

## THE HUMAN CAPITAL OPERATIONAL PROGRAMME (HCOP) IN POLAND

The Human Capital Operational Programme (HCOP) constitutes a response to the challenges posed to the Member Countries by the Lisbon Strategy, which is an action and development plan for the European Union intended to make the EU the most dynamic and competitive economy in the world.

Nofer Institute of Occupational Medicine (NIOM) in Łódź is a systemic HCOP beneficiary. Human Capital Operational Programme comprises 10 Priorities, to be implemented both at the central and the local level. Under Priority II: Development of human resources and companies' adaptive capacity and improvement of worker health condition, Action 2.3: Enhancing workers' potential and improvement of functional quality of health care system, NIOM shall develop comprehensive health programmes for prevention of occupational diseases, and programmes intended to support re-employment of workers affected by occupational and occupation-related diseases.

Under the comprehensive health care programmes, 7 disease prevention and 3 re-employment supporting programmes shall be developed. NIOM's partners in the project include Institute of Rural Medicine in Lublin (development of comprehensive preventive programmes) and Institute of Occupational Medicine and Environmental Health in Sosnowiec (development of comprehensive reemployment programmes).

The scope of the comprehensive reemployment programmes includes vocal organ diseases, pneumoconiosis, and allergic diseases. The comprehensive preventive programmes deal with hearing protection, dermal, allergic, contagious or parasitic, nervous and musculoskeletal diseases, psychosocial hazards and circulatory diseases.

The programme on the circulatory diseases shall enable more efficient prevention, whereby it is expected to reduce circulatory treatment expenses and the social cost of circulatory-related sick leaves. The fact that occupational factors contributing to the development of cardiovascular diseases are taken into account may bring a breakthrough in prevention of those diseases.