

Investing in Workplace Health and Well-being

13 Sep 2016 - 10:00 AM EST



United Nations
Global Compact



AGENDA

1. Welcome & Introduction

- Michelle Lau, *UN Global Compact*

2. Non-Communicable Diseases and the Workplace

- Katie Dain, Executive Director, *NCD Alliance*

3. Workplace Health as a Driver for Universal Health Coverage

- Gillian Christie, Health Innovation Manager, *Vitality*

4. Improving Women's Health and Well-being in the Workplace

- Dr. Louise Dann, Strategic Partnerships Specialist, *UN Population Fund (UNFPA)*

5. Moderated Questions and Answers

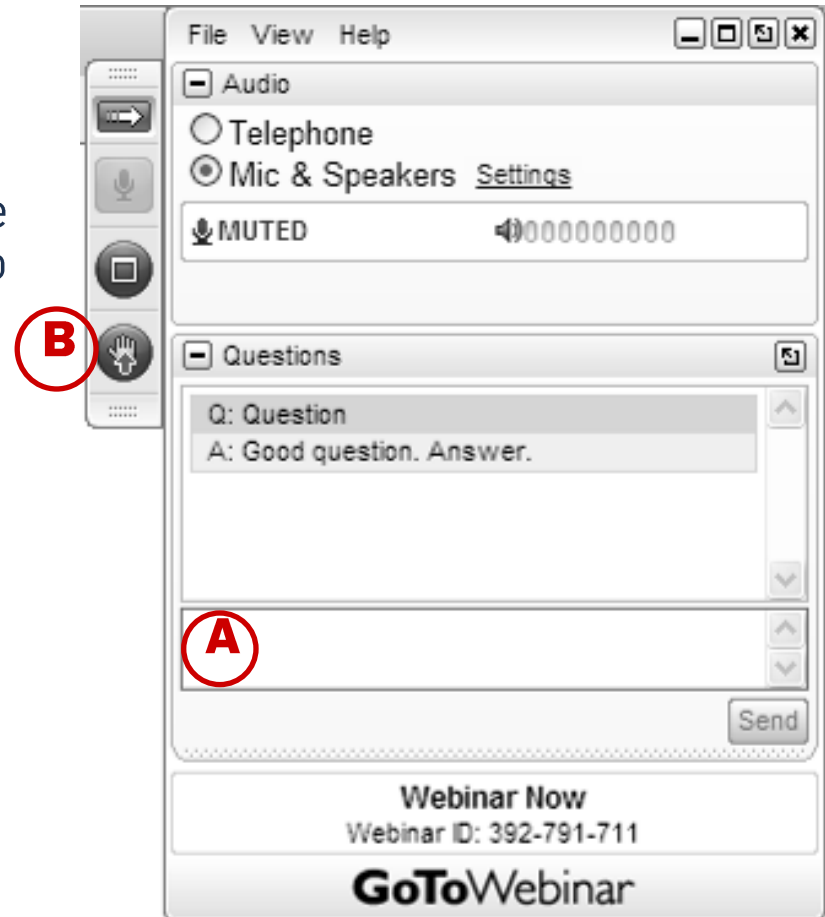
- Michelle Lau, *UN Global Compact*

Questions?

Technical Difficulties: If you have technical issues, please let us know by typing a message in the Questions pane (A). You can raise your hand (B) if we do not respond.

Q&A: We will be taking questions on content at the end, but you can send them to us throughout the webinar by using the Questions pane (A). **Please specify to whom the question should be directed.**

Example: *Question for John Doe: What are some examples of leading workplace health initiatives?*



BUSINESS AND THE SDGS: ACTING RESPONSIBLY AND FINDING OPPORTUNITIES

United Nations Global Compact Ten Principles



Human Rights



Labour



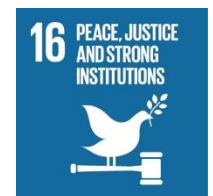
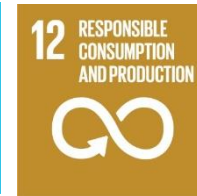
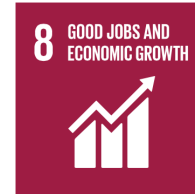
Environment



Anti-Corruption



SDG3 ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES



NON- COMMUNICABLE DISEASES AND THE WORKPLACE

KATIE DAIN,
NCD ALLIANCE



United Nations
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Realising the potential of workplaces to prevent and control Non-communicable diseases (NCDs)

Ms Katie Dain

Executive Director, NCD Alliance



NCDAlliance

PUTTING NON-COMMUNICABLE DISEASES
ON THE GLOBAL AGENDA

The NCD Alliance...

Who We Are



About Us

A Unique Civil Society Network

Leading the way to a world free of preventable NCDs

Founded in **2009** - by IDF, UICC and WHF

Now **7** global federations / organisations

With **15** supporters – private sector and NGOs

A network of **2,000+** member associations in **170** countries

45+ national / regional NCD alliances

The NCD Epidemic...

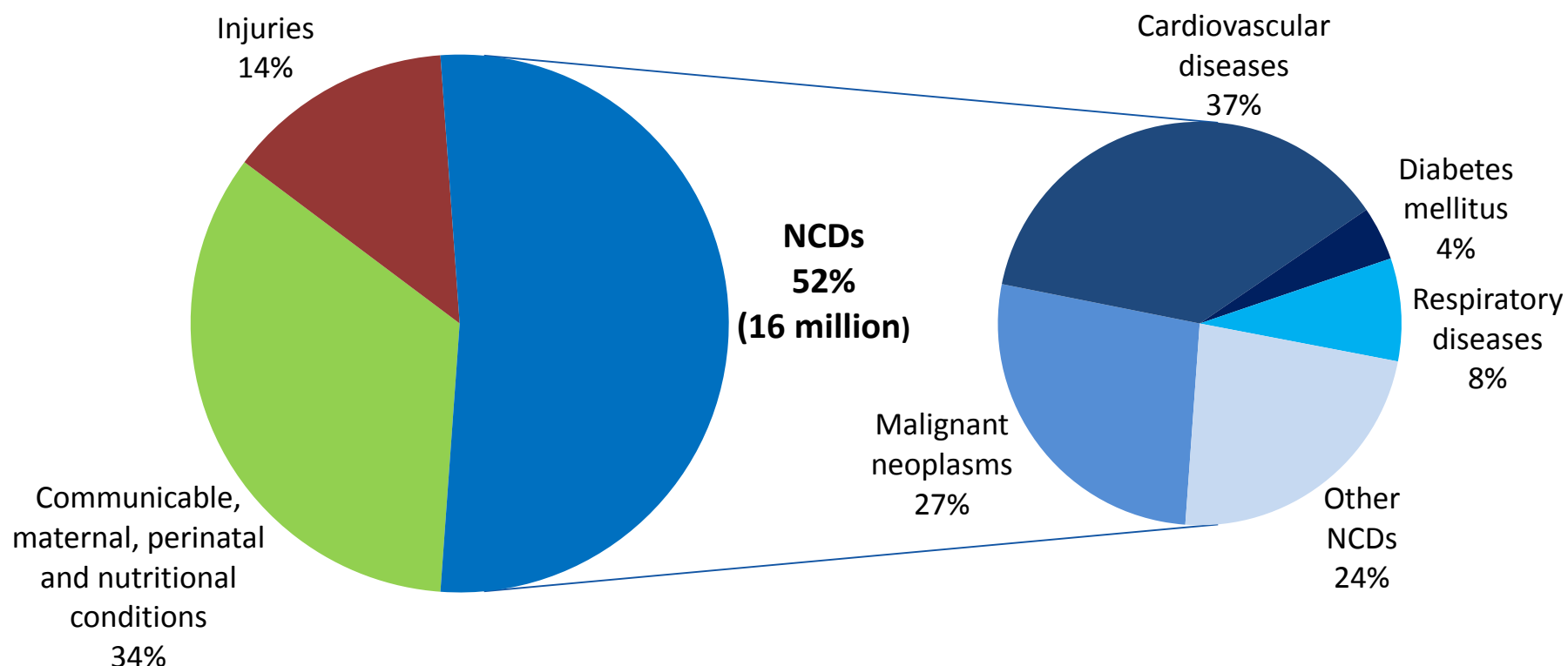
Our Shared Agenda



The No.1 Cause of Premature Mortality Globally

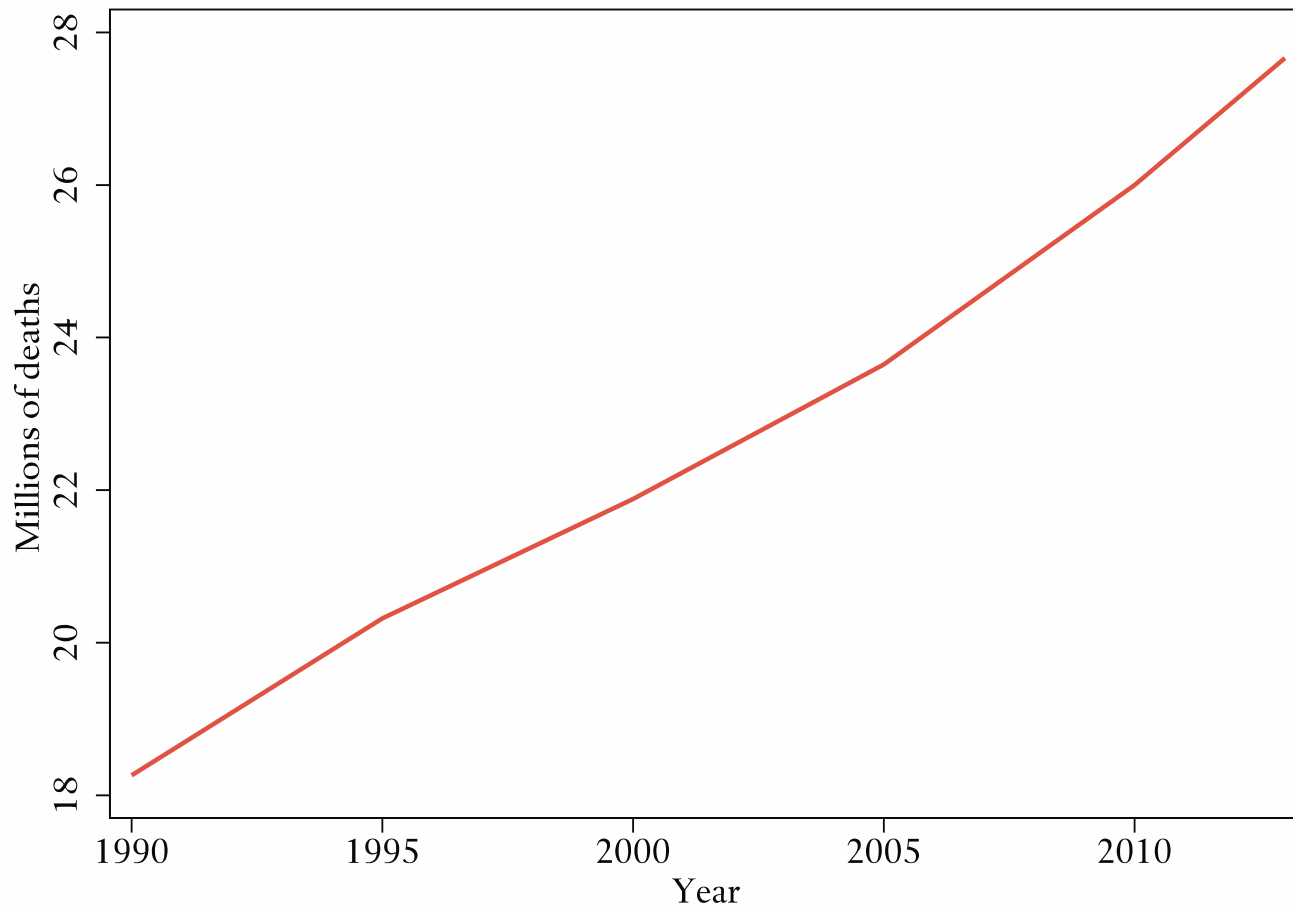
Proportion of global NCD deaths under the age of 70

(by cause of death, comparable estimates 2012)



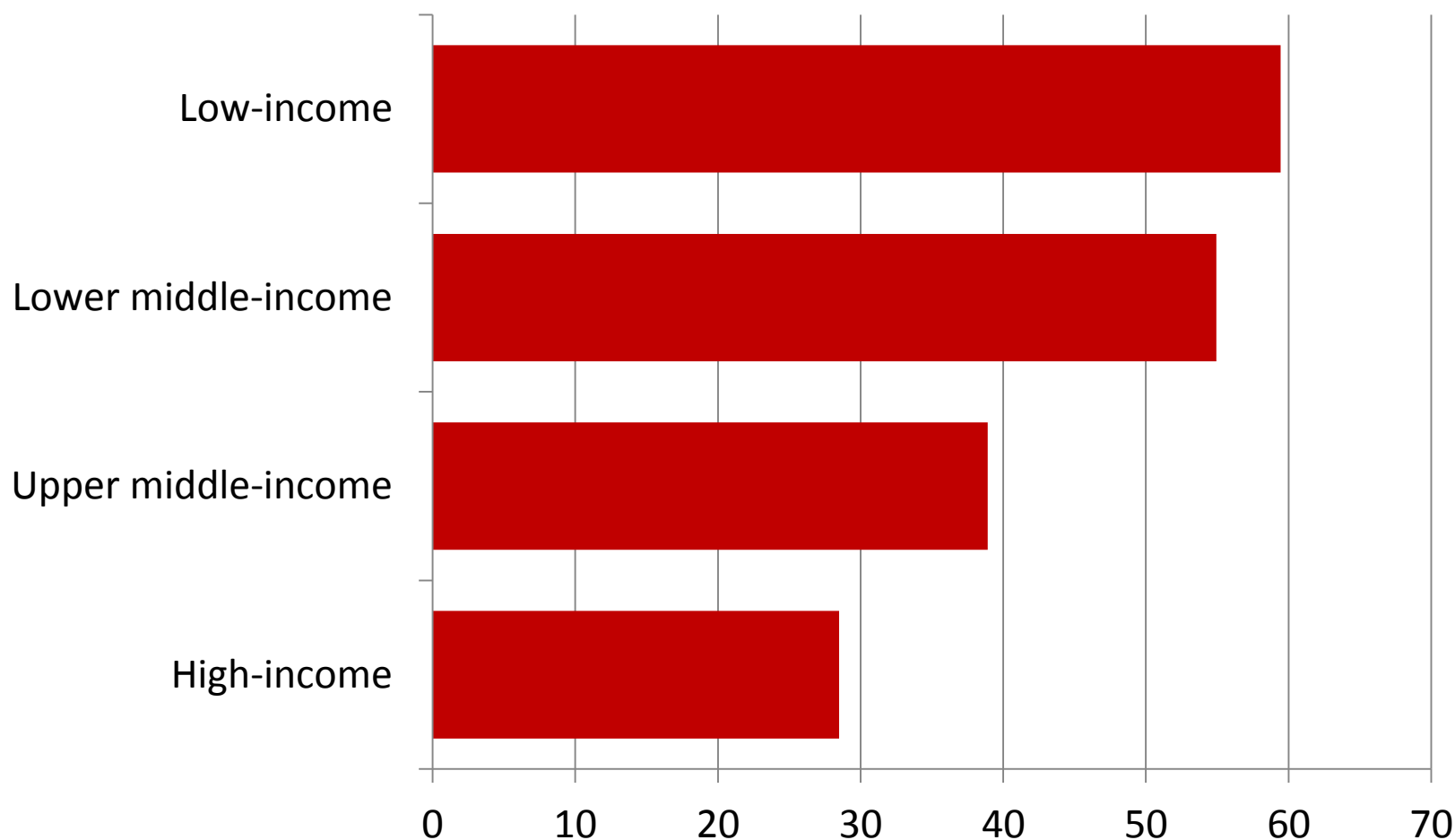
Increasing Fastest in Developing Countries

Deaths Cause by NCDs in Low- and Middle-Income Countries



Faster, Younger and Worse Outcomes in LMICs

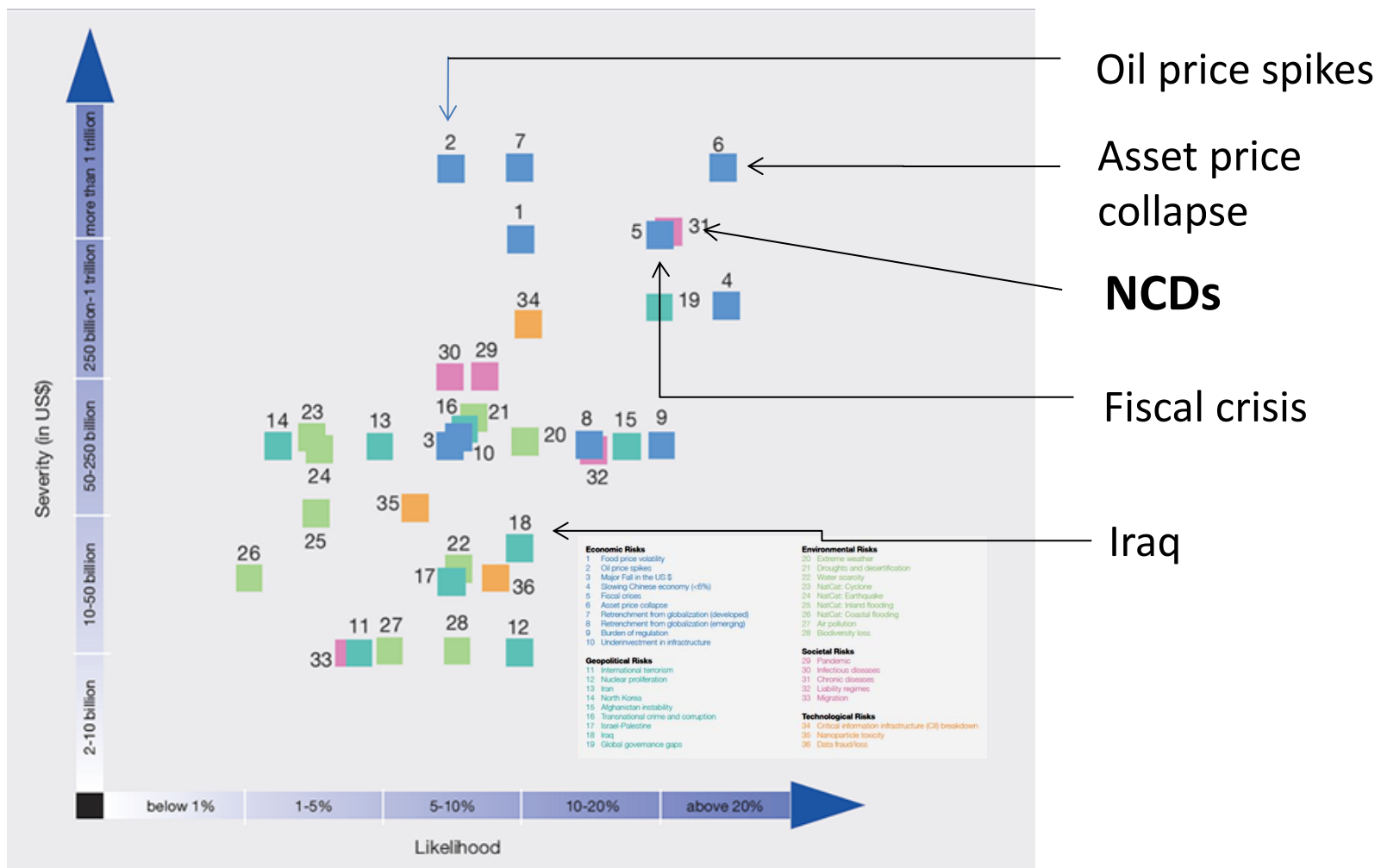
The percentage of people dying from NCDs before the age of 70 is the highest in the poorest countries



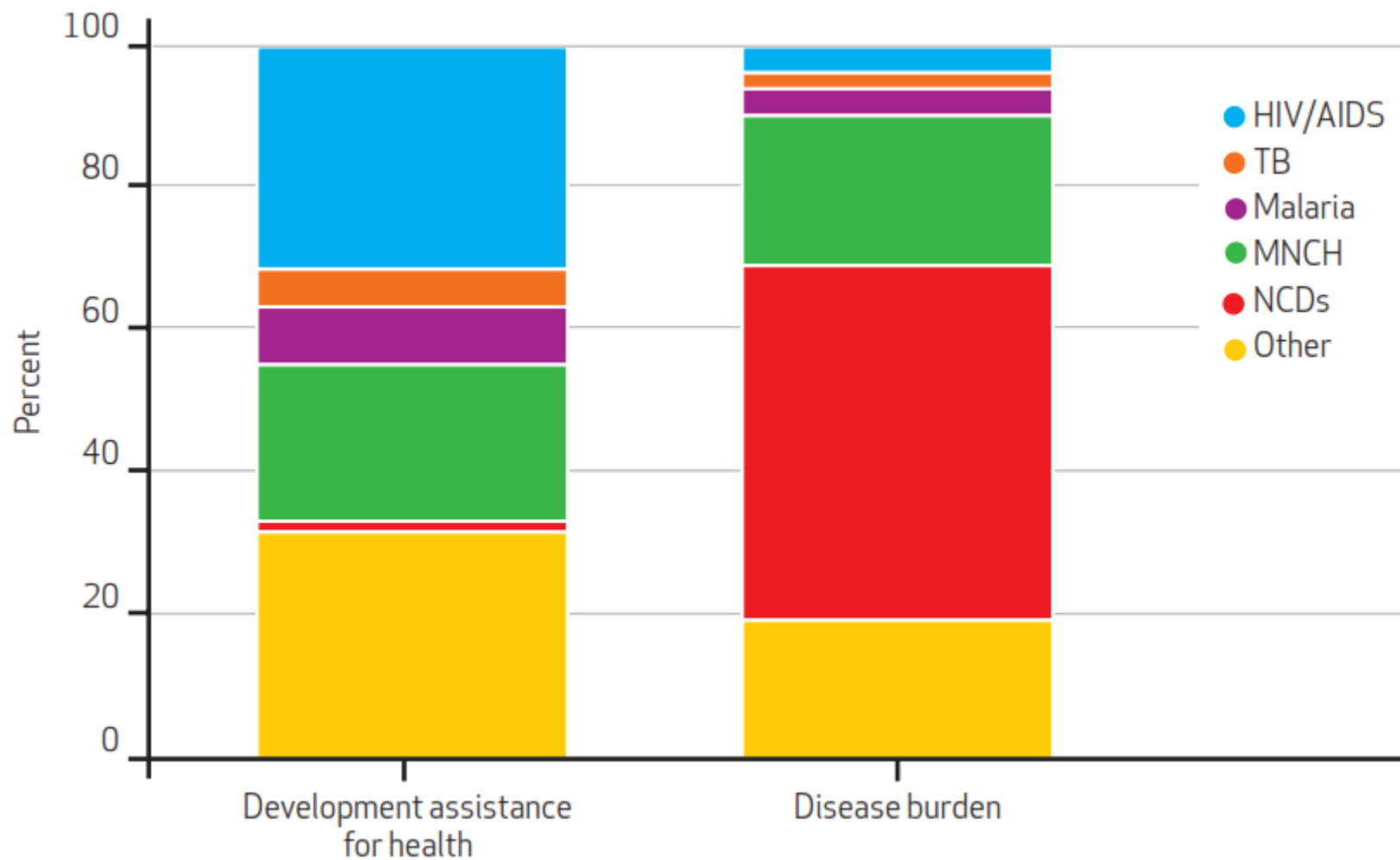
A Crisis of our Own Creation



One of the Top 4 Risks for the Global Economy



Yet NCDs still Neglected in Development Aid



The Global Agenda

NCDs and the Workplace



The Global NCD Response

- **Global political commitment for NCDs – UN Political Declaration on NCDs, 2011;**
- **A vision for what we want to achieve – WHO 9 global NCD targets and 25 indicators, 2013;**
- **A global roadmap to achieve them– WHO Global NCD Action Plan 2013-2020;**
- **A shift from global to national - National time-bound commitments on NCDs, 2014.**

The Unique Role of the Private Sector



Employers

Producers

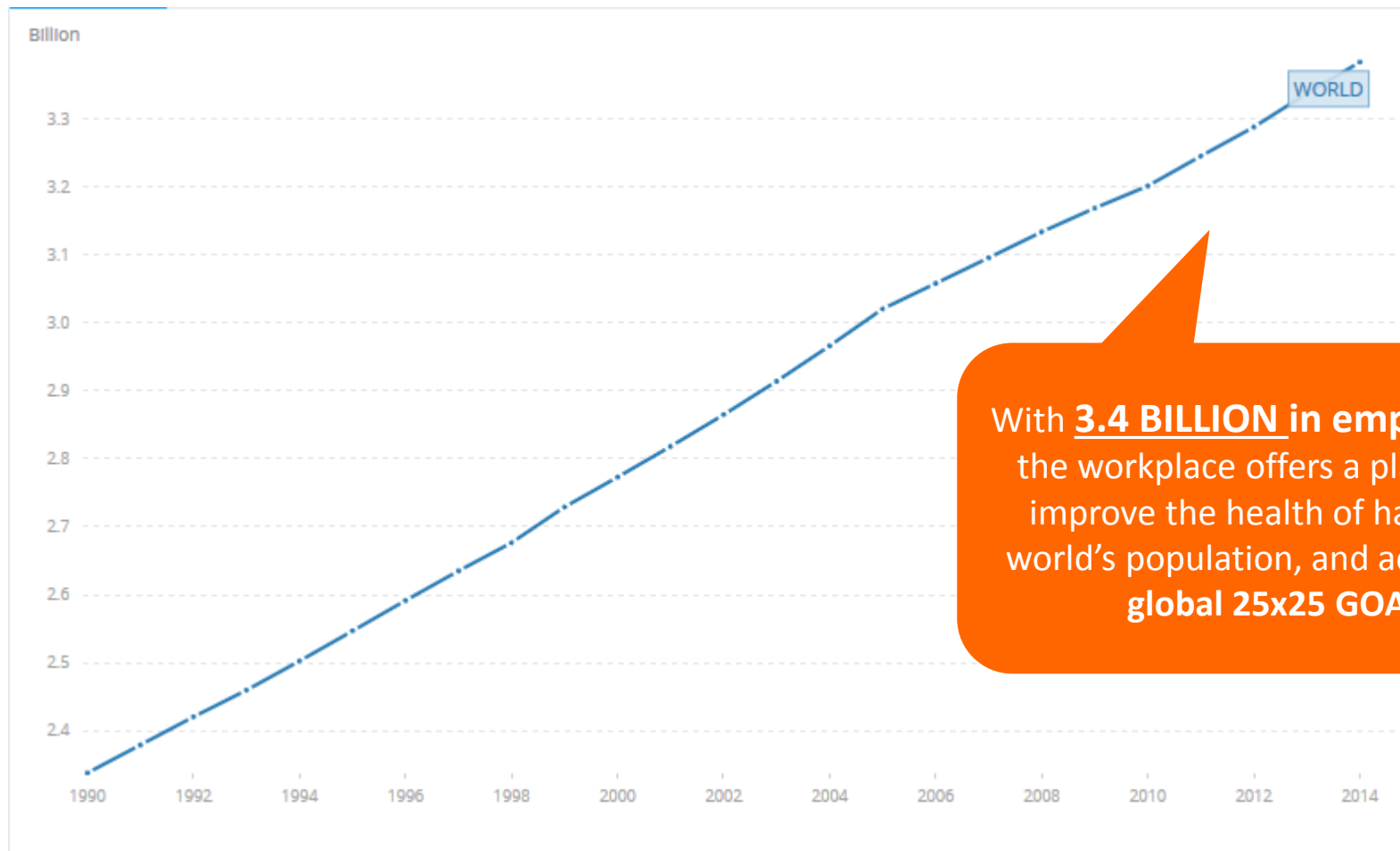
Innovators

Marketers

...and creating shared value



The world is employed



With **3.4 BILLION** in employment, the workplace offers a platform to improve the health of half of the world's population, and achieve the **global 25x25 GOAL**.

The business case for investing in health

IMPROVED PRODUCTIVITY

LOWER UNIT COSTS

“PROTECTING” THE OLDER,
EXPERIENCED EMPLOYEES

REDUCING ABSENTEEISM

INCREASING STAFF
SATISFACTION

INCREASING STAFF
LOYALTY



Wellness programmes are associated with a **14%** increase in EMPLOYEE SATISFACTION and a reduction in staff turnover



Operating margin can be **4%** higher in organisations with **high** EMPLOYEE ENGAGEMENT

An achievable agenda for NCD prevention...



Create
Smoke-Free
Workplaces
+
Support
tobacco
cessation



Offer
Healthy
Food
Choices



Promote
Movement in
the Workplace
+
Blood
pressure
checks
+
Screenings



Support
Active
Travel to
Work
+
Cycle
parking

...and much more

Reducing risk

**Delivery of health
services**

**Supporting people to
return to work**

**Combating stigma and
discrimination**

How can we scale up workplace programmes?

NCD Alliance / Bupa Report: “How public policy can stimulate business and governments to work together to address NCDs through the workplace”

Objectives:

- Promotes the need to work across sectors – governments, business and civil society – to realise the potential of workplaces for NCDs;
- Explores how public policy and regulatory changes can improve workplace health for NCDs;
- Examines the lessons-learned on how public policy has enabled businesses to drive progress on other health challenges.



Four key recommendations

1. PROMOTE MULTISECTORAL DIALOGUE AND ACTION

- ✓ National NCD commissions
- ✓ Inter-ministerial Taskforce on NCDs
- ✓ National NCD plans
- ✓ A Charter on NCDs and Work

2. IMPROVE THE DELIVERY OF NCD PREVENTION AND MANAGEMENT THROUGH THE WORKPLACE

- ✓ Smoke-free workplaces
- ✓ Nutrition, active transport, physical activity
- ✓ Improve access and quality of health services
- ✓ Integrated national health policy and communications frameworks

3. SUPPORT PEOPLE TO RETURN

- ✓ Vocational rehabilitation services
- ✓ Support for caregivers of people living with NCDs
- ✓ Anti-discrimination legislation includes NCDs
- ✓ Secondary prevention

4. PROVIDE INCENTIVES TO SCALE AND MEASURE IMPACT

- ✓ Financial incentives available to employers
- ✓ A package of incentives to small and medium enterprises
- ✓ Incentivise business to report on quantifiable measures of outcome

In summary - why should businesses invest in NCDs in the workplace?

- NCDs will impact all businesses as the population ages over time.
- Actions taken now will have a short term and long term positive impact on the business bottom line and enhance a business' reputation.
- The steps that a business can take are relatively easy, and are proven to have been implemented successfully.
- There are resources available and organisations locally and globally which are able to help a business implement health initiatives in their employee bases.

Thank you!

Please visit our website:

www.ncdalliance.org

[@ncdalliance](https://twitter.com/ncdalliance)



WORKPLACE HEALTH AS A DRIVER FOR UNIVERSAL HEALTH COVERAGE

GILLIAN CHRISTIE,
VITALITY



United Nations
Global Compact



Workplace Health as a Driver for Universal Health Coverage

Gillian Christie, Health Innovation Manager, Vitality

September 13, 2016



Overview

- Universal Health Coverage & the SDGs
- Healthcare Costs & Workplace Health
- Drivers of Effective Workplace Health Programs
 1. Interventions Target Major Health Risks
 2. Effective Mental Health Programs
 3. Leverage Technology & Behavioral Economics
 4. Design Healthy Workplaces
 5. Links Between Community & Workforce Health
- Next Steps for Action

Universal Health Coverage & the SDGs

GOAL 3: Ensure healthy lives and promote well-being for all at all ages



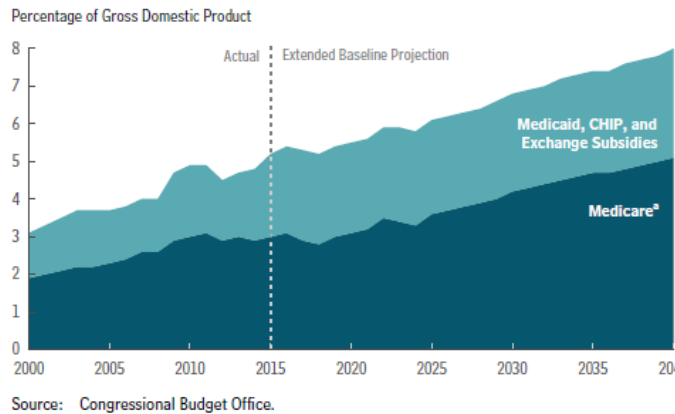
Target 3.8

“Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.”

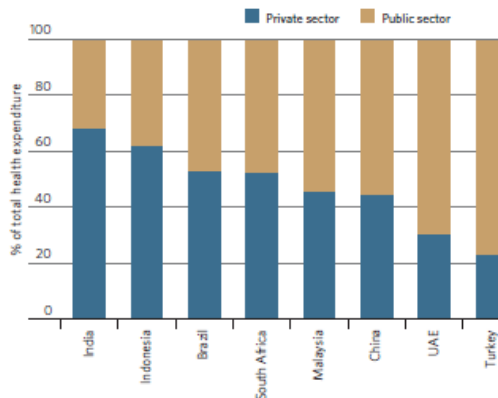
Pressing Question for Achieving the SDGs: How do low- and middle-income countries finance growing demands for universal health coverage over the long-term?

Reduce Long-term Government Healthcare Costs

Healthier workers can slow Medicare costs (US)

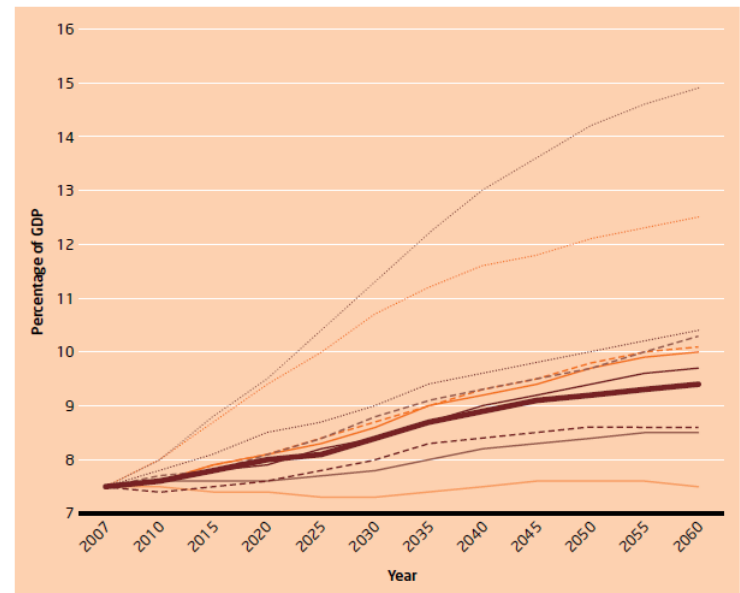


Healthier workers
can reduce
Universal
Healthcare costs
(Emerging
Economies)



Source: World Bank, 2013.

Healthier workers can slow NHS costs (UK)

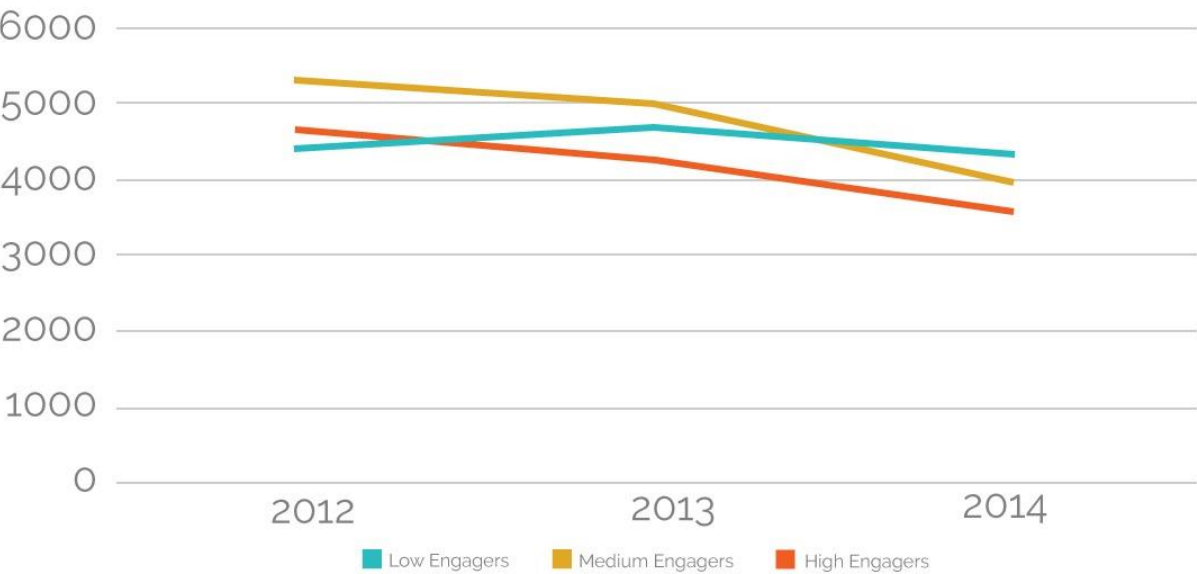


Source: Przywara (2010)

Healthier employees can reduce rising government healthcare costs in developed & developing countries by sharing costs between government and employers

Reduce Short-term Employer Healthcare Costs

Adjusted medical spending per engagement group per year



McKESSON MEMBERS (2012-2014)



51 billion steps and more than 25.6 million miles



6.3 million total activities recorded (2012 - 2014)



85 more healthy events in 2014 than in 2011



159,994 Weight Watchers meets and a net weight loss of **24,759** lbs

McKESSON



Investing in workplace health can reduce healthcare costs in the short-term

* Work Productivity and Activity Impairment Questionnaire (General Health)

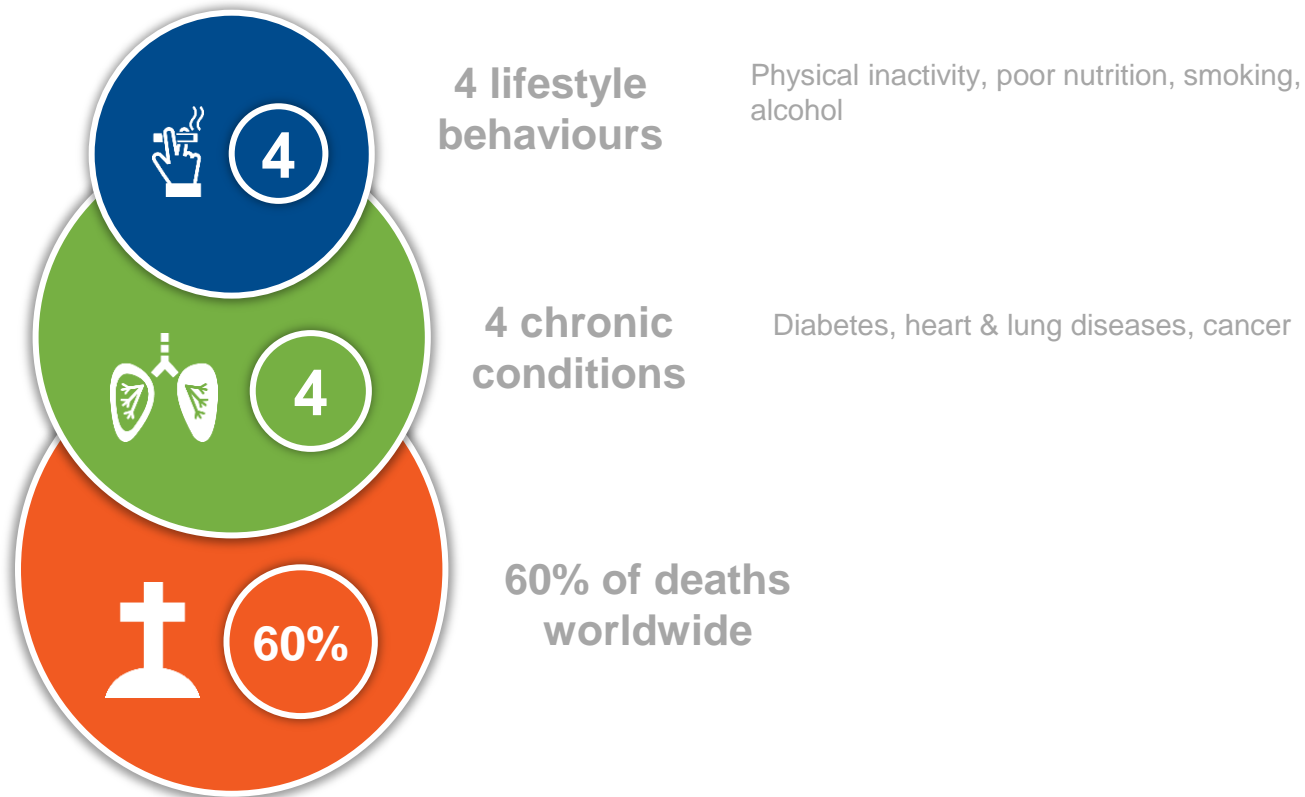
Drivers of Effective Workplace Health Programs

1. Interventions Target Major Health Risks
2. Effective Mental Health Programs
3. Leverage Technology & Behavioral Economics
4. Design Healthy Workplaces
5. Links Between Community & Workforce Health

Five essential drivers underlying evidence-based workplace health programs

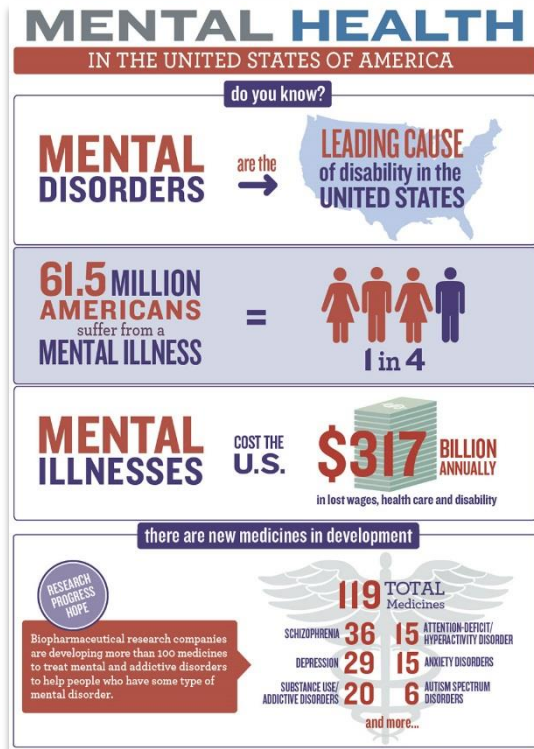
1) Interventions Target Major Health Risks

4 behaviors contribute to 4 chronic conditions that account for 60% of global deaths

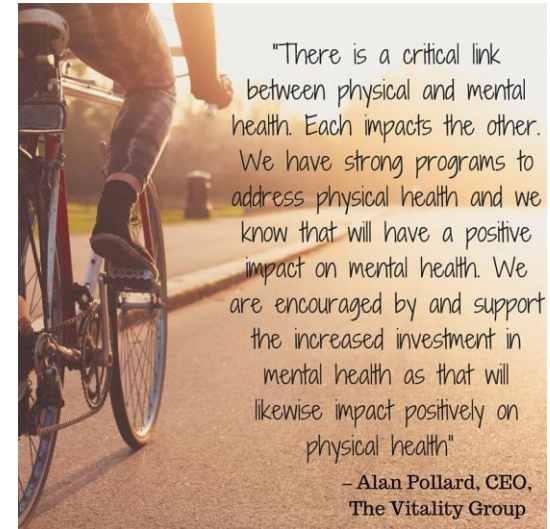


Workplace health interventions must focus on addressing leading risk factors underlying chronic diseases

2) Effective Mental Health Programs



The **World Health Organization** and **World Bank** hosted world leaders to explore the existing state of **global mental health**. Vitality joined a panel on advancing mental well-being within the **workplace**.



Expansion of **mental well-being services** within the US and across Vitality's global markets

Growing burden of poor mental health in the US and globally means that workplace programs need to incorporate evidence-based mental health interventions for success

3) Leverage Technology and Behavioral Economics

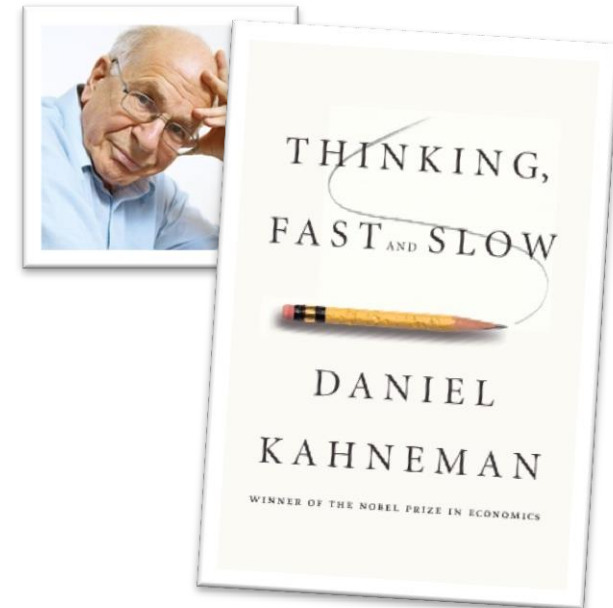
1. Reduce major risks affecting workforce health



2. Use innovations in technology and establish healthier businesses

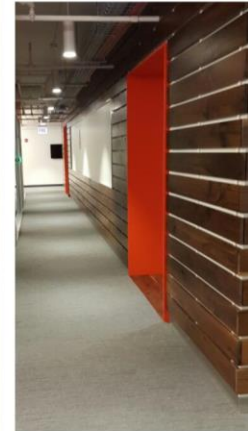


3. Implement the power of behavioral economics



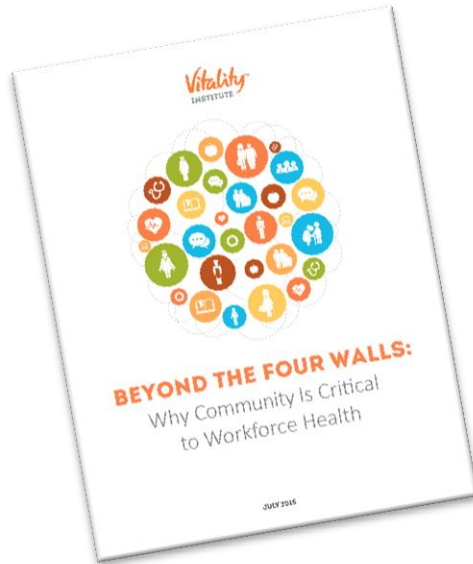
Integration of personalized technologies combined with approaches embedded in behavioral economics

4) Design Healthy Workplaces



Workspaces designed for health can improve employee well-being and overall satisfaction

5) Links Between Community and Workforce Health



Manufacturing



Transportation & Warehousing

Sectors with higher health risks



Public Administration



Healthcare &
Social Assistance

Business case for linking **workforce** and **community health**, and strategies employers and community groups can use for strategic cross-sector collaboration

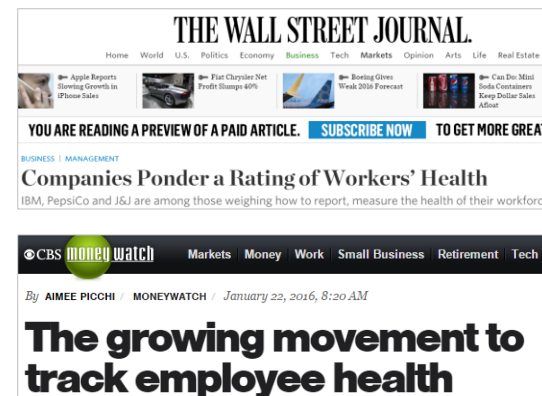
A company's employer base is largely from its broader community, demonstrating relationships between workforce and community health

Next Steps for Action

- Partnerships between **governments** and **businesses** leading in workplace health
- **Health metrics** into corporate reports and integrated reporting platforms



Vitality's health metrics report launched at the World Economic Forum in Davos



BOSS
MAGAZINE

Entrepreneur

HEALTHAIM
Covering Health News

DHR DIVE

The Cornerstone
Journal of Sustainable Finance and Banking

BOSTON BUSINESS JOURNAL

Universal Health Coverage & the SDGs

GOAL 3: Ensure healthy lives and promote well-being for all at all ages



Target 3.8

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Pressing Question for Achieving the SDGs: How do low- and middle-income countries finance growing demands for universal health coverage over the long-term?

Thank you

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@gchristie34

*Vitality*TM

IMPROVING WOMEN'S HEALTH AND WELL-BEING IN THE WORKPLACE

DR. LOUISE DANN,
UN POPULATION FUND
(UNFPA)



United Nations
Global Compact

Fast Facts about Women's health^{1,2}



- **Every day, more than 800 women die** from complications related to pregnancy and childbirth that may be avoidable
- **One in 3 women** experience physical/sexual abuse
- An estimated **225 million** women in developing countries would like to delay or stop childbearing but are not using any method of contraception.
- Approximately **204 million** women have one of the four major curable sexually transmitted diseases
- In 2014 contraceptives prevented **231 million** unintended pregnancies and **144 million** abortions. In addition, contraceptive use averted 1.6 million stillbirths, 1.1 million newborn deaths, 100,000 maternal deaths for infants and mothers that would have occurred in the absence of any modern contraceptive method use.

1. World Health Organization. May 2013.

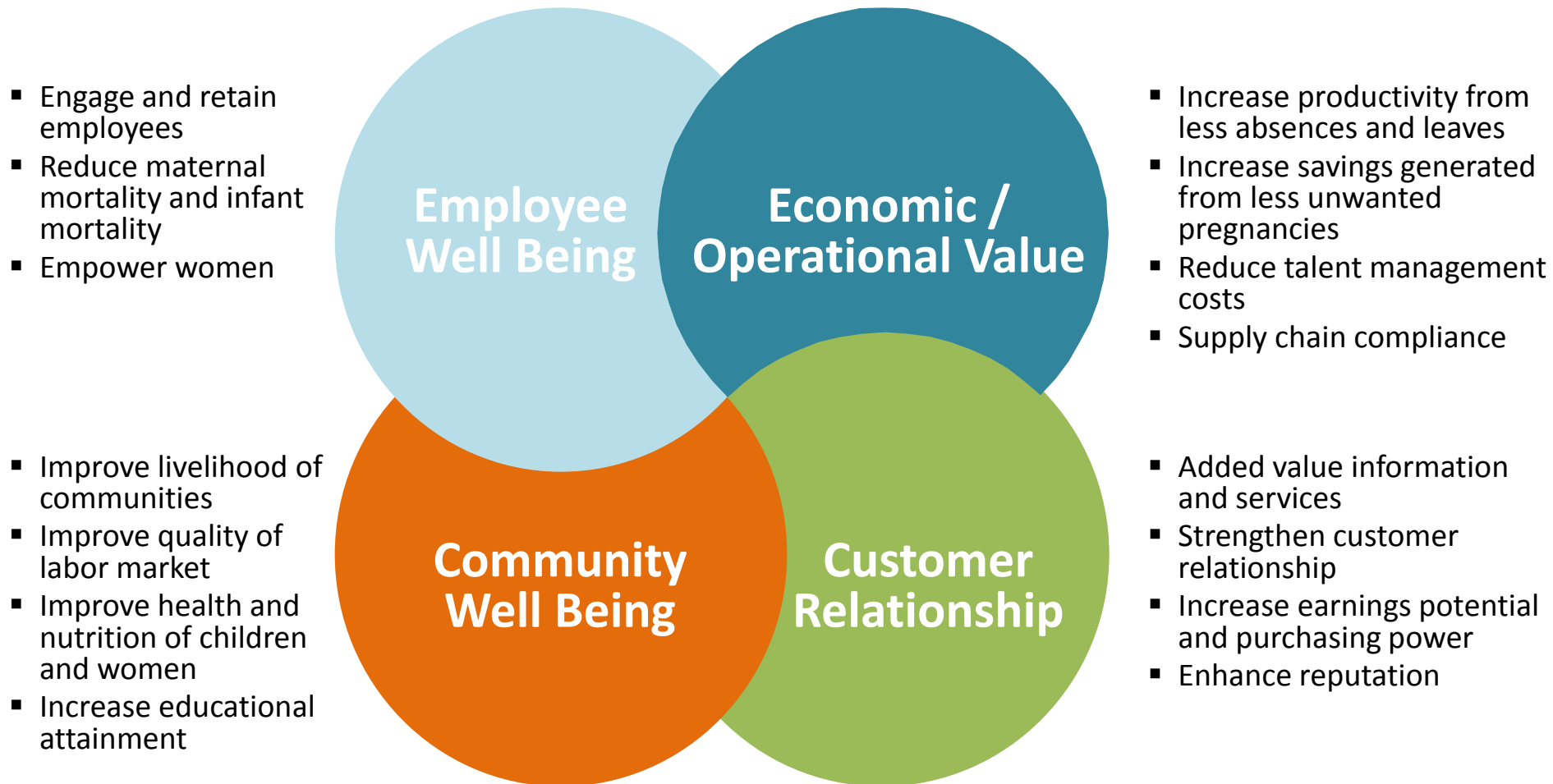
2. "Family Planning Worldwide 2013 Data Sheet". Population Reference Bureau. November 2013

3. UNFPA and Guttmacher, 2014: <https://www.guttmacher.org/pubs/AddingItUp2014.html>, p. 14

Healthy Workplaces are Good for Business

- Good For **Economic Growth** Access to health and family planning is critical for women to join the labor force and have greater economic independence, translating into stronger businesses and more prosperous local economies.
- Good For **Women** A woman can manage her health, plan and space her births, better manage both her personal life and professional development.
- Good For **Business** Access to health enhances employee quality of life and improves employee recruitment, engagement and retention.
- Good For **Global Development** health in the workplace demonstrates how business practice can promote social and economic change for individuals, communities and our world.
- Good For **Human Rights** health and reproductive health is a universal human rights issue. Everyone should have access to affordable health and be able to plan their own families.

Why should business care about women's health?



Why is Family Planning an important component of a healthy workforce program?

Immediate health benefits¹



Unintended pregnancies
Maternal and newborn deaths
Disability among women and newborns

“Phenomenal” investment

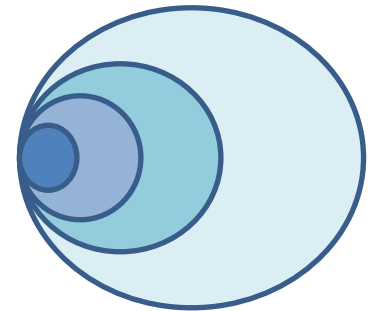
\$120 = social, economic, and environmental benefit per \$ spent on women’s access to reproductive health²

Pay \$ now or pay \$\$\$ later

32% savings Spending \$1 for contraceptive services reduces the cost of pregnancy related care by \$1.47¹

The multiplier effect

Improving sexual and reproductive health and rights contributes to reducing poverty and achieving other development goals¹



1. Guttmacher Institute, 2014. “Adding It Up – The Costs and Benefits of Investing in Sexual and Reproductive Health”.

2. The Economist. “Post-2015 Consensus.” <http://www.copenhagenconsensus.com/post-2015-consensus/economist>.

What are employees saying?



A UNFPA baseline survey in one Philippines company :



71% do not intend to have another child in the future



82% are aware of contraception or family planning

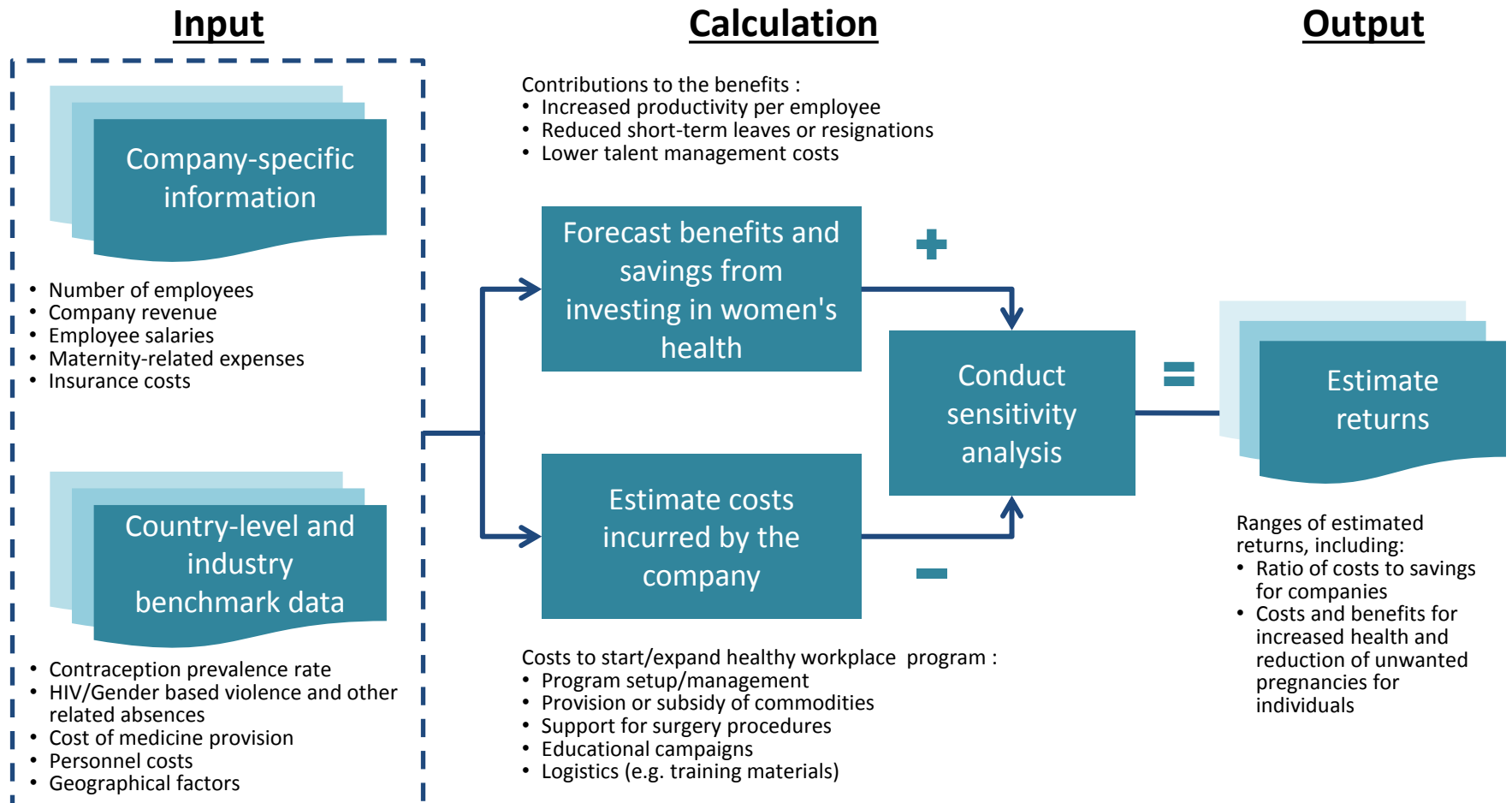


55% are current users of contraception, where less than half use a modern method

Many employees risk an unplanned pregnancy

Creating a workplace program: Calculating a return for Business (ROI)

The costs/benefits of investing in a workplace program can be quantified



How does it work?

- UNFPA and the company discuss the concept, local needs of workers and the company, and approximate costs (ROI)
- Co-design a workplace health program
- Conduct a baseline to measure progress
- The company, UNFPA and local NGO/MoH partners implement the workplace program:
 - ☐ Train trainers e.g. staff peer educators or onsite nurses
 - ☐ Conduct training sessions for staff
 - ☐ Provide onsite information and commodities
 - ☐ Track success!



Examples of UNFPA workplace programs



Bangladesh: 550,000 women reached with health and social information through on site clinics within garment factories

Haiti: Services for women workers of the Caracol Industrial Park where 2,000 women have had gynecological and STI screenings



Sri Lanka: Communications campaigns to reduce sexual harassment at the workplace



China: Shenzhen factory worker program reaches 25,500 registered workers from 2,000 factories/companies

Cambodia: Providing policy and technical advice on standards for quality and provision of healthcare within factories

Philippines: 2.7 million women to be reached through partnerships with 5 companies



UNFPA and Women's workplace programs

UNFPA is the lead UN agency for women's reproductive health

UNFPA has operations in over 150 countries

UNFPA has the technical health expertise to support companies in creating their workplace programs

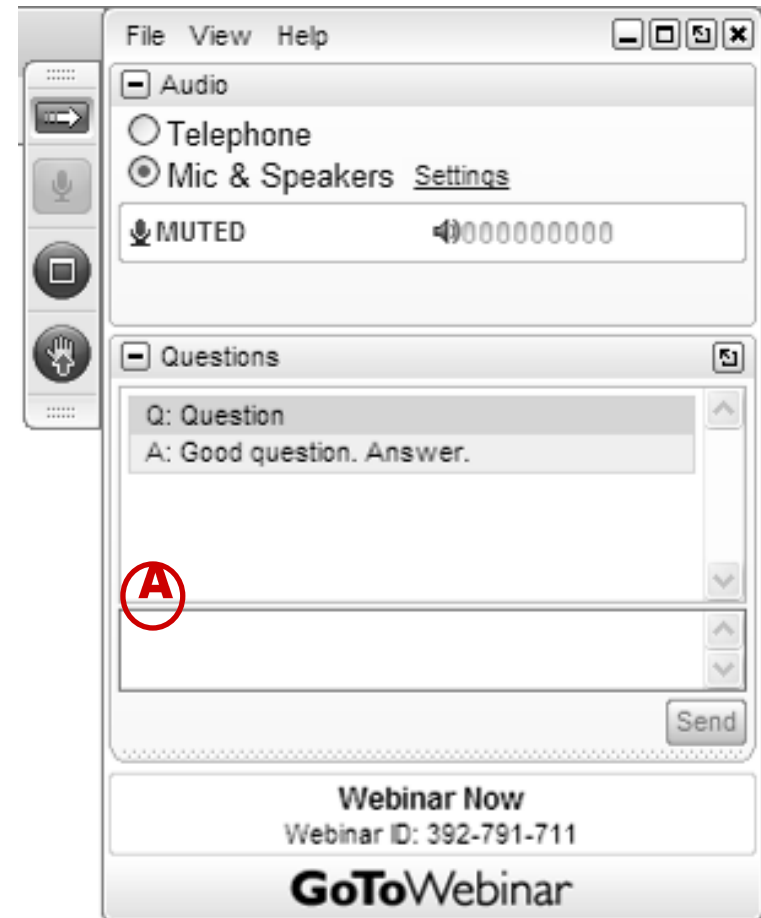
UNFPA creates global platforms and events at the UN and with partners like World Economic Forum and Clinton Global Initiative to showcase social responsibility initiatives that advance Sustainable Development Goals



Questions and Answers

Q&A: You can submit a question by using the Questions pane (A). **Please specify to whom the question should be directed.**

Example: *Question for John Doe: What are some examples of leading workplace health initiatives?*



Thank you for joining us today.

If you are interested in learning more please contact
Michelle Lau, lau@unglobalcompact.org



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NCD Alliance

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Dr. Louise Dann
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