in its corporate guidelines that one of its objectives is to promote the well-being of employees and their families. The occupational health department is responsible for workplace health promotion. It reports to the human resources manager of the company. At ELAIS health promotion is incorporated into the culture of total quality management. The department has its own separate budget.

Health groups for everyone

A steering committee whose members belong to the company's executive team assesses the results of the health promotion measures and develops suggestions for improvement and further activities. Its work is supplemented by the numerous quality and health groups which all ELAIS employees participate in.

("Women's Day", children's parties etc.) are organised every year for the employees and their families.

The company has a gymnasium with four professional trainers. Moreover, the canteen and restaurant provide high quality healthy food. Employees and their families are entitled to have a medical (dental) examination paid for by ELAIS. Treatment can be obtained at a medical advice centre.

Better satisfied, healthier employees

As a result of health-related activities, staff satisfaction at ELAIS has risen continually, the working conditions have become healthier and safer. Over the last three years the working days lost due to illness fell by 10% and the accident rate by 77.5%.

The following data is used as a basis for planning: days lost due to illness and industrial accident, the medical examination of the entire workforce (annually) as well as the results of the staff survey on job satisfaction (annually) are included. Moreover, regular studies into the work requirements and working conditions are conducted.

The human resources department constantly compares the qualifications and skills of the employees with the respective job demands. The further training needs determined in this way are satisfied by two in-house training centres.

ELAIS also promotes the reconciliation of family and working life. For mothers there are flexible working hours. Excursions lasting several days and other social events

Branch:

Food

No. of employees:

400

Products/Services:

Margarine, oils, teas and other foodstuffs

Locations:

Athens

Miscellaneous:

ELAIS S.A. belongs to the multinational Unilever corporation.

Proportion of women: 18%, in

managerial positions 24%