



ONLINE

OCCUPATIONAL SAFETY AND HEALTH

# E-LEARNING TRAINING OF TRAINERS SOLVE: INTEGRATING HEALTH PROMOTION INTO WORKPLACE OSH POLICY

ONLINE MODULES: 1 JULY – 1 SEPTEMBER 2020 (30 HOURS)

ONLINE TRAINING SESSIONS: 14 – 22 SEPTEMBER 2020 (30 HOURS)

*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.

## HOW SHOULD THOSE PROBLEMS BE TACKLED?

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 of:

- Describe the nature, the process of generation and the impact of the following problems: work-related stress, economic stress, workplace violence, HIV/ AIDS and unhealthy habits and lifestyles, such as alcohol and drugs consumption, smoking, deficient exercise, poor nutrition and lack of sleep.
- Explain the potential interrelationships between these health-related problems.
- Identification measures to prevent the causes of these problems and to mitigate their impact for both workers and enterprises.
- Describe the elements of a political statement and the organizational strategy to give a response to these problems.
- Apply a management model to deal with these problems through a common policy and coherent action.
- Participate in the implementation of training on SOLVE methodology.

## PARTICIPANTS' PROFILE

The course will cover the following topics:

- 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.

## METHODOLOGY

This course will use an Internet-based learning platform, and have two phases. The first preparatory phase will last from 1 July to 1 September 2020. During this period, participants will follow a 30-hour self-administered course with 10 SOLVE modules on the platform and perform a test at the end of this phase. The platform will also present a Documentation Centre that will contain useful information for the participants on the themes of the course. This first part is a preparatory part to ensure that all participants have a level of knowledge of the subject that allows them a greater benefit for the 2nd phase of online training sessions.

In the second phase (from 14 to 22 September 2020), subject matter experts will deliver online training sessions that will be recorded and the participants will have the chance to interact with them for questions and comments. The presentations and materials used will also be uploaded to the platform and participants will complete a test and an assignment to receive the certificate of accomplishment.

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.

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.

## CONDITION OF PARTICIPATION

The cost of participation is **EURO 2,025** payable in advance by the participant or his or her sponsoring organization. This covers tuition fees, access to the virtual platform, the use of training facilities and support services, training materials and books.

Applications to participate in the course should be done **on-line** on the following webpage: <https://oarf2.itcilo.org/STF/A9713299/en>

**no later than 24 June 2020.**

The filled-in application form should be accompanied by a commitment letter from the sponsoring institution indicating how the participant will be financed. After that date, the course and the selected candidates will be confirmed and the instructions for the advanced payment will be provided.

The ITCILO's payment, cancellation and refund policy can be consulted on the following website: <https://www.itcilo.org/applications-payments-cancellation>

# INFO

**FOR FURTHER INFORMATION  
PLEASE CONTACT**

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