



OCCUPATIONAL SAFETY AND HEALTH

SOLVE

INTEGRATING HEALTH PROMOTION INTO WORKPLACE OSH POLICY

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TURIN, ITALY

Information Note



International
Labour
Organization



International Training Centre

INTRODUCTION

The changing world of work is making increased demands on workers. Downsizing and outsourcing, greater need for flexibility both in functions and skills, increasing temporary contracts, greater job insecurity, higher workloads, long working hours, work intensification and poor work-life balance are all factors which place high emotional demands at work and contribute to work-related stress.

Stress is not a new phenomenon. Stress at work is becoming increasingly globalized and affects all occupations, all categories of workers and their families, both in developing and developed countries.

It is now widely acknowledged that stress at work is a common problem and that it has a high cost in terms of workers' health, absenteeism, lower performance and productivity; however, not enough attention has been paid to the psychosocial factors that contribute to stress at workplace level. Working in a stressful environment, for instance, or being confronted with job insecurity can lead workers to smoke or drink more, and in some cases to start using drugs in order to cope with the problems; stress can also lead to violence in the workplace. The use of alcohol and drugs has an impact on sleep, performance and judgement, and can increase the risk of unprotected sex. The 'tension' some jobs impose also affects workers' eating and sleeping habits. The sedentary nature of other jobs, together with the lack of exercise, can cause problems such as obesity and high cholesterol levels.

Taken together, all these factors lead to health-related problems for the worker and lower productivity for the enterprise/organization. They also represent a major cause of accidents, fatal injuries and diseases at work. Stress also takes a heavy toll in terms of reduced productivity and efficiency by means of absenteeism, higher medical costs and staff turnover, as well as the associated cost of recruiting and training new workers.

Both employers and workers have the responsibility to address psychosocial hazards at the workplace and find innovative ways to deal with the consequences of the risks associated with psychosocial factors such as, stress, violence, abuse of alcohol and drug consumption at the workplace. Initiatives to improve working conditions by promoting occupational health contribute at the same time to workers' well-being and enterprise productivity.

SOLVE is an interactive educational programme designed to assist in the development of policy and action to address health promotion issues at the workplace. It focuses on prevention by addressing the integration of health promotion into occupational safety and health (OSH) policies and action at the enterprise level. It deals with the prevention of work-related stressors (both work-place stress and economic stressors), alcohol and drug abuse, violence (both physical and psychological), the prevention of HIV/AIDS, as well as the promotion of tobacco-free workplaces and health lifestyles, including good eating, sleeping and exercise habits.

The ILO's SOLVE programme is based on the recognition of the interdependent relationships between psychosocial factors and other health-related behaviours and their underlying causes in the workplace (work organization, working conditions, labour relations).

The programme promotes the design of enterprise level policies and intervention programmes to improve working conditions and reduce work-related stress from an occupational safety and health perspective by incorporating psychosocial hazards into the risk assessment and risk management strategy, involving both employers and workers through bipartite OSH committees at the workplace level.

OBJECTIVES

The general objective of this course is to develop knowledge and skills leading to integration of psychosocial and health promotion issues in a comprehensive health and safety policy in the enterprise and the development of a framework for preventive action.

At the end of this course, participants will be able to:

- Describe the nature, causes and impact of work-related and economic stress, workplace violence, HIV/AIDS, addictive behaviours, lack of physical activity and unbalanced nutrition, fatigue and inadequate sleeping.
- Explain the potential interrelationships among these health-related problems.
- Analyse how psychosocial risks, behaviours and lifestyles affect differently men and women to take into account the gender dimension in the implementation of WHP programmes.
- Identify measures to prevent the causes of these health-related problems and mitigate their impact in both workers and enterprises.
- Apply a management model to deal with these problems through the integration of health promotion measures into a workplace OSH policy and the development a coherent plan of action.

PARTICIPANTS' PROFILE

- Employers, general managers, human resource managers, OSH and social welfare managers of organizations and enterprises
- Directors and officers of institutions and government departments responsible for OSH and health promotion
- Members of organizations of employers and trade unions, with an active interest in health promotion at the workplace level
- Managers and staff from organizations supporting enterprises
- Consultants and university teachers and researchers working in the fields of occupational safety and health or health promotion.

CONTENTS

The course will cover the following modules:

- Introduction: Managing workplace health promotion
- Work-related stress
- Addictive behaviours
- Violence at work
- HIV and AIDS at work
- Nutrition & physical activity
- Healthy rest and sleep
- Economic stress; and
- From concept to action.

METHODOLOGY

A highly participatory and action-oriented approach will be used during the course, giving much emphasis on the exchange of experiences in looking for innovative and practical solutions to problems and challenges. The methodology will be centred on the participants and the learning process, with the support of facilitators.

The training methodology will use active methods for learning, making use of the knowledge and the experience of participants, promoting a permanent communication among participants, through group work, and discussions, that will facilitate their own total integration and participation in the course activities.

Course participants are encouraged to prepare for the course by investigating the latest trends in the relationship between the psychosocial and health problems in their workplaces.

Participants will also be presented with pertinent documentation as a follow-up to the presentations in order to expand the knowledge about the specified topics.

A permanent monitoring of the learning process will be conducted throughout the training by the course coordinator. At the end of the course, an individual end-of-course evaluation questionnaire will be used to allow participants to express their view about the training.

CONDITIONS OF PARTICIPATION

The cost of participation, excluding international air travel, is **EURO 2,320** (course fees EURO 1,685 and participant subsistence EURO 635) payable in advance by the participant or his or her sponsoring organization. This covers tuition fees, the use of training facilities and support services, training materials and books, accommodation and full board at the Centre's campus, and emergency medical care and insurance.

Applications to participate in the course should be done **online** on the following webpage: <https://oarf2.itcilo.org/STF/A9015288/en>

no later than 31 January 2022.

The filled-in application form should be accompanied by a commitment letter from the sponsoring institution indicating how the participant will be financed.

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, bank, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators.

Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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