The Workplace as a setting: Health Promotion in the Workplace
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The workplace has been recognized by WHO, as ‘one of the priority settings for health promotion into the 21st century’ as it ‘directly influences the physical, mental, economic and social well-being of workers and in turn the health of their families, communities and society’. Thus, workplace health promotion is a pre-requisite for sustainable social and economic development (WHO). The European Network for Workplace Health Promotion has defined workplace health promotion as the combined efforts of employers, employees and society to improve the health and well-being of people at work. This vision of workplace health promotion places particular emphasis on improving the work organization and working
environment, increasing workers' participation in shaping the working environment, and encouraging personal skills and professional development. This requires a comprehensive understanding on the motivational and health impairment processes involved and knowledge on the ongoing processes for improving work and health. Previous European research on occupational health has largely focused on the health impairment process involving risk factors like demands, stress, burnout and disorders. Less is known about the positive side of occupational health, including a focus on resources, well-being and motivation and how to implement health promoting interventions to enhance the health and wellbeing of employees.