

Healthy Workplaces Workshop

22nd Oct 2009 1-6pm; 23rd Oct 2009 9-4pm

Background, scope and purpose

It is a well-known fact nowadays that a healthy workforce in a healthy workplace also means a healthy business. We currently know that the cost of work-related health and associated productivity loss represent around 4-5 percent of the GDP. The 2002 World Health Report identified a list of selected but not exhaustive occupational risk factors that account for a substantial part of the burden of chronic diseases worldwide including back pain (37%); hearing loss (16%); chronic obstructive pulmonary disease (13%); asthma (11%); injuries (8%); lung cancer (9%); leukaemia (2%). A more recent WHO study (2006) states 8% of depression has been attributed globally to environmental factors, in particular occupational stress. A multi-regional study (Asia, Europe, Africa, USA, Australia) demonstrated excess risk of myocardial infarction (a cardiovascular disease) associated with psychosocial workplace stressors, in one of the best established associations in the literature. (See Interheart Study by Rosengren et al, Lancet 2004.)

A number of effective workplace interventions and good practice approaches exist to address specific hazards in the workplace, but too often their implementation produces mostly short-lived successes due to their limited target area. What is lacking is practical global, regional and country guidance on the best integrated or comprehensive manner to address workplace risks, including principles of occupational health and safety, traditional health promotion and lifestyles, the psychosocial working environment and corporate community action coupled with capacity building and sustainable human and economic development. In particular, in times of financial uncertainty, there is an urgent need to produce such guidance for businesses to provide opportunities to sustain a healthy workforce and a healthy business and enhance commitment from employers to workers, and workers to businesses to obtain success in all spheres.

WHO recognized this need and regards the workplace as a setting for protecting and promoting the health of workers, their families and the community. In May 2007, the World Health Assembly endorsed the Global Plan of Action on Workers Health (GPA) (1) for the period 2008-2017 with the aim to move from strategy to action and to provide new impetus for action by Member States. The Global Plan was adopted unanimously by the 193 WHO Member States. Within the Global Plan, countries and international stakeholders have expressed a need for a globally coherent framework for planning, delivery and evaluation of essential interventions for workplace health protection and promotion.

The WHO Healthy Workplace initiative defines an approach for planning and delivering workplace interventions and for evaluating overall benefits, including measures of cost effectiveness. Such workplace interventions include addressing issues of lifestyle and health behaviours; the elimination of second-hand tobacco smoke from all indoor workplaces; provisions for disabled workers; physical workplace safety; the psychosocial working environment including work organization, organizational culture and management practices while keeping in mind gender issues.

The purpose of the workshop is to update the group on work in progress and to engage all stakeholders. WHO established a global background report on the healthy

¹ http://apps.who.int/gb/ebwha/pdf_files/WHA60/A60_R26-en.pdf

workplace framework proposing key principles based on an evidence base of effective interventions for healthy workplace programmes. Representatives from the WHO Regional offices, Programmes in WHO, professional associations, and countries from all WHO regions will present their experiences with a focus on SMEs. Regional and country best practices will be presented and discussed in the light of practical implementation and policy development. Barriers and opportunities in different country contexts and various sectors will be highlighted.

Meeting objectives

- identify key components of healthy workplace programmes at global level
- identify specific issues and requirements in different regions, countries, occupational sectors (barriers/opportunities)
- learn from regional and country best practice examples of healthy workplace programmes
- discuss elements for global, regional, and country guidance on healthy workplace programmes considering a comprehensive approach to healthy workplaces
- discuss how best to present the business case to employers or what else employers need to implement a comprehensive healthy workplace programme
- identify healthy workplace champions and enlarge the existing working group to establish a geographically-balanced expert network

Expected meeting results

Outcome 1: Collection of regional and country healthy workplaces programmes (best practice examples), their components with respect to the global framework, their success, and barriers in and opportunities for implementing these.

Outcome 2: Develop an understanding a) about how to best engage all stakeholders, including other international organizations and the private sector; b) main elements included in global and regional guidance documents targeting employers and worker representatives.

Outcome 3: Agree on global framework

Outcome 4: List of Network members, including regional networks

Workshop on Healthy Workplaces

Venue: EB Room
Day: Thursday 1-6:10 pm
Rapporteur 1st day: Aditya Jain

Time	Topic and expectations	Presenter	Moderator	OUTCOME
1:00-1:30	Welcome Review of project; purpose and expected results	Evelyn	Marie-Claude Lavoie, AMRO	Overview and workshop programme
1:30 - 2:20 hour	Presentation of the WHO Global Report and the Global Framework	Joan		Updating participants
2:20 - 2:50	<i>Questions and discussion (with lead questions)</i>		Moderator: Summary of main points	Common understanding
2:50 - 3:10	Regional Advisers in Occupational Health Regional experience of (a) regional healthy workplace programmes (b) best practices/case studies of healthy workplaces programmes; (c) barriers and opportunities	AFRO /Thebe Pule	Fernando Coelho, SESI, Brazil	Outcome 1: Collection of regional and country healthy workplaces programmes (best practice examples), their components with respect to the global framework, their success, and barriers in and opportunities for implementing these.
3:10 - 3:30		AMRO /Marie-Claude Lavoie (for Maritza Tennessee)		
COFFEE/TEA BREAK 20'				

3:50 - 4:10	Cont./...Regional experience of (a) regional healthy workplace programmes (b) best practices/case studies of healthy workplaces programmes; (c) barriers and opportunities	EMRO /Said Arnaout		
4:10 - 4:30		SEARO /Salma Burton		
4:30 - 4:50		WPRO /Hisashi Ogawa		
4:50 - 5:20	Questions and discussion (with lead questions)		Moderator: Summary of main points	Outcome 1: Collection of regional and country healthy workplaces programmes (best practice examples), their components with respect to the global framework, their success, and barriers in and opportunities for implementing these.
5:20 - 5:40	Country experience of (a) healthy workplace programmes (b) best practices/case studies of healthy workplaces programmes; (c) barriers and opportunities	Canada , Joan Burton		
5:40 - 6:00	The view of the worker representatives	Sue Longely, IUF		
6:00 - 6:10	Closing		Evelyn Kortum	Summary, next day and closing of first day

Workshop on Healthy Workplaces

Venue: EB Room
Day: Friday 9am-4:00pm
Rapporteur 2nd day: Joan Burton

Time	Topic	Presenter	Moderator	OUTCOME
9 - 9:20	Cont./... Country experience of (a) healthy workplace programmes (b) best practices/case studies of healthy workplaces programmes; (c) barriers and opportunities	EMRO: Egypt, Adel Zakaria	P. Abeytunga, CCOHS, Canada	Outcome 1: Collection of regional and country healthy workplaces programmes (best practice examples), their components with respect to the global framework, their success, and barriers in and opportunities for implementing these.
9:20 - 9:35		EURO: Switzerland, Volker Schulte		
9:35 - 9:50		EURO: Turkey, Nuri Vidinli		
COFFEE/TEA BREAK 10'				
10:00-10:15		SEARO: India, Kalpana Balakrishnan		
10:15-10:30		SEARO India, P.K. Nag		
10:30-10:50		WPRO: Singapore, Ho Sweet Far		

10:50-11:10		AMRO: Brazil/Fernando Coelho, <i>Cuba</i>		
11:10-11:40	<i>Questions and discussion (with lead questions)</i>		Moderator: Summary of main points	Outcome 1: Collection of regional and country healthy workplaces programmes (best practice examples), their components with respect to the global framework, their success, and barriers in and opportunities for implementing these.
11:40-12:10	Complementary goals of WHO and ILO in the area of healthy workplaces	The ILO Perspective on Healthy Workplaces: Valentina Forastieri, SafeWork, ILO	Stavroula Leka, Institute of Work, Health and Organisations, UK	Outcome 2: Develop an understanding a) about how to best engage all stakeholders, including other international organizations and the private sector; b) main issues to include in global and regional guidance documents targeting employers and worker representatives.
Lunch : 50'				
1:00-1:20	Integrating gender issues	Stephanie Premji, CINBIOSE Canada		
1:20-1:40	How can we best engage employers? What do employers expect in terms of guidance on healthy workplaces?	Janet Asherson, IOE, Switzerland		
1:40-1:55	Civil Society Perspectives (a) best practices/case studies of healthy workplaces programmes; (b) barriers and opportunities	IOHA, Linn Iren Vestly Bergh		
1:55-2:10		WFOT, Marilyn Pattison		
2:10-2:45	<i>Questions and discussion (with</i>		Moderator: Summary of main points	Outcome 2: Develop an understanding a) about how to best engage all stakeholders, including other

	<i>lead questions)</i>			international organizations and the private sector; b) main issues to include in global and regional guidance documents targeting employers and worker representatives.
COFFEE/TEA BREAK 10'				
2:45-3:00	Related WHO headquarters programmes engaging with the private sector	WHO/HQ KC Tang, Health Promotion		
3:00-3:20		Jane Voute Allen, Non-communicable Diseases and Mental Health, Partnership Adviser, & Timothy Armstrong, Coordinator, Surveillance and Population-based Prevention		
3:20-3:40			All participants	Outcome 3: Agree on global framework
3:40-3:50	Signing up		All participants	Outcome 4: List of Network members, including regional networks
3:50-4:00			Evelyn Kortum	Next steps, closing