63 - STRATEGIES FOR HEALTH PROMOTION IN THE WORKPLACE

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INTRODUCTION

According to the National Council of Health Secretaries (CONASS, 2014), the National Policy for Health Promotion is based on the principles and guidelines of the Unified Health System and comprise the current setting and expanded health in that steps in the quality of life, which includes factors inherent in the work, such as adequate remuneration, working hours, work shifts, organization and hierarchy, among other things (SCHMOELLER et al., 2011).

In the affirmative, it known that for the worker to be productive and to develop their tasks properly, it is appropriate that it has good working conditions. Currently, environmental conditions, health and job security are essential to the quality of life of individuals and the right to citizenship (SOUSA-UVA; SERRANHEIRA, 2013; CAVALCANTE et al., 2008; CASAS; KLIJN, 2006). Thus, the workplace must be worthy, lead to job satisfaction and enable the working class promoting health.

The Health promotion,

> It is based on the International Conference Letters and comprises [...] a set of strategies and ways to produce health, individual and collective level, characterized by joint and intra and inter-sectoral cooperation, the formation of the Health Care Network (RAS), seeking to articulate their actions with the rest of the social safety nets, with broad participation and social control (CONASS, 2014, p. 3).

Santos; Bógus (2007, p. 124) says, "health promotion actions materialize in various spaces and setting bodies policies, especially in the social spaces." It proposes a combination of actions, which involve the collaboration of various government spheres and partnerships with other organizations, whether with or without profit. Facilities include state strategies, community, of individuals, of specific sectors such as health, in short, it is a shared responsibility and multiple (CAVALCANTE et al., 2008).

Facing exposure, objective of this work was to identify, from the evidence available in the literature, strategies for promoting health in the workplace; and identify the main themes explored in the health promotion field in the various occupational environments.

It hoped that this work could serve as a source of information and knowledge related to the theme, contributing to the further implementation of health promotion actions in the occupational environments devoid of good working conditions.

METHOD

Exploratory and descriptive study, carried out from the Integrative Review of Literature (IRL) method, understood as a "research model that enables the synthesis of relevant studies published on the subject studied, as well as promoting the improvement of clinical practice and decision making" (BROTTO et al., 2015, p. 2170).

For realization of this review, followed by the steps recommended by Teixeira; Lowy (2011), which are: determination of guiding the research question; definition of the criteria for inclusion and exclusion of items that constitute the final sample; establishment of information relevant to the study; evaluation and interpretation of the included studies and presentation of the final results of IRL.

To direct the revision was used as an investigative problem that the available evidence in the literature on strategies for health promotion in the workplace? They used the following inclusion criteria: papers in scientific articles format, with the Medical Subject Headings (MeSH) health promotion and work in the title / as a matter of delimiter, in Portuguese and Spanish, with availability in full and on any date.

The search was conducted between the months of September, October 2015, in the Virtual Library Database Health (VHL), by compiling data from other major hubs, such as the Latin American and Caribbean Health Sciences (LILACS), Scientific Electronic Library Online (SciELO), International Literature in Health Sciences (PubMed /MEDLINE), and Nursing Database (BDENF), among others. They excluded editorials, articles that repeated and did not answer the main question. The sample consisted of six articles that met the criteria outlined previously (Figure 1).

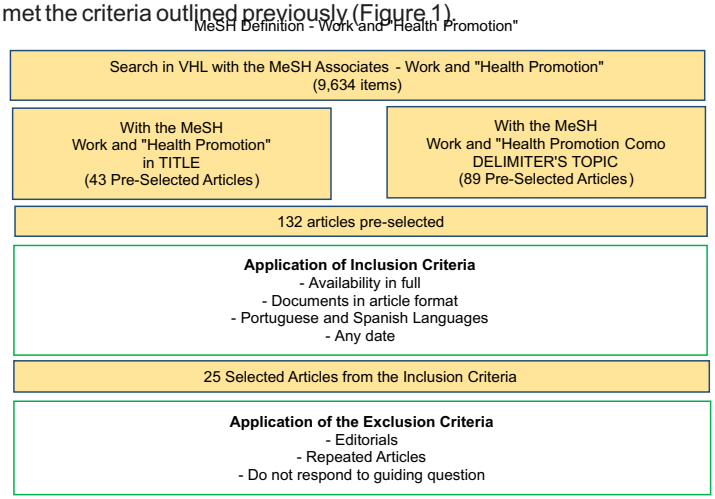




Figure 1: Studies selected according to database

The following data considered authors, year of publication, title, journal, database, meaning core and theme, and key findings. In the evaluation process of the findings, the articles read in full in order to clarify and / or select the main findings. In the interpretation phase of results where the authors compared each other and gathering the similarities.

RESULTS AND DISCUSSION

According to the publications analyzed for authors, year, journal and databases it can check the following results (Table 1).

Up to three authors published most of the work (83.3%; n = 5), 83.3% (n = 5) in the Latin American and Caribbean Health Sciences (LILACS), published between 2005-2012, published in the following years: 2005, 2006, 2008, 2009, 2010 and 2012. In relation to language, half (50.0%; n = 3) was available in Portuguese and the remaining 50% (n = 3) in Spanish.

As for newspapers, six magazines stood out (Interface comun. saúde educ., Rev. bras. promoç. saúde, Rev. eletrônica enferm., Salud trab., Rev. latinoam. Enfermagem, e Psicol. soc.), with an equal percentage (16.6%, n = 1).

Table 1 - Description of articles as authors, year, title, journal and database

Author / Year	Title	Periodic	Database	Language
Carvalho; Dias (2012)	Promoção da saúde no local de trabalho: revisão sistemática da literatura	Rev. bras. promoç. saúde (Impr.);	LILACS	Portuguese
Casas; Klijn (2006)	Promoción de la salud y un entorno laboral saludable	Rev. latinoam. enfermagem	REPIDISCA	Spanish
Cavalcante et al. (2008)	Promoção da saúde e trabalho: um ensaio analítico	Rev. eletrônica enferm.	LILACS	Portuguese
Eidelwein (2005)	A psicologia em projetos sociais de educação e trabalho	Psicol. soc. (Impr.),	LILACS	Spanish
Sánchez; Silva (2010)	De la promoción de la salud a los ambientes de trabajo saludables	Salud trab. (Maracay)	LILACS	Spanish
Silva et al. (2009)	A promoção da saúde a partir das situações de trabalho: considerações referenciadas em uma experiência com trabalhadores de escolas públicas	Interface comun. saúde educ.,	LILACS	Portuguese

The categories of articles, they fall into two units of meaning (specific actions and interdisciplinarity) and two themes: 1) health promotion strategies in the workplace and 2) production of knowledge and the promotion of health (Table 2).

Table 2: Description about sense core and theme

Author / Year	Objective	Sense Core	Theme
Carvalho; Dias (2012)	Knowing the current trends in the implementation of health promotion programs in the workplace, according to the literature, noting that these programs follow the recommendations of the World Health Organization.	Ações específicas	1
Casas; Klijn (2006)	Address key actions to ensure the health promotion in the workplace	Ações específicas	1
Autor/Ano	**Objective**	**Sense Core**	**Theme**
Cavalcante et al. (2008)	Discuss the relationship between health promotion and work with a view to harmonize the practices in occupational health, with a focus on health promotion	Ações específicas	1
Eidelwein (2005)	Reflect on the work of psychology in social projects of education and work toward the promotion of mental health.	Interdisciplinaridade	2
Sánchez; Silva (2010)	To review the literature on the origin of Health Promotion at Work and the advantages of adopting this strategy	Ações específicas	1
Silva et al. (2009)	Present and discuss what is being called by us Health Promotion from work situations.	Ações específicas	1

Theme 1 - Health Promotion Strategies in the Workplace

The theme of health promotion strategies in the workplace accounted for 83.3% (n = 5) of the sample. Thus, it is stated "a healthy workplace promotes good health, considered a basic resource for social, economic and personal, and also an important aspect of the work environment" (CASAS; KLIJN, 2006, p. 136). Therefore, many strategic actions aimed at promoting health in the workplace.

Carvalho; Dias (2012) highlighted the health promotion programs, which have actions directed to the particular individual and that are limited to reducing the number of workers exposed to specific occupational hazards of the workplace. The authors, although exposed to this strategy, claim that there is need for a multifocal approach.

Sánchez; Silva (2010) found that health promotion at work is theoretically supported by different strategies, which are proposed by international organizations; however, little has been effectively implemented. Despite this, the authors highlight that are effective health promotion programs, based on work processes, prevention of accidents and occupational diseases, and ensuring the well-being of the worker. They emphasize, too, that these are isolated and have no holistic approach with actions involving the organization, workers, different sectors and disciplines. Anyway, one should adopt the intra and inter-sectoral cooperation, with the engagement of universities, productive sector, workers' organizations, government agencies, among

others.

Silva et al. (2009, p. 116) call the strategy for health promotion in the workplace of "continuing process of understanding / seizure [...] of work situations". Say from this action, workers and professional researchers monitor the organization and working conditions in order to act in a preventative mode and directive on sources causing health hazards. Ownership of these shares are held health-promoting events with concrete experiences already delivered in organization and working environments, changes in forms of struggle for health and way of looking at work and life.

Cavalcante et al. (2008) concluded that the relationship between health promotion and work is extremely important. Thus, one must consider the active and participating subject, they underscored the need for cross-disciplinary knowledge, seeking to reduce gaps and find answers to questions not covered by current practices. Reinforce the need for specific healthy public policies for desktops.

Casas; Klijn (2006), should encourage the participation of employers, workers and other stakeholders in the implementation of joint actions to control, improve and maintain health and well-being of workers, foster healthy interpersonal relationships, conduct training of workers and employers to work processes.

Finally, a suitable workplace promotes good health, therefore, should developed "state actions (healthy public policies), the community (community action reinforcement), individuals (development of personal skills), the health system (reorientation) and intersectoral partnerships with multiple and shared accountability idea "(BRANT; MELO, 2001 apud CAVALCANTE et al., 2008, p. 247).

Theme 2 - Knowledge Production and Health Promotion

The approach production of knowledge and the promotion of health has been represented by only 16.7% (n = 1) of the selected publications. This subject, the author lectures on the role of psychology in social projects of education and work toward the promotion of mental health. It also addresses the importance of training the guided student in interdisciplinary work, a new professional input mode in the contemporary labor market (EIDELWEIN, 2005).

The author points out that "education can be thought of and worked in various social spaces, from schools, hospitals, communities, businesses, even social projects such as presented here" (EIDELWEIN, 2005, p. 65).

CONCLUSION

Few studies identified to compose this Integrative Literature Review, which sought an association between health promotion and work. This limitation may have been due to the search strategies and inclusion criteria outlined for this approach. "The lack of conclusive scientific evidence in relation to various health promotion activities shows the need to encourage the development of more efficient ways of evaluating programs, especially in relation to their long-term benefits" (CARVALHO; DIAS, 2012, p. 121).

However, it is true that it was possible to identify the main strategies available in the literature for health promotion in the workplace, especially the execution of specific Healthy Public Policy for the workplace, Work Promotion Programs with inspection and adaptations to workplaces, health-promoting events, education in occupational settings; encouraging personal, family and social development; promotion of individual and organizational interventions, with intra and inter-sectoral participation.

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STRATEGIES FOR HEALTH PROMOTION IN THE WORKPLACE
ABSTRACT

Objective: To identify, from the evidence available in the literature, strategies for promoting health in the workplace and identify the main themes explored in the health promotion field in the various occupational environments. Method: Integrative Literature Review, and its execution was followed by the steps recommended by Teixeira; Lowy (2011). They used the following inclusion criteria: papers in scientific articles format, with the Medical Subject Headings: promotion and work in the title / as a matter of delimiter, in Portuguese and Spanish, with availability in full and on any date. The sample consisted of six articles that met these criteria. Results: The articles not fit into two units of meaning (specific and interdisciplinary actions) and two themes: 1) health promotion strategies in the workplace and 2) production of knowledge and the promotion of health. However, the strategies specified Work Promotion Programs with inspection and adjustments, health-promoting events, education in occupational settings; encouraging personal, family and social development; promotion of individual and organizational interventions. Conclusion: It is necessary to rethink the adopted strategies and implement actions multifocal, with intra-sectoral and intersectoral participation.

KEYWORDS: Work; Health Promotion; Strategy.

STRATEGIES DE PROMOTION DE LA SANTE AU TRAVAIL
RÉSUMÉ

Objectif: Identifier, à partir des données disponibles dans la littérature, les stratégies de promotion de la santé en milieu de travail; et d'identifier également les principaux thèmes explorés dans le domaine de la promotion de la santé dans les différents milieux de travail. Méthode: Intégrative Revue de la littérature, et son exécution a été suivie par les étapes recommandées par Teixeira; Lowy (2011). Ils ont utilisé les critères d'inclusion suivants: documents au format articles scientifiques, avec les descripteurs contrôlés en sciences de la santé: promotion de la santé et du travail dans le titre / comme une question de délimitation, en portugais et en espagnol, avec la disponibilité au complet et à toute jour. L'échantillon était composé de six articles qui répondaient à ces critères. Résultats: Les articles ne rentre pas dans deux unités de sens (actions spécifiques et interdisciplinaires) et deux thèmes: 1) les stratégies de promotion de la santé en milieu de travail et 2) la production de connaissances et la promotion de la santé. Cependant, les stratégies ont été précisés: les programmes de promotion du travail de l'inspection et des ajustements, des événements de promotion de la santé, l'éducation en milieu de travail; encourageant personnelle, familiale et le développement social; la promotion d'interventions individuelles et organisationnelles. Conclusion: Il est nécessaire de repenser les stratégies adoptées et mettre en œuvre des actions multifocale, avec la participation intra-sectorielle et intersectorielle.

MOTS-CLES: Travail; Promotion de La Santé; Stratégie.

ESTRATEGIAS PARA LA PROMOCIÓN DE LA SALUD EN EL TRABAJO
RESUMEN

Objetivo: Identificar, a partir de la evidencia disponible en la literatura, las estrategias para promover la salud en el lugar de trabajo; y también identificar los principales temas explorados en el campo de la promoción de salud en los diferentes entornos profesionales. Método: Revisión Integrativa de la literatura, y su ejecución fue seguido por los pasos recomendados por Teixeira; Lowy (2011). Se utilizaron los siguientes criterios de inclusión: artículos en formato científico artículos con los descriptores controlados en Ciencias de la Salud: promoción de la salud y el trabajo en el título / con carácter delimitador, en portugués y español, con la disponibilidad en su totalidad y en cualquier fecha. La muestra estuvo constituida por seis artículos que cumplen estos criterios. Resultados: Los artículos no encajan en dos unidades de significado (acciones específicas e interdisciplinarias) y dos temas: 1) estrategias de promoción de la salud en el lugar de trabajo y 2) la producción de conocimientos y la promoción de la salud. Sin embargo, se especificaron las estrategias: Programas de Promoción de Trabajo con la inspección y los ajustes, eventos que promueven la salud, la educación en ambientes laborales; alentadora personal, familiar y social; promoción de intervenciones individuales y organizacionales. Conclusión: Es necesario repensar las estrategias adoptadas e implementar acciones multifocal, con la participación intrasectorial e intersectorial.

PALABRAS CLAVE: Trabajo; Promoción de la Salud; Estrategia.

ESTRATÉGIAS PARA A PROMOÇÃO DA SAÚDE NO AMBIENTE DE TRABALHO
RESUMO

Objetivo: Identificar, a partir das evidências disponíveis na literatura, as estratégias para a promoção da saúde no ambiente de trabalho; e ainda identificar os principais eixos temáticos explorados no campo da promoção da saúde nos diversos ambientes ocupacionais. Método: Revisão Integrativa da Literatura, e para sua efetivação seguiram-se os passos preconizados por Teixeira; Lowy (2011). Utilizaram-se como critérios de inclusão: documentos no formato de artigos científicos, com os Descritores Controlados em Ciências da Saúde: promoção da saúde e trabalho no título/como delimitador de assunto, nos idiomas português e espanhol, com disponibilidade na íntegra e em qualquer data. A amostra foi composta por seis artigos que se enquadraram nos critérios citados. Resultados: Os artigos se enquadraram em dois núcleos de sentido (ações específicas e interdisciplinaridade) e duas temáticas: 1) estratégias de promoção da saúde no local de trabalho e 2) produção de saberes e a promoção de saúde. Contudo, as estratégias especificadas foram: Políticas Públicas Saudáveis, Programas de Promoção de Trabalho, com inspeção e adequações dos locais de trabalho, eventos promotores de saúde, a educação nos ambientes ocupacionais; estímulo ao desenvolvimento pessoal, familiar e social; fomento de intervenções individuais e organizacionais. Conclusão: É preciso repensar as estratégias adotados e implementar ações multifocais, com participação intra e intersetorial.

PALAVRAS-CHAVE: Trabalho; Promoção da Saúde; Estratégia.