

How to make a workplace Sustainable and Salutogenic, G. Masanotti

What makes the workplace different compared to the other settings?

- ✓ Must consider first the technical prevention
- ✓ Safety
- ✓ Workers health

Where does it come from?

Workplace Health Promotion (WHP)

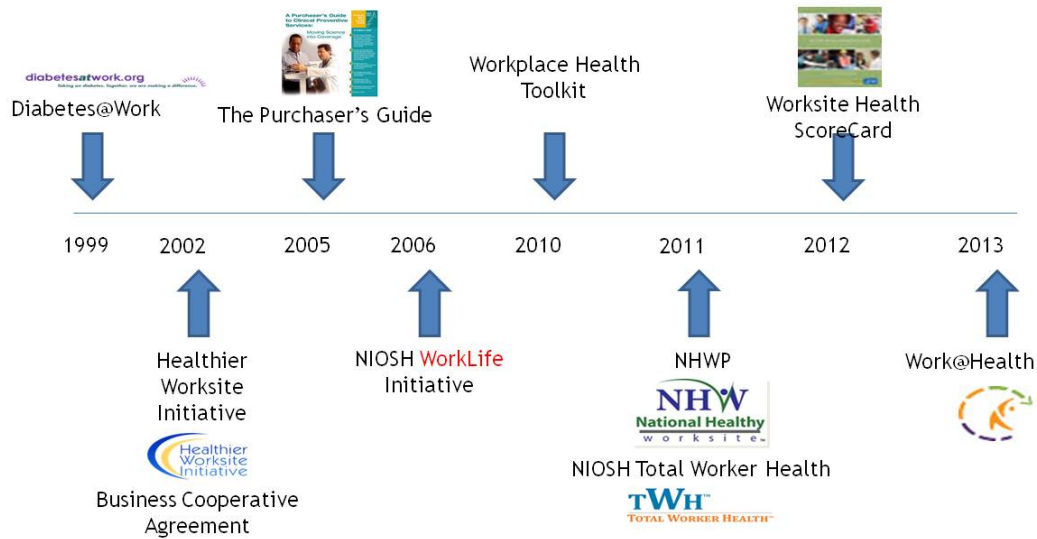
is the combined efforts of employers, employees and society to improve the health and well-being of people at work. This can be achieved through a combination of:

- improving the work organisation and the working environment
- promoting active participation
- encouraging personal development. (Luxembourg Declaration, 1997 (rev. 2017))

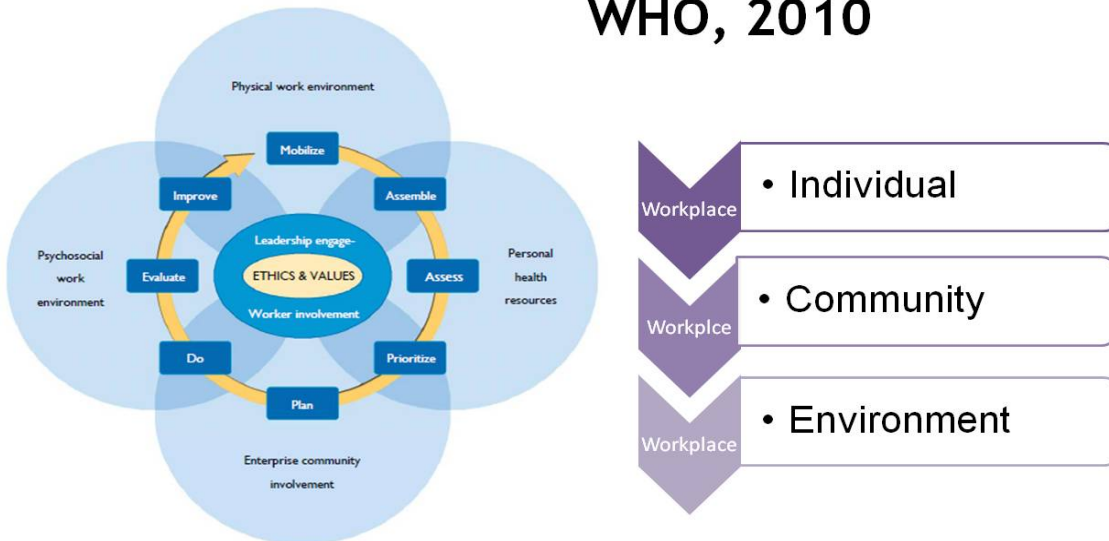
Europe



USA



WHO, 2010



What is the next step?

Salutogenetic workplace

- ▶ A workplace that helps people, even in situations of light or severe adversity (trauma, chronic illness, disability, precarious socio-economic conditions, ...), to make healthy choices, using resources and appropriating skills.
- ▶ A workplace that facilitates the singles to use their internal resources: biological factors, personal characteristics, attitudes, psycho-social skills

- ▶ A workplace that make to the single available goods in their own context, relations, services, ...

..... refers not only to what is available, but also to what people are able to use and re-use autonomously, responsibly and freely.

Where is the starting point?



Every workplace has its own!

Creating a healthy workplace isn't as difficult as you might think

Here are some thoughts:

- Leaders make a commitment to health in the workplace
- Investment in the people, offering also education or training in health.
- Focus on the work environment, starting with simple things like: natural light, plants, ergonomic desk options, meeting spaces, social meeting spaces, etc...
- Healthy food options.
- Flexible working arrangements, walking groups, physical activity facilities or discounts with nearby sports or internal options to relax.
- Install different programs “resources”: counseling, reintegration, small groups of interest (common hobby), etc... (using also outside facilities: NGOs, SSN, etc...

Quick tips

- Everyone has a role to play in creating a healthy workplace: the simple the better!
- Every workplace is unique: so there is nothing like one size fits all!

<https://www.ncbi.nlm.nih.gov/books/NBK435821/>