



AROgya WORLD
HEALTHY WORKPLACES

PREVENTING NON COMMUNICABLE DISEASES AT THE WORKPLACE

Arogya World India Trust is a global health non-profit organization committed to helping people lead healthier lives by preventing non-communicable diseases (NCDs) through health education and lifestyle change.

We believe in taking prevention to where people live, work and learn.

According to The Lancet Global Burden of Disease report of 2016, an estimated 40.5 million (71%) of the 56.9 million worldwide deaths were from NCDs. The primary challenges in overcoming NCDs are unhealthy diets, sedentary lifestyle, tobacco usage, and stress among others. Employees spend a significant part of their lives at the workplace. As a responsible leader and employer, you can help employees lead healthier lives, and that can happen when they are aware and they “Own their Health”. Prevention is key, that is where you can make a difference to the lives of your employees.

As part of our program we encourage companies to be data driven around health. The Arogya World Healthy Workplace initiative was developed with the intent of advancing the workplace health movement in India.

We now have more than 116 companies in India that have earned recognition as Healthy Workplaces, spanning 2.5 million employees.

Take the journey with us to CHANGE THE COURSE OF CHRONIC DISEASE AT WORKPLACES!

Benefits of enrolling with Arogya World Healthy Workplace Program:

Challenges of a Corporate Employee

1. Unhealthy eating, smoking, drinking, eating out often puts employees at risk of NCDs
2. Busy lifestyle and low awareness lead to health risks
3. Sedentary Lifestyle, mental stress and less physical activity are hallmarks of employee populations
4. Annual health checkup compliance is low

Employee Benefits

1. Better equipped and more aware of NCD prevention
2. Better job performance and reduced number of workdays lost
3. Better quality of life
4. Fewer health complications

Employer Benefits

1. Productivity is better
2. Decreased reimbursements
3. Fewer sick leaves
4. Lower insurance premiums and lower hospital admissions

AROGYA WORLD'S APPROACH TO A HEALTHY WORKPLACE

The first step is to take a holistic view. Please remember behavior change takes time, so this will be a 2-3 year journey with us

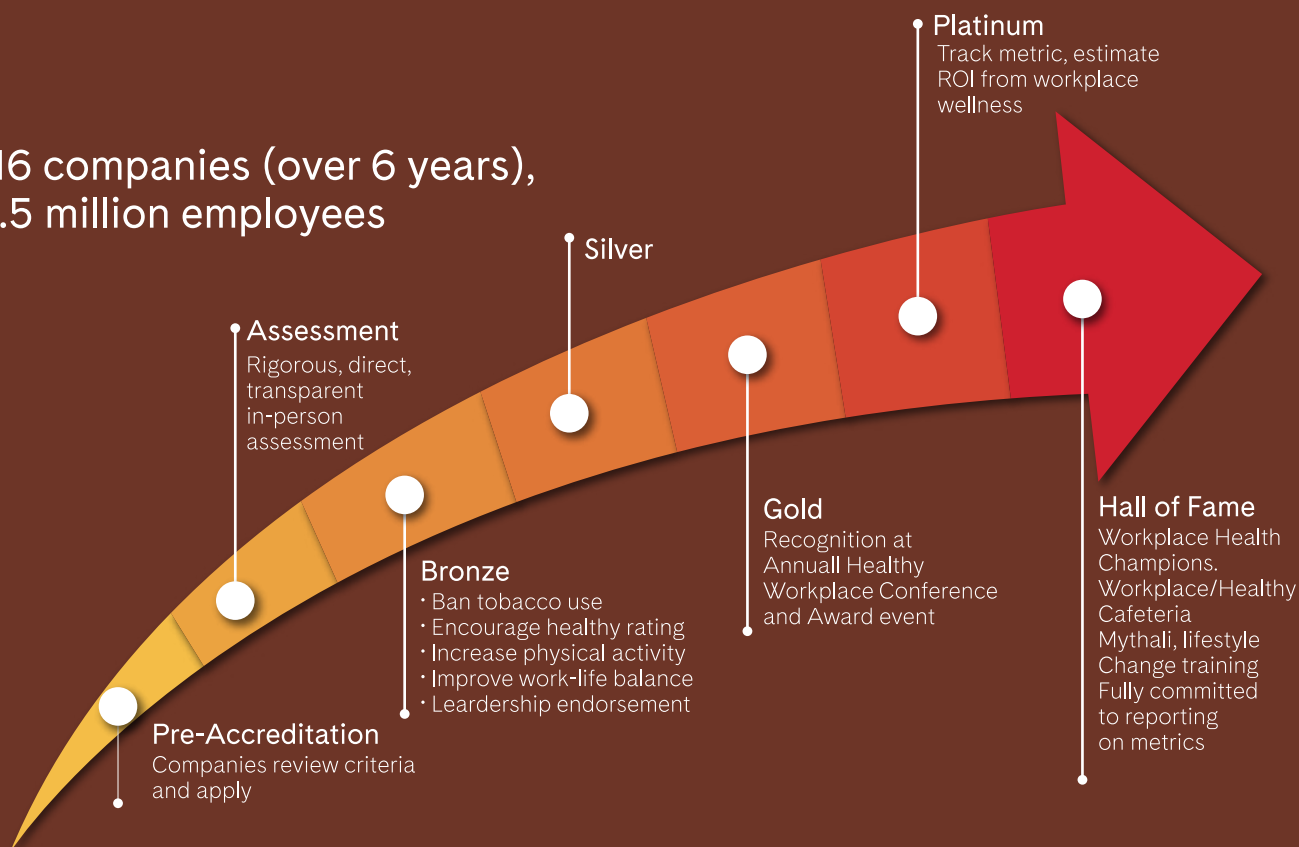
After initial contact and review of our Criteria listed here plus a formal application from the company, a 3-person assessment team (including a health expert and an industry expert) visits the site to score each company's health activities and confirm which level the company is at: Bronze, Silver, Gold. All Healthy Workplaces are recognized in front of their peers at an annual award event. Our Assessment process is robust, direct and transparent.

Healthy Workplace Criteria

Criteria that mark a workplace in India as "healthy" were developed in 2012 by Arogya World with the input of multiple stakeholders. These Healthy Workplace criteria, co-created with industry, are organized into 4 levels—Bronze, Silver, Gold, and Platinum—and include establishing a work-life balance and shifting mind-set metrics, in addition to a workplace no-tobacco-use policy and easy access to healthy foods as well as opportunities for physical activity. Further, the Platinum level asks for health data and aims to establish a data driven culture around health in companies.

As we go through the process, we would like you to appoint a "Healthy Workplace Coordinator" to work closely with Arogya World representatives on the implementation of all activities in this program.

116 companies (over 6 years),
2.5 million employees



1-4 years

HEALTHY WORKPLACE SCORING GRID

	Bronze	Silver	Gold
Tobacco Policy	40	20	20
Healthy Eating	20	30	20
Physical Activity	15	15	15
Work-life Balance	10	15	15
Shifting Mindset	10	15	25
Other	5	5	5

HEALTHY WORKPLACE CRITERIA



TOBACCO POLICY

BRONZE

Ban On-Site Tobacco Use.

SILVER

Help employees quit tobacco by providing counseling.

GOLD

Reimburse nicotine replacement/other therapies.



HEALTHY EATING

BRONZE

Make available affordable healthy foods, with National Institute of Nutrition (NIN) recommendations displayed in cafeteria. **No junk food or sugary soft drinks at meetings.**

SILVER

Healthy Meals should be accessible and available every day and should be below NIN requirements. Food should be prepared hygienically.

GOLD

Food in company cafeterias should have no trans fat.



PHYSICAL ACTIVITY

BRONZE

Promote use of stairs and bicycles within the campus. Provide walk paths. Hold annual sports competitions.

SILVER

Promote and offer access to yoga programs.

GOLD

Offer free gym on campus or highly discounted admission to external gyms. Give exercise breaks during work day.



WORK-LIFE BALANCE

BRONZE

Provide a work-life balance policy. Offer flextime. No fixed workday start and end times, and lights-out after hours is appropriate.

SILVER

Set up external Employee Assistance Program/Counseling services to help employees manage stress.

GOLD

Employee Satisfaction Surveys show an uptick in employee perceptions of work-life balance.



SHIFTING MINDSETS

BRONZE

Management must show visible support endorsement for Healthy Workplace Campaigns

SILVER

Set up health committees. Communications campaign should cover reducing salt, sugar and fat consumption.

GOLD

Include employee work-life balance in managers' appraisals/ Scorecards. Motivate entire teams by rewarding health goals met. Designate health ambassadors.



OTHER

BRONZE

Encourage environmental health and hygiene including safe drinking water, clean bathrooms, etc.

SILVER

Have doctor/nurse on site or on call. Encourage annual check-ups. Greater awareness of healthy posture/ergonomics.

GOLD

Evaluate impact of workplace wellness investment and quality of programs. Emphasize awareness of women's health.



HEALTHY WORKPLACE PLATINUM LEVEL

The Platinum Award, our next higher level of recognition, is a leadership and data driven initiative, designed to encourage the alignment of a company's health and wellness strategy with its business and corporate social responsibility goals. Showcasing exceptional workplace health promotion programs, such as those implemented by our Platinum Award recipients, highlights the sound investments that we have made together in advancing public health in India.

We work with select Gold Level Healthy Workplaces to track wellness metrics, productivity, absenteeism, employee engagement and help determine business benefits from workplace wellness that can be used as a powerful argument for increased investment in workplace health. This is a pioneering public health activity in India.

Companies send us metrics for 2-3 years to help assess leadership, health trends, and employee engagement, as well as the effectiveness of employee health programs. We also ask for metrics and data on employee participation in mental health and community NCD prevention programs.

PLATINUM CRITERIA

The Platinum Award criteria are divided into five sections which includes Leadership, Health trends, Workplace Non Communicable Disease NCD Prevention Programs, Mental Health Programs, Community NCD Prevention Programs.

The questions asked in each section are intended as guidelines that enable a company to highlight the programs and present the data that are most relevant to its organization and to its unique corporate culture.

We look at following aspects under each criterion.



Leadership

- The strategic focus and business benefits of workplace health and wellness programs are defined and tracked.
- Health and well-being are included in the company's strategic plan.
- Employee satisfaction with health and wellness programs is tracked and reported.

Health Trends

Health data trends are tracked and reported.

- Programs have established metrics, with a minimum of two previous years of supporting data.

Mental Health Programs

- Company health and wellness programs address the mental health of employees.
- Company screens and tracks employees for signs of stress.

Workplace Non-Communicable Diseases (NCD) Prevention Programs

- Lifestyle and behavior change programs address and reduce NCD risk factors and behaviors.
- A healthy work environment is in place and its impact is evaluated.
- Programs improve health awareness.

HALL OF FAME

Beyond the Platinum level is the coveted Arogya World Hall of Fame level. Here the companies are expected to be champions of employee health and must be proactively promoting NCD prevention through behavior change and lifestyle modification among their employees.

They must be data driven around employee health at the workplace. Other indicators of eligibility include

- An active Health and Wellness Coordinator and a Committee which runs various initiatives around eating right.
- They must pass the My Thali audit and its criteria.
- Must have proactive lifestyle modification programs which include stress reduction
- Must have proactive ways to reduce salt intake in employee diet
- Leadership participation and active involvement is key

The Hall of Fame level are our true ambassadors of Healthy Workplaces

AROGYA WORLD PROGRAMS AND TOOLS TO BUILD A HEALTHY WORKPLACE

As you move from the Gold level to Platinum level, and ultimately to the Hall of Fame we have some programs and tools, researched and developed by Arogya and other experts to make the journey easier for you and your employees.

Promoting Healthy Food Choices through our My Thali program

Healthy eating means eating plenty of vegetables and fruits, whole grains, and lean protein, while limiting the amount of sugar, fat, and salt you eat. But all of this needs to be easy to do for employees. A diet recommendation which is hard to follow will not get desired results. Instead a recommendation based on Indian Diet or food cooked on a daily basis, is easier to follow and adhere to. Arogya World has developed the MyThali program, Using India's National Institute of Nutrition's (NIN) guidelines as the base.

Cafeteria Audit –Employee Education and Providing Healthy Eating Options

- Arogya World will conduct such a Healthy Cafeteria audit once in 6 months to enable you to provide healthy eating options to employees through our MyThali program.

Monitoring what we do


- Employee eating habits are assessed through periodic surveys.
- Similarly, the cafeteria will be periodically monitored for healthy eating options.

Communication Packages for employee engagement:

A specially designed set of mailers, posters and innovative communication concepts will educate on NCD awareness and prevention topics including diabetes, heart disease, healthy eating and exercise as key prevention strategies, as well as sleep, managing stress and mental health. The intention is to promote health seeking behavior, and drive home the point that employees "Own their Health"

Lifestyle Modification Workshop -

We believe healthy living is a learnable skill. Lifestyle modification is essential in preventing NCDs. There is compelling clinical proof that 80% of diabetes can be prevented with healthy living (World Health Organization). We are bringing a program promoted by the Center for Disease Control and Emory University in the US. This program is based on over a decade of research and has been extensively validated with widespread deployment in the US. Our master trainer has been trained at Emory University in Atlanta.



Trained lifestyle coaches guide and support participants through an activity based program, which leverages group dynamics for higher impact. Shared learning and peer group support helps everyone improve their health behaviors. Topics such as diet and nutrition, physical exercise as well as stress reduction, goal setting, are covered. Based on the landmark clinical study DPP (Diabetes Prevention Program), this program has been found to be effective in the community setting, leading to positive health behaviors known to prevent diabetes. **The course material, initial support and oversight of the coaches as they implement the program will be provided by certified Arogya World trainers.**

Once trained, the lifestyle coach can conduct the lifestyle change classes for his/her fellow employees. It is recommended that employees at high risk for diabetes go through the program.

We will provide Lifestyle Coach Training for 2-3 coaches from each company, collectively once a year. Exclusive training sessions for 10-20 of your employees can be arranged at additional cost.

Arogya World Healthy Workplaces – Cost of Engagement

A modest one-time participation fee of INR 50,000 is requested per company for the whole journey including all the above.

As part of this Healthy Workplace Journey, from Bronze/Silver/Gold to Platinum and Hall of Fame, we will provide Lifestyle Coach Training for 2-3 coaches from each company, once a year in a group setting in key cities. Exclusive training sessions for 10-20 of your employees in your company site, can be arranged at additional cost.

Additional optional programs including mobile App myArogya and our Tobacco Free Worksite Challenge, will have additional costs associated with them.

We are grateful to our partners and supporters of this program including Jamnalal Bajaj Foundation, Cigna, Public Health Foundation of India and Indian Association of Occupational Health (Delhi).





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