



At Volkswagen AG, the Group Management Board and central works council have set out guidelines on occupational health and safety and health promotion which outline minimum standards worldwide. In addition to this, guidelines on health management apply to all domestic factories. About DM 260 is invested per employee in occupational health and safety and health promotion every year.

Good health at all levels

Health management at VW is controlled and co-ordinated by the health department, the occupational health and safety committees of the individual plants and - if available - the "health working groups". The health department, occupational safety department, works council and company health insurance fund (BKK) are also represented in these working groups. Moreover, discussions on occupational health and safety are held every year.

A comprehensive company health reporting system serves as the basis for planning. To this end, the results of risk analyses, occupational medical check-ups, staff surveys as well as analyses of absenteeism due to illness and incapacity to work are taken into account.

At VW the employees participate in many health related activities such as health groups, ideas management, special workshops, surveys and the "tryout" method.

The company has created a wide variety of programmes to promote health-conscious behaviour among the employees, such as back and posture courses, lifting/carrying fitness training courses and relaxation courses. A works agreement on "co-

operative behaviour at the workplace" clearly indicates that the company actively combats bullying, sexual harassment and racist actions.

Health protection pays dividends

These extensive measures are having an impact and are paying dividends: The physical stresses at the workplace have been substantially reduced, e.g. through the elimination of overhead work. Between 1991 and 1998 the health rate rose from 91.6% to 96%, the number of industrial accidents (wage-earners) fell from 13.7% to 10.7% per one million hours worked.

Targeted occupational health and safety measures have made certain medical check-up superfluous and so the financial benefit can be calculated: At the Wolfsburg works, for example, costs of DM 240,000 have been saved per year.

At another factory the number of days lost due to contact dermatitis was reduced by about 1,000 days with a prevention programme "Skin". As a result of the introduction of therapeutic measures for 25 alcoholic employees, the number of sick days from this group fell within a year from 1420 to only 351 per year.



Branch:
Automobile industry

No. of employees:
104.000

Products/Services:
Cars

Locations:
6 plants in Germany, headquarters
in Wolfsburg