



9th Global Healthy Workplace Awards & Summit

17-18 November 2021

Summit Summary Report



Overview



With the COVID cloud stubbornly in place and uncertainty high, made more difficult by differing responses amongst policy makers, the 9th Global Healthy Workplace Summit sought to build a new consensus on what employers need to do to wrestle effectively with the pandemic crises whilst keeping the wheels of sustainable activity flowing. The stakes could not be higher – get it right and we may be able to restore or even improve upon the world we once knew; get it wrong and worse may yet come.

The Awards Finalists covered multinational, large and small and medium-sized enterprises - each with its own unique characteristics, strengths and challenges. Participants were able to take this unique opportunity to learn from these programmes and to share their own experiences on how best to achieve a healthier workplace.



Sponsors & Partners

03



Summit Participants

04

The 9th Global Healthy Workplace Awards and Summit attracted over 150 people representing 31 countries from 6 continents.

The summit included a mix of influential stakeholders: employers, health vendors, insurances, academic institutions, international organisations, NGOs, and media.

Abbott Laboratories	GPTW	OECD
ABC Health	Grupo de la Torre	Optum
ABQV	Gsk	PIECES for Life
Abu Dhabi Public Health Center	Health Improvement Solutions	Priderock innovation and Realtors limited
African Population and Health Research Center	Health Promotion Board	Princeton University
AHOH-projects	HealthPartners Institute	Procter & Gamble
Alpha Element Institute, LLC	Healthy Body Plans	Promondo
American University	Healthy WP Sweden AB	Proofpoint
AngloGold Ashanti Health Foundation	Hero MotoCorp Ltd	Pure Sky Wellness
APB Consulting Ltd	Higher Calling Solutions	Reliance Industries Ltd.
Arogyaworld	Högskolan Väst	RHIGLTD
Art & Science of Health Promotion Institute	Hospital Alemão Oswaldo Cruz	Rogers County Health Dept
Arup	Hospital Israelita Albert Einstein	Rowan University
Avail Car Sharing	HSBC	SESI
BaySport	HSPM	Shine Workplace Wellbeing
Bodycare Workplace Solutions	IAWHP	Supreme Council for Family Affairs
CBIZ	IFF	Talkactive Africa
CDC NIOSH	Indian Institute of Public Health Gandhinagar	Tech Care for All
Chevron	INDIAN RAILWAYS	The Wellness Institute of Poland
Cigna	IndianOil	Toyota Motor Europe
CoCulture LLC	INOValife	Triquire Healthcare Limited
Compass Group	INSPER	Unilever
Conscious Capitalism	Institute of Employment Studies	Università di Perugia
Conservation International	International Labor Organization	University of Benin
Consultores en Salud Ocupacional y Ambiental S.A de C.V	International Organisation of Employers	University of Ibadan
County of San Mateo	JōbuFIT	University of Iowa College of Public Health
CPH	Kennesaw State University	University of Northampton
Dalin Tzu Chi Hospital	Lakeview Hospital	University of Perugia
Deborah Norris Consulting	Larsen and Toubro Limited	University of Pretoria
Easternwell	Mshauri Careers	University of Southern Queensland
Employer Provider Interface Council	Mutua Navarra	VHI
ENWHP	National Institute for Health and Welfare	WELLCOSA
EU OSHA	New York University	Wellness Communication Solutions
FitKit Wellness	NHPC Limited	Wellness corp
FZ Safety & Health Centre	NIPH Prague Czech republic	Zub Chord Tech ventures
Global Care Experts	Nottingham Trent University	



Key Insights

05

1. Whilst understandable that the COVID pandemic should take president, there is a need to maintain a **risk assessment and systemic approach to wider workplace concerns.**
2. **Long working hours** as a risk factor at work accounts for the highest proportion of deaths (750,000) followed by pollution and injuries (*according to WHO data*).
3. **We need to redesign work** for the 21st century with strategies to reshape work conditions that are a root cause of stress-related health problems, e.g. increasing worker control and voice, moderating job demands, and providing training and employer support aimed at enhancing social relations at work.



Key Insights Continued

06

4. High-performing mental health systems (*according to OECD*):

- Focus on the person who is experiencing mental ill-health
- Have accessible, high-quality mental health services
- Take an integrated, multi-sectoral approach
- Prevent mental illness and promote mental wellbeing
- Have strong leadership and good governance
- Are future-focused and innovative.

5. There is a **lack of evidence supporting the most frequently used workplace mental health interventions** due to poorly designed studies and the difficulty of documenting sustained impact over time.

6. It is essential to **develop new partnerships and leverage existing resources and databases** to address emerging health and safety concerns as well as **promote the development of translational research-to-practice projects.**

AWARDS WINNERS



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HSBC

Multinational Employer, UK

Indian Oil

Large Employer, India

Avail Car Sharing

SME Employer, USA

Multinational Employer Awards Winner & Finalist

08

HSBC, UK, Awards Winner

Banking and Financial Services Organisation HSBC operates globally across 64 countries with approximately 220,000 employees. Supporting employees' wellbeing is embedded in HSBC's Global Principles "Our Values" and is included in the annual ESG report. The multinational employer has been advancing health, safety and wellbeing for over ten years, which is embedded in annual reports. The Eat Well Live Well program was launched in 2019, is available in four languages and has attracted 46,000 users since. The Global Stress Policy includes regular risk assessments and mental health awareness training for managers and staff has been rolled out virtually and in-person. HSBC is a founding partner of the Global Business Collaboration for Better Workplace Mental Health, launched in January 2021 at WEF's Davos Dialogues. Global KPIs encompass employee access and interactions, global site implementation, sales of healthy choices and staff satisfaction and engagement.



Procter & Gamble, Brazil, Awards Finalist

Procter & Gamble (P&G) is a multinational enterprise in the consumer goods industry. The Latin American division has been advancing healthy workplace programs since 2009. The Global Standard for Employee Health and Wellbeing represents a framework within which P&G provides expertise and services that support employee health, wellbeing and performance. The same corporate health and wellbeing standards are applied consistently at all P&G locations around the world. This entails a Global Steering Team, Regional Vibrant Living Councils, Site Vibrant Living Teams and Site Leadership signing off on the Vibrant Living strategic plan in each region. Compliance with the standards is audited and reported through a common set of key performance indicators which includes the Health Systems Key Elements and the Global Medical Scorecard. Next to high employee participation and satisfaction rates P&G was able to increase engagement (measured through the P&G survey), lower health related absenteeism and presenteeism.



Large Employer Awards Winner & Finalists

Easternwell, Australia, Awards Finalist

Easternwell specialises in providing drilling, well servicing and remote mobile camp management services as part of Ventia, one of Australia and New Zealand's largest essential services companies.

Through the company's Live Well program, employees are empowered to manage their health and wellbeing through four pillars of nutrition, physical health, mental health, and community. The program is managed by a full-time Wellness Coordinator who oversees the design, delivery, improvement, and evaluation of the Live Well program for Easternwell's camp management team.

Easternwell's Live Well program has proven to reduce workforce turnover, decrease injury rates and reduce absenteeism within the mining and resources sector.



Indian Oil, India, Awards Winner

Indian Oil Corporation Ltd. (IOCL) is India's national oil company with 33,500 employees who manage nine refineries and 400 installations of LPG and POL terminals and pipelines. The company leadership shows visible endorsement of the healthy workplace program through the Lead Talks (motivational speeches) by renowned speakers on the core values of IOCL: Care Innovation Passion and Trust. Annual checkups are compulsory and part of the Performance Appraisal System. A complete medical history is recorded from the time of joining with a strict health monitoring system and regular follow up. Indian Oil conducts rigorous health audits of all locations leading to improvements within a target date and action reports which are shared with the corporate office.

IOCL launched a Women Leadership Development initiative to facilitate enhancement of leadership capacity of participating women officers at the middle management level. During the COVID-19 pandemic a comprehensive strategy was swiftly put in place aided by a strong digital framework including an in house Telemedicine app for employees, ex-employees and their family members for online medical consultation.



Reliance Industries, India, Awards Finalist

Reliance Industries Limited (RIL), India's largest private sector conglomerate, is committed to advancing the health of our 200,000+ employees. The company's Health, Safety & Environment charter (HSE) has been signed by RIL Chairman and Managing Director Mukesh D. Ambani with the management principle that *"the safety and health of personnel and protection of the environment overrides all production goals."*

RIL's Health and Well-being initiatives are extended under the "R-Swasthya" brand. Employees have access to free annual check-ups, a 24x7 nationwide emergency helpline, medical teleconsultation, and counselling services. Employees are empowered to manage hazards and set up additional wellness practices through the CASHE programme (*Change Agents for Safety, Health & Environment*). During the COVID-19 pandemic, RIL supported 2,000,000+ employees, family members, vendor teams, and other workforce populations through uninterrupted financial support, regular COVID-19 testing, contact tracing and screening, setting up COVID care centres and implementing a work from home strategy for eligible cohorts. RIL is currently running India's largest corporate vaccination programme for employees and extended family members. RIL is also supporting our communities through medical oxygen, free COVID-19 care facilities, PPE kits, the world's largest free-meals distribution programme by any Corporate Foundation, and a community vaccination programme.



Avail Car Sharing, USA, Awards Winner

Avail is a car sharing company with 200 employees based in San Francisco, California. Avail's recently established wellness program has an allocated budget and focuses on enhancing emotional, physical, financial, and professional wellness.

The Social Impact Lead runs both the Wellness Committee and Diversity & Inclusion Committee. Senior leadership is represented on the Wellness Committee, which meets every other week, and informal ambassadors advocate for wellness within their teams. Employees are required to spend at least 5 hours per quarter on wellness and education for performance management.

As most of the employees work from home ergonomic home office materials can be ordered, managers are coached on prioritization and recognizing signs of burn out while employees are coached on boundaries and communication. In spite of the current difficult time employees feel supported and satisfaction stands around 85%.





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GCHW

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#GHW Awards
#WorkplaceHealth