

## **Health Promotion good practices in the workplace: Lombardy WHP Network**

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Health Promotion not only embraces actions directed at strengthening the skills of individuals, but also actions directed towards changing social, environmental, economic conditions. Workplace Health Promotion (WHP) represents the combined efforts of employers, employees and society to improve health and well-being of workers (ILO, 2005).

Lombardy Region implemented the WHPLombardia Program as part of the European Network for Workplace Health Promotion (ENWHP). The objectives are aligned with the strategic guidelines defined by the European Commission on Corporate Social Responsibility (CSR), and build on the wider strategy of the European Innovation Partnership on Active and Healthy Ageing (EIP-AHA). The Program promotes organizational changes in order to enable the adoption of healthy lifestyles for prevention of chronic diseases in work environments. An inter-sectorial approach is adopted (Cancelliere&al., 2011)

Companies joining the program start an internal process of continuous improvement, which foresees the active participation of workers and the collaboration with the Health Protection Agencies, that provide methodological expertise in the selection and planning of the most effective interventions, in line with needs assessment.

Key actions are recommended within priority areas: nutrition, physical activity, smoking and alcohol prevention, work-life balance, organizational wellness and individual actions involving the healthcare system.

In 2017, 506 companies joined the WHPLombardia (172.740 employees are involved).

Data so far give evidence of a good participation to the program. Its positive acceptance lies in both the acknowledgment of a complex view of health and the identification of priorities and interventions that are structurally and financially sustainable.

The next steps, in line with the Lombardy Prevention Plan (2015-2018), include to further develop the network and improve the impact on health, by promoting the dissemination of evidence based good practices, the empowerment and capacity building of the workplaces, enabling their internal key figures or the link to other networks (eg. Work-life balance Network, HPH Network) and the adoption of an equity oriented approach, reaching also small-medium sized enterprises.

Cancelliere, Cassidy, Ammendolia, Côté (2011). Are workplace health promotion programs effective at improving presenteeism in workers? BMC Public Health

ILO (2005). Facts on safety at work

WHO (2010). Healthy workplaces: a model for action