

Policy Forum



Intervention Strategies for the National Project of Workplace Health Promotion in China

LI Shuang, LI Tao[#], LI Chao Lin[#], and WANG Chao

The World Health Organization's (WHO) definition of health is: 'A state of complete physical, mental, and social well-being, and not merely the absence of disease'. This definition has changed the perception of 'no disease is healthy' and given the public a new way to think about health and its influencing factors. The public's perception has changed from receiving health education passively to promoting their health actively by improving their own capacity, health perception, and performance. 'Health promotion encourages people to keep their health at an optimal state psychologically and physiologically. The purpose is to help the public know how to stay healthy, how to live a healthy lifestyle, and how to make healthy choices' the pre-secretary-general Brundland said at the Fifth Global Health Promotion Conference. People spend the majority of their lifetime in the workplace; therefore, a safe, healthy, comfortable, and joyful working environment is necessary. The early work of occupational hygiene emphasized injury prevention and safety. Today, we realize that the workplace should also be concerned with encouraging healthy practices, not merely the prevention of injury and disease. The WHO considers the workplace as a priority setting for health promotion in the 21st century. Like other settings where the WHO has developed health-promoting initiatives (schools, cities, hospitals, and marketplaces), the workplace can have a very positive impact on the health and well-being of workers, their families, communities, and society at large. At the moment, a consensus has been drawn that health promotion practiced in the workplace is the most cost-effective. A healthy, motivated, and well-qualified workforce is fundamental to the future social and economic well-being of the world. There is a growing body of evidence that improvements in healthy workplace can play a key role in improving business productivity and competitiveness. However, in spite

of demonstrated benefits, current workplace health promotion efforts reach a limited number of workplaces and workers in China.

To explore and summarize workplace health promotion models and methods suitable for China, the National Project of Workplace Health Promotion (the Project) was launched in 2007. Funded by the National Institute of Occupational Health and Poison Control of Chinese Center for Disease Control and Prevention (China CDC), the Project is so far the most comprehensive and longest-running Workplace Health Promotion (WHP) project in China. By learning from international WHP theory and piloting WHP in various regions, sectors, and enterprises, the Project aimed to explore and summarize WHP models and methods suitable for China, to disseminate them across China, and eventually to provide evidence for policy-making. Since the kickoff of the Project in 2007, 23 industrial enterprises from nine provinces/municipalities have participated as pilot localities. Twelve enterprises passed the mid-term evaluation by the end of 2013. This paper assesses the effectiveness of intervention strategies used in the Project, and aims to provide a reference for counterparts to carry out relevant research and work.

The WHP guidance documents, free health education resources, WHP quality standards and assessment manuals of the WHO, US, EU, Switzerland, UK, Canada, Singapore, Hong Kong (China), and Taiwan (China) have been reviewed. Relevant materials of the Project including work plans, training materials, needs assessment materials, intervention plans, evaluation materials, supervision materials, and the Project's annual reports have been collected and analyzed. We have set populations with rich information related to WHP and the Project as target groups for sampling and selected 25 persons including health officials, experts, enterprise managers, and employees for

doi: 10.3967/bes2015.056

National Institute of Occupational Health and Poison Control, Chinese Center for Disease Control and Prevention, Beijing 100050, China

intensive interviews through purposive sampling. These interview audio recordings were transcribed into text with key points confirmed with the interviewees. The content of the interview was the experience with the Project, the effects of the Project, and the sustainable development strategies of WHP according to China's national conditions. Through material analysis and qualitative interviews, the intervention strategies of the Project were assessed and analyzed.

Working Pattern of the Project

The Project uses a working pattern that is premised on network and collaboration, based upon the technology support of occupational disease prevention and treatment institutes (the Institutes). The Institutes use the Plan-Do-Check-Act (PDCA) Cycle as the basic framework.

To Establish Network and Collaboration The goal is to establish four-level work-related networks comprised of the Institutes at the national, provincial, municipal, and district levels, ensuring clear division of labor, collaboration, and implementation. Work review and experience sharing are carried out annually.

To Enlist Pilot Enterprises The Institutes at the provincial level are responsible for enlisting pilot enterprises in compliance with selection principles. The principles are as follows: a. Enterprises should be independent or relatively independent legal person units which carrying out production activities within the People's Republic of China; b. Enterprises should volunteer for the Project; c. Enterprises should be highly motivated to promote workplace health; d. Enterprises should be of different sectors and scales. Enterprises enlisted are distributed in nine provinces/municipalities (Beijing, Tianjin, Hebei, Shandong, Liaoning, Henan, Jiangsu, Guangdong, and Hainan) and cover 11 sectors among which small and medium-sized enterprises (SMEs) account for 82.6% of the total (19 out of 23).

To Use PDCA Cycle as the Basic Framework PDCA is an iterative four-step management method for continuous improvement of processes and products. The five steps of 'establishing network and collaboration, enlisting enterprises, informing employees, assessing demand, and developing overall plans' belong to the 'Plan' stage; the step of implementing intervention activities belongs to the 'Do' stage, evaluation belongs to the 'Check' stage and making improvements and updates belong to the 'Act' stage.

Effective Intervention Strategy

Commitment and support from management. The senior management of the pilot enterprises has made a written commitment, which states their responsibility in complying with laws, regulations, and standards; conducting health education and health promotion activities; and advocating health promotion within their enterprises.

Integration Integration is the major strategy for sustainable development of the Project. It involves multiple levels. First, pilot enterprises set up agencies such as a Health Promotion Committee to integrate health, security, environment, human resources, trade unions, and finance departments in order to work on health promotion together. Collaboration and synergy are encouraged. Second, in terms of policy making, health promotion activities are integrated into building culture activities and the management system of occupational safety and sanitation, so that health promotion aligns with the enterprises' developmental objectives. For example, WHP has been integrated into, and is highly complementary with, the Five-star Safety, Health and Environment Protection Management System of the National Occupational Safety Association (NOSA) in two enterprises of the power industry. Third, on the national level of the Project team, health education resources of all localities and pilot enterprises are consolidated. Leaflets, posters, brochures, manuals, CDs, and training materials are shared among localities to avoid waste.

Employee Participation Employees are the main target of WHP, therefore employee participation is essential to health promotion. In carrying out the Project activities, organizers not only inform employees about participating but also encourage and lead them to engage in activities that will improve their health by providing health resources and building up employees' knowledge and capacity. For instance, employees are given a breakfast subsidy and encouraged to form the habit of having breakfast every day. In addition, 'Health Promotion' groups are set up; employees first decide what topics they are interested in and then discuss with health experts. By doing so, activities are more focused and feasible and are quickly adopted by employees. Activities aimed at taking care of employees and their families are also conducted to reach out to families and communities. Organizers establish libraries, buy sports activity cards and exercise facilities for employees, hold health

Download English Version:

<https://daneshyari.com/en/article/4195747>

Download Persian Version:

<https://daneshyari.com/article/4195747>

[Daneshyari.com](https://daneshyari.com)