Designing a Health-Orientation Ranking Model for Employers in Iran

Behzad Damari1, Hosein Almadani2, Gholamreza Bostanmanesh2, Aref Vahabzadeh3, Sahand Riazi-Isfahani4*

1. Associated Professor of Community Medicine, Neuroscience Institute, Tehran University of Medical Sciences, Tehran, Iran.
3. Iran Drug Control Headquarters, Tehran, Iran.
4. Assistant Professor of Community Medicine, National Institute of Health Research, Tehran University of Medical Sciences, Tehran, Iran.

*Corresponding Author: Sahand Riazi-Isfahani, National Institute of Health Research, Tehran University of Medical Sciences, Tehran, Iran.
Email: sriazi@sina.tums.ac.ir, sahand1000@gmail.com

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Abstract
Background and Objective: Employment is amongst fundamental social determinants of health. It is in the center of attention of major national policies and strategies of the countries considering economics, equity in health, employment and decent work. The purpose of this study was to design a model for ranking the health-orientation of employers in order to increase their social accountability.

Materials and Methods: This study was conducted in a qualitative approach. Data were collected via review of the literature, and focused group discussions with nine experts from five related areas. Based on the results of the group discussion, a draft of the charter for health ranking of the employers was drafted and finalized by the technical steering committee meeting. The final product of this study is the health-orientation ranking of the employers and the corresponding indicators.

Results: The charter consists of three main components including goal, process, and regulatory necessities. Twenty-four indicators in four groups were proposed for assessing the health-orientation of the employers including 1. Management interventions in workplace, 2. Safety interventions and accident reduction, 3. Interventions for reducing risk factors for employees and families, and 4. Compliance with environmental principles in the production cycle to the consumption of the product.

Conclusion: The integration of all four dimensions of health and effective factors, and the social accountability in this ranking model, as well as the participation of the High Association of Employers in the country and the Higher Workers Association are the key qualities of this study. It is suggested that the implementation of the model be by self-declaration in the first year.

Keywords: Ranking, Employer, Employment, Health, Social accountability.

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