



Rail Wellbeing **LIVE**

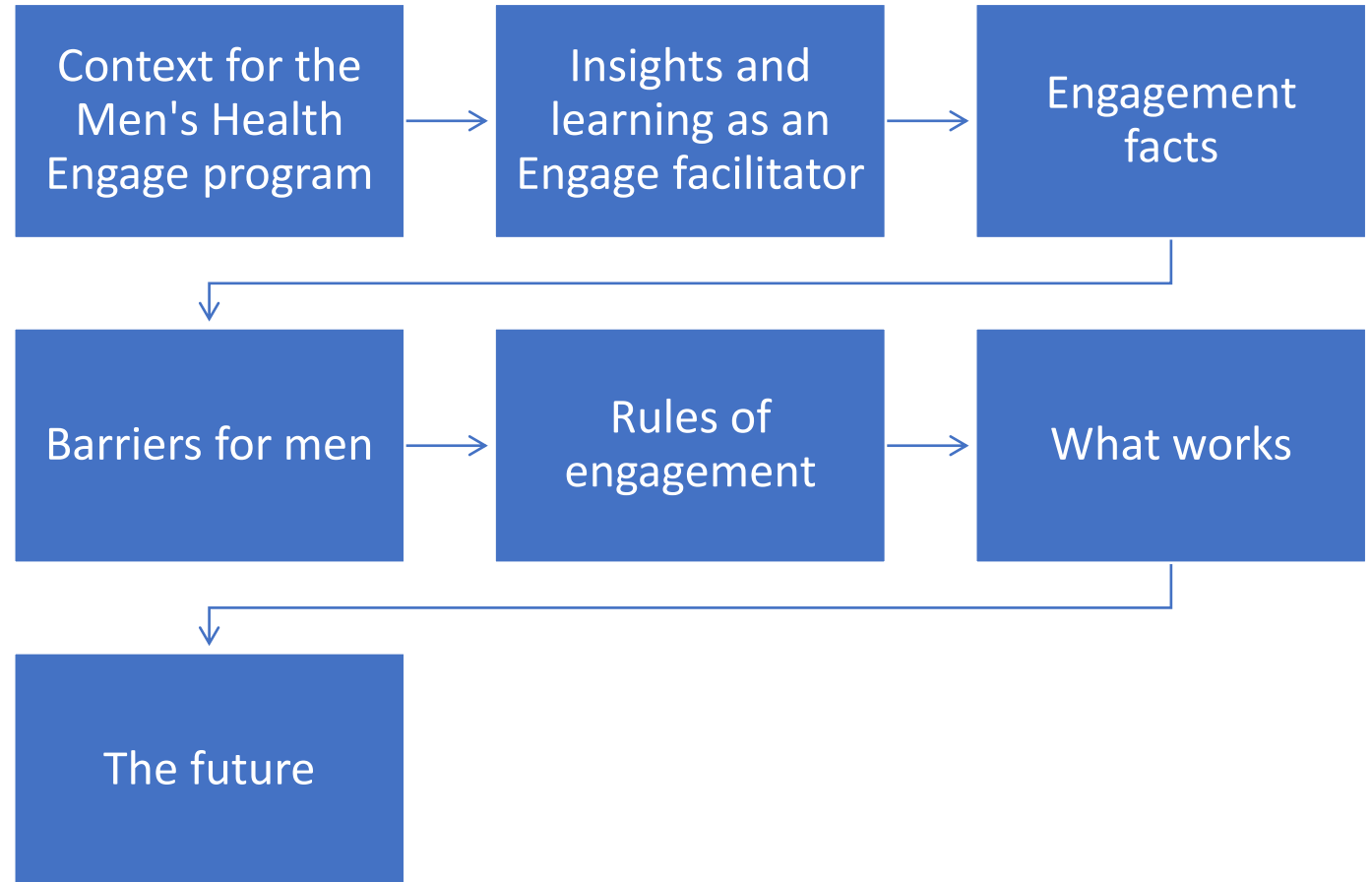
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Inspiring healthy lives across the railway



Engaging men in workplace wellbeing

- Anne Farrell,
- Health Promotion Executive
- Irish rail and the CIE group,
- 7th November 2023

Content





Many of the major health risks that men face can be prevented with a healthy lifestyle.¹

Ireland is above EU averages for male death rates due to respiratory diseases /ischaemic heart disease.⁵

Why the focus on 'men's health' in Ireland?

Compared to women, men are more likely to:

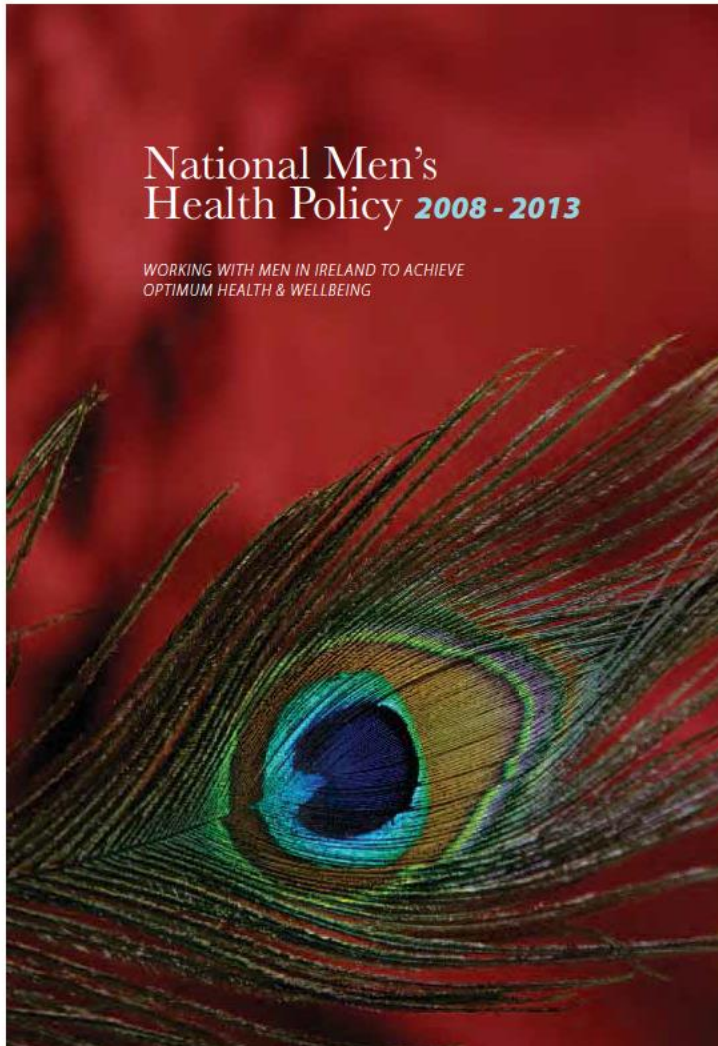
- Drink alcohol/ use tobacco
- Be overweight or obese
- Make risky choices
- Not see GP for reg check-ups.²

The average man's life expectancy and healthy life expectancy is lower than the average woman's life expectancy and healthy life expectancy.⁴

Certain sub-groups of men experience a disproportionate burden of ill-health. Hence we need to approach men's health from a determinants of health perspective.³

1. – 'Men's Health' (Harvard Medical School, 2022) <<https://www.health.harvard.edu/topics/mens-health>>
2. *Ibid* ---- Important to unpack these unhelpful behaviours in the presentation as 'normalised' coping mechanisms in dealing with dealing circumstances.
3. Vital given that "*Incidence rates of disease and chronic conditions are mostly higher within areas of deprivation*" - 'Men's Health in Numbers: Irish Men's Health Report Card 2020' page 4.
4. The average life expectancy of men is 80.5 years, compared to 84.1 years for women. The average healthy life expectancy of men is 68.4 years, compared to 70.4 years for women - 'Men's Health in Numbers: Irish Men's Health Report Card 2020' page 6.
5. 'Men's Health in Numbers: Irish Men's Health Report Card 2020' pages 10, 16 and 17.

Defining 'men's health' within the context of the Republic of Ireland's National Men's Health Policy- First in the world !!



“... any issue that can be seen to impact on men's quality of life and for which there is a need for gender-competent responses to enable men to achieve optimal health and well-being at both an individual and a population level”.

DoHC, 2009



engage




NATIONAL MEN'S
HEALTH TRAINING



*"Engagement is the dynamic process of sharing and connecting with men to achieve better health".
Boix, (2009)"*



A decorative graphic on the left side of the slide, consisting of several concentric, overlapping circles in various shades of green, creating a sense of depth and movement.

Best practice in engaging men with health and social services

- Understand the **broad determinants of men's health**, including how **gender influences men's approach** to looking after their own health.
- Understand how to **guide health conversations** with men using brief intervention and motivational interviewing techniques.
- Understand how **best practice guidelines** in working with men should be used to engage men more effectively with health and social services.
- Be aware of how to set up and support **effective group work with men**.
- Be aware of the **barriers and prompts** experienced by men when accessing health and social services.



Men in the middle Engage training with our wellbeing champions

Focus on the needs of middle-aged men

Corporate wellness and male engagement facts

- Women are more likely than men to take part in workplace programs.
- Men were more likely to get flu shots at work and to participate in smoking cessation programs.
- 40 % of men responded that their families prompt them to participate. Targeting female spouses may be an effective way to encourage greater engagement among male employees.

White Paper report from the health services company Optum(2014)

Barriers -What is holding men back?

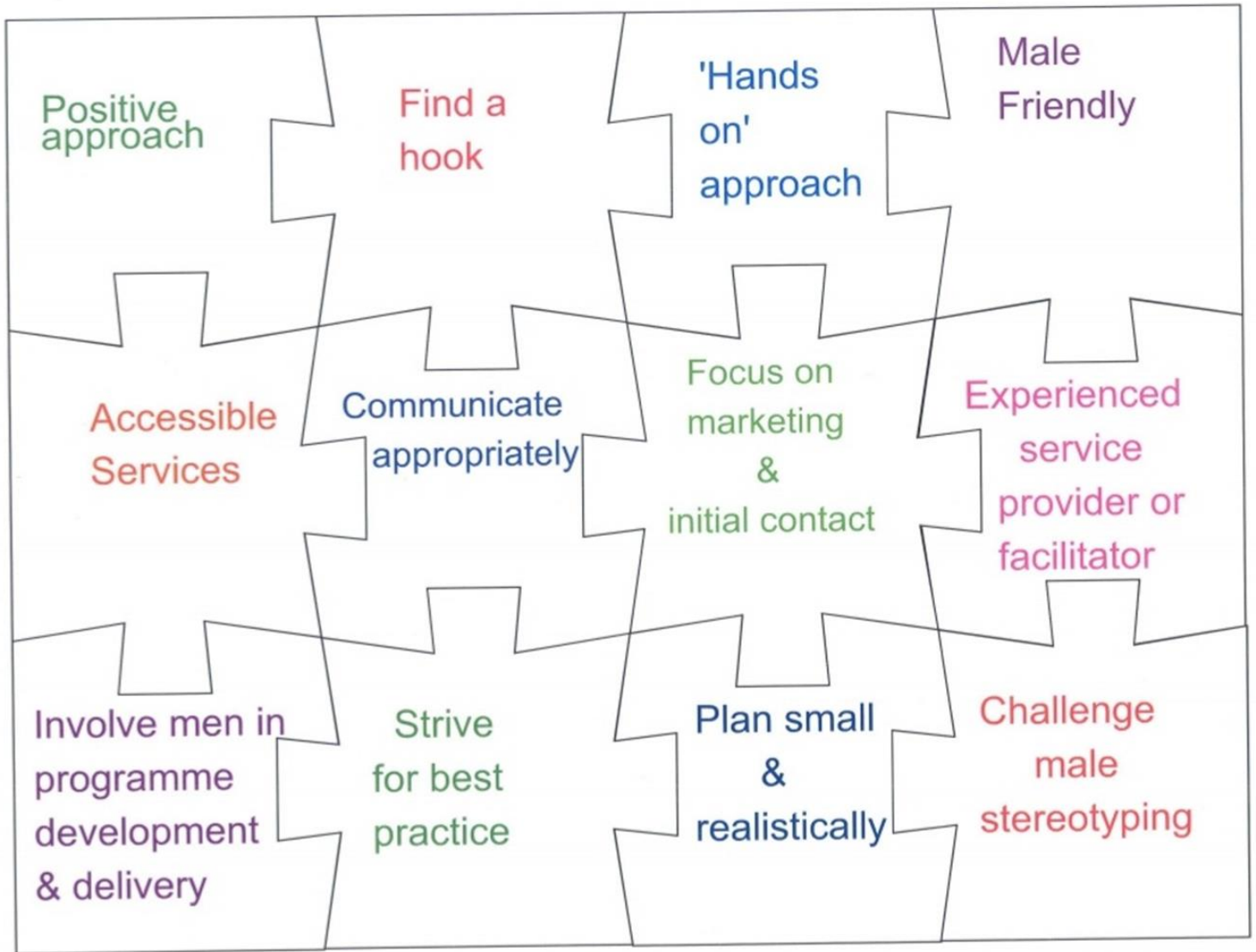
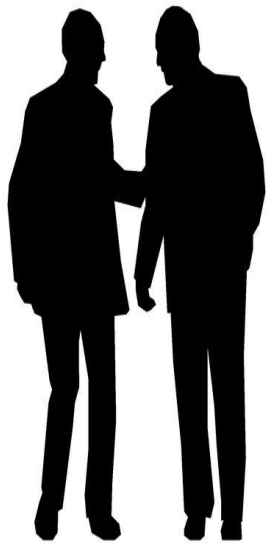
% Visited GP in last 3 months:

	Full-time	Part-time	Full-time student	Unemployed	Retired
Men	37%	46%	33%	52%	59%
Women	53%	57%	51%	66%	58%

Work Demands/No Time/Masculinity stereotypes/Men's needs not addressed
Lack of Trust/Fear/Embarrassed

Source: [GP Patient Survey - July 2016](#)

Rules for Male Engagement



Source : Men's Health Engage program

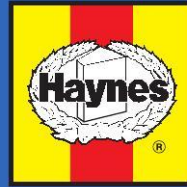
Appealing
language



**TAKE CONTROL
OF YOUR HEART
HEALTH.**

NUTRITION FOR A STRONG HEART
TUESDAY 18TH SEPTEMBER
BOARDROOM @ 3 - 3.30PM

Appealing Visuals



MEN'S
HEALTH
FORUM

THE MAN MANUAL

Men's Health Made Easy



MEN'S HEALTH WEEK

Monday 13th - Sunday 19th June 2022



MISSION: IS POSSIBLE

The Action Starts with You

visit www.mhfi.org today

#MensHealthWeek

SPOT CANCER EARLY

MANUAL FOR MEN

REDUCE YOUR RISK OF CANCER

7 Simple questions to encourage engagement

1. How are things?
2. What's going well ?
3. What's not going well?
4. Is there anything you need to do ?
5. Is there any supports you need?
6. What one step might you take?
7. What difference might it make?

The Men's Development Network booklet for men -7 key questions for men 2012





Roadmap for the future

- Promote the yearly **Men's Health Week** at work(usually in June around father's day)
- Join the Men's Development Network
- Train supervisory/managerial staff and wellbeing /safety champions in the ENGAGE Men's Health program
- Do a needs assessment of your staff considering gender needs
- Consider the gender needs of Men in your Wellbeing Strategy
- Managers/Leaders lead by example by integrating wellbeing into their teams and engaging personally in the wellbeing programs offered.
- Sign up for the free emag Male matters [E-Male Matters - Men's Health Week 2022 Edition.pdf](#)
- Promote Movember



- Resources
- Podcast men's health week [Episode 15 HSE Talking Health and Wellbeing Podcast: Men's Health Week – Why it matters - YouTube](#)
- [ActionMan2023.pdf \(mhfi.org\)](#)