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| **Impact on health literacy of workplace health promotion: Preliminary evaluation of lifestyle and health literacy by pre-post comparison design in a Japanese architectural consulting company** |
| **Background/Objectives**  Integration of Occupational Health and Safety (OHS) and Workplace Health Promotion (WHP) aiming at employees' health and well-being attracts attention in WHO's "Healthy Workplace Framework" and NIOSH's "Total Worker Health". WHP is actively conducted in many companies under the concept of health and productivity management, however there are few studies on the effectiveness of WHP in Japan. We examined the impact on its lifestyle and health literacy from the practical experience of WHP in a Japanese architectural consulting company.  **Methods**  We reported OHS and WHP activities in an architectural consulting company which has 2700 employees for 15 years, and its impact by using pre-post comparison design to study its success factors. As a measure of health literacy, we used 5-items communicative and critical health literacy scale for workers (CCHL, Ishikawa et al., 2008).  **Results**  Initially, a lot of effort was required for OHS activities such as setting up the health and safety committee and formulating guidelines. Occupational physician and nurses gradually succeeded in involving labor unions and management. Over the past five years, WHP activities aimed at health education, cancer prevention, health management for mental health and lifestyle-related diseases has been activated. In the pre-post comparison of lifestyles using health survey, employees who had healthy diet(40→79%), physical activity(31→36%) and sufficient sleep(12→18%) were increased. In the comparison between 2014 and 2018 in all elements of CCHL, information collection (55→68%), information selection(51→66%), information judgment(40→54%), information sharing(38→51%), Decision making (36→51%), the significant improvement of health literacy was seen.  **Discussion**  A good impact on lifestyle and health literacy was obtained from 15 years of WHP. It was considered that success factors of WHP practice are: discovery of key persons highly interested in health, existence of OHN, corporate culture with good communication, and clear management's commitment and health policy. The evaluation of WHP for improving the organizational health literacy is important, and further evidence and accumulation of good practice are necessary.  **Keywords**  Health literacy, Lifestyle, Workplace health promotion |