



Workplace Health Promotion Lombardy Network Program



"(...) 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 1988

"(...) 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 organization and the working environment
 • Promoting active participation
 • Encouraging personal development. (...)"

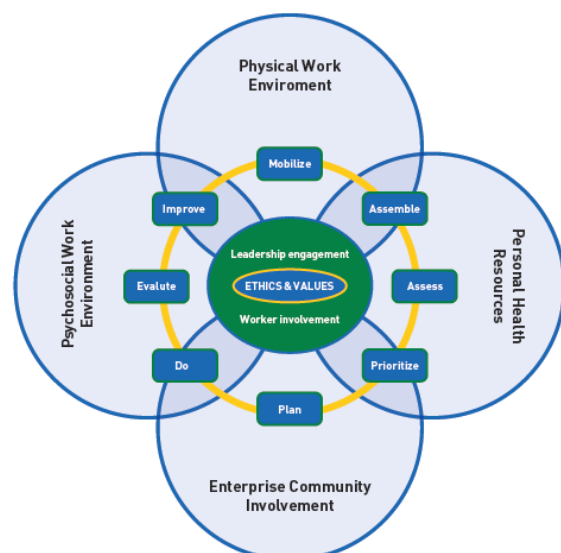
"Lombardy Declaration on Workplace Health Promotion in the European Union", EROWP, 1997



"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 well-being 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."
 © World Health Organization 2010

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 the **"Alcohol-free Company"**.
- **Work-life balance** practices.



A sustainable society for all ages: Realizing the potential of living longer UNECE 2017 Ministerial Conference, Lisbon, Portugal

Health Promotion Programs in community setting : Lombardy Region (Italy)

The Project description (maximum 3500 characters)

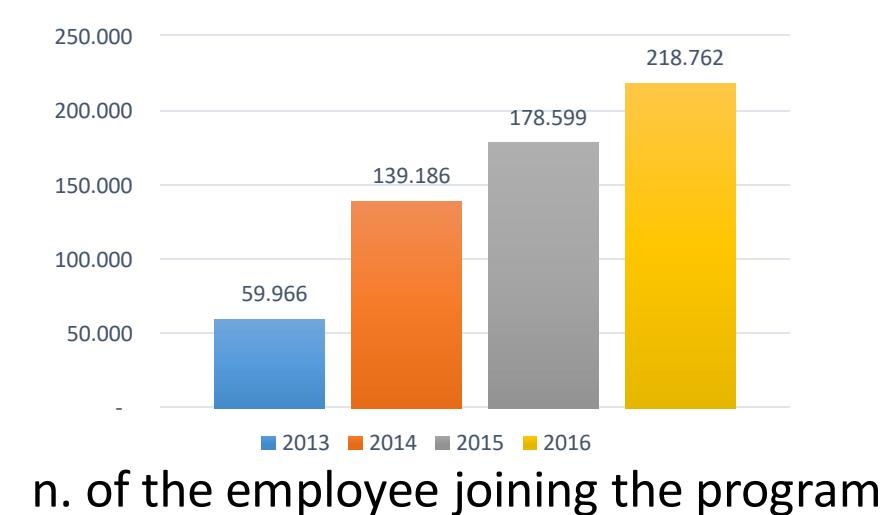
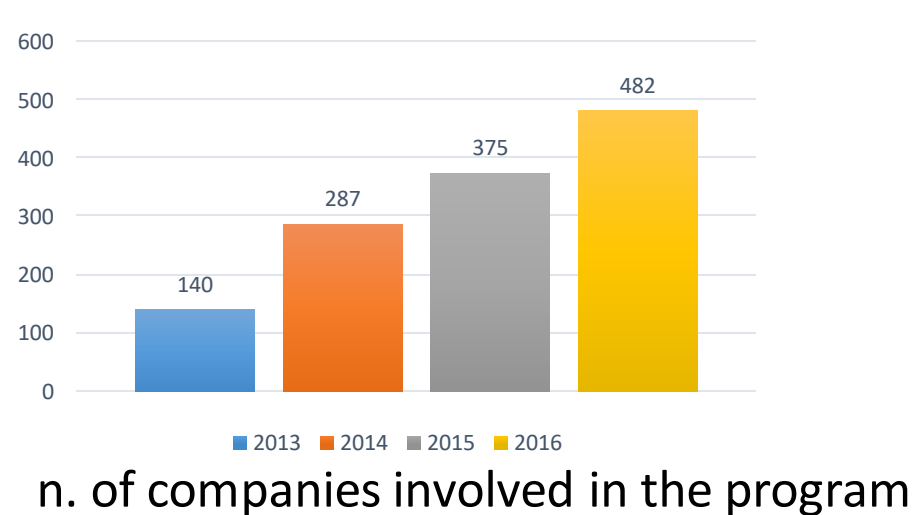
The Welfare Directorate General of Lombardy Region has implemented the program "Workplace Health Promotion - Lombardy WHP Network " (2013 pilot test). It is founded on the principles of "Workplace Health Promotion ", and has the primary objective of promoting organizational changes in the workplace in order to make the working environments favorable 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.

Joining the program allows an annual award as "Health Promoting Workplace" for Companies committed to implementing effective and sustainable actions (i.e. structural) aimed at improving the eating habits and active lifestyles and at counteracting pathological addiction to substances and behaviors (tobacco, alcohol, PGD), in combination with recommended interventions for corporate welfare, reconciliation and sustainable development.

The objectives of the program are consistent with the strategic guidelines defined by the European Commission on the subject of Corporate Social Responsibility, so its development is supported by a multistakeholder governance, with the collaboration of Sodalitas Foundation (Corporate Social Responsibility Europe).

The project is coherent with the Lombardy Region Prevention Regional Plan 2015-2018, consisting of 13 Programs, 7 of which foreseen objectives / actions dedicated to the promotion of healthy lifestyles and to the creation of health supportive environments.



How it contributes to realizing the potential of living longer

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.* The program "Workplace Health Promotion - Lombardy WHP Network" has been approved as a Good Practice in the field of Health Promotion at the CHRODIS Platform (Joint Action "Chrodis - Addressing Chronic Diseases & Healthy Ageing, Across the Life Cycle") after a careful evaluation of the following impacting criteria: Equity, Empowerment and participation, Comprehensiveness of the intervention, Ethical considerations, Evaluation, Sustainability , Governance and project management, Potential of scalability and transferability.

Timeline/duration of the project

2013- ongoing

Lessons learnt

The workplace directly influences the physical, mental, economic and social well-being of workers and in turn the health of their families, communities and society. It offers an ideal setting and infrastructure to support the promotion of health of a large audience.

Relevance for the UNECE region

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).

Location of the project

Lombardy region, Italy

Contact information, website

liliana_coppola@regione.lombardia.it, Maurizio_Bersani@regione.lombardia.it, livio.denardi@lispera.it; agnese_maurizio@regione.lombardia.it; claudia_lobascio@regione.lombardia.it, nvimercati@ats-milano.it, CSR@sodalitas.it, silvia.ussai@cnt.lispera.it;
 www.promozionesalute.regione.lombardia.it
 www.chrodis.eu