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Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathroom, telephone, free access to internet and cable television. It also has:

- a reception desk open 24 hours a day;

- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- medical service.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of a stimulating international environment.

### For more information on course content please contact:

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## Training of Trainers SOLVE: Integrating health promotion into workplace OSH policy

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International Training Centre

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# Training of Trainers SOLVE: Integrating health promotion into workplace OSH policy



## 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

A highly participatory and action-oriented approach will be used during the course, giving much emphasis on the exchange of experiences in looking for innovative and practical solutions to problems and challenges. The methodology will be centred on the participants and the learning process, with the support of facilitators. The training methodology will use active methods for learning, making use of the knowledge and the experience of participants, promoting a permanent communication among participants, through group

work, and discussions, that will facilitate their own total integration and participation in the course activities.

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.

Participants will also be presented with pertinent documentation as a follow-up to the presentations in order to expand the knowledge about the specified topics.

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, excluding international air travel, is EURO 3,500 (course fees EURO 2,150 and participant subsistence EURO 1,350) payable in advance by the participant or his or her sponsoring organization. This covers tuition fees, the use of training facilities and support services, training materials and books, accommodation and full board at the Centre's campus, and emergency medical care and insurance.

Applications to participate in the course should be done "on line" in the following webpage:

<http://intranetp.itcilo.org/STF/A908043/en>

**no later than 14 August 2015.**

The filled-in application form should be accompanied by a commitment letter from the sponsoring institution indicating how the participant will be financed.

For more information, please contact:

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