


Wellness at the workplace and beyond


- The sustainability of business, especially small enterprises, depends on the health of the workforce
- Collaboration between employers and workers provides the most effective basis for health promotion and wellness
- Health benefits at the workplace should be extended to the local community



Wellness at the workplace and beyond

The workplace should offer first and foremost a safe and healthy environment for workers, but its potential to promote health is much greater. It can:

- help prevent disease and accident
- encourage, provide or refer to treatment
- mitigate the impact of disease or accident through care and support.



Wellness at the workplace and beyond

The workplace :

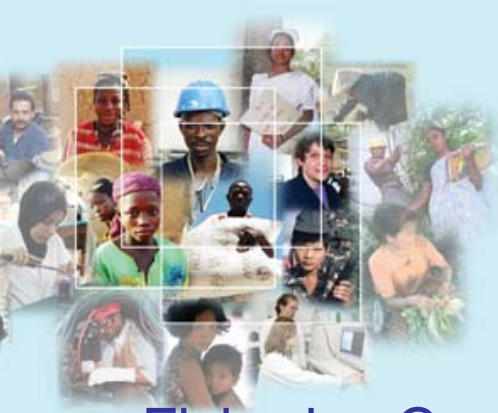
- is a source of practical information on health ranging from the benefits of vaccination to the location of family planning services;
- offers education and opportunities for personal risk assessment, including participatory approaches to behaviour change;
- provides occupational health services, including treatment and/or support for treatment adherence – TB control at the workplace has proved very effective, as have workplace programmes on HIV/AIDS.



The ILO's role


The ILO contributes to the health of workers and workplaces through:

- **its tripartite structure, making it possible to mobilize and support governments, employers' and workers' organizations against HIV/AIDS, TB, malaria as well as occupational health conditions;**
- **the central role of the workplace as a gateway to universal access to prevention treatment, care and support (broadening from HIV to TB and other diseases);**
- **its experience in guiding laws and framing standards to protect the rights of workers, improve their working and living conditions, and reduce poverty;**
- **a global network of field offices for effective delivery and management of technical cooperation;**
- **wide expertise in many relevant domains such as occupational safety and health, social security, and maternity protection; and employment,**
- **a well-established structure for research, education and training, knowledge management and communication.**



ILO Standards and the health and wellbeing of workers

- Fisheries Convention and Resolution (2007)
- Maritime Labour Convention (2006)
- Discrimination (Employment and Occupation) Convention, 1958
- Occupational Safety and Health Convention, 1981
- Occupational Health Services Convention, 1985
- Termination of Employment Convention, 1982
- Vocational Rehabilitation and Employment Convention (Disabled Persons), 1983
- Social Security (Minimum Standards) Convention, 1952
- Labour Inspection Convention, 1947 and Labour Inspection (Agriculture) Convention, 1969

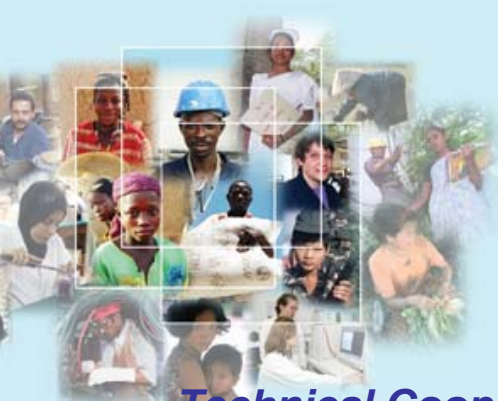


The ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS)

Objectives:

- to raise awareness of the economic and social impact of AIDS in the world of work
- to help the ILO's tripartite constituents support national efforts to prevent the transmission and reduce the impact of HIV/AIDS through workplace policies and programmes
- to counter discrimination and stigma related to HIV status
- to integrate HIV responses in existing world of work structures and mechanisms.

The ILO is currently implementing more than **60 HIV/AIDS projects in 50 countries** in Africa, Asia, Eastern Europe, Latin America and the Caribbean.



ILO/AIDS: areas of action

Technical Cooperation

- *implementing HIV/AIDS workplace projects with the social partners in all regions of the world*

Research and policy analysis on:

- *socio-economic consequences of HIV/AIDS, especially labour and employment impact*
- *data collection and projections*
- *legal and policy framework*

Advisory services on:


- *integrating workplace issues in national AIDS plans*
- *revising labour laws to address HIV/AIDS*
- *developing policies on HIV/AIDS at national, sectoral and workplace levels*

Education and training programmes to:

- *support the implementation of the Code of Practice*
- *strengthen the capacity of governments and the social partners to respond to HIV/AIDS in the workplace*

Information and advocacy

- *examples of good practice in workplace action*
- *examples of national laws and policies*
- *data and research findings*



Wellness at the workplace and beyond

Strategies for sharing the benefits of workplace health promotion include:

- awareness-raising and training for managers and supervisors;
- ensuring the involvement of families in health education, and increasing the awareness of workers – especially male workers – of health needs across the family;
- extending health education and services to small businesses locally (e.g. eating places, cleaning services...) and institutions such as schools;
- extending health education and services to suppliers and associated businesses (e.g. transport companies).



Lessons learned

- The successful development and application of policies and programmes on occupational safety and health generally, and HIV/AIDS specifically, depends on consultation and joint action between employers and workers. This ensures more appropriate programming and more effective implementation in an environment of collaboration and trust.
- The involvement of workers and their organizations also supports the process of outreach into the community.