

THE 11th REGIONAL SUMMIT OF ZAMBIA INSTITUTE OF HUMAN RESOURCE MANAGEMENT.

Topic: Embracing Wellness Programs for Productivity

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ABOUT
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ACADEMICS

MBChB, MMED, MBA

PROFESSIONAL AFFILIATIONS

Former President - Zambia Medical Association

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Member – World Medical Association

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AWARDS

Influential Personality of year 2021, 2022

Man of the Year – Medical 2022

WHAT WE ARE GOING TO DISCUSS

1. What is wellness?
2. What is a workplace wellness?
3. A Global perspective
4. Why Embrace Wellness in Workplaces
5. Why Wellness Programs Fail
6. Drivers of Successful Wellness Programs
7. Conclusion

What is Wellness?

- The Global Wellness Institute defines wellness as *the active pursuit of activities, choices and lifestyles that lead to a state of holistic health.*

What is wellness?

- Wellness is NOT passive or static. It is an ACTIVE PURSUIT associated with intentions, choices and actions towards an optimal state of health and wellbeing.
- Wellness is holistic. It incorporates different dimensions that should work in harmony.
- Wellness should not be confused with static states like being happy, being in good health or a state of wellbeing. Wellness is an active process of being aware and making choices that lead to holistic health and wellbeing.

DIMENSIONS OF WELLNESS



What is Workplace wellness?

"Any workplace health promotion activity or organizational policy designed to support healthy behaviour among employees and to improve health outcomes." GWI

Global Perspective

- Wellness Global Spending estimated to exceed \$4 trillion every year since 2017 and forecast to reach \$7 Trillion by 2025.
- Globally the wellness economy represents 5.1% of total GDP

Global Perspective



Why Embrace Wellness in the Workplace?

- Working adults spend one third to half of their hours awake at work.
- Work provides food, clothing, shelter and a purpose for life.
- For many work is a major driver of both happiness and stress

Why Embrace Wellness in the Workplace?

- **The rise of chronic disease is expensive to employers and to the global economy**
- Nearly three quarters of all deaths related to chronic disease occur in low to middle income countries
- Chronic disease and mental illness will result in a projected cumulative \$47 trillion in lost economic output from 2011 – 2023 (World Economic Forum)
- Chronic disease affects all employers because it reduces the quantity and quality of human capital

Why Embrace Wellness in the Workplace?

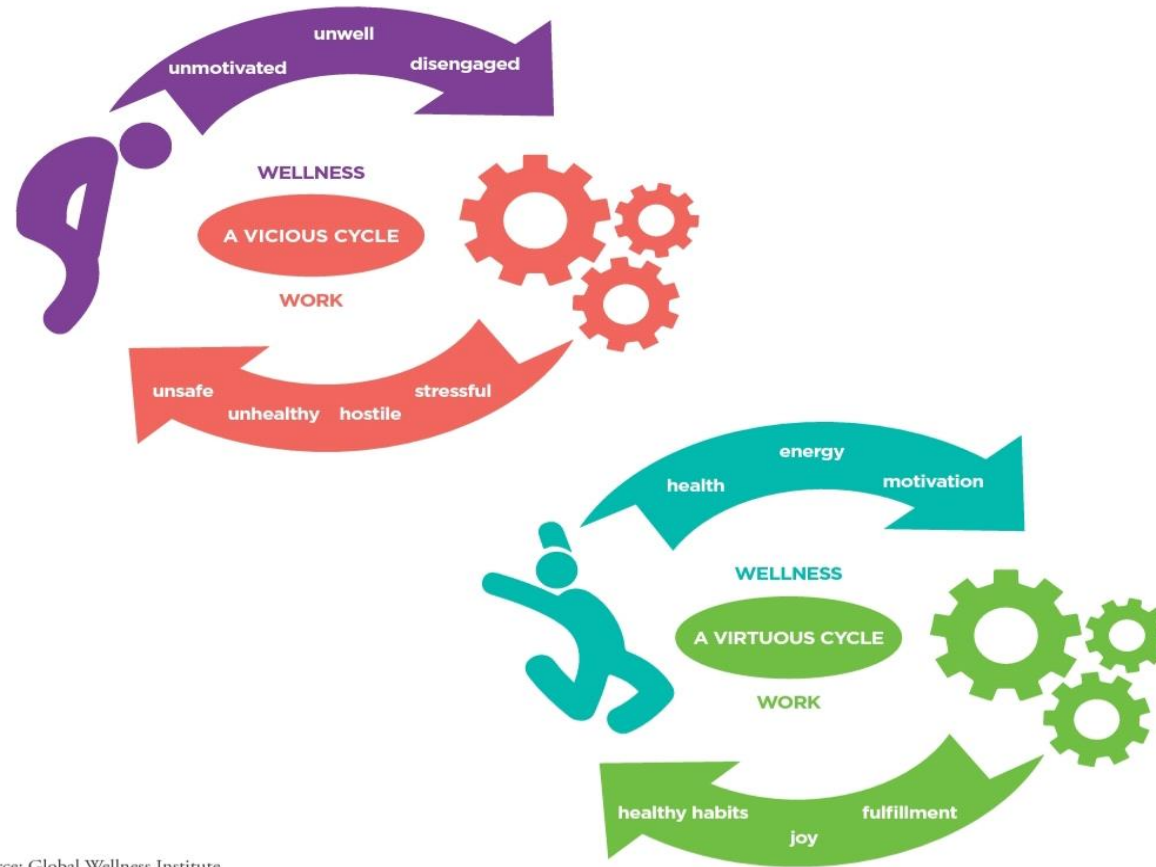
- **Poor working conditions cause illness, injuries and death.**
- Work related accidents, occupational diseases, and other work related health problems account for economic losses in the range of 4-6 percent of Global GDP per year (WHO and ILO).
- People who are injured or sick as a result of their job suffer huge costs in direct medical expenses and wage losses.

Why Embrace Wellness in the Workplace?

- **The costs of employee disengagement, stress and burnout are too obvious to ignore.**
- Studies have found that disengaged employees are less productive, more likely to steal, negatively influence co-workers, miss more work days and drive customers away
- In the United States alone, disengaged employees cost an estimated \$450 - \$550 billion per year in lost productivity

Why Embrace Wellness in the Workplace?

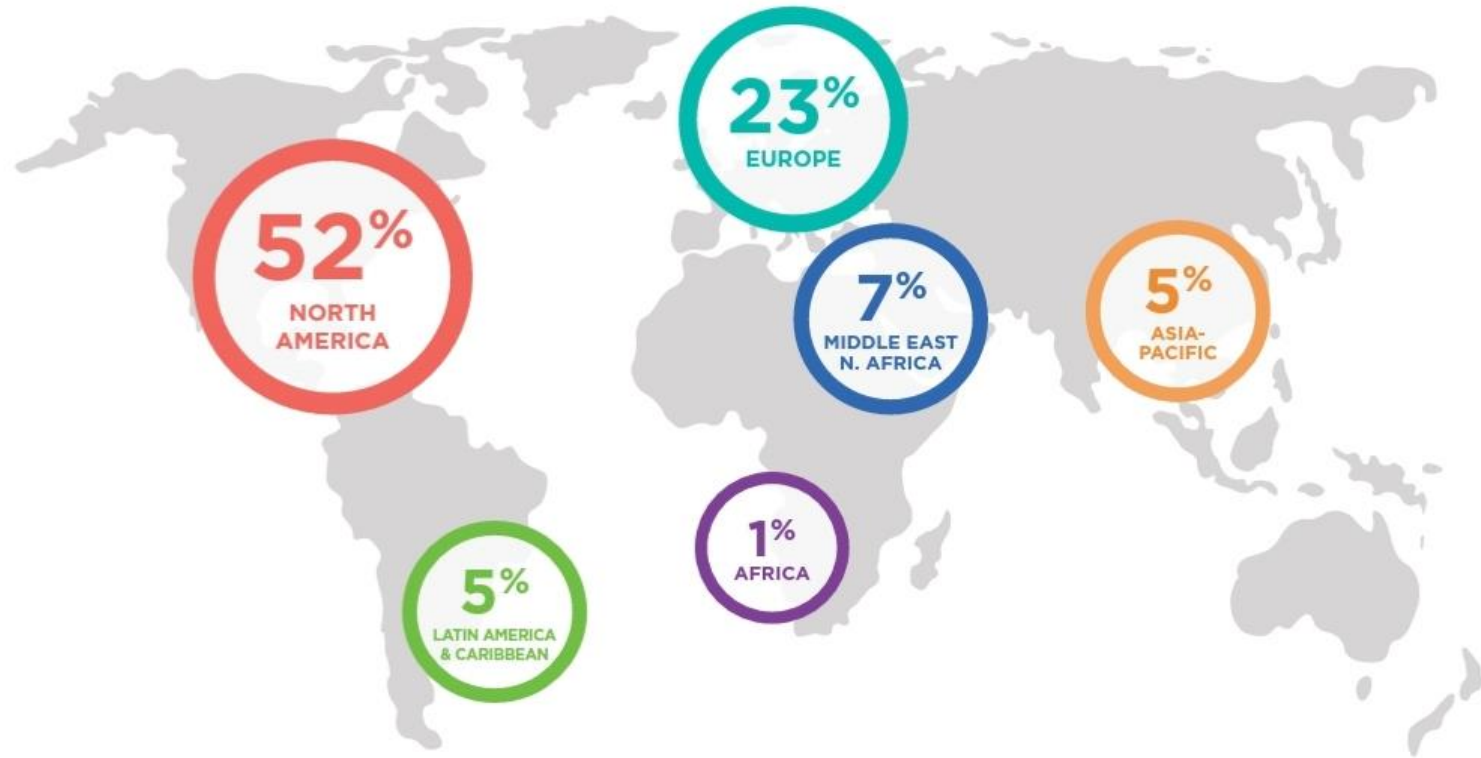
Wellness and work: A two-way relationship



Source: Global Wellness Institute

Why Embrace Wellness in the Workplace?

Very few people have access to workplace wellness programs **(9% globally)**



% of employed workers who have access to workplace wellness programs/services

Estimates by Global Wellness Institute

Why Embrace Wellness in the workplace?

Benefits of Employee Wellness

1. Boosting morale and enthusiasm
2. Increase employee engagement
3. Reducing sick days and healthcare cost
4. Attracting and retaining top talent
5. Lowering employee turnover

Why wellness programs fail

1. Coercive and punitive approaches creating resentment and lower employee morale
2. Over-screening that may be unnecessary and harmful
3. Intrusion of privacy and inadequate protection of personal biometric information
4. Robotic adoption of off-the shelf programs so employers can pay lip service to wellness
5. The suspicion that “wellnes” programs are a diversion to employees so that employers need not address fundamental issues of exploitative labor practices, poor management e.t.c
6. Lack of proof that wellness programs are cost-effective and contribute to company performance.

What are the
drivers of
Successful
Workplace
Wellness
Programs?

1. CARE

CONCLUSION

- Wellness at work has never been so important. Healthy, motivated and creative people are critical to the survival of businesses, organisations, communities and the planet while meaningful work in a healthy environment improves the wellbeing of individuals and society.

ACKNOWLEDGEMENTS

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