

*Arogya World's*

# Healthy Workplace Program



# AROGYA WORLD

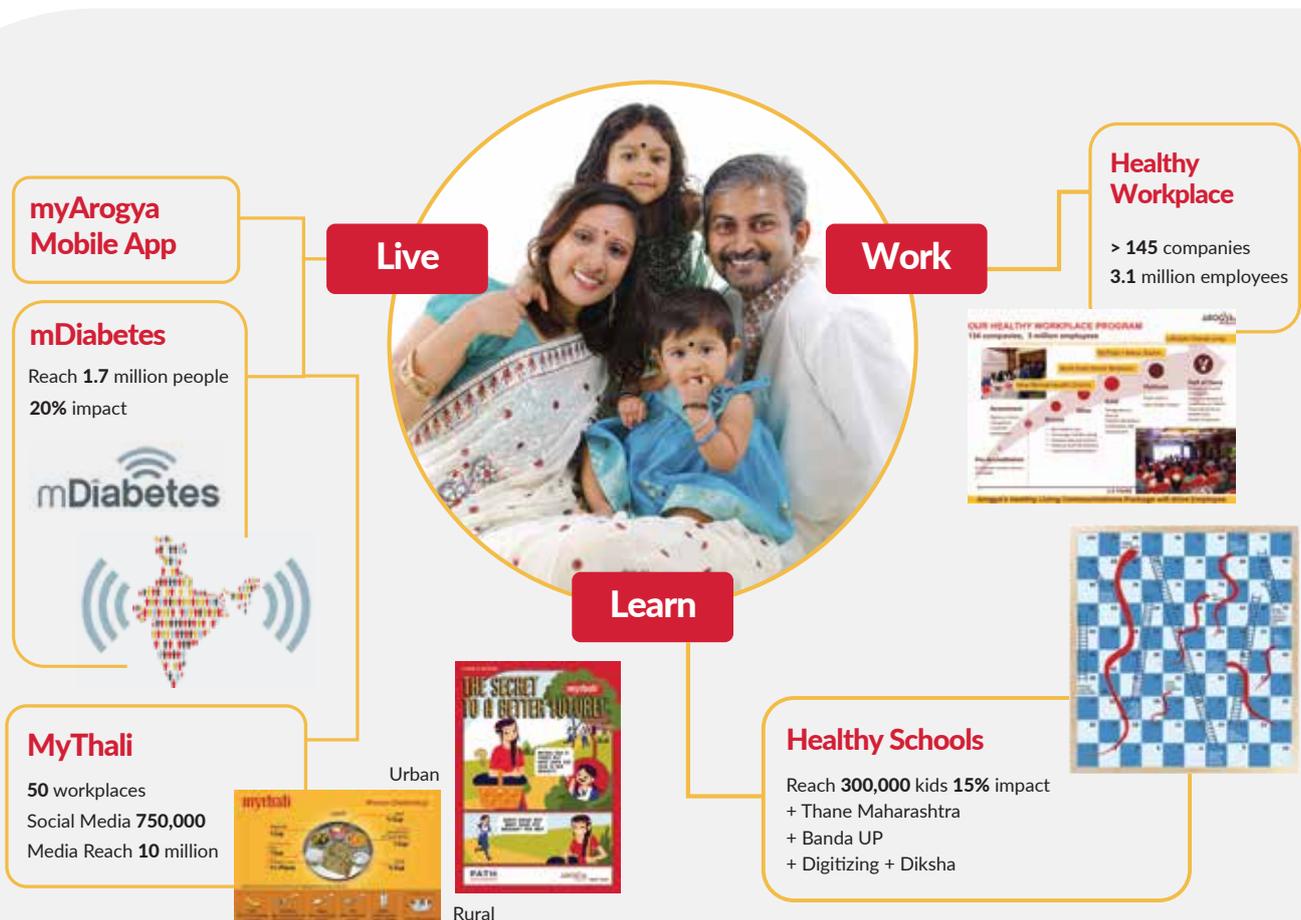
**5 Million +**

People Reached  
across **14 states** of India

Arogya World ([www.aogyaworld.org](http://www.aogyaworld.org)) is a global health non-profit working to prevent Non-Communicable Diseases (NCDs) in India. We strive to achieve our mission - to change the course of chronic diseases – through a focus on partnerships and innovative technology, and by implementing **scalable, sustainable** programs with **measurable** impact.

## Doorstep Health Model: Making Prevention Accessible

We take prevention to people where they live, learn and work. Today, a scientific evidence-based, and scalable methodology instituted by Arogya World has been **deployed across schools, workplaces, Government organizations and communities**, reaching 5 million people, and our goal is to reach 22 million by 2022.



## Did You Know?

**2/3** deaths in the world are due to NCDs

**80%** of deaths due to NCDs are in developing countries

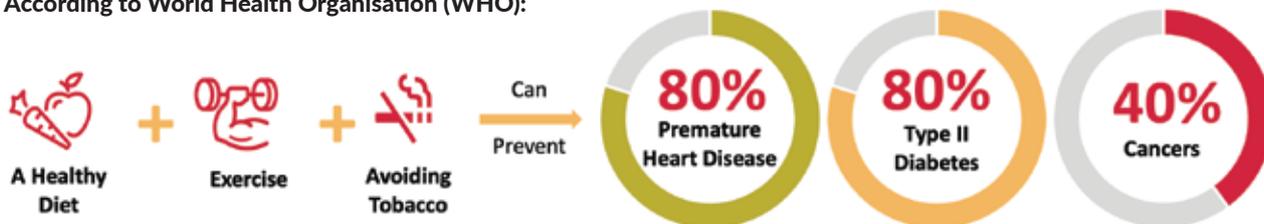
**65%** of 9.4 million deaths reported in 2019 were caused by NCDs

## Prevention Is Key

Non-communicable diseases (NCDs), including heart disease, stroke, cancer, diabetes and chronic lung disease, is the choice you make in your lifestyle and eating habits apart from a combination of genetic, physiological, environmental and behaviours factors.

With half of India's 1 billion plus people less than 25 years of age, we have to find ways to reach young people and educate them on prevention of chronic diseases. **Mobile technology** and leveraging **schools** and **workplaces** are smart solutions and these are the platforms our programs are built on.

According to World Health Organisation (WHO):



60%

of surveyed employers reported that workplace wellness programs **reduced their company's healthcare costs**.



50%

working adults globally say they have experienced increased anxiety around job security, stress due to changes in work routines and companies. They feel lonely or isolated working from home or have difficulty achieving a work-life balance as a **result of the COVID-19 pandemic**.



39%

Indian professionals are feeling vulnerable to **job uncertainty and financial instability** which has a bearing on their mental well-being, experiencing increased stress or anxiety.



70%

of all deaths worldwide are because of NCDs.

\*Based on Research conducted by Gallup, World Economic Forum & mental health survey by LinkedIn

## Hear From Our Experts:

“

Employee well-being occupies a unique place among the companies priorities, more so today amid a pandemic. We are proud to partner with Arogya World - an organization that has taken significant steps in **creating awareness and highlighting preventive approach** around Non-Communicable Diseases (NCDs). Today, with almost every household having at least one Diabetic or Hypertensive or obese family member, a preventative approach becomes mandatory, especially looking at the economic and health burden in the future.

**Dr Balaji Lakshmiapuram**  
Chief Medical Officer, The Tata Power Company Limited  
Arogya World Health Workplace Advisory

“

Employee health and well-being should be every company's priority. We all spend most of our waking hours at work; poor habits and stress at work are major causes of chronic disease. It is the duty of companies to provide a work environment that promotes employee well being and health. **85% of companies with a wellness program reported that it had a high impact on their employee engagement, recruitment, and retention.** Healthy living is not just a personal need but also a business necessity.

**Dr. Susheela Venkataraman**  
Chair, Board of Trustees, Arogya World India Trust

“

Employee Health & Wellbeing should be at the core of whatever we do. Healthier employees are **happier, productive and resilient** - the three key levers of building the right culture in every company.

**Dr. Ashish Jain**  
Head - Employee Health & Wellbeing, Consumer Healthcare Global,  
GlaxoSmithKline Plc at GSK  
Arogya World Health Workplace Advisory

# HEALTHY WORKPLACE INITIATIVE

**Healthy Workplace Program (HWP)** helps you engage and educate the workforce about Non-Communicable Diseases (NCDs) from a preventive perspective. Arogya World has recognized **145 Organizations as Healthy Workplaces** as of 2020 with a total **reach of 3.1 million employees**. The effort is on-going to evaluate, engage and implement more programs to enhance the health and well-being of the workforce.

As a part of their wellness initiatives, we encourage companies to include interventions such as Company sponsored exercise, weight-loss competitions, educational seminars, tobacco-cessation programs and health screenings which are **specifically designed to help employees eat better, lose weight and improve their overall health.**

## Challenges At The Workplace

1

Unhealthy eating, smoking, and alcohol consumption

2

Busy lifestyle and low awareness to health risks

3

Sedentary lifestyle and mental stress

4

Low compliance to risk-based medical surveillance programs

## Healthy Workplace Program Impact

Employers have the opportunity and responsibility to improve the health and wellness of their employees, while simultaneously improving productivity. A healthy workforce means a better bottom line, more productivity and greater competitive advantage.



Reduced Absenteeism



Increased Productivity



Reduced Healthcare Costs

## Our Committed Partners Who Have Joined Us In This Journey



PUBLIC HEALTH FOUNDATION OF INDIA



## Our Healthy Workplaces. Believe in the Program

*Goorej*

“

Arogya Platinum worked as a booster to strengthen our common goal of holistic care for employees. Their Platinum award questionnaire and assessment has in a way created a global benchmark, to take workplace wellness to new heights. Thank you Arogya team and we are proud to be associated with you.

 TEXAS INSTRUMENTS

“

The entire journey with Arogya from the point of first connect, to the patient coaching and the thoughtful assessment has been extremely fulfilling. The assessment team was tremendously observant, asked the right questions and generated fresh and actionable insights for us to work on.

## How You Can Join The Prestigious Group Of Companies Recognized As “Arogya World’s Healthy Workplaces”?

145

Companies

3.1

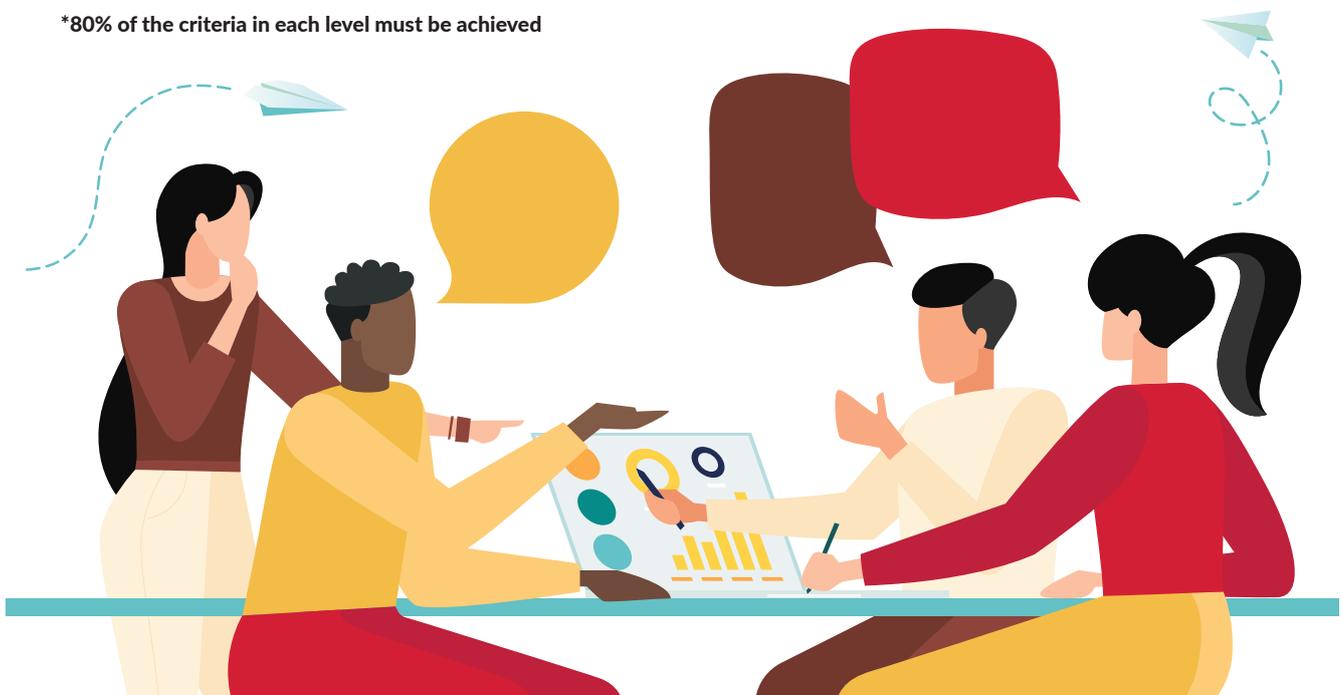
Million employees reached

- Step 1.** As a **first step**, Companies apply to become an Arogya World Healthy Workplace. They undergo a **preliminary assessment** that comprises of a questionnaire to identify the program interventions instituted by the company to advance employee health, employee engagement and experience as key evaluation metrics.
- Step 2.** Expert Assessment by a 3-member team comprising of a medical doctor, an industry expert, and an Arogya Leader is done by visiting the company’s facilities, evaluating the initiatives taken and meeting with the respective department, in person or online.
- Step 3.** Based on the robust and transparent evaluation process and overall information shared by the company, Arogya World Healthy Workplace levels Bronze, Silver & Gold are determined, and the respective companies are felicitated at the annual conference and awards event.

### The Healthy Workplace Scoring Grid

	 <b>Bronze</b>	 <b>Silver</b>	 <b>Gold</b>
Tobacco Policy	30	25	25
Healthy Eating	25	30	25
Physical Activity	15	15	15
Shifting Mindset	20	20	25
Promote Wellbeing	25	30	20
Managing Stress	25	20	20
Leadership	25	30	30
Supporting Recovery	25	20	30
Others	10	10	10

\*80% of the criteria in each level must be achieved



# The Healthy Workplace Initiative Criteria for Bronze, Silver and Gold Level

# CRITERIA

The eligibility criteria has been developed in partnership with Industry stalwarts representing multiple industries along with **Top Medical Health Experts and Public Health Foundation of India (PHFI)**. To qualify, companies must meet **80% of the criteria in each level**.



## NCD Prevention

	Bronze	Silver	Gold
Tobacco Policy	<ul style="list-style-type: none"> <li> <b>Ban onsite tobacco use</b></li> <li> No smoking or use of smokeless tobacco and other tobacco products throughout the campus, in all the company's sites.</li> <li> Communicate this policy and promote no tobacco use to all employees including those working remotely.</li> </ul>	<ul style="list-style-type: none"> <li> Support all employees, including those working from home, to quit tobacco by providing counseling, and using technology (pharmacological and non-pharmacological) to support cessation.</li> </ul>	<ul style="list-style-type: none"> <li> Reimburse nicotine replacement/other therapies (pharmacological and non-pharmacological) to support tobacco cessation.</li> </ul>
Healthy Eating	<ul style="list-style-type: none"> <li> Promote healthy eating to all employees including those working from home.</li> <li> <b>No junk food or sugary soft drinks at meetings.</b></li> <li> Make available subsidized / affordable Healthy Foods, in cafeteria and in catered meals at every worksite.</li> </ul>	<ul style="list-style-type: none"> <li> <b>Healthy Meals should be accessible &amp; available every day.</b></li> <li> Food should be prepared hygienically. As appropriate, company to be HACCP (Hazards Analysis and Critical Control Point) certified.</li> <li> Employees should be encouraged to eat balanced meals with whole grains and millets.</li> <li> Meals should be below national thresholds of sugar, salt, fat and calorie guidelines.</li> <li> Communicate reducing salt, sugar and fat, and promote adequate water consumption.</li> </ul>	<ul style="list-style-type: none"> <li> <b>Food in company cafeterias should have zero (&lt;2%) trans-fats and strictly adhere to national guidelines.</b></li> <li> Company should use variety of oils (mustard, soya, rice bran, groundnut, sesame, coconut) in the canteen.</li> <li> Company should discourage reusing oil and deep frying.</li> <li> Company should support weight loss programs for all employees including those working remotely.</li> </ul>
Physical Activity	<ul style="list-style-type: none"> <li> Promote use of stairs, cycling, daily walking, and tips to increase physical activity to all employees including those working remotely.</li> <li> Hold annual sports competitions and encourage employees to play team-sports after work.</li> </ul>	<ul style="list-style-type: none"> <li> Promote and offer access to on site and online group exercise sessions. (e.g. yoga, Zumba, aerobics, Pilates, etc.) for all employees including those working from home.</li> <li> Mark distance for walk paths (indoor &amp; outdoor).</li> </ul>	<ul style="list-style-type: none"> <li> Provide access to well-equipped fitness centers on site or off-site.</li> <li> Allow employees to take physical activity breaks during working hours.</li> <li> Encourage employees to track the number of steps taken per day. Provide sit/stand workstations at the workplace.</li> </ul>



Shifting Mindsets	<p> Leadership is key to success. Show visible endorsement for healthy workplace campaign in CEO town halls, in company emails, posters etc.</p> <p> Initiate a Healthy Workplace communications campaign promoting healthy living, in all worksites and among all employees.</p>	<p> Set up health committees comprising representatives from management, employees and invited experts (Physician, Nutritionist, Exercise Expert) to assess, plan, guide, implement and evaluate Healthy Workplace Program, especially mindset and policy changes needed for improved physical activity, diet, reduced tobacco and alcohol usage.</p> <p> Ensure that all business leaders participate in wellness activities.</p>	<p> Include employee health and wellbeing goals in managers' appraisals/scorecards.</p> <p> Motivate teams by rewarding health goals achievement of the team.</p> <p> Identify change agents/ambassadors to champion healthy workplaces within company.</p>
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### Mental Health

Promote Well-Being	<p> A zero-tolerance policy for workplace bullying and protocol for complaints of any form (emotional, physical or sexual harassment).</p> <p> A work-life balance policy, including: Self-scheduling of shifts or flexible work hours, especially for persons with other responsibilities (e.g. child or elder care).</p> <p> After-hours 'lights out' where there is zero or only exceptional expectation of email or phone call response.</p>	<p> Awareness programs which aim to de-stigmatize mental health through activities such as: Informational workshops and sensitization talks by specialists and persons with lived experience ("experts by experience").</p> <p> Intranet portal with resources, videos, articles, blogs and forums to encourage discussion.</p> <p> Informational resources such as pamphlets, posters and signposts to services.</p>	<p> A mandatory mental health and well-being module in workplace induction and training for all new employees.</p>
Managing Stress	<p> Stress reduction &amp; management activities (including internet based approaches) at regular intervals, e.g. stress management workshops, meditation, yoga and physical activity within and beyond the workspace.</p> <p> Train managers and occupational nurses/physicians in identification of early signs of stress, burnout and mental and substance use disorders.</p>	<p> Train employee volunteers to be Mental health ambassadors (MHAs) to spread awareness about mental health resources, provide guidance and referrals, and support employees in need.</p> <p> Recommended routine and regular (for e.g. annual) mental health (including substance use) screening for employees.</p>	<p> Targeted early intervention strategy for employees at a high risk for mental disorders: Exhibit absenteeism, accidents or reduced productivity.</p> <p> Demonstrate excessive use of alcohol or use of drugs Are struggling with a chronic medical problem such as diabetes.</p> <p> Have at-risk family members (e.g. neurodevelopmental disorders, chronic illness, dementia).</p>



Leadership	<p> Implement a values-based mental health program throughout the company, including: A senior leader in charge of its execution.</p> <p> An appointed steering committee with inclusive representation of all key employee categories.</p>	<p> Continuing monitoring &amp; evaluation: Impact of program evaluated annually.</p> <p> Employee satisfaction surveys routinely conducted.</p>	<p> Leadership should invest in making mental health programs sustainable.</p> <p> Affirmative recruitment and career advancement policy for persons with disabilities including psycho-social disabilities.</p>
Supporting Recovery	<p> Provision of support during treatment and recovery phase of mental disorders such as: Workspace modifications</p> <p> Sick leave allowances</p> <p> Modified supervision</p> <p> Provision of additional technology or equipment</p>	<p> Health care for employees (e.g. within Employee Assistance Programs (EAPs)) for psychiatric care, psychotherapy and counseling services.</p> <p> Enable a collaborative approach involving the occupational nurse/physician working with the employee's mental health provider.</p>	<p> Encourage employees with lived experience of mental disorders to run peer support groups (e.g. recovery from mental or substance use disorders or alcohol abuse).</p> <p> Treatment for mental health conditions is covered by insurance (e.g. for depression and anxiety disorders, psychoses, substance abuse, panic and acute crisis reactions, Sleep Disorders, Adjustment Disorders).</p>

**Other**

<p> Promote environmental health and hygiene including safe drinking water, clean bathrooms, sanitation, hand washing etc.</p>	<p> Have doctor/nurse on site /on call and encourage annual health check-ups for employees.</p> <p> Bring about greater awareness of ergonomics and healthy posture among employees, including those using home offices.</p> <p> Emphasize awareness of women's health issues among employees.</p>	<p> Companies are encouraged to follow the guidelines of the WHO-COVID preparedness package - <a href="https://www.who.int/docs/default-source/coronavirus/getting-workplace-ready-for-covid-19.pdf">https://www.who.int/docs/default-source/coronavirus/getting-workplace-ready-for-covid-19.pdf</a></p> <p> Start tracking metrics for employee health programs.</p>
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# PLATINUM CLUB By Invitation Only!

## Criteria for Platinum Club

Health & Risk Factors Trends

Leadership

Employee Productivity

Workplace (NCD) Prevention Programs

Mental Health Programs

Community NCD Prevention Programs

The Platinum Award 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.



**Bronze**

**Silver**

**Gold**

**Platinum**

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 powerful reasoning for increased investment in workplace health. **This is a pioneering public health activity in India.**

# TRANSFORM YOUR COMPANY INTO A HEALTHY WORKPLACE

Our Corporate Engagement Program Comprises Of:

Duration: 2-3 years

### 1. Assessment, Report & Felicitation

Arogya World's Healthy Workplace Assessment is direct, robust and transparent. Our report highlights the company's strengths and areas of growth & opportunity. Our Conference and Awards event conducted in the month of November, around World Diabetes Day, felicitates the winning companies in front of their peers.

### 3. Implementation of My Thali Program

- Cafeteria Menu Audit (based on NIN guidelines) + Recommendation
- Mail Communication on My Thali program
- Posters, Flyers, Cafeteria danglers on My Thali
- Chef Demo Video
- Promoting Healthy Food Choices through the program
- Session with the subject expert Nutritionist
- Nutritionist video and Narrated PowerPoint
- Yearlong Email -24 emails- 2 emails per month

### 5. Mental Health Awareness

### 2. Communication Campaign (Education & Awareness)

A set of specially designed **mailers, posters and innovative communication concepts** will be provided that you can use to engage your employees around healthy living. The campaign will cover prevention of NCDs such as diabetes, heart disease, **emphasize the need for healthy eating and exercise** as key prevention strategies, along with ways to manage sleep and stress.

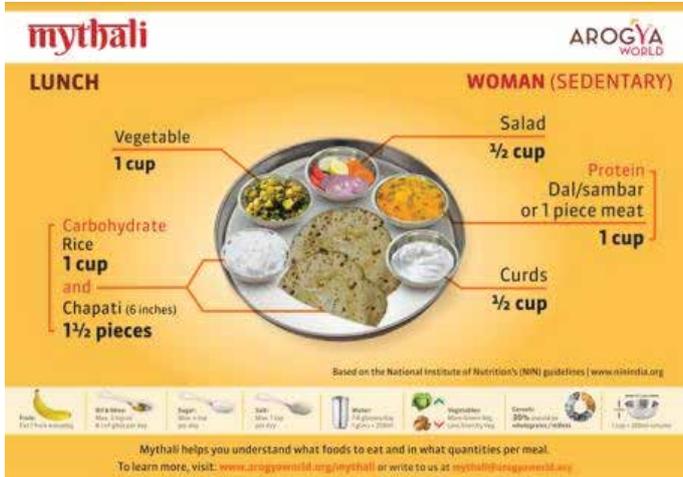
### 4. Lifestyle Modification

- Lifestyle Coach Training Program
- Coordinating & follow up on imparting training
- Mental Health Webinar/sessions
- Virtual Meeting with our Lifestyle Coach
- Program Communication

"Mental Health is not a destination, but a process. It's about how you drive, not where you are going". - Noam Shpancer

# MY THALI

MyThali addresses the most common challenge to healthy eating: people are confused about what to eat and in what quantities. **It teaches people about the importance of Poshan (good nutrition) and Portion.**



## How we do it?

**Step 1:** We organise an educational session with the **MyThali subject matter Specialist and Nutritionist.**

The aim of this session is to equip your company with the knowledge to lead healthier lifestyles by eating right.

**Step 2:** We conduct an **audit of the food menu available at the cafeteria** with suggestions of healthier additions and alternatives.

**Step 3:** Based on the observation and the cafeteria menu plan shared by workplace, our nutritionist **conducts an assessment** and suggest ways to improve healthy eating options.

**Step 4:** We share **year long emails with eating right tips** with HR & send them to interested employees and also promote MyThali with chef demos, posters, danglers, flyers etc.

**Step 5:** We send a **simple questionnaire** to employees and to canteen staff to assess eating patterns of employees.

# LIFESTYLE COACH TRAINING

Coaches learn how to use **facilitation techniques and group dynamics**, and teach participants how to make a positive health behaviours a habit.

Arogya World brings this proven program for **the first time to Healthy Workplaces in India**, offering in-person 2 day training for a small group of your employees to become lifestyle coaches, so they can then further roll out the program to high risk employees.

The landmark clinical trial Diabetes Prevention Program (DPP) showed that people with pre-diabetes who take part in a structured lifestyle change program, can reduce their risk of diabetes by 58%, with moderate exercise and healthier eating habits.

Lifestyle modification program, is promoted by the Centers for Disease Control and Emory University in the U.S.

## Train The Trainer Program

1. We encourage companies to send **2-3 employees to be trained** as lifestyle coaches in group setting.
2. The coaches in turn will **conduct 16 week behaviour change sessions** with small groups of high-risk employees in your company.
3. We will give coaches **all the material and training needed.**



# MENTAL HEALTH AWARENESS

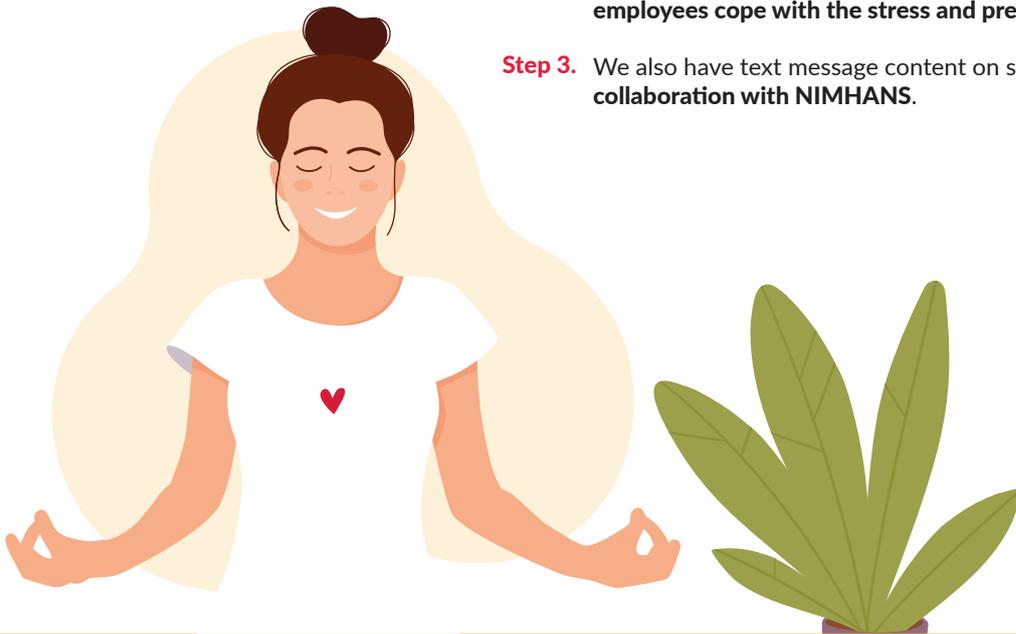
Our exclusive webinars on Mental Health aim to **educate and promote the importance of mental health** at the workplace.

At Arogya World, we are actively working towards redefining 'wellness' as not just being a state of physical health but also mental wellbeing.

Our assessment criteria, assess companies' readiness in addressing both physical and mental health in the workplace. During COVID 19, we gained insights from many webinars on mental wellbeing and did a WFH survey-

<https://arogyaworld.org/report-the-impact-of-working-from-home-on-workplaces-in-india/>

- Step 1.** We have **published case studies on companies** with exemplary mental health practices.
- Step 2.** Persuaded CEOs in formal and informal ways to do their **best to help their employees cope with the stress and pressures** due to COVID.
- Step 3.** We also have text message content on stress reduction developed in **collaboration with NIMHANS.**



## The Healthy Workplace Journey Is “Rewarding!”

- Opportunity to be acknowledged among “**India’s Healthiest Workplaces**”.
- Best practice sharing about Health Wellness Programs and learnings from other Healthy Workplaces.
- Happier, agile and resilient workforce.
- Higher employee engagement, increased productivity and reduced absenteeism.
- Be part of **Arogya World Annual Healthy Workplace Conference** and engage with Global Leaders on how to design, implement and evaluate the impact of Health and well-being programs.

# PLATINUM HEALTHY WORKPLACES



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