

The fundamentals of Workplace Health Promotion



Giuseppe Masanotti, MD, prof

Aim of these 20 minutes

Give an understanding of what underpins occupational health and safety and worksite health promotion in order to dissipate present-day tensions associated with the integration, and set the stage for productive dialogue towards a shared goal of improving workers' health.

Health through the years

No
Symptoms



state of physical wellbeing



*“..a state of complete physical,
mental and social well-being
and not merely the absence of
disease or infirmity”*



**“Health is an individual state of
physical and mental
harmonious functional
balance, dynamically integrated
into its natural and social
environment”**

(A. Seppilli, 1966)

Today

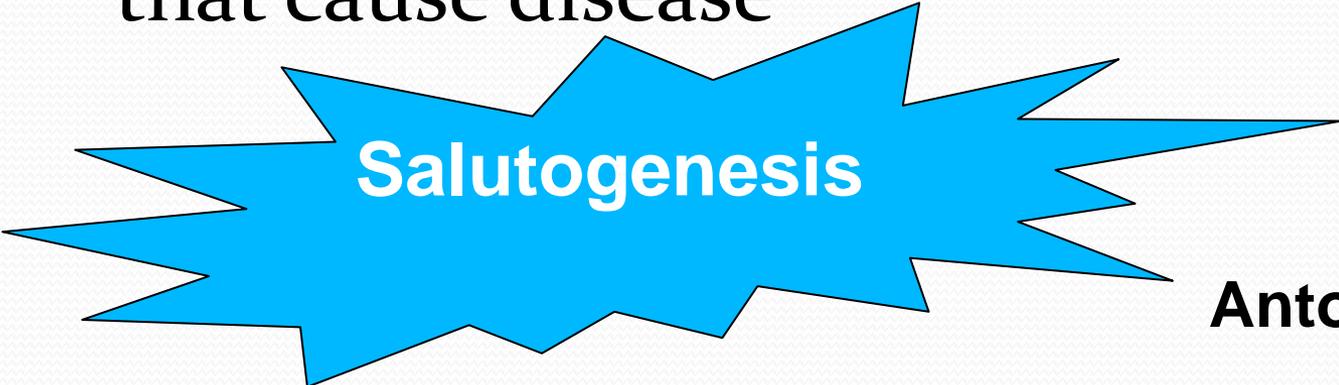
- Our definitions of Health are influenced by
 - **Class and culture**
 - **Age or stage of life**
 - **General life experience**
- Other points to consider
 - **Expectations**
 - **Trade offs**
 - **Personal choices**

Dimensions of Health

- Physical
- Mental
- Emotional / Spiritual
- Social
- Intellectual

We are asked to....

1. Move definitely from the traditional medical-model dichotomy separating health and illness
2. Work on the factors that support human health and well-being rather than on factors that cause disease



Salutogenesis

Antonovsky, 1979

Health in the River of Life

PROMOTION



HEALTH EDUCATION



PREVENTIVE



PROTECTIVE



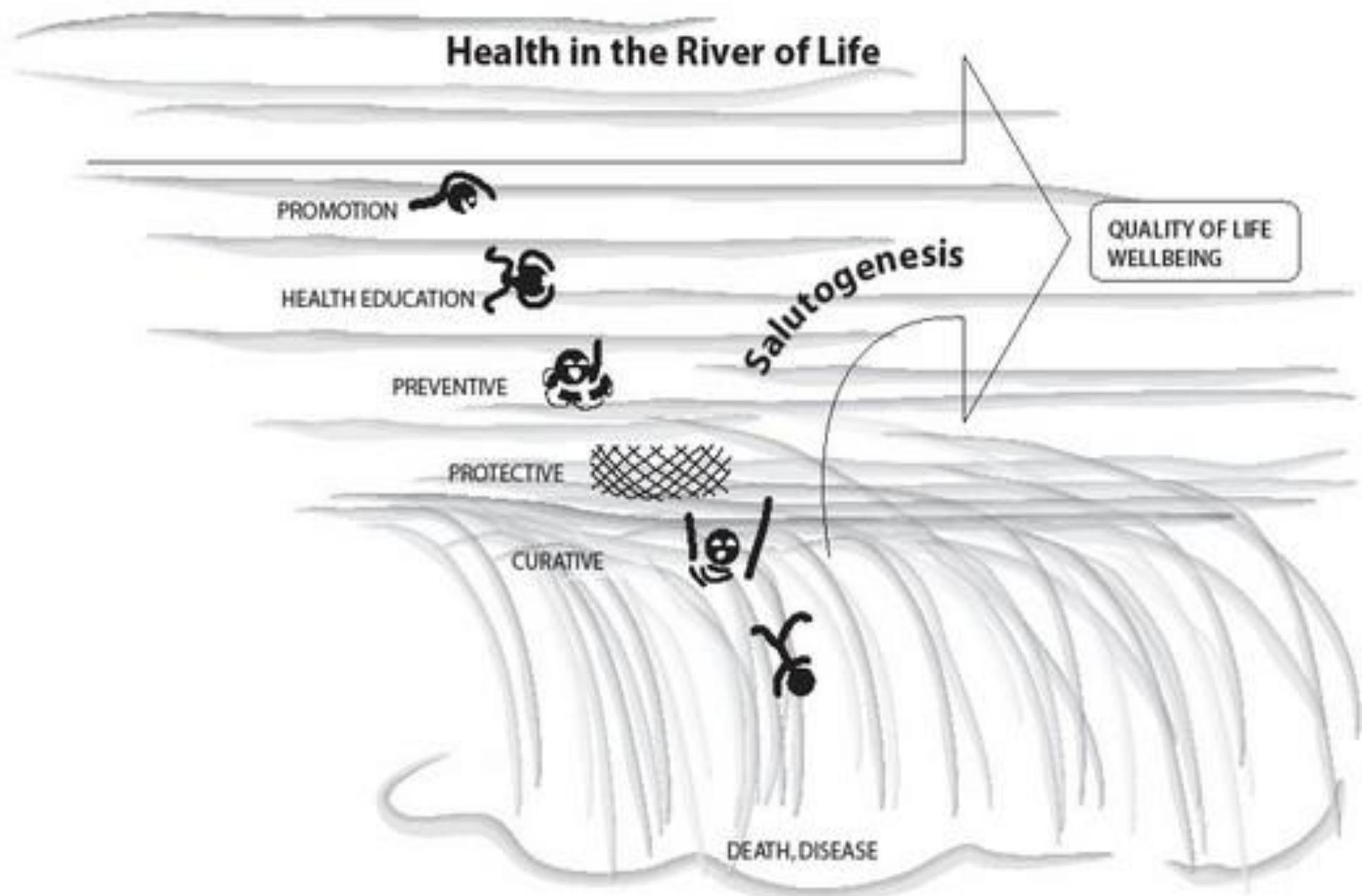
CURATIVE



DEATH, DISEASE

Salutogenesis

QUALITY OF LIFE
WELLBEING



STRENGTHEN COMMUNITY ACTION
RENFORCER L'ACTION COMMUNAUTAIRE

**DEVELOP
PERSONAL SKILLS**
**DÉVELOPPER LES
APTITUDES
PERSONNELLES**

ENABLE
CONFÉRER LES MOYENS

MEDIATE
SERVIR DE MÉDIATEUR

ADVOCATE
**PROMOUVOIR
L'IDÉE**

**CREATE
SUPPORTIVE
ENVIRONMENTS**

**CRÉER DES MILIEUX
FAVORABLES**

**REORIENT
HEALTH SERVICES**
**RÉORIENTER LES
SERVICES DE SANTÉ**

BUILD HEALTHY PUBLIC POLICY

ÉTABLIR UNE POLITIQUE PUBLIQUE SAINTE

The Ottawa Charter

WHO, 1986

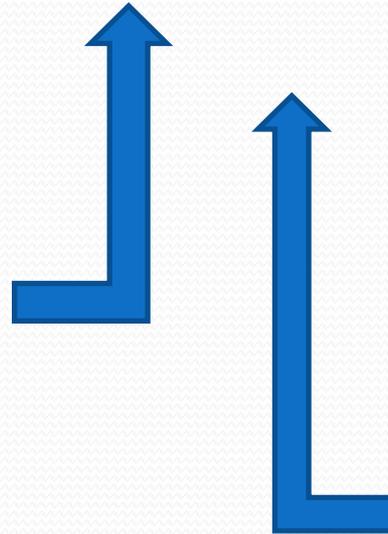
In action means.....

- Build Healthy Public Policy
- Create Supportive Environments
- Strengthen Community Actions
- Develop Personal Skills
- Reorient Health Services

Where?

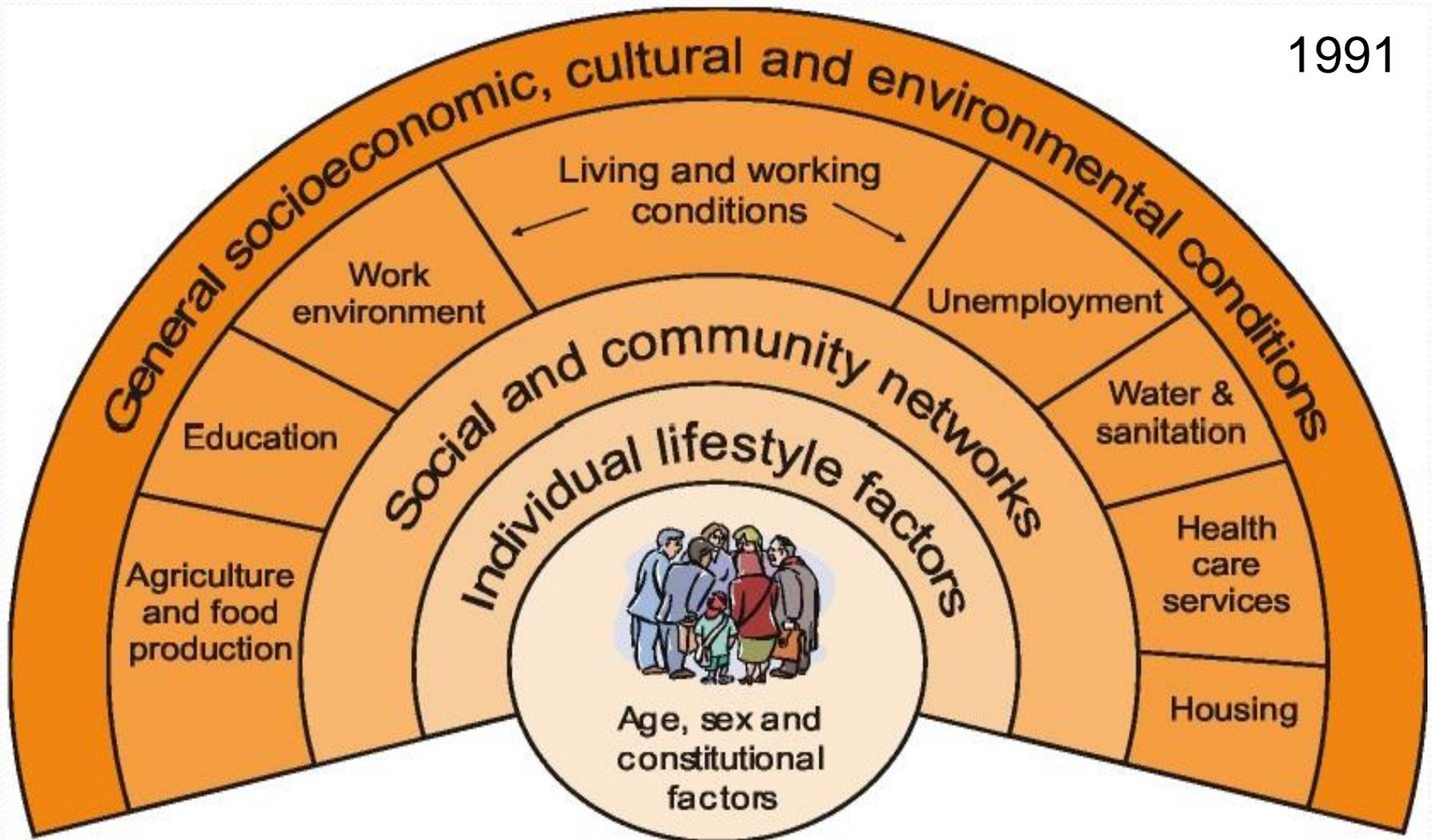


WORKPLACE



Dahlgren and Whitehead Model

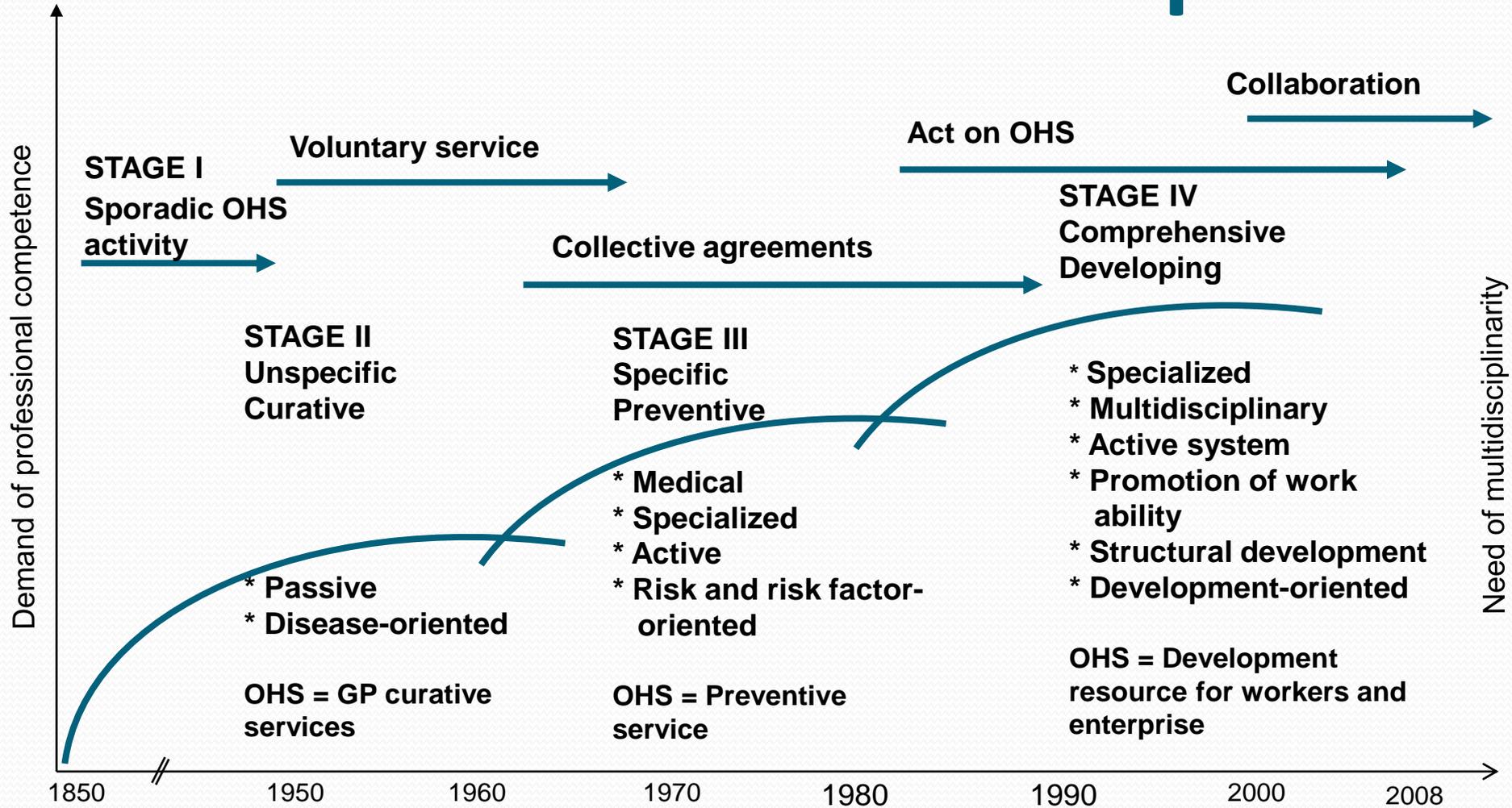
1991



Workplace

- is a “setting”, “area”
- is a key “determinant of health”

Evolution of OHS in Europe



(modified from Ylikoski)

Occupational Health and Safety

- ✓ “the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations;
- ✓ The prevention amongst workers of departures from health caused by their working environment;
- ✓ The protection of workers in their employment from risks resulting from factors adverse to health;
- ✓ The placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities;
- ✓ The adaptation of work to man and of each man to his job.”

(International Labour Organisation / World Health Organisation , 1950)

Occupational Health and Safety

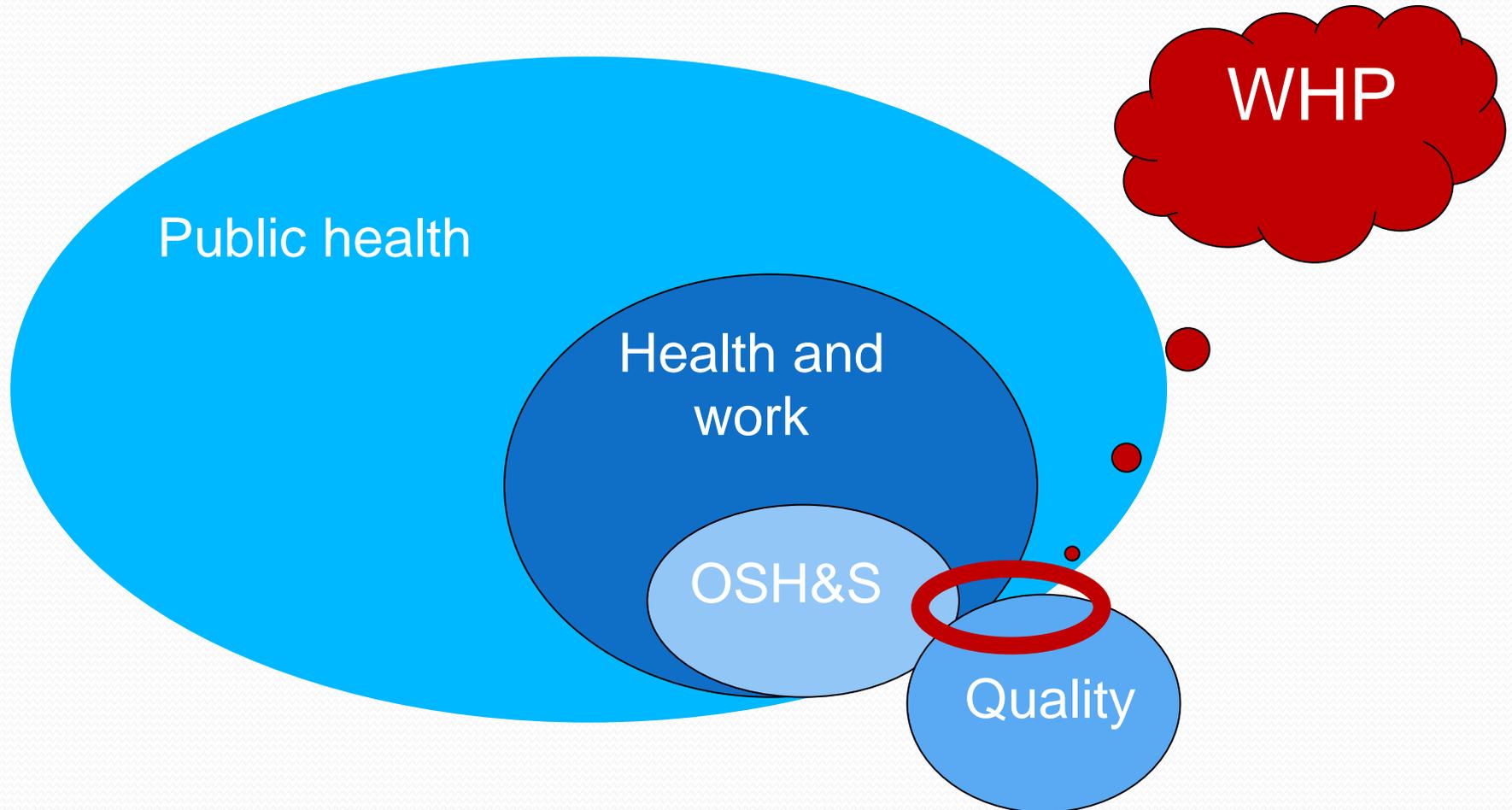
Issues on the agenda “today”:

- Musculoskeletal disorders (MSDs)
- Video display terminals
- Violence in the workplace
- “Sick building syndrome”
- Stress, depression,.....



Despite addressing differing subject matter and aims, occupational health and safety and health education clearly share the **common goal** of promoting worker health, with complementary functions in protecting and enhancing the health of workers, and thereby provide an important opportunity for coordinated and integrated efforts.

Relationship between systems



WHP is.....

A *global* approach to improving health at work based on concerted action of employers, employees and society to improve the health and well-being of people at work, a combination of:

- improving *work organisation* and the *working environment*
- promoting *active participation*
- encouraging *personal development*

What is WHP?

Balance

Individual behaviour
oriented health
promotion



Collective measures
oriented health
promotion

philosophy: appealing to the individual
to adopt healthy
behaviour

designing working
conditions to encourage
healthy behaviour

examples: smoking: flyers, courses
nutrition: courses
workplace: "be careful"

smoking: no cigarette
machines
nutrition: canteen diet
workplace: workplace design

Four level strategy

- Awareness Building:
 - Tell them there is risk of X.
- Education/Skill Building:
 - Tell them / teach them ways to deal with X.
- Environmental Support:
 - Create an environment that makes it easier for them to deal with X.
- Policy Development:
 - Develop policies that reduce the risk or make it easier to deal with X.

Relationship between workplace and community





Several studies demonstrated that

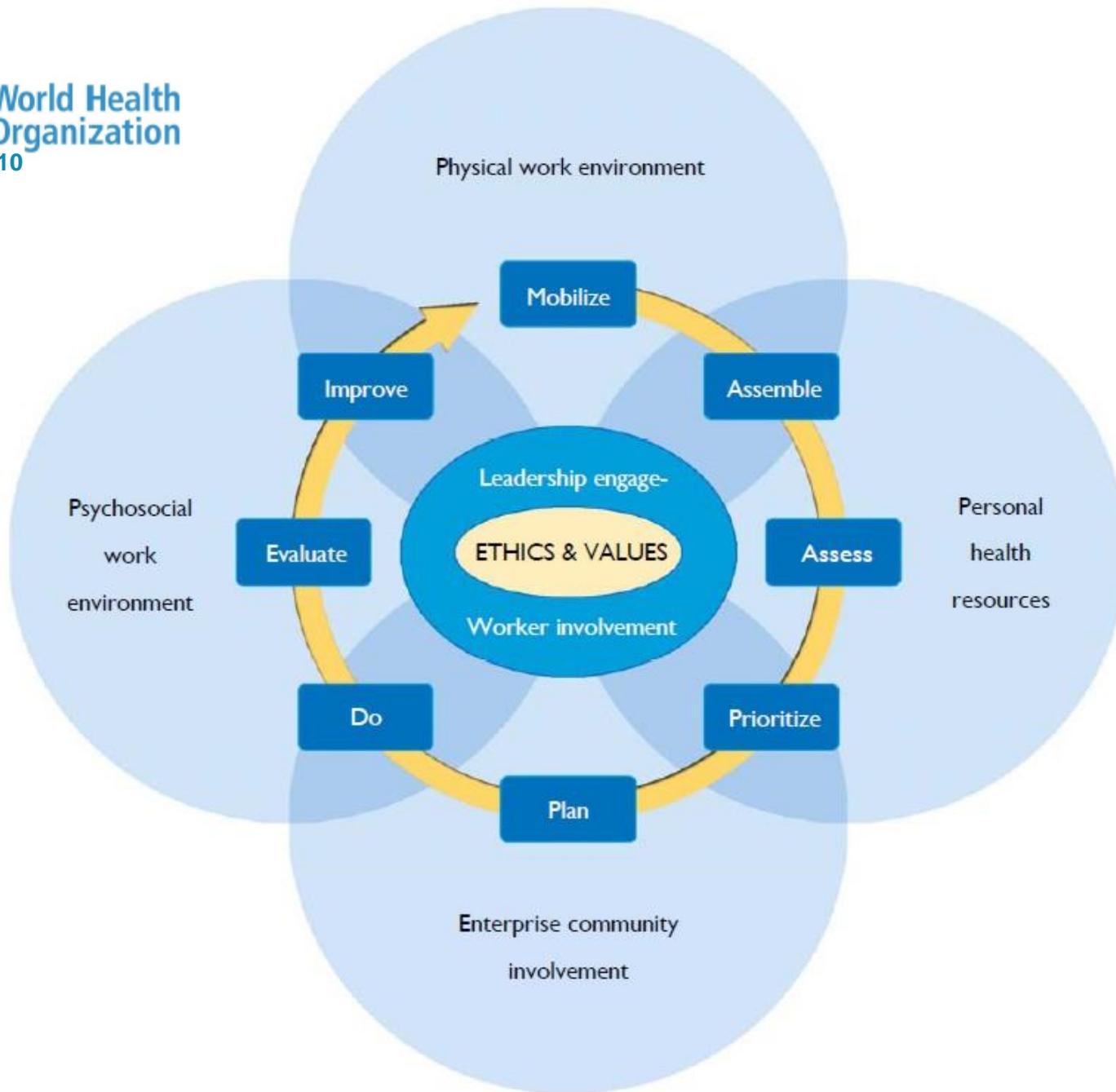
**Employed enjoy better health
and healthier lifestyles than
unemployed**

In 2010 WHO declares that a healthy....

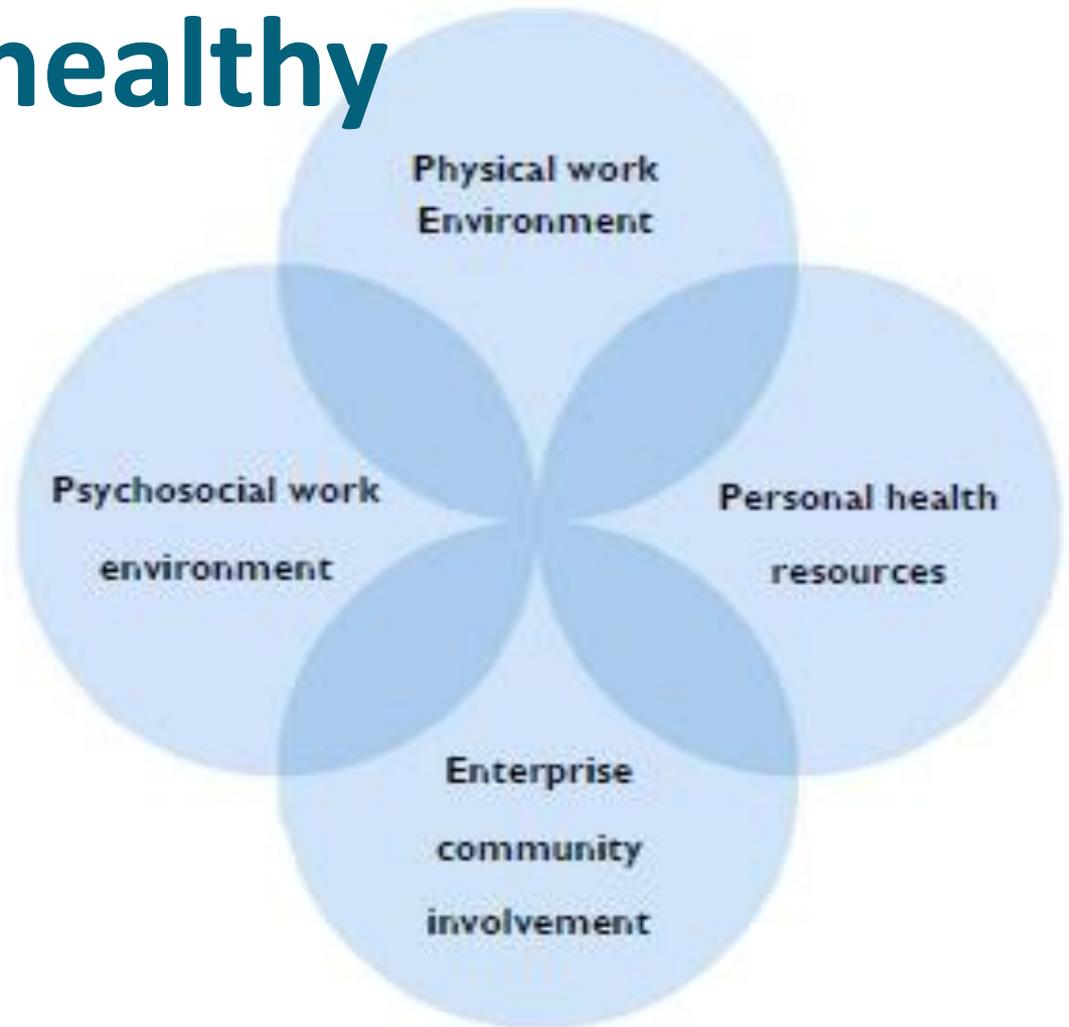
workplace is one in which workers and managers collaborate to use a continual improvement process to, protect and promote the health, safety and well-being of all workers and the sustainability of the workplace by considering the following, based on identified needs:....

....

- health and safety concerns in the physical work environment;*
- health, safety and well-being concerns in the psychosocial work environment, including organization of work and workplace culture;*
- personal health resources in the workplace; and ways of participating in the community to improve the health of workers, their families and other members of the community.*



**Four key areas that
can be mobilized or
influenced in healthy
workplace
initiatives:**



Conclusions

The future is an **integration** between employee health, safety, and productivity management programs.

and

The **sustainability** can be guaranteed only with a coordination between workplace and community initiatives

Final conclusions

Only health professionals have responsibilities on both sides and have the skills to evaluate the effect that a policy, strategy, etc... can have on the health of the individual, group or community.

**Thank you
for your attention**