Global Healthy Workplace Summit

14th edition

Good Health is Good Business

Lisbon, Portugal
19 - 20 October 2026

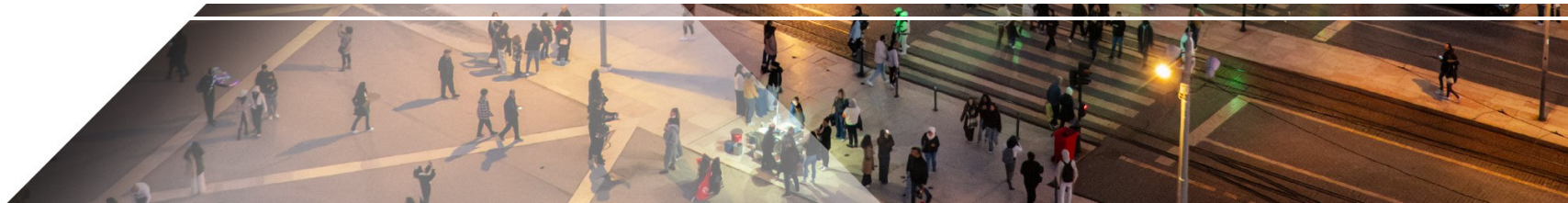
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Summit Summary Report

GLOBAL CENTRE FOR HEALTHY WORKPLACES

ISEG EXECUTIVE EDUCATION





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Overview

Dates: 19th – 20th October 2026
Location: ISEG – Lisbon School of Economics & Management, Lisbon, Portugal
Hosts: ISEG Executive Education
Theme: Good Health is Good Business

The 14th Global Healthy Workplace Awards & Summit - attracted over 60 delegates representing 23 countries from six continents - convened in Lisbon to address the shifting landscape of workforce well-being. Centred around the World Health Organization (WHO) Healthy Workplace Framework, the summit explored how global standards, Environmental, Social, and Governance (ESG) frameworks, productivity dynamics, and technological innovation (including Artificial Intelligence) shape modern workplace strategy.

The summit brought together a diverse mix of stakeholders, including employers and multinational corporations, health and wellness providers, insurance and financial services companies, academic and research institutions, international organizations, professional associations, government and public-sector representatives, NGOs, and consulting firms.

Global Centre for Healthy Workplaces (GCHW)

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HERO

IOE A powerful and balanced voice for business

ENWHP

Health Promotion Board

NBHWC

Tech Care for All

University of Northampton

AROGYA WORLD

WELLNESS DIRECTIONS

HealthPartners Institute

Rowan University

Summit Strategic Summit Highlights & Key Speaker Insights



Keynote 1: From Compliance to Culture (Joaquim Nunes, ILO)

Joaquim Nunes outlined the step-by-step evolution required for modern occupational safety and health (OSH):

- **Compliance (Legal Floor)**: Regulatory adherence and inspections establish an enforceable minimum, but formal compliance alone can leave hidden systemic risks unaddressed.
- **Prevention (Changing Risk)**: Systematic risk elimination using the hierarchy of controls (eliminating hazards at source rather than relying solely on personal protective equipment). This includes the assessment and management of psychosocial risks.
- **Culture (Sustaining Practice)**: Embedding health into business strategy, procurement, capital projects, and leadership accountability.
- **Integration with ESG and Business Continuity**: Lack of prevention generates substantial direct, indirect, operational, legal, and reputational costs. Integrating OSH into ESG governance builds long term organizational resilience against emerging global shocks, including climate change and rapid technological shifts.

Summit Strategic Summit Highlights & Key Speaker Insights



Keynote 2: Job Quality, Health, and Productivity (Jorge Cabrita, Eurofound)

Jorge Cabrita presented findings linking job quality directly to macroeconomic competitiveness and organizational performance:

- **The Productivity Equation:** Highlighting how human capital, working conditions, and organizational design directly determine total output efficiency.
- **Impact of Job Quality Dimensions:**
  - **Social Environment:** Strong workplace social support shows the highest positive correlation with subjective well being, employee engagement, and trust and cooperation.
  - **Work Intensity & Emotional Exhaustion:** High work intensity and low autonomy strongly correlate with emotional exhaustion and physical strain.
  - **Risk Perception Trends:** European Working Conditions Survey (EWCS) data indicates that despite policy interventions, the proportion of workers reporting work related health risks rose to 28% in 2024.

Key Insights from Award Winners & Finalists





Multinational Enterprise Category

Siemens Energy (Germany) – Winner

- **Framework:** Centred on the "Zero Harm" principle ("We take care of each other"), aligning with WHO Healthy Workplace areas (Physical, Mental, Social, and Occupational Health) across 104,000 employees in over 90 countries.
- **Key Achievements:**
  - **Data Driven Measurement:** Utilizes the Health Management Development Index (HMDI) dashboard to continuously evaluate physical, mental, and social health indices across regional hubs.
  - **Local Adaptation Example (Sweden):** Achieved an 88% reduction in long term sick leave due to psychosocial factors between FY21 and FY26 through systematic risk screening, early intervention, and manager training.
  - **Field Level Inclusion (Health Caravan Brazil):** Overcame regional healthcare accessibility challenges by traveling over 42,000 km across remote areas (e.g., Amazon region), providing primary care, vaccinations, and health support to over 800 community members and employees.

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Key Insights from Award Winners & Finalists





Multinational Enterprise Category

Abbott Laboratories (LATAM) – Finalist

- **Framework:** Vida Plena, an integrated regional strategy spanning 18 countries and 21,000 employees, consolidating over 30 disparate local initiatives into four unified pillars: Physical, Emotional, Financial, and Social.
- **Key Achievements:**
  - **53% Reduction** in mental health absence duration through a 24/7 mobile Employee Assistance Program (EAP) and targeted psychological support.
  - **18% Improvement** in the Healthy Habits Index alongside a 20% drop in chronic condition absence events.
  - Internal engagement score ("Someone at work cares about me") rose from 3.88 to 4.10.

Key Insights from Award Winners & Finalists



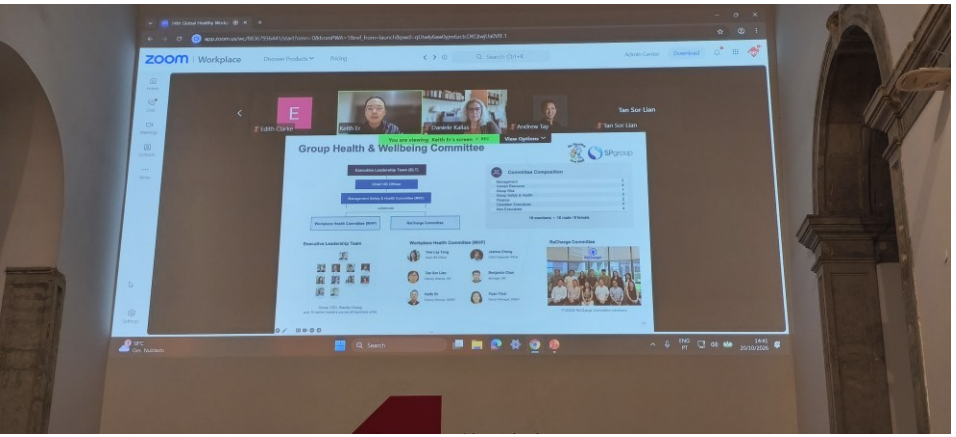


Large Enterprise Category

Abbott (India) – Winner

- **Framework:** The BeStrong framework, combining FitStrong (Physical), MindStrong (Mental), WealthStrong (Financial), and BondStrong (Social) with an extensive EHS system for over 12,271 employees across offices, 3 factories, and 500+ field locations.
- **Key Achievements:**
  - **Health Screening:** 82% of total staff (9,000+ employees) screened for major health markers; 100% of field workers covered by health and safety training.
  - **Safety Impact:** Achieved a 34% reduction in vehicle crashes, a 47% reduction in lost time injuries, and a 57% decrease in lost workdays between 2024 and 2025.
  - **Business Outcomes:** Kept medical cost increases at 8.3% (below national medical inflation of 11-13%) and improved the medical claims loss ratio from 125% down to 95%.
  - Internal survey metric ("Someone at work cares about me") increased from 4.11 to 4.21.

Key Insights from Award Winners & Finalists





Large Enterprise Category

SP Singapore Power (SP) Group (Singapore) – Finalist

- **Framework:** A 30 year evolved workplace health framework integrated with ISO 45001 and WHO guidelines, overseen by the Management Safety & Health Committee and tracked directly on the Corporate Scorecard.
- **Key Achievements:**
  - **Targeted Health Interventions:** Turning 23 weight management program delivered measurable health screening improvements in cholesterol (-9.5%), random glucose (-5.7%), and systolic blood pressure (-1.6%).
  - **Aging Workforce Support:** Deployed ergonomic interventions and exoskeletons (e.g., Paexo back/knee exoskeletons) reducing back muscle strain by 50-70% for mature workers.
  - **Safety & Engagement:** Zero fatalities maintained, lost time injury frequency rate (LTIFR) reduced to 0.17, and employee engagement score sustained at 87.7%.

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Key Insights from Award Winners & Finalists



Small and Medium Enterprise (SME) Category

African Population and Health Research Center (APHRC, Kenya) – Winner

- **Framework:** A "Culture of Care" addressing five wellness dimensions: Physical, Mental, Social, Professional, and Financial, supported by 23 cross functional Health & Safety Committee members.
- **Key Achievements:**
  - **Inclusion & Support:** On-site nursery/breastfeeding room (used by 90% of nursing mothers) with plans for day-care expansion, 10 days paternity leave, and 100% post parental leave retention.
  - **Sustainability & ESG Integration:** Solar-powered facilities, on-site wastewater recycling biofilter, and alignment with UN Sustainable Development Goals.
  - **Gender Equity:** Rated top tier (5 green markers) on the Gender & Health Index 2025 relative to global peer averages.

Summit Key Takeaways for Workplace Leaders Insights





Shift from Compliance to Preventive Culture: Meeting legal standards is the baseline; long term resilience requires embedding risk identification and well being into organizational governance, procurement, and daily operations.

Job Quality Drives Competitiveness: Psychological safety, manager support, and autonomy directly reduce burnout, lower turnover intention, and enhance overall workforce productivity.

Integrated, Data Driven Well-being: Leading global organizations tie health initiatives to measurable business key performance indicators (KPIs), corporate scorecards, and insurance loss ratios rather than treating wellness as isolated campaigns.

Summit Key Takeaways for Workplace Leaders Insights







Work Environment Design: Tailoring health and safety initiatives to varied work conditions (field reps, plant workers, aging populations, and caregivers) ensures equitable impact across diverse workforces.

AI & Digitalisation Potential: Leveraging digital tools and artificial intelligence serves as a catalyst for workplace flourishing, provided organizations balance technological integration with human centric management and psychosocial support. The importance of transparency and accountability in the integration and on-going usage of AI in the design of jobs and monitoring employee performance.

Holistic Multi Pillar Frameworks: Consolidating separate wellbeing initiatives into unified physical, mental, financial, and social pillars drives measurable engagement and long-term organizational resilience.


PARTNERSHIP
INVITATION


DAY 1
ISEG


ISEG
Lisbon School
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Recognition: Certified Global Healthy Workplaces
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14th Global Healthy Workplace Awards & Summit
19 – 20 October 2026, Lisbon, Portugal
Awards Winners & Finalists Ceremony
SME
Large
Multinational
African Population and Health Research Center
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If you have any questions, please do get in touch.

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