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D1.5 GUIDE OF BEST PRACTICES

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1. INTRODUCTION

The project idea of “HFTeam” is to **increase the level of physical activity of employees with different disabilities in the EU and beyond**. It focuses on people who perform sedentary work and suffer longer effects of this type of working conditions. The specific issue that this project addresses is the rising trend of working from home, which was increasing before the COVID pandemic crisis and was accelerated by the effects of the pandemic. Project is innovative in the aspect that it addresses the specific sport/health needs of employees with disabilities. There are many different sport programs available, however there is very little materials and focus on those with disabilities who have extra barriers to overcome to participate in work sport activities. Project is implemented by TREND-PRIMA, Maribor, Slovenia – the Coordinator, and the project partners are Sport VIV, Samobor, Croatia; ÇEBDER (The Association of Unity in Diversity), Konya, Turkey and APS ASD MARGHERITA SPORT E VITA, Italy.

The main project task will be the development and promotion of the “HFTeam Sport Program”, which will include 20-minute set of workout exercises for sedentary employees with disabilities, best practices to improve the level of physical activity of employees with disabilities and a program of recommendations to improve the office (ergonomics). Exercises will be designed, especially for stretching the neck, arms, legs and back, with special focus on the problems of people with disabilities and possible adjustments. Sports professionals will develop a short set of creative exercises called “HFTeam” within the project partnership. Project will also focus on disseminating the sport program by education of sport volunteers from sport organisations for participation at the implementation of the training programme for employees.

Sport volunteers will be trained for managing workouts for employees in companies with support of e-learning platform on the fields: preparation and warm up for exercise, implementation with the training programme “HFTeam” with special guidelines and adjustments for employees with disabilities.

Sports volunteers will transfer knowledge to selected employees in companies that will further lead the exercises by themselves. A group of sports volunteers for pilot phase will be

invited from local and regional sports clubs, sports clubs, fitness clubs, and sports associations in each partner's country. They will be qualified experts in the field of sports practice and sports background as trainers, instructors, trainers of group exercises. The exercises will be pilot tested in companies in all partner countries. We will evaluate the effects of exercises for better well-being and increase productivity of employees.

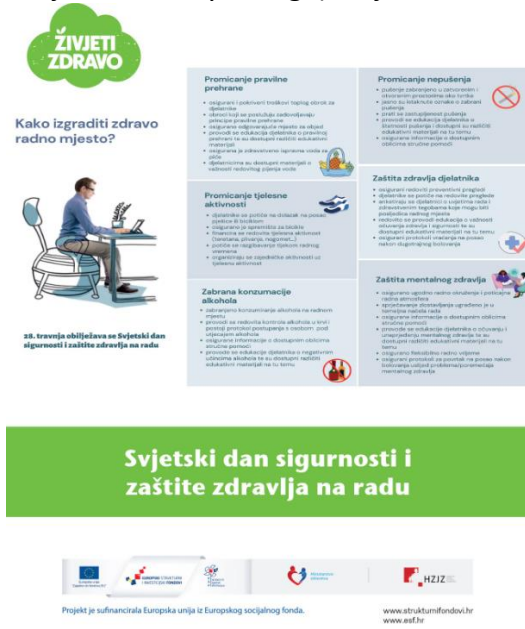
Exercises will be published on the project's website and accessible for the wide public. Developed "HFTeam" exercises will be promoted through employers' and trade union associations to the widest possible range of employers and employees.

This **Guide of best practices** includes best practices from project partner countries to increase the level of physical activity of sedentary workers with disabilities and methodologies to prevent negative health consequences from sedentary work.

Template used for collection of best practices from partners countries:

Name of Best Practices (project or event name, sport, sport, methodology)
Who is using it (name of coordinator or organization who is implementing it in your country)
Website and contact (Link of the project/programme, contact if available)
Description (description should be detailed enough so that it can be implemented)
Goal of the Best Practices (if applicable)
Requirements (as equipment needed, location, ... if applicable)
Number of participants & rules (if necessary and relevant)
Adaptation (if the project/programme does not include people with disabilities please explain how it can be adapted to target group)

2. CROATIA

Name of Best Practices
<p style="text-align: center;">Project "Healthy Living" ("Živjeti zdravo")</p>  <p style="text-align: center;">Svjetski dan sigurnosti i zaštite zdravlja na radu</p> <p style="text-align: center;">Projekt je sufinancirala Europska unija iz Europskog socijalnog fonda. www.strukturfondovi.hr www.asf.hr</p>
Who is using it
Croatian Institute for Public Health
Website and contact
https://www.hzjz.hr/aktualnosti/svjetski-dan-sigurnosti-i-zastite-zdravlja-na-radu-28-travnja-2022/
Description
<p>This national program, implemented by the Croatian Institute of Public Health (HZJZ), includes initiatives to encourage physical activity and health in the workplace. The program particularly emphasizes the adaptation of working conditions to enable the activity of employees, including persons with disabilities. The program uses funds from the European Social Fund and includes education and the promotion of healthy habits</p>
Goal of the Best Practices
<p>The "Health Friendly Company" module is aimed at organizations and employees and encourages the introduction of special labels for work environments that enable employees to adopt healthy lifestyle habits, promote health in the workplace and show positive concern for employee health and environmental protection. By implementing this module, through the cooperation of the Institute for Public Health and labour organizations, the workplace becomes the main place for promoting long-term</p>

behavioural changes aimed at improving health, and multiple benefits are achieved for employees, employers and the wider community. These changes include the promotion of health protection, proper nutrition, physical activity, mental health, not smoking and not drinking alcohol.

Requirements

In order for a company to receive the designation Company friend of health, it is necessary to meet certain criteria. A team of experts from the Croatian Institute of Public Health visits the company, where it evaluates the company's working environment in seven areas: nutrition, promotion of physical activity, protection of employee health at the workplace, smoking ban, alcohol consumption ban, landscaping.

After the evaluation, it is planned to hold training sessions for the company's employees according to the defined topics: prevention of chronic diseases, proper nutrition, physical activity, mental health, promotion of zero tolerance to drinking alcohol and smoking, food safety, and environment and health. The intensity and content of each educational module is adjusted according to the needs of the company and the recommendations resulting from the evaluation.

After the initial meetings, evaluations and training of employees, the company receives the title "Company friend of health", which is awarded for a period of two years. After two years, the title is extended after a re-evaluation.

Number of participants & rules

Not applicable

Adaptation

Not applicable

Name of Best Practices

Protective workshops (Zaštitne radionice)


Who is using it

Institute for Expertise, Professional Rehabilitation and Employment of Persons with Disabilities


Website and contact

https://zosi.hr/helpie_faq/na-koji-nacin-i-u-koju-svrhu-se-utvrduje-invaliditet-u-odnosu-na-rad/


Description
These workshops are specially adapted work units for the employment of people with disabilities. They provide a customized work environment that allows employees to engage in physical activity as part of their working day. In these workshops, the emphasis is on adapting the workplace to the individual needs of employees, including adapted physical activities
Goal of the Best Practices
Not applicable
Requirements
Not applicable
Number of participants & rules
Not applicable
Adaptation
Not applicable

Name of Best Practices
Workplace Health Promotion Initiative (Inicijativa za promicanje zdravlja na radnom mjestu)

Who is using it
Ministry of Labour, Pension System, Family and Social Policy
Website and contact
https://uznr.mrms.hr/eu-osh-kampanja-zdrava-radna-mjesta-za-sve-uzraste/
Description
Health promotion projects in the workplace include activities such as exercises and training that are tailored to employees. Special emphasis is placed on improving physical and mental health, with adapted programs for people with disabilities, to ensure that all employees can participate in activities.
Goal of the Best Practices
Not applicable

Requirements
Not applicable
Number of participants & rules
Not applicable
Adaptation
Not applicable

Name of Best Practices
<p>Sports and recreation for everyone (Sport i rekreacija za sve)</p> <p>Radna mjesta koja promiču zdravlje</p> 
Who is using it
Ministry of Labour, Pension System, Family and Social Policy
Website and contact
https://uznr.mrms.hr/eu-osh-kampanja-zdrava-radna-mjesta-za-sve-uzraste/
Description
<p>This project includes activities that are adapted to the needs of people with disabilities, giving them the opportunity to participate in sports and recreation at the workplace. Programs are designed so that they can be adapted to different degrees of disability, thus ensuring inclusiveness and equal opportunity for participation.</p>
Goal of the Best Practices
Not applicable
Requirements

Not applicable
Number of participants & rules
Not applicable
Adaptation (if the project/programme does not include people with disabilities please explain how it can be adapted to target group)
Not applicable

Name of Best Practices
<p>"Validity is IN: an inclusive approach to the career of people with disabilities" ("Validitet je IN: inkluzivni pristup karijeri osoba s invaliditetom")</p> 
Who is using it
The Center for Youth Development
Website and contact
https://cerm.hr/objavljen-e-prirucnik-za-poboljsavanje-inkluzivnosti-u-radnom-okruzenju-za-osobe-s-invaliditetom/
Description
<p>As part of the project "Validity is IN: an inclusive approach to the career of people with disabilities", an e-manual was created with the aim of promoting inclusiveness in the employment of people with disabilities. The manual was created as a result of research and analysis of employers' perceptions, and provides useful information and guidance to business communities and young professionals in employment-related positions on how to improve current employment practices and create an inclusive work environment.</p>

The introductory part of the manual presents the project "Validity is IN: an inclusive approach to the career of people with disabilities", whose goal is to promote inclusiveness and equal opportunities for people with disabilities on the labor market. Key initiatives aimed at business communities are explained in detail, highlighting the importance of cooperation and support from the business sector in achieving inclusiveness.

One of the key parts of the manual is the analysis of research results on employers' perceptions of the employment of persons with disabilities. Through a detailed analysis of the obstacles and challenges faced by employers, the manual identifies key areas in which current practices need to be improved and suggests strategies for achieving a more inclusive approach to employment.

In addition, the manual provides practical advice and guidelines for improving inclusiveness in the employment of persons with disabilities. Through the presentation of best practices and strategies, employers are given concrete steps they can take to create a more inclusive work environment and make it easier for people with disabilities to work.

The final part of the handbook contains useful tips for young professionals in human resources and other employment-related fields, to inform them about things to keep in mind before and during job interviews with people with disabilities. Specific steps for creating an inclusive work environment and providing adequate support to people with disabilities in the business world are listed.

<https://cerm.hr/wp-content/uploads/2024/01/E-priru%C4%8Dnik-o-osobama-s-invaliditetom-u-poslovnoj-zajednici.pdf>

Goal of the Best Practices
An inclusive approach to the career of people with disabilities
Requirements
Not applicable
Number of participants & rules
Not applicable
Adaptation
Not applicable

3. ITALY

Name of Best Practices
Equal Sport for all
Who is using it
CUS Padova, CUS Palermo
Website and contact
https://www.equalsports.eu/project/ Equal Sport for All – ESFA
Description
ESFA has managed to develop appropriate guide –models mass athletics for sports in students with special needs by providing additional, alternative and innovative ways to engage disabled people, so there is a range of opportunities, which provide more choice and encourage disabled people to participate. The project aims to develop, implement, evaluate, and disseminate an intervention program, which combines “in person” experiential learning sessions with a subsequent online training program to be used for training of obese and disabled students in specific sports at the grassroots level in European track and field clubs.
Goal of the Best Practices
Enhance social inclusion, equal opportunities and participation in sports
Requirements
Accessible gyms and sports equipment suitable for people with disabilities
Number of participants & rules
140 students (20 per country, 10 disabled and 10 obese), 18-40 years old

Adaptation
ESFA includes people with physical and intellectual disabilities

Name of Best Practices
Una bici per due
Who is using it
ASD Ballerini
Website and contact
https://www.facebook.com/scuolaciclismoballerini
Description
“Una bici per due” is a project to promote physical activity and social inclusion of people with disabilities in particular through the practice of cycling and the organization of inclusive cycle rides
Goal of the Best Practices
Social inclusion, improvement of physical activity
Requirements
Hug-bike
Number of participants & rules
20
Adaptation
Not applicable

Name of Best Practices
SIFE- Sport is for everyone
Who is using it
Clubul de dans Phoenix (Romania)- leader
Website and contact
https://www.facebook.com/profile/100063749585103/search/?q=sife
Description
SIFE is a project that promotes physical activity for people with and without disabilities who were involved in training sport sessions on cyclism, dance and bowls
Goal of the Best Practices
Improve social inclusion and wellbeing of people with disabilities
Requirements
Accessible gym, Hug-bike
Number of participants & rules
30
Adaptation
Not applicable

Name of Best Practices
Sportinsieme
Who is using it
ASD Ballerini
Website and contact
https://www.facebook.com/scuolaciclismoballerini/?locale=it_IT
Description
The project's main objective is to promote the social and inclusive leverage of sport, allowing adults suffering from mental disabilities to undertake a training course to introduce them to sport and the use of bicycles.
Goal of the Best Practices
Social inclusion and integration of people with disabilities
Requirements
Two spinning bikes, three exercise bikes, a multifunction bench and a bench with backrest
Number of participants & rules
20
Adaptation
Not applicable

Name of Best Practices
Diversamente io
Who is using it
CUS Padova
Website and contact
https://www.cuspadova.it/diversamente-io
Description
The purchase of a new minibus equipped for the transport of people with disabilities allowed them to access sports facilities and practice sports in an equipped and safe place, guided by trained technicians. Paralympic culture was also promoted through numerous initiatives in the Padua area.
Goal of the Best Practices
Social inclusion and strengthening the physical activity of people with disabilities
Requirements
Minibus
Number of participants & rules
Not applicable
Adaptation
Not applicable

4. SLOVENIA

Name of Best Practices
Workplace Health Promotion Program
Who is using it
Company Atotech
Website and contact
https://promocijazdravja.com/ https://core.ac.uk/download/pdf/74361665.pdf
Description
<p>Health promotion at the workplace is systematic targeted activities and measures implemented by the employer for the preservation and strengthening of the physical and mental workers' health. The concept of health promotion at the workplace aims to eliminate factors that worsen the health of employees and to control them by introducing:</p> <ul style="list-style-type: none">- ergonomic- organizational and- technical improvements of the working environment. <p>Steps of implementing health promotion in the workplace. The fundamental steps of implementing health promotion at the workplace are:</p> <ol style="list-style-type: none">1. Management support and establishment of a health group2. Conducting an analysis of the state of employees health3. Selection of goals by planning measures and activities4. Implementation of the program5. Monitoring the results and adjusting the program <p>One of great examples is the Slovenian company Atotech, they take care of safety and health at the workplace. Every year, the company plans and implements health promotion.</p>

The health promotion plan is drawn up and implemented by a working group appointed by the company.

Every year, the working group prepares a plan, which consists of activities and estimated costs. In 2016, the company offered a healthy breakfast to all employees throughout the year, as well as a 15-minute massage every fourteen days during working hours. Both activities contribute to better well-being, breakfast enables a healthy way of eating, and massage is an activity where employees can relax and relieve themselves.

Since 2013, the company has been organizing blood pressure and cholesterol measurements for employees. The health workshop was aimed at health monitoring and timely prevention of non-communicable diseases.

A hike and a family picnic are organized in September. Such activities contribute to better relations in the company and team building. A hike and a picnic are intended by employees and their families to have fun while actively spending their free time.

In addition to all activities, the company also offers training. Team building is organized in May and June, and in the second half of the year employees can take part in a safe driving course and a workshop aimed at quitting smoking.



Goal of the Best Practices

Implementation of a health promotion program that is aimed at increasing the physical activity of employees and health in general

Requirements
Dependent on the activities chosen in the health promotion program
Number of participants & rules
Not relevant
Adaptation
All the implemented activities should take that needs of employees with disabilities in consideration. All the implemented sport activities should choose locations and implementation that enable for all its employees can participate.

Name of Best Practices
Equip your office with standing desks
Who is using it
Many different companies in Slovenia
Website and contact
https://www.objava.si/dom-in-vrt/dvizne-mize-najboljsi-trik-za-manjso-utrujenost-in-vecjo-produktivnost https://www.ergonomik.si/8-razlogov-zakaj-potrebujete-dvizno-mizo/
Description
<p>Standing desks can offer several advantages regarding physical health. Prolonged sitting has been linked to various health concerns, such as obesity, cardiovascular disease, and musculoskeletal issues. Employees can reduce sitting time and increase physical activity by incorporating sit stand desks into the office.</p> <p>When standing, individuals engage their core muscles, promote blood circulation, and burn more calories than sitting. Research suggests that standing for a few hours daily can significantly improve health. By prioritising the physical health of employees, organisations can create a healthier, more energised workforce and less prone to illness.</p>



Goal of the Best Practices

Goal of the best practices is to increase standing time of employees, that has an great impact on their health.

Requirements

Standing desks

Number of participants & rules

Not relevant

Adaptation

Not relevant, however suitable only for employees that don't have health problems/disabilities that prevent them from standing.

Name of Best Practices
Use of a smart water bottle
Who is using it
Company First d.o.o.
Website and contact
https://www.toaster-darila.si/post/promocija-zdravja-na-delovnem-mestu-primeri-dobre-prakse https://www.sloveniabusiness.eu/success-stories/ambassadors/equa
Description
<p>As the world becomes more aware of the importance of proper hydration, the Smart Water Bottle industry continues to boom. Companies have designed and created many different types of Smart Water Bottles to cater to different needs and lifestyles. Some Smart connected Bottles are designed for simplicity and ease of use, while other water bottles are like high tech equipment. Whatever design fits your lifestyle and needs the best, Smart hydration Bottles help improve hydration, health, and your quality of life.</p> <p>Most Smart Water Bottles use some type of software that allows your bottle to connect to a phone app. At the basic level, a phone app can usually track the amount of water you have consumed, what your ounce goals are for the day, and how many ounces you have left to drink.</p> <p>Having the ability to visually see your progress for the day and how much more you have to drink to achieve your daily water intake goal is used motivation to keep drinking. This is why great software and apps are so important for some Smart Water Bottle users. It holds you accountable and keeps you on track with your hydration goals.</p>



Goal of the Best Practices

Increase the hydration of the employees and benefit from it's health benefits.

Requirements

Smart water bottle

Number of participants & rules

Not relevant

Adaptation

Not relevant

Name of Best Practices
Improving workplace ergonomics
Who is using it
Many different companies in Slovenia
Website and contact
https://promocijazdravja.com/ https://nobis.si/ergonomija-na-delovnem-mestu-izboljsa-produktivnost/
Description
<p>We do not normally think of an office as being an unsafe workplace. However, office work can pose a serious hidden risk of musculoskeletal disorders (MSDs) due to repetitive motions, sedentary workdays, eyestrain, and numerous other factors.</p> <p>Ergonomics is an approach to healthy mobility, seating, and overall posture in the workplace. The traditional workplace ergonomics definition is that a person’s work environment should be adapted to their body, not the other way around.</p> <p>By fitting a workspace to an individual’s health needs, organizations can increase employee well-being, improve productivity, as well as drive numerous other business outcomes.</p> <p>Workplace ergonomics aims to identify repetitive behaviours and motions or positions that lead to musculoskeletal discomfort and other health issues, including eye strain, headaches, and more. Today, office ergonomics in the workplace is also focused on increasing movement throughout the day and reducing the harmful effects of extended sedentary work.</p> <p>Workplace ergonomics is an essential preventive measure that employers can take to help foster better employee health. By adopting good workplace ergonomics, organizations benefit from healthier, more productive employees.</p> <p>Some of the top benefits of ergonomics in the workplace include:</p> <ul style="list-style-type: none"> • Prevent workplace injuries, like carpal tunnel syndrome • Improve focus and productivity levels • Enhance quality of work output • Boost employee engagement

- Reduce absenteeism and turnover
- Manage healthcare expenditures
- Decrease workers' compensation claims
- Create a safer workplace

Workers who follow proper ergonomic practices have a lower risk of injury, which helps reduce healthcare expenses and other costs associated with lost productive time.

Investing in the right ergonomic solutions can also improve workplace culture. Organizations that prioritize ergonomics demonstrate concern for employee safety and well-being, leading to better engagement, increased retention, and potentially improved talent recruitment.



Goal of the Best Practices

Workplace ergonomics is an essential preventive measure that employers can take to help foster better employee health.

Requirements

Selection of appropriate chairs, lifting tables, appropriate workplace setting

Number of participants & rules

Not relevant

Adaptation

The implemented workplace ergonomics should include all the needs of its employees with disabilities

Name of Best Practices
Implementation of active breaks at work
Who is using it
Company First d.o.o.
Website and contact
https://www.aktivniodmori.si/ https://promocijazdravja.com/
Description
<p>Currently, employee well-being is fundamental for any company to function well. Active breaks or brief moments of physical or mental activity during the workday emerge as an effective solution to combat sedentary lifestyle.</p> <p>This approach not only promotes health and well-being but also improves productivity and the work environment. In this article, we will see the importance of implementing active breaks, their benefits, and how to carry them out.</p> <p>Active breaks are brief, planned interruptions in the workday intended to incorporate physical exercises or mental activities that activate the body and mind.</p> <p>Contrary to traditional breaks, such as having coffee or reading, active breaks are designed to move, stretch, or carry out activities that require active participation, thus breaking the sedentary routine of the work environment.</p> <p>Therefore, these types of breaks are not only a tool to improve physical and mental well-being but also to energize employees and improve their focus and efficiency at work.</p> <p>The implementation of these breaks brings many benefits for both employees and companies. These benefits not only improve overall health and well-being but also positively impact productivity:</p>

Improvement of physical health. Active breaks promote movement and help counteract the negative effects of sedentary office work. By performing stretching exercises or short walks, the risk of muscle pain, posture disorders, and chronic diseases such as hypertension or type 2 diabetes is reduced.

Increase in energy and reduction of fatigue. Physical activity, even of low intensity, stimulates circulation and increases oxygen flow to the brain, which results in a greater sense of energy and a reduction in fatigue. Employees usually feel more awake and active after an active break.

Improvement of mental health and stress reduction. Active breaks also offer a mental respite, helping to decrease levels of stress and anxiety. Activities such as meditation or deep breathing can significantly improve mood and the ability to handle work-related stress.

Increase in productivity and creativity. By taking a break from work and doing a different activity, employees can return to their tasks with a renewed perspective and greater mental clarity. This is especially beneficial for problem-solving, creativity, and work efficiency.

Reduction of work absenteeism. By promoting the physical and mental health of employees, active breaks can contribute to a reduction in absenteeism. Employees with less stress are less likely to get sick and more capable of maintaining a high level of commitment to their work.

Promotion of a positive work environment. Active breaks at work can be a team activity that contributes to improving cohesion and the work environment. Sharing moments of physical activity or relaxation creates bonds among employees and fosters an organizational culture focused on health and workplace well-being.

How to implement active breaks at work? The effective implementation of active breaks in the work environment requires careful planning that involves all levels of the organization. Below, we offer you a guide to integrate active breaks efficiently into your company:

Raise awareness and educate. The first step is to make employees and managers aware of the importance and benefits of active breaks. This can be achieved through workshops or webinars.

Plan and establish policies. Defining clear policies regarding breaks is essential. This includes determining their duration, frequency, and type of recommended activities.

Design activities. Choose a set of activities for the breaks that are varied, such as: stretching, yoga, meditation, or short walks.

Implementation and monitoring. Launch the active break program and monitor its implementation. Then collect feedback from employees to assess and adjust the program as necessary.

Evaluation of impact. Lastly, evaluate the impact of active breaks on employee well-being and overall productivity. It is important to establish performance indicators to measure their effectiveness.



Goal of the Best Practices

Increase the level of physical activity of employees

Requirements

Not relevant


Number of participants & rules

Not relevant

Adaptation

The chosen sport program should have adjustments to meet all the employees needs

5. TURKEY

Name of Best Practices
Workplace Walking Program
Who is using it
Healthy Turkey Association
Website and contact
https://www.saglikliturkiye.org/calismalar/hareketli-hayati-tesvik-projesi/#
Description
<p>The Workplace Walking Program is designed to encourage employees, including those with disabilities, to engage in regular physical activity during their workday. The program incorporates scheduled walking breaks, where employees are encouraged to walk around the office or the building's premises. Pedometers are provided to track steps, and friendly competitions are organized to motivate participants.</p>

Goal of the Best Practices
To increase the daily physical activity levels of sedentary workers and improve overall health.

Requirements
<p>Pedometers or fitness trackers (Smart bands, watches or mobile phones)</p> <p>Safe walking paths or routes within the workplace</p> <p>Schedule for regular walking breaks</p>
Number of participants & rules
Groups can be 5-10 employees per session, with at least 30 minutes of walking each day.
Adaptation
To include employees with disabilities, the program ensures that walking routes are wheelchair accessible, and participants can use alternative activities like seated exercises if walking is not feasible.

Name of Best Practices
HisApp
Who is using it
Sports for All (HIS) Federation
Website and contact
https://his.gov.tr/hisapp-projesi
Description
<p>Sports for All (HIS) Federation created this app for disabled people. The app is suitable for our physically, visually and hearing impaired people too. It has audio programmes for our visually impaired people, sign language for the hearing impaired people, and video exercise programmes for our physically disabled people. HIS application has around 250 thousand registered members.</p> <p>- Employees who cannot spare time for sports due to workload,</p>

- Housewives and mothers who do not have time to go to the hall or facilities during their stay due to their housework,
- Disabled individuals who cannot use sports facilities and different areas due to their disability and who cannot leave their homes or places,
- It is a digital gym application developed for citizens of all ages and walks of life who do not have free time or the position to use a gym or facility due to economic, health or other reasons, and is completely free of charge.

HisApp, which has approximately 900 videos and various reminder applications prepared with professional sports trainers and experts as a result of approximately 1000 hours of work, is the first in our country and among European Sports Federations.

The application, which has physical activity and high-level training videos from the simplest level to the professional level for individuals of all ages and with different physical characteristics, continued to continue its development with the Disabled and Water Reminder modules added to its structure with new studies carried out in cooperation with the Physically, Visually and Hearing Impaired Sports Federations in 2020.

Users who rank in the top 100 in the total of the step counter module and the training times are awarded various prizes from the Sports for All Federation of Turkey.

As HisApp content;

Trending exercises: 251

Yoga exercises 216

Sport at home 111

Morning exercises 82

Here is sport 52

Sport for the Physically Handicapped: 52

Sport for the Visually Impaired: 43

Sport for the Hearing Impaired: 43

In total 850 videos



Goal of the Best Practices

It has been developed for employees who cannot spare time for sports due to work intensity, housewives and mothers who do not have time to go to halls or facilities due to housework, disabled individuals who cannot leave home, citizens of all ages and walks of life who do not have free time due to economic, health or other reasons.

Requirements


Download HisApp from IOS or Android markets

Number of participants & rules

N/A

Adaptation

There are exercises for disabled people too.

Name of Best Practices
Health and Wellness Workshops/Video Series
Who is using it
Healthy Türkiye, Republic of Türkiye Ministry of Health Public Health Institution
Website and contact
https://youtube.com/playlist?list=PLa3Fbvo9dC9MAvrhje5jGVjPwMkHbPINF&si=WnLOyCwxcYP8gE-g
Description
<p>The Healthy Türkiye organisation creates several workshops for people from different ages, profile and background to inform them to be more active in their daily life. They also upload video series to reach more people with social media. "Physical Activity Focus Group Trainings" were published on YouTube. 2 videos are prepared about physical activities at the workplace.</p> <p>These videos give tips and suggestions for the people who are less active during the work time. The physical activities are flexibility activities, balance activities and so on.</p>
 <p>The image shows a video player interface. At the top, there is a black bar with the text 'İş Yerinde Fiziksel Aktivite Bölüm 2' on the left and a play button icon on the right. The main content area shows a man in a light blue button-down shirt and dark trousers standing in a studio setting. To his left is a blue silhouette of a person. The background is a plain, light-colored wall and floor.</p>

Goal of the Best Practices
Promote physical activity of people from different backgrounds
Requirements
N/A
Number of participants & rules
Not relevant
Adaptation
Not relevant

Name of Best Practices
10 May "Move for Health" Day
Who is using it
Ministry of Education
Website and contact
https://rizeisg.meb.gov.tr/www/10-mayis-saglik-icin-hareket-et-gunu/icerik/27 https://rizeisg.meb.gov.tr/meb_iys_dosyalar/2024_05/14132111_11797egzersizpdfpdf.pdf
Description
<p>Regular physical activity improves the quality of life of the individual by preventing the development and progression of many diseases mentioned above by improving our physical, mental and psychological health. It has been stated that the increase in physical activity provided by participating in exercises that provide 150 kilocalories of energy expenditure per day or 1000 kilocalories of energy expenditure per week reduces the risk of coronary heart disease by 50% and the risk of high blood pressure, diabetes and colon cancer by 30%. Considering all these, it is clear that exercise should be an indispensable part of our lives.</p> <p>Here are some tips to increase the level of physical activity at work:</p> <p>Take a few minutes for exercise every hour. Walk to a job interview with a colleague.</p>

Use the stairs, assume that the lift is broken.

Take a walking break instead of a tea/coffee break.

Do muscle strengthening or stretching exercises while sitting in your chair.

Draw circles with your shoulders forwards and backwards while sitting in front of the computer.

Take a brisk walk for 10-15 minutes before lunch.

Prefer standing instead of sitting and walking instead of standing.



Goal of the Best Practices

To organize physical activities to inform workplace workers to increase their daily physical activities

Requirements

Not applicable

Number of participants & rules

Not applicable

Adaptation

The activities can be modified according to the disability level of people

Name of Best Practices
Pergono Software
Who is using it
Turkguven
Website and contact
https://www.turkguven.com/en/pergono/
Description
<p>Pergono includes 8 exercises designed by physiotherapists. Each of the exercises designed to prevent and assist recovery from repetitive strain injury resulting from unhealthy patterns of display screen equipment use.</p> <p>Timed Exercises</p> <p>Exercises are displayed automatically at the times set by the users. While Pergono is running, it does not block the screen. It appears at the corner of the screen with a transparent background.</p> <p>Animated Videos and Explanations</p> <p>Detailed animated videos showing how to perform each move, as well as audio support and subtitle options, allow you to quickly master the exercises.</p> <p>Subtitles and Audio Support</p> <p>Subtitles and audio option can be selected by the user according to the preferred language.</p> <p>Scheduled Breaks</p> <p>Pergono prompts to perform exercises on a schedule set by the users. If a user needs to finish work before, the user can postpone the exercise.</p> <p>Injury Warnings</p> <p>Warnings are given during specific exercises for the users recovering from previous injuries and who are not physically fit.</p> <p>Focus on movements</p> <p>Animated videos focus on body parts that perform the movements to prevent them being performed incorrectly.</p>



Goal of the Best Practices

Practical and effective ergonomics exercise software

Requirements

Not relevant

Number of participants & rules

Not relevant

Adaptation

Languages and audio options are used for some disabilities