

# Summary Report

# 5<sup>th</sup> Global Healthy Workplace Awards & Summit

2<sup>nd</sup> September 2017  
Singapore



*Celebrating workplace health and well-being*

The 5<sup>th</sup> Global Healthy Workplace Awards & Summit took place on September 2 in Singapore prior to the World Congress on Safety & Health.

**Hosted by:**

Global Centre for Healthy Workplaces (GCHW) in partnership with Singapore's Health Promotion Board of the Ministry of Health

**Sponsored by:**

Cigna Foundation, Optum and Aetna.

The Global Summit recognised employer programmes in 3 categories that are leading the way in creating healthy workplaces.

Additional discussions focused on integrating health and safety (holistic approach to healthy workplaces) and the relevance to NGOs and the perspective of investors.



# Sponsors and Partners



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# Summit Participants



## Who was there:

Over 90 people registered for the event representing 12 countries, 6 continents and a mix of influential stakeholders: employers, health vendors, insurances, academic institutions, international organisations, NGOs, and much more.

Overall, the Global Summit was well received commending the diversity and quality of presented programs, strategies and initiatives.

## Selection of participant organisations

ABQV, Action Against Hunger UK, Aditya Birla Fashion & Retail Ltd – Madura, Aetna International, American University, Fitbit, Apactrade, Arogyaworld, BRAC, Chevron, Cigna, Cigna Foundation, Deutsche AWM, ENWHP, FIESC/SESI, Financial Times, Fitbit, Fitness and Health International Pte Ltd, Ghana Health Service, Ghana Revenue Authority, GSK Singapore, Health Improvement Solutions, Health Promotion Board, Housing Development Board, HRM Asia, i-genius, IAWHP, IBM, IIHP, Institute for Employment Studies, Institute of Technical Education, International Health Consulting, International Organization of Employers IOE, Jemena, Lendlease, Lendlease Singapore PTE LTD, LGAQ, Lincoln Industries, Ministry of Health, Ministry of Manpower, National University of Singapore, Optum, Procter & Gamble Singapore, Business Review, Social Stock Exchange, SREI, Infrastructure Finance Limited, The Business Times, The Straits Times, TMC Education Corp, Unilever, Unilever Asia Pte Ltd, Workplace Safety and Health Council



# 2017 Awards Winners and Finalists





# 2017 Awards Winners



## **Chevron, Multinational Winner, USA**

Chevron's Global Health and Medical department has become a strategic partner of the business via a comprehensive and sustainable approach to employee health and wellbeing. Tailored programs address the diverse needs of Chevron's global workforce, and key measures are tracked via a wellness scorecard covering leadership engagement and support, workplace policies and environment that support health and wellness and personal health resources.



## **Jemena, Large Winner, Australia**

This Australian energy company's desire to be a world class healthy workplace is driven via their Health, Safety and Environment (HSE) strategy. A risk-based approach ensures a safe physical work environment while numerous measures are creating a mentally healthy workplace, e.g. work design, flexible work arrangements and recognition programs. Jemena also takes an active role protecting and enhancing the communities they operate. All together this has led to high employee engagement and satisfaction with their employer.



## **Lincoln Industries, SME Winner, USA**

The 470 employees at Lincoln Industries embrace the company culture, which fully integrates wellness in every aspect. This is underlined and put into action by an all company health metric and wellness performance objectives. An onsite health clinic and fitness center as well as a total workers health approach play a key role in significant population health improvements, e.g. 60% of employees have 0 or 1 risk factor and annual health care costs are 35-40% below the regional average.

# 2017 Awards Finalists



## Lendlease, Multinational Finalist, Australia

The Australian-based construction and infrastructure company has demonstrated a long-time proponent to sustainability and actively promoting employee health and wellbeing. Next to continued progress towards zero incidents and injuries global minimum requirements for health and wellbeing have led to more than 1970 workers participating in mental health programs, 73% of workers doing over 150 minutes of moderate physical activity per week and 66% of employees using their wellbeing leave.



## ABFRL Madura, Large Finalist, India

The Indian fashion and lifestyle company has a workforce which is 90% female with an average age of 28, many from disadvantaged backgrounds and with a low-level education. Their comprehensive health and wellness efforts adopted in 2014 under the umbrella of "Sanjivni", and the care they demonstrate toward their employees, is shaping the culture of the company. As a result, its employee attrition rate is now half the rate of the rest of India's Garment industry.



## LGAQ, SME Finalists, Australia

The Local Government Association of Queensland in Australia runs 77 councils across Queensland with 90 staff. The Well@Work program reflects a successful combination of the care factor, structure and rigorous evaluation. This covers social, spiritual, emotional and mental, intellectual, occupational and physical factors. Employee health habits have improved across the board and job satisfaction as well as perceived value by role are at an all-time high.

# Key Insights

## Global Trends in Workplace Health & Well-Being



*The following key insights were divulged by numerous global experts in keynote presentations and panel sessions:*

**Creating a healthy workplace requires a comprehensive approach to individual health and the work environment following a continual improvement process.**

A growing number of employers are recognizing the value of integrating occupational health and safety, human resources and health services for enhanced programming, communications and analytics. For examples see "*Healthy Workplaces: a Selection of Global Good Practices*" (<http://www.globalhealthyworkplace.org/documents/Healthy-Workplaces-Good-Practices.pdf>).

**A healthy and safe workforce correlates with a company's financial and business performance.**

A number of recent studies demonstrated that publicly traded companies with either award-winning health promotion programs or with high health and wellness index scores significantly outperform the tracked stock market index over a certain time frame.

**Health and wellbeing criteria and metrics are becoming increasingly significant to investors.**

A growing number of investors are incorporating environment, social and governance (ESG) factors into their analysis criteria, not only for dedicated ESG funds, but also for an abundance of other funds. Health and safety falls under the social area in which employees are featured.

**Small and medium-sized enterprises (SMEs) are uniquely positioned to improve worker health but require more technical resources and guidance in this process.**

More tailored guidance resources, tools and health technology as well as the creation of active local networks were specified as pressing needs by SMEs during the Global Summit.

**International Non-Governmental Organisations (INGOs) are following Duty of Care principles and extending the moral and legal obligation towards promoting employee wellbeing.**

Next to guarding the safety of staff the need to address stress, anxiety and burnout, through an emphasis on preparedness and prevention, within the humanitarian sector is compelling.





# Research and Publications

## Reports and Good Practices Handbook

Three publications were launched at the Global Summit reflecting GCHW's project work focusing on the perspective of investors towards health and wellbeing, Duty of Care among NGOs as well as the continued global sharing of good practices.



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### Healthy Workplaces

A Selection of Global Good Practices

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### Healthy Investments

Discussion Paper on Investors' Perceptions  
of Workplace Well-being

BY  
Tommy Hutchinson & Wolf Kirsten  
Directors, Global Centre for Healthy Workplaces

In Partnership with FIESC SESI and supported by Aetna International



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### Advancing Duty of Care and Healthy Workplaces

Handbook for  
Non-Governmental Organisations (NGOs)



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# Global Alliance for Healthy Workplaces

A post-Summit Roundtable of the Global Alliance for Healthy Workplaces was held on September 3<sup>rd</sup> with 25 global experts representing leading institutions. The discussions focused around three central themes taken up by three international projects coordinated by the Global Centre for Healthy Workplaces.

GCHW co-hosts the Global Alliance Roundtable with FIESC/SESI and consists of representatives of leading international and national organizations in the field of workplace health: WHO, ILO, OECD, World Bank, CDC, ENWHP, World Economic Forum, Eurofound, Ghana Health Service, PanAfrican Business Coalition on HIV/AIDS, Concern Worldwide, Arogyaworld, plus invited guests. This year's themes focused on health & safety and investing in health.

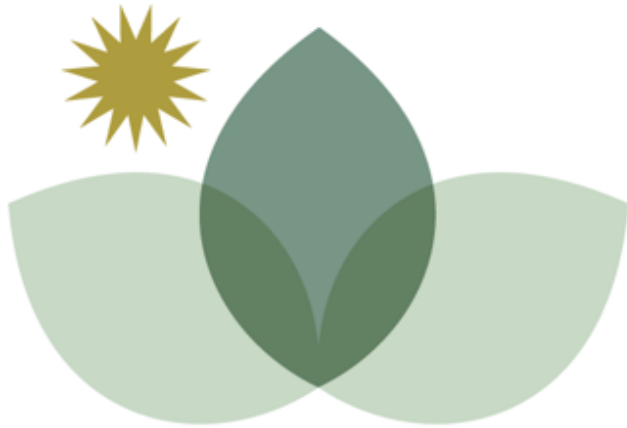
The Global Healthy Workplace Alliance leads a consultation process among leading stakeholders in the field of workplace health and safety in order to craft a global strategic plan and more effective actions leading to healthy workplaces and the promotion of worker health worldwide.

## Goals of the Roundtable:

- To facilitate information sharing and networking among key stakeholders in the field of workplace health
- To create a shared vision for the Global Alliance
- To build consensus and alignment for a joint global platform among the roundtable participants.



# About Global Centre for Healthy Workplaces



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## GLOBAL CENTRE FOR HEALTHY WORKPLACES

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The Global Centre for Healthy Workplaces supports the advancement of workplace health and well-being.

Through a series of initiatives designed to enhance shared learning, recognition and replication, the Global Centre seeks to create a healthier and more productive working experience for all employers and employees, irrespective of their size, location or circumstances.

### **Global Healthy Workplace Certification**

This is awarded to organisations, which operate programmes that excel in the creation of healthy workplaces.

<http://www.globalhealthyworkplace.org/global-healthy-workplace-certification.html>

### **How to Become a Healthy Workplace - Online Training Courses**

The Global Centre for Healthy Workplaces (GCHW) offers a set of training courses for worksite health professionals, human resource managers, vendors and students on multiple topics related to successful implementation and evaluation of worksite health programs. The asynchronous (completed at your own pace) training modules are exclusively delivered online and provide you with a **Certificate of Competency - GCHW** upon successful completion. <http://www.globalhealthyworkplace.org/how-to-become-a-healthy-workplace-online-training-courses.html>

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