



Session 2: Promotion of health and well-being at work

**Challenges and Solutions in a Global Economy
Global action for prevention – ILO/ISSA Conference**

**Integrating health promotion into workplace OSH policies:
ILO's framework for action on health promotion and well-being**

Valentina Forastieri

Senior Specialist on Occupational Health,

Health Promotion and Well-being

OSH Team Leader

LABADMINOSH

International Labour Office

Global OSH strategy: Promote the health and well-being of all workers in all occupations

Occupational Health Practice:

- ⇒ Prevention of occupational and other work-related diseases and occupational injuries
- ⇒ Improvement of working conditions and the working environment
- ⇒ Incorporation of psychosocial risks into risk assessment measures
- ⇒ Enhancement work-life balance
- ⇒ Incorporation of health promotion measures

- Convention 155 & Rec.164: OSH policy
- Convention 161 & Rec.171: Occupational Health Services

ILO/WHO Joint Committee on Occupational Health:

“Occupational health should aim at the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations [...]”.

An effective workplace health promotion programme

☑ Contributes to:

- ⇒ a safe and healthy working environment
- ⇒ the quality of working life
- ⇒ optimal physical and mental health at work
- ⇒ enabling workers to cope more effectively with psychosocial risks
- ⇒ assists workers in becoming proactive and skilled in managing chronic conditions, improving their health & lifestyles

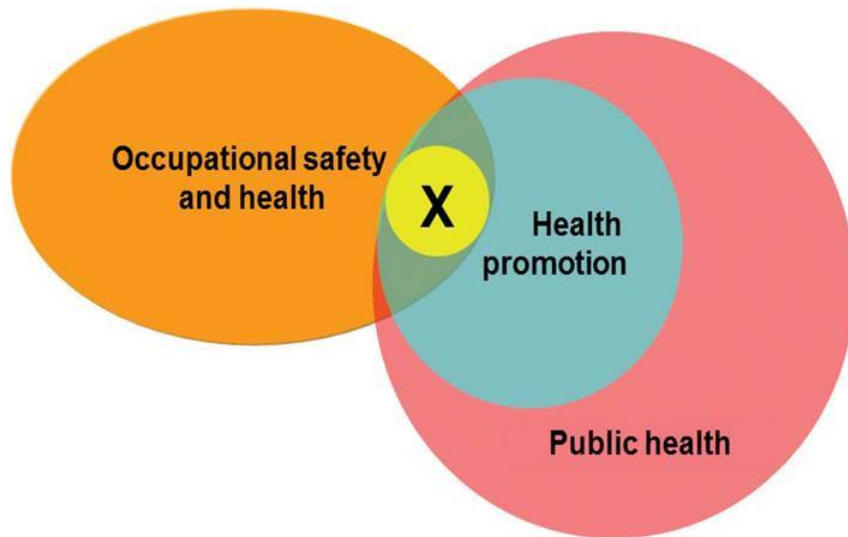
☑ Complements OSH measures:

- ⇒ is integrated into the OSH management system of the organization
- ⇒ takes into account the family, community & social contexts
- ⇒ implements:
 - individual measures
 - collective measures

Organizational (work organization and labour relations) & individual factors + their interactions when evaluating workers' health requirements

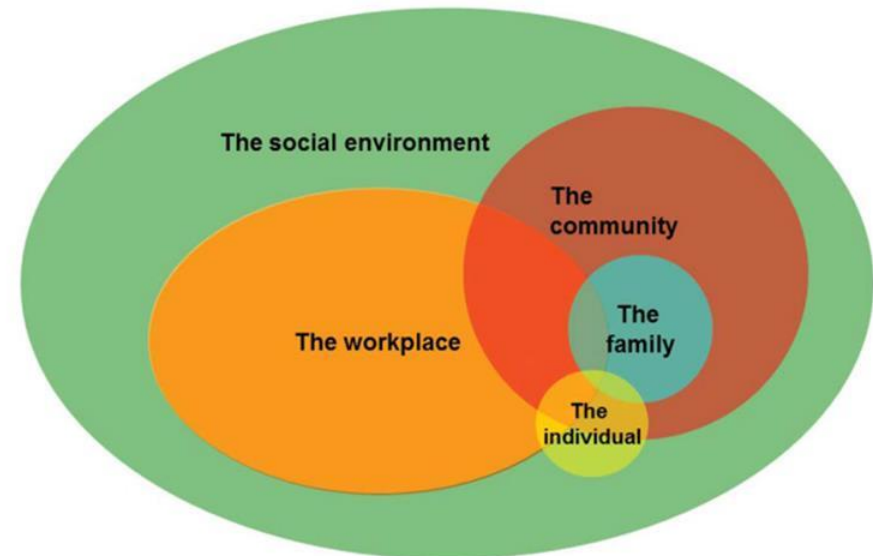
Health promotion measures as an integral part of OSH policies and practice in the workplace

Emphasis on prevention & awareness raising



Reciprocal causation: human behaviour vs health outcomes

The ecological model



The SOLVE Approach

Focus on the promotion of health and well-being at work addressing the following areas and their interactions.

⇒ **Psycho-social risks/mental health:**

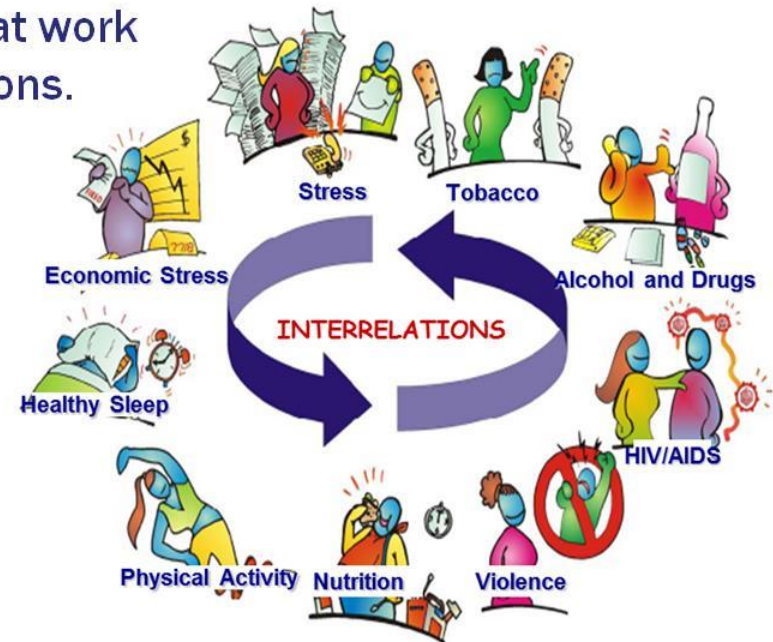
- ✓ stress
- ✓ psychological and physical violence
- ✓ economic stressors

⇒ **Potential addictions:**

- ✓ tobacco consumption
- ✓ alcohol and drug consumption and abuse

⇒ **Lifestyle habits:**

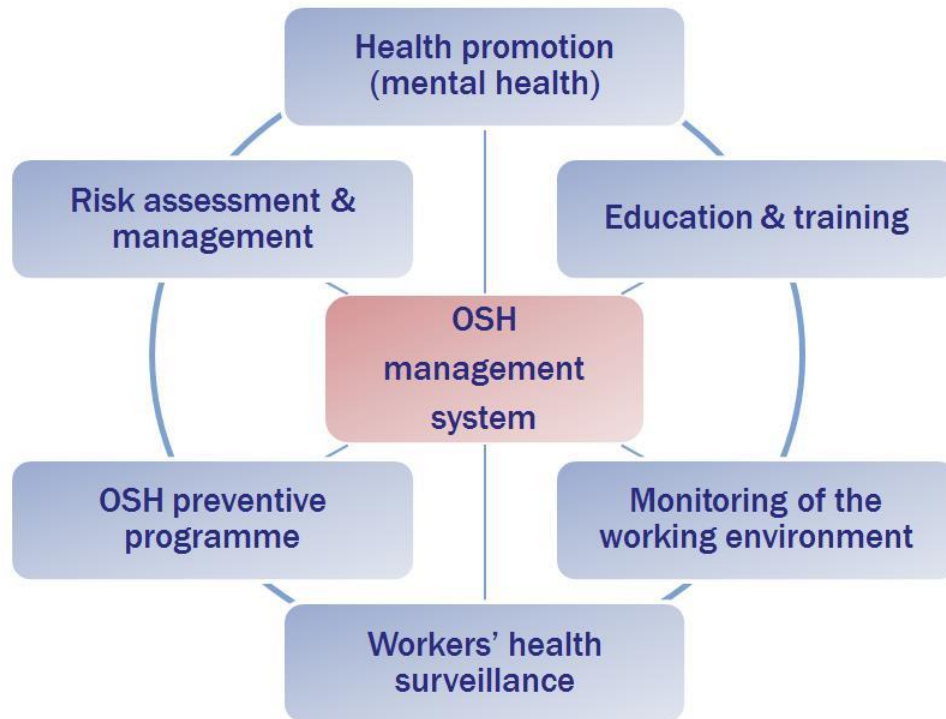
- ✓ nutrition
- ✓ exercise or physical activity
- ✓ healthy sleep
- ✓ HIV and AIDS



Takes into account the gender dimension



SOLVE Method for workplace action



Building national capacity for SOLVE application

- ⇒ ITCILO training programme since 2012
- ⇒ E-Learning (blended course) as from 2016



Train of trainers programme



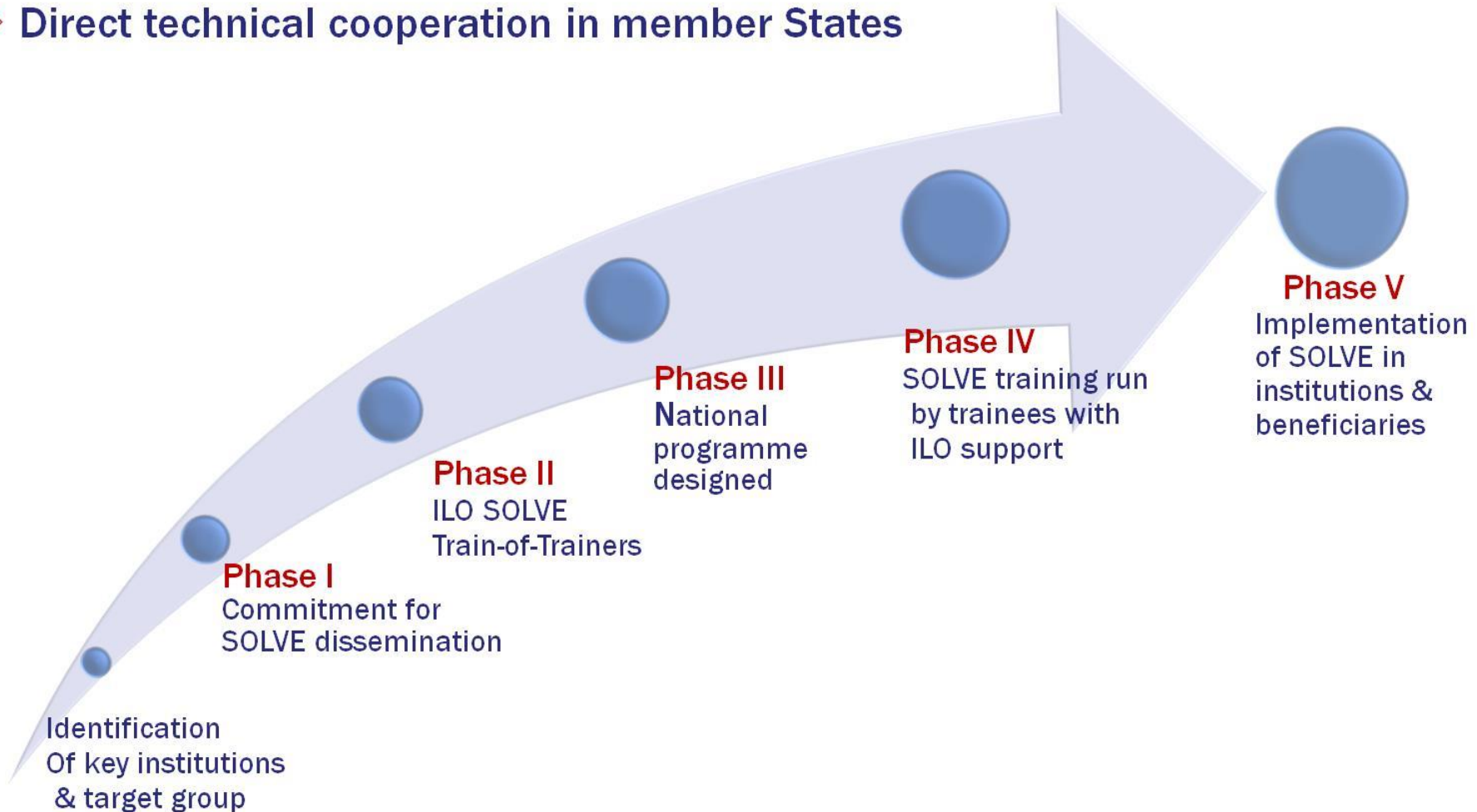
Integration of health promotion into an occupational safety and health policy and action

COUNTRIES INVOLVED

Argentina	Cameroon	Iran
Brazil	Mauritius	Saudi Arabia
Chile	Nigeria	
Colombia	Malawi	Australia
Honduras	Gabon	Fiji
Jamaica	R.D. Congo	Indonesia
México	Rep. Congo	Malaysia
Panamá	Senegal	Nepal
Paraguay	South Africa	
Perú	Togo	France
Surinam		Italy
Venezuela		Switzerland
Burkina Faso		

Building national capacity for SOLVE application

⇒ Direct technical cooperation in member States



SOLVE Training Programme

Valentina Forastieri

Senior Specialist on Occupational Health,
Health Promotion and Well-being
OSH Team Leader
LABADMINOSH
International Labour Office
forastieri@ilo.org

Félix Martín Daza

International Training Centre of the ILO
Social Protection Programme
Turin (Italy)
F.Martin@itcilo.org

