



**African Population and
Health Research Center**

A presentation by:

Paul Odero



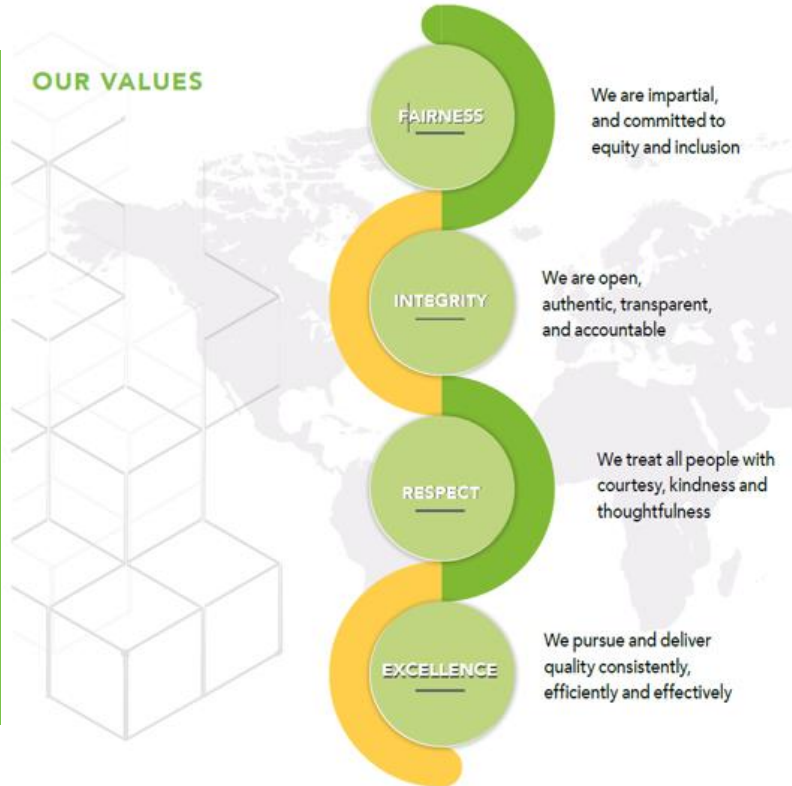


**African Population and
Health Research Center**

Our People. Our Strength. Our Success.



African Population and Health Research Center (APHRC)



- Vision – Transforming lives in Africa through Research (since 2001 - HQ in Kenya, Registration in USA; 501(c)3 status)
- Team – Multidisciplinary and multicultural
- Staff – 192 staff from 12 countries, 54% female, 46% male, 55 PhDs, 56 Masters
- What we do – Research, Research Capacity Strengthening, Policy Engagement and Communication
- Projects - 90 in 30 countries in Sub-Saharan Africa
- Funders – Over 60 (25% unrestricted funds)

APHRC Workplace Program

- Safety and health policy (guided by OSHA) since 2008 – approved by Board and updated every 3 years or earlier if need be
- Safeguarding and related policies
- Health and Safety Committee
- Healthy Workplace Healthy Workers Strategic Plan
- Employee Assistance Program
- Staff involved in policy formulation, open fora, staff meetings etc.
- Leadership involvement – budgeting, participation in activities
- Culture shift program – 3 areas of focus

Healthy Workplace Healthy Workers

Goals

Our System

Organize our resources to address systemic health and safety priorities in the organization

Healthy and Safe Environment

Focuses on the preventive measures on the employees' environment

Heathy Workers

Focuses on a holistic health and wellbeing of employees

Health and Safety

Our Vision

APHRC is a healthy and safe workplace for employees both individually and collectively

Our Mission

Create a heathy and safe workplace through the physical environment, personal health, community involvement and psychosocial environment

APHRC's Foundation

Our Vision

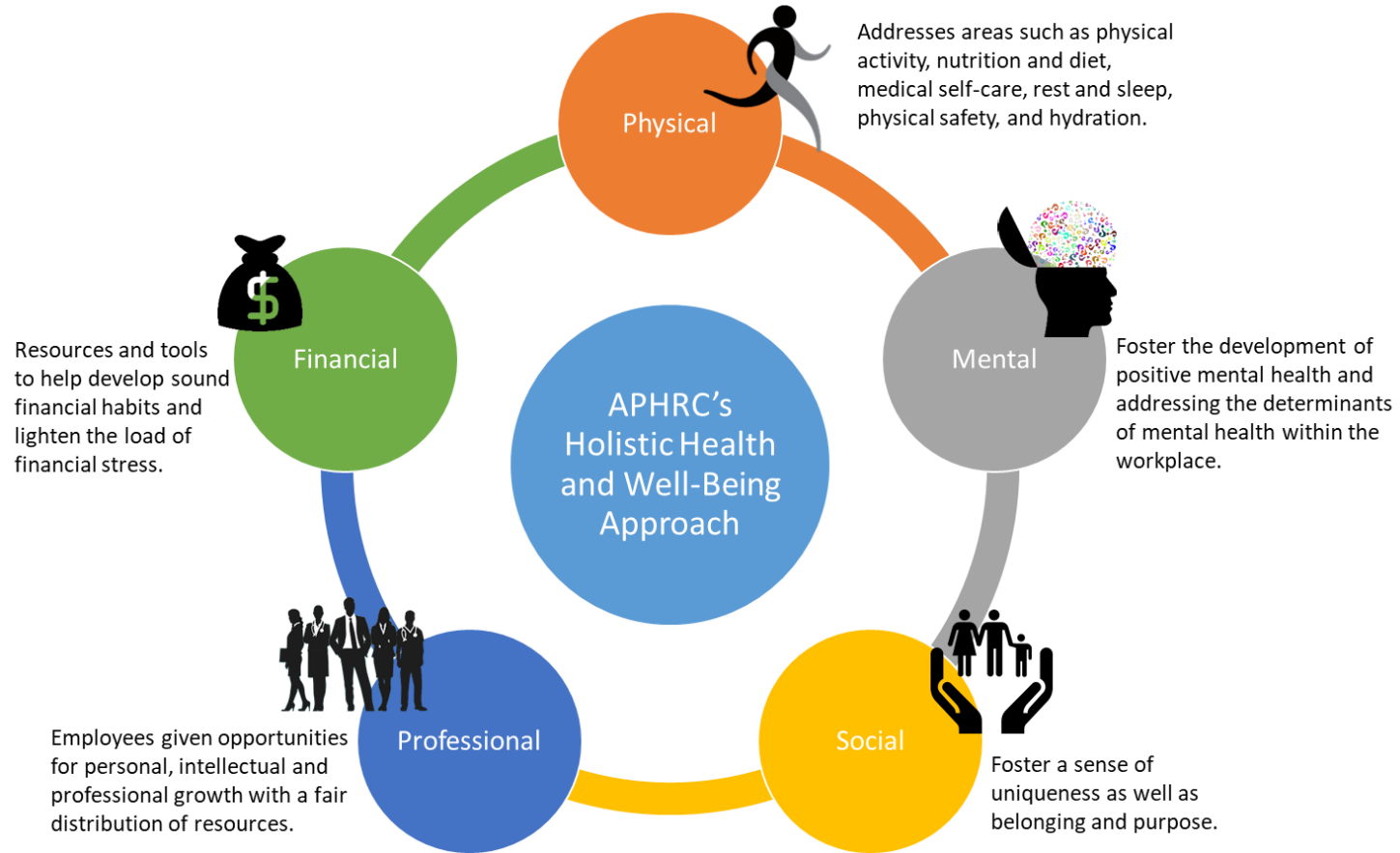
Transforming lives in Africa through research

Our Mission

Generating evidence, strengthening research and related capacity in the African R&D ecosystem, and engaging policy to inform action on health and development

Our Values

Fairness
Integrity
Respect
Excellence







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Physical Work Environment





Reception



Auditorium



Open field for games, outdoor functions



Restaurant



Relaxation gardens
(Multi purpose)



Training / conference room



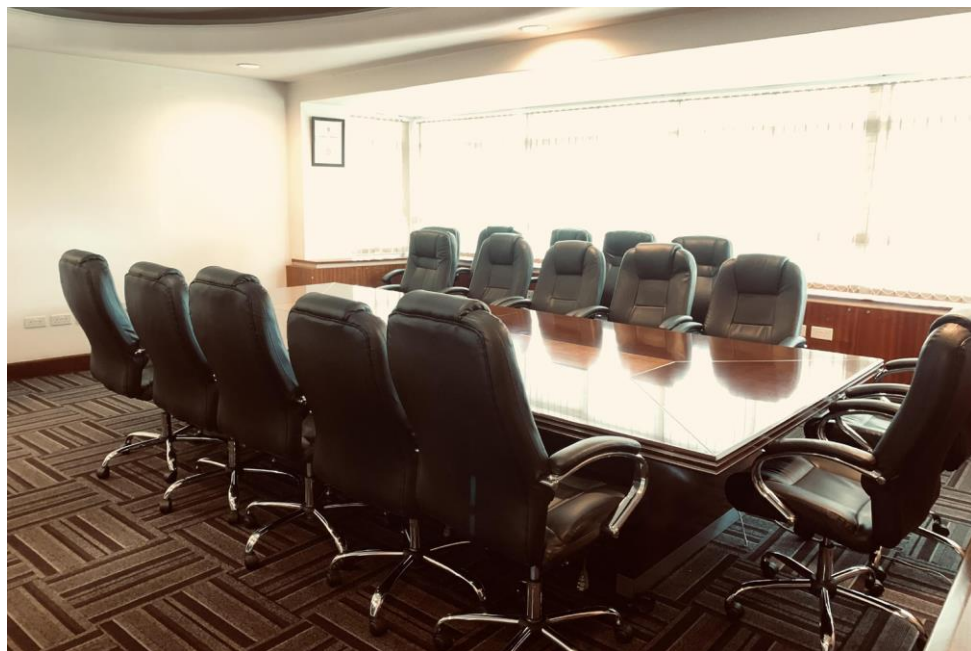
Fire extinguisher and fire suppression system(server room)



Open plan office space



Closed office



Meeting room

Physical work environment

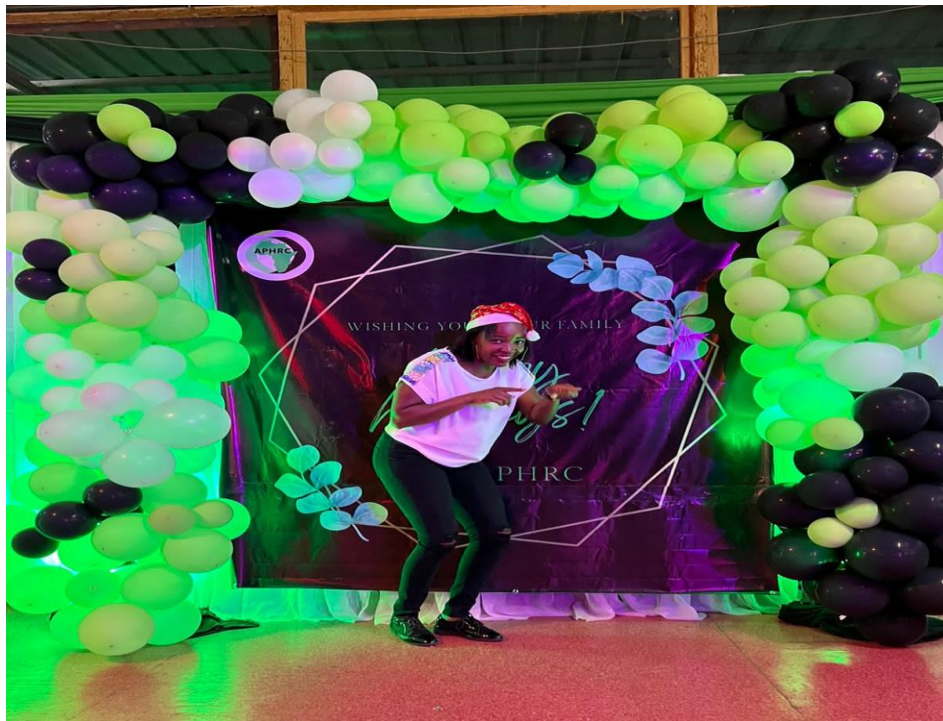
- Clean and serene
- Tobacco free
- Recycled water
- Consideration for PLWD – restrooms, ramps, auditorium
- WHO Covid-19 guidelines enforced since March 2020



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Psychosocial Environment





Staff party 2021

**Walking our talk
and reducing
our
NCD risks
Sports Day
October, 2022**





Staff gym

...in good, and in sad times...



Together in grief



Conquering mountains



Staff hiking

Celebrating achievements,
special events



Not all work!

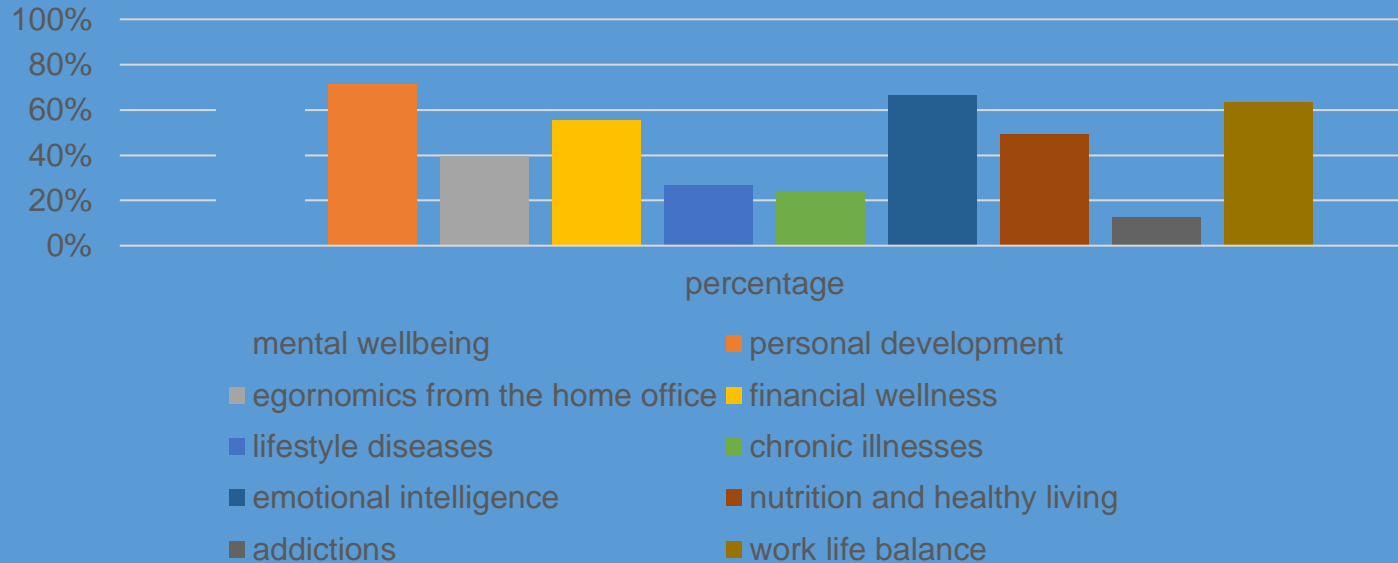


APHRC staff Choir



Celebrating International Women's Day

Staff Wellness Topics Preference for Year 2022



Psychosocial environment

- Employee assistance program – counselling services
- Retreats, sports, happy hours
- Birthdays, weddings, baby showers
- Funerals – welfare assistance program
- Health talks – mental, financial, vocational, social

Psychosocial environment

- Staff satisfaction and engagement surveys
- Remote work
- Regular check-ins
- Enabling policies e.g.
 - 24 days of paid time off
 - Travel with infant up to 12 months
 - Nursing mums work less hours until baby is 6 months old



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Personal Health and Wellbeing



Personal health and well being

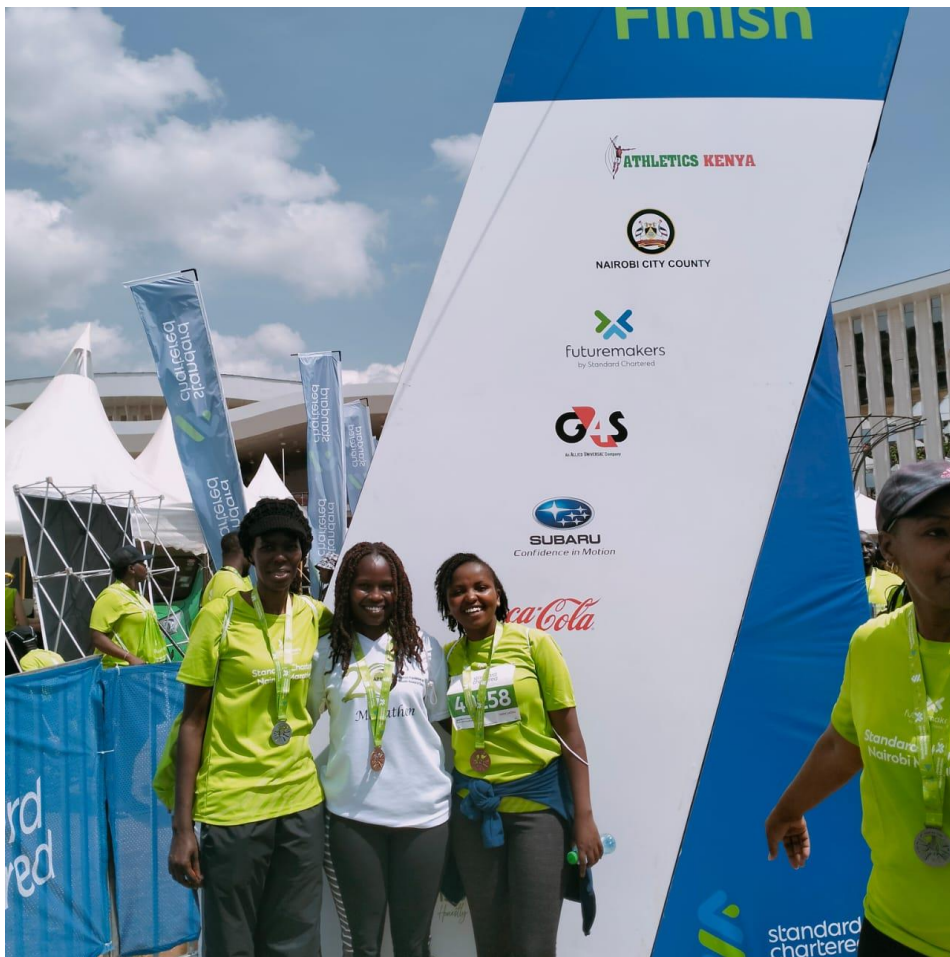
- Health insurance of US\$20k including annual check up and vaccinations, chronic illness support
- Discourage emails after 5pm and on weekends
- Employee Assistance Program
- Gym (at the office and outside)
- Joggers club
- Football club
- Quiet room
- Urban farming for organic food



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Enterprise-Community Involvement





APHRC staff participating in a corporate sponsored marathon, October 2022



Covid-19 CSR Response





Free medical camp



Donations to a school

Enterprise/Community Environment

- Webinars and research on health issues
- Support to communities - before and during Covid -19
- School painting
- Marathons – Beyond zero, Luquluqu, Stanchart
- Medical camps
- Clothes and food donations during fires

Enterprise/Community Environment

- Staff serve as reviewers of scientific journals and boards
- TV and radio talks
- NCD support to research communities
- Partnered to launch the continent's second human milk bank in Nairobi

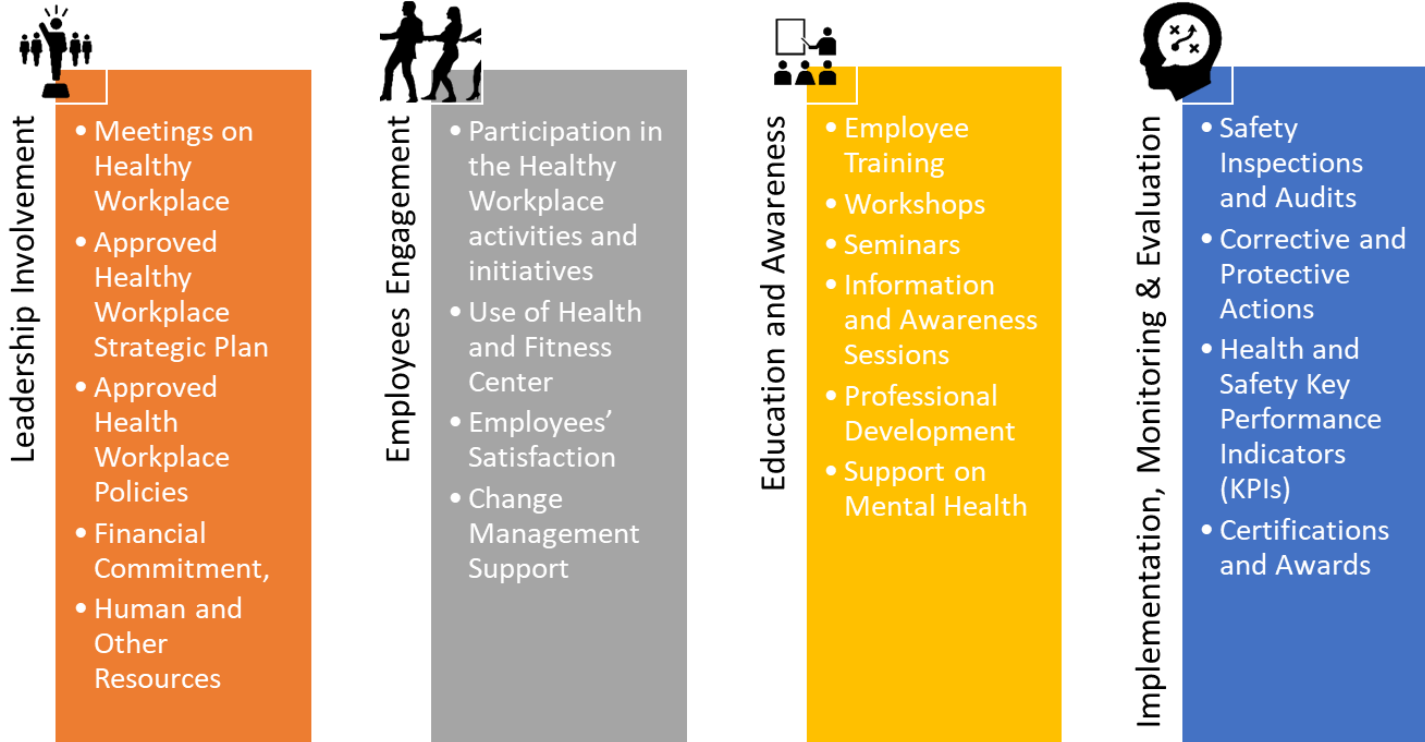
Awards and recognition

- 2022 – Received a US\$15M gift from MacKenzie Scott and Dan Jewett as we celebrate 20 years of successful operations in Africa, producing locally relevant research evidence as a transformational tool for improving lives on the continent
- 2022 – Selected to lead the largest-ever population-based research initiative in Africa
- Multiple times - Recognition as global think tank on health issues

Evaluation and Continuous Improvement

Our evaluation framework guides the performance measurement and review of key activities and initiatives. We aim to develop a framework that standardizes and aligns the monitoring and evaluation processes, provides timely data and information, facilitates continuous learning and enhances accountability and transparency of employee wellness activities

Success Indicators



Health and Safety Committee



Health and Safety Committee at Work







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THANK YOU



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