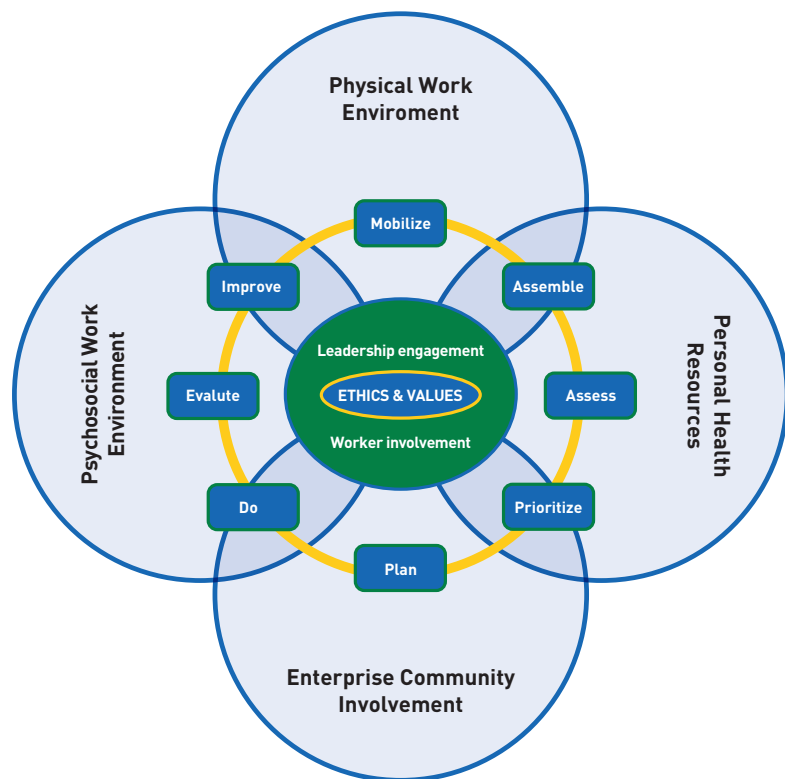


*"A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and wellbeing of all workers and the sustainability of the workplace. (...)"*

*(...) This definition reflects how understanding of occupational health has evolved from an almost exclusive focus on the physical work environment to inclusion of psychosocial and personal health practice factors. The workplace is increasingly being used as a setting for health promotion and preventive health activities – not only to prevent occupational injury, but to assess and improve people's overall health. Another increasing emphasis is on workplaces that are supportive and accommodating of older workers and those with chronic diseases or disabilities. (...)"*

*"To create a healthy workplace, an enterprise needs to consider the avenues or arenas of influence where actions can best take place and the most effective processes by which employers and workers can take action. (...)"*



**"Healthy workplaces.**

**A model for action: for employers, workers, policymakers and practitioners."**

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# Companies Promoting Health

## LOMBARDY WHP NETWORK



*"(...) Health promotion represents a comprehensive social and political process, it not only embraces actions directed at strengthening the skills and capabilities of individuals, but also action directed towards changing social, environmental and economic conditions so as to alleviate their impact on public and individual health. Health promotion is the process of enabling people to increase control over the determinants of health and thereby improve their health.*

*Participation is essential to sustain health promotion action. (...)"*

«Health Promotion Glossary», WHO 1998

*"(...) Workplace Health Promotion (WHP) is the combined efforts of employers, employees and society to improve the health and well-being of people at work. This can be achieved through a combination of:*

- Improving the work organisation and the working environment
- Promoting active participation
- Encouraging personal development. (...)"

"Luxembourg Declaration on Workplace Health Promotion in the European Union", ENWHP, 1997



Lombardy Region implemented the program “Companies Promoting Health - Lombardy WHP Network”. It is founded on the principles of “Workplace Health Promotion”, and the main objective is the promotion of organizational changes in the workplace in order to enable the working environments to the adoption of healthy lifestyles for the prevention of chronic diseases.

Chronic diseases represent, in fact, both a health priority and a challenge with social and economic impact for the world of work in the field of management and rehabilitation of workers, also in relationship to the enhancement of human capital. Improving work organization and work environment can effectively impact on “Active and Healthy Ageing”, as well as facilitate the adoption of healthy lifestyles, also creating conditions supporting and including older workers and those with chronic diseases or disabilities.

The Lombardy WHP Network is a member of the European Network for Workplace Health Promotion.

Joining the program allows an annual certificate “Health Promoting Workplace” for Companies committed to implement effective and sustainable actions (i.e. structural) aimed at improving the eating habits and active lifestyles and counteracting pathological addiction to substances and behaviors (tobacco, alcohol, PGD), in combination with recommended interventions for corporate welfare, work-life balance and sustainable development.

Companies participating in the program started an internal process of “continuous improvement”, which foresees the active participation of workers and the collaboration of the Health Protection Agencies, that provide methodological expertise and guidance in the selection and planning of the most effective interventions, in line with the existing opportunities in the company.

The objectives of the program are aligned with the strategic guidelines defined by the European Commission on Corporate Social Responsibility (CSR), and the WHP Lombardy Network is supported by a multistakeholder collaboration with Sodalitas Foundation (National Partner Organization of CSR Europe).

## SUMMARY OF RECOMMENDED KEY PRACTICES

- **Fruits and vegetables** in the menu of all meals served in the company (without additional payments and not replaceable with desserts or other dishes);
- Organizational Interventions on the **canteen** that **impact on choices and portions**;
- Full supply of bread with **reduced salt**;
- **Wholemeal bread** always available;
- Vending machines with fruit and/or vegetables availability and with **at least 30% of “healthy” foods**;
- Meal area with seasonal fresh **fruit and/or vegetables** availability ;
- Promotion of **bicycle** or **pedestrian street** to reach the workplace;
- Encouraging the **use of stairs** instead of elevator;
- Support for **extra activities aimed to an active lifestyle** (Walking Groups, Sport activities, Agreements with gyms, etc.);
- Policies that contribute to the requirements of the “**Tobacco-free Company**”;
- Policies that contribute to the requirements of “**Alcohol-free Company**”;
- **Work-life balance** practices.



<http://www.enwhp.org>

<http://osha.europa.eu/it/topics/whp>

<http://www.promozionesalute.regione.lombardia.it>

[http://www.who.int/occupational\\_health/topics/workplace/en](http://www.who.int/occupational_health/topics/workplace/en)