Health promotion in work life.

By: Siw Tone Innstrand
The European Network for Workplace Health Promotion

Defines workplace health promotion as

“…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

Occupational Health

Past – Present - Next Health
From a Stressful Beginning to a Positive Future: Past

- The **stress theme** continues to dominate the field, despite a call to move towards a more comprehensive view of health

- Need for more study and future validation of **positive health** and **positive psychology**

- Lack of **intervention** and **promotion** programs

Macik-Frey et al., 2007
Emerging themes: Present

1. **Positive health**: shift in emphasis from preventing and/or resolving the negative at work to promoting the positive

2. **Leadership**: how to encouraging employee well being, in addition to creating and sustaining healthy organizations

3. **Mood and Emotions**: (i.e. Fredrickson’s “broaden-and-build theory”)

4. **Interventions**: still a lack well-designed intervention studies, interventions should target the enhancement of individual strengths that promote overall well-being and health

Macik-Frey et al., 2007
Health promotion in work life: Next Health

- **New Horizons in occupational health**
  need to address the changing nature of organizations and workers and how this changes relate to health

**Four significant areas for exploration:**
1. Advances in technology (space and time, long hours)
2. Virtual work (isolation, loneliness)
3. Globalization (cultural differences or universal principles?)
4. The aging of the workforce (early retirement, ageism)

Macik-Frey et al., 2007
Job Demand-Resource model

1. Logstein «Work related stressors»
2. Vegsund "Nurse engagement"
3. Eglè "Work-family interaction"
4. Anthun "Co-workershio"n
5. Undebakke "Participatory intervention"

Job/family demands
Job/family resources
Personal
Stress Burnout
Engagement
Outcomes

(Demerouti et al., 2000, 2001)
Thank you for your attention.
The floor is yours!