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

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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.

雷斯 Psycho-social risks/mental health:
  ✓ stress
  ✓ psychological and physical violence
  ✓ economic stressors

雷斯 Potential addictions:
  ✓ tobacco consumption
  ✓ alcohol and drug consumption and abuse

雷斯 Lifestyle habits:
  ✓ nutrition
  ✓ exercise or physical activity
  ✓ healthy sleep
  ✓ HIV and AIDS

Takes into account the gender dimension
SOLVE Method for workplace action

- Health promotion (mental health)
- Risk assessment & management
- Education & training
- OSH preventive programme
- Monitoring of the working environment

- OSH management system

- Broaden OSH policy through SOLVE to integrate health promotion
- Identify specific problems and assess needs
- Evaluate workplace OSH and health promotion activities and modify as needed
- Provide training and implement workplace action

- Workers' health surveillance
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
- Brazil
- Chile
- Colombia
- Honduras
- Jamaica
- México
- Panamá
- Paraguay
- Perú
- Surinam
- Venezuela
- Burkina Faso
- Cameroon
- Mauritius
- Nigeria
- Malawi
- Gabon
- R.D. Congo
- Rep. Congo
- Senegal
- South Africa
- Togo
- Iran
- Saudi Arabia
- Australia
- Fiji
- Indonesia
- Malaysia
- Nepal
- France
- Italy
- Switzerland
Building national capacity for SOLVE application

Direct technical cooperation in member States

- Phase V: Implementation of SOLVE in institutions & beneficiaries
- Phase IV: SOLVE training run by trainees with ILO support
- Phase III: National programme designed
- Phase II: ILO SOLVE Train-of-Trainers
- Phase I: Commitment for SOLVE dissemination

Identification of key institutions & target group
SOLVE Training Programme

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