

## **HEALTH AND SAFETY**

### ***The Lillestrøm Declaration on Workplace Health Promotion By Richard Ennals, Centre for Working Life Research, Kingston University***

*The Lillestrøm Declaration on Workplaces Health Promotion was drawn up by 400 delegates at the Conference on Workplace Health Promotion which took place in the Arena Hotel, Lillestrøm in Norway on 6 and 7 November 2002.*

This Declaration arises from a long tradition of social partnership in Norway, including national development plans led by the labour market parties (employers and trade unions) supported by research. As British readers go through the Declaration they should reflect the differences between our situations.

The Conference was organised by the National Institute of Occupational Health in collaboration with the Norwegian Confederation of Trade Unions, the Confederation of Norwegian Business and Industry, the Ministry of Labour and Government Administration and the Ministry of Health. The parties to the Tripartite Agreement on a More Inclusive Workplace give their support to the Conference as co-organisers. They also took part in the preliminary work and put together the final formulation of the Declaration based on suggestions from and dialogue with the delegates:

The parties to the Tripartite Agreement are:

- Norwegian Confederation of Trade Unions (LO)
- Confederation of Norwegian Business and Industry (NHO)
- Ministry of Labour and Government Administration
- Norwegian Association of Local and Regional Authorities (KS)
- Federation of Norwegian Professional Associations (*Akademikerne*)
- Confederation of Higher Education Unions (UHO)
- Confederation of Vocational Unions (YS)
- National Insurance Service
- Ministry of Social Affairs
- Federation of Norwegian Commercial and Service Enterprises (HSH)
- Norwegian Employers' Confederation (NAVO).

Thanks are due to the Norwegian trade unions who kindly supplied information for this article.

The Declaration emphasises that health-promoting workplaces are created when the workplace opens up for and meets the needs, resources and potential of the individual and can be developed through participative processes.

The enterprise must be a place of growth for the individual. Corporate culture must be inclusive and open to individuality and diversity. This is also about how we are to achieve a more inclusive workplace which looks after and develops people.

A fundamental element of health-promoting workplaces is systematic workplace health promotion that reduces the risk of illness and accidents.

This Declaration will be a significant basic document for the enterprises in their endeavours to create health-promoting workplaces.

# HEALTH AND SAFETY

## **The Lillestrøm Declaration on Workplace Health Promotion**

### **1. We are:**

- managers and  
other employees  
in Norwegian  
enterprises and  
representatives of