

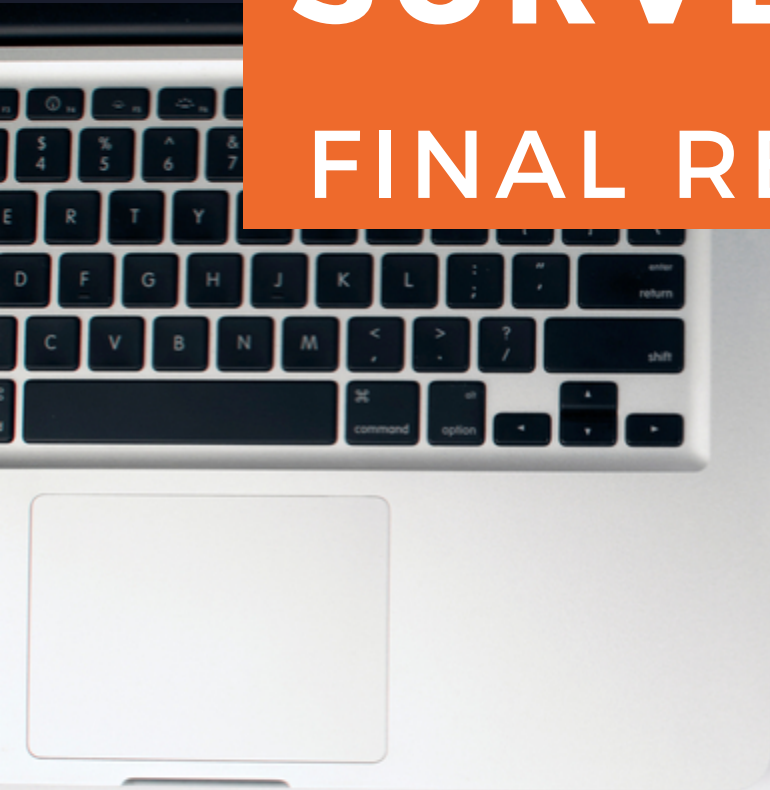


APRU

The Voice of
Knowledge &
Innovation

WORKPLACE WELLNESS SURVEY

FINAL REPORT





APRU
Global Health

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INTRODUCTION

Workplace Wellness and Employee Well-being

Most of the world's population spends about one-third of their adult lives at work, making it a key setting for health interventions. Workplace Wellness (WW) programs can promote employee health and well-being, and improve employee productivity, job satisfaction and overall morale. Such programs have been proven to be cost-effective; they can reduce employee absenteeism as well as address health care needs.

Association of Pacific Rim Universities (APRU)

www.apru.org

As a network of leading universities linking the Americas, Asia and Australasia the Association of Pacific Rim Universities (APRU) is the Voice of Knowledge and Innovation for the Asia-Pacific region. We bring together thought leaders, researchers, and policy-makers to exchange ideas and collaborate on effective solutions to the challenges of the 21st century. APRU is a non-profit network of leading research universities in the Asia-Pacific, representing economies, faculty, and students across the region

The APRU Global Health Program (GHP), launched in 2007, is managed by the University of Southern California. Its main purpose is to foster discussion of global health in the region as APRU institutions respond to global and regional needs for capacity building, education and research.

For more information, visit www.apruglobalhealth.org





SURVEY METHODS

The APRU Global Health Program conducted an online survey engaging 50 APRU member institutions across from 17 economies in 2018 to: 1) assess the range and scope of employee health and wellness programs at universities in the Asia-Pacific; 2) evaluate gaps and challenges; and 3) make recommendations on how to better promote employee wellness.

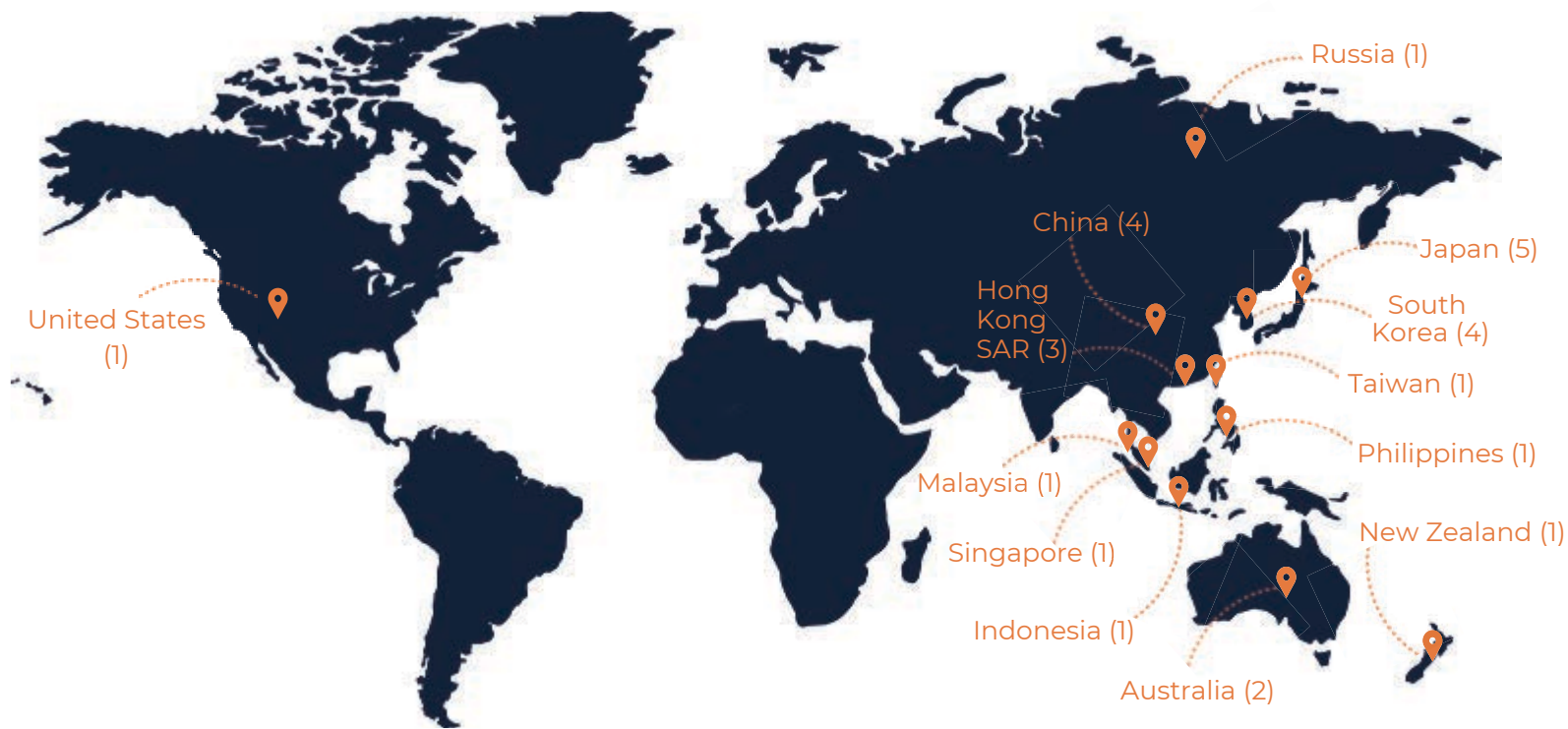
The survey consisted of 96 questions assessing:

- Basic HR and hiring policies
- WW program management, data collection, and information dissemination
- Priorities and motivations to offer such programs

The 6 WW Program Categories were:

- Physical Fitness
- Nutrition and Weight
- Mental Health and Stress
- Parenthood
- Safety
- Non-Communicable Diseases

The online survey link was emailed to the Senior Leadership or Global Affairs Office and the office of employee health at each APRU member university. Respondents were asked to focus on programs specifically for employee health and well-being, not student programs or occupational safety programs.



THE SAMPLE

29 universities in 13 Asia-Pacific economies completed the survey

79.3%

PUBLIC UNIVERSITIES

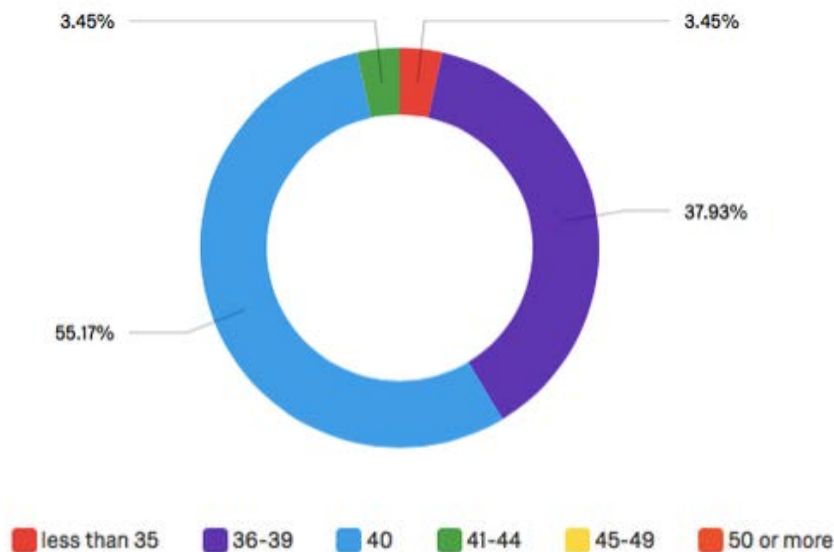
79.3%

HAD MORE THAN 20,000 STUDENTS

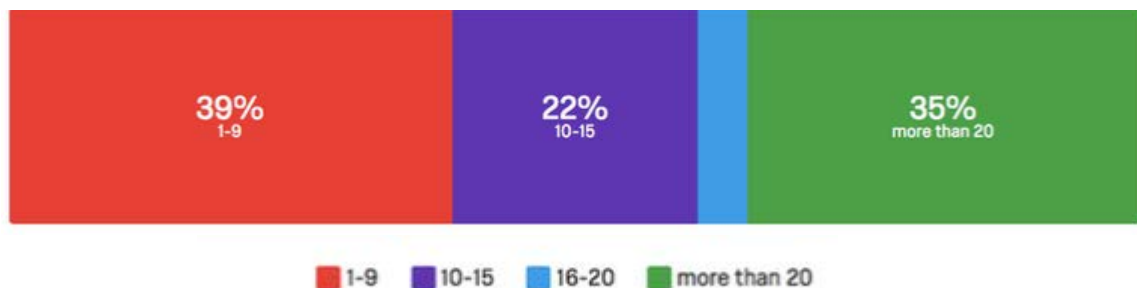
**Together they
represent more than
300,000 staff and
500,000 students**

HUMAN RESOURCES

How many annual vacation days/holidays are offered for employees on average?



How many annual sick days are offered for employees on average?



Are full-time employees provided health insurance?



HUMAN RESOURCES

Which services are available through employee health/medical insurance coverage?

78.6 % offer general psychological counseling

63.0 % offer substance abuse services

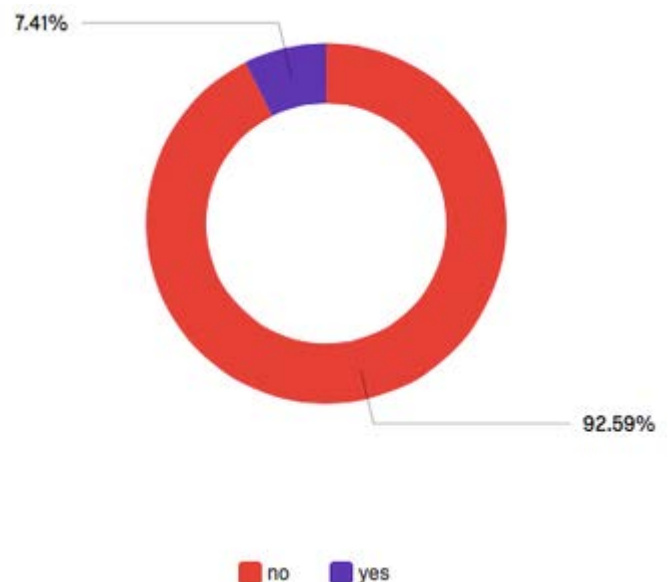
75.0 % offer dental care

75.0 % offer vision care

Do you require a physical exam/health evaluation as part of the hiring process?



Do you offer any financial incentives in terms of salary bonuses or discounts on health insurance for employees with excellent health or low health risk?

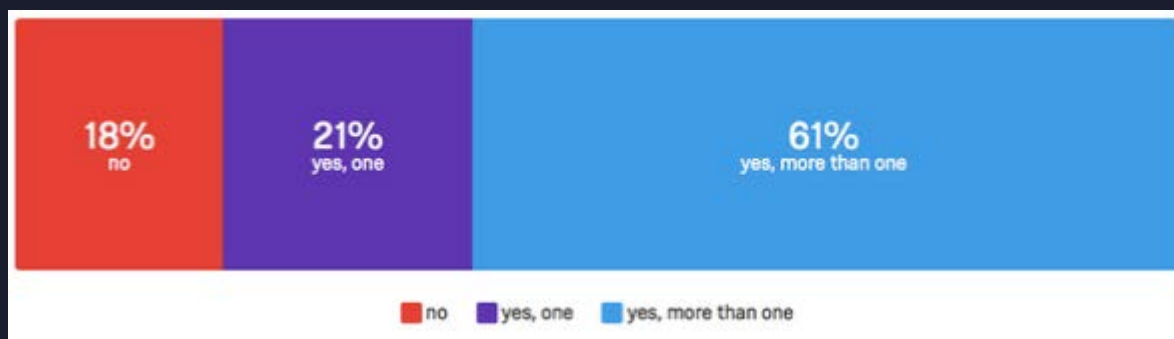


WORKPLACE WELLNESS POLICIES

Do you offer protected time for employees to engage in regular health-related activities during the work week, such as health screening, yoga, etc?



Is there a dedicated, paid employee/team responsible for workplace wellness programs?

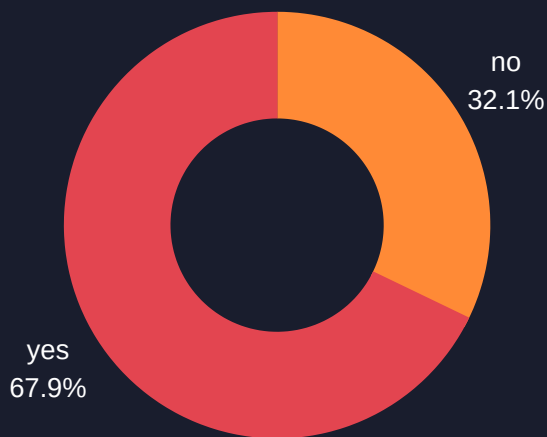


Who has the most decision-making power about WW at your university?



WORKPLACE WELLNESS POLICIES

Do you have a dedicated employee health/well-being website for employees?

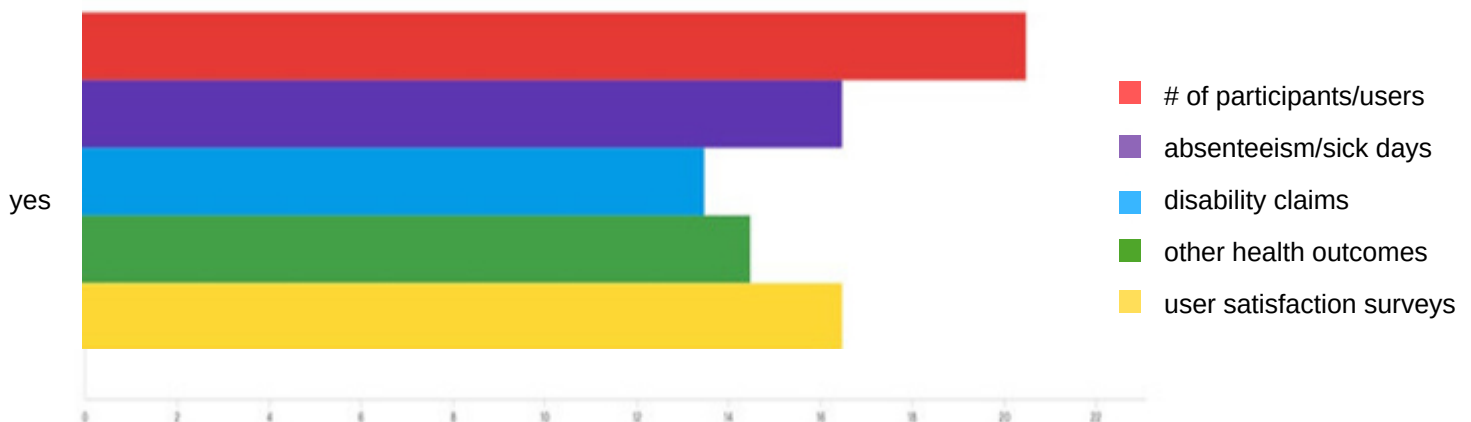


Which of these do you use for health and well-being activities, education or information for employees?

30%
used mobile applications

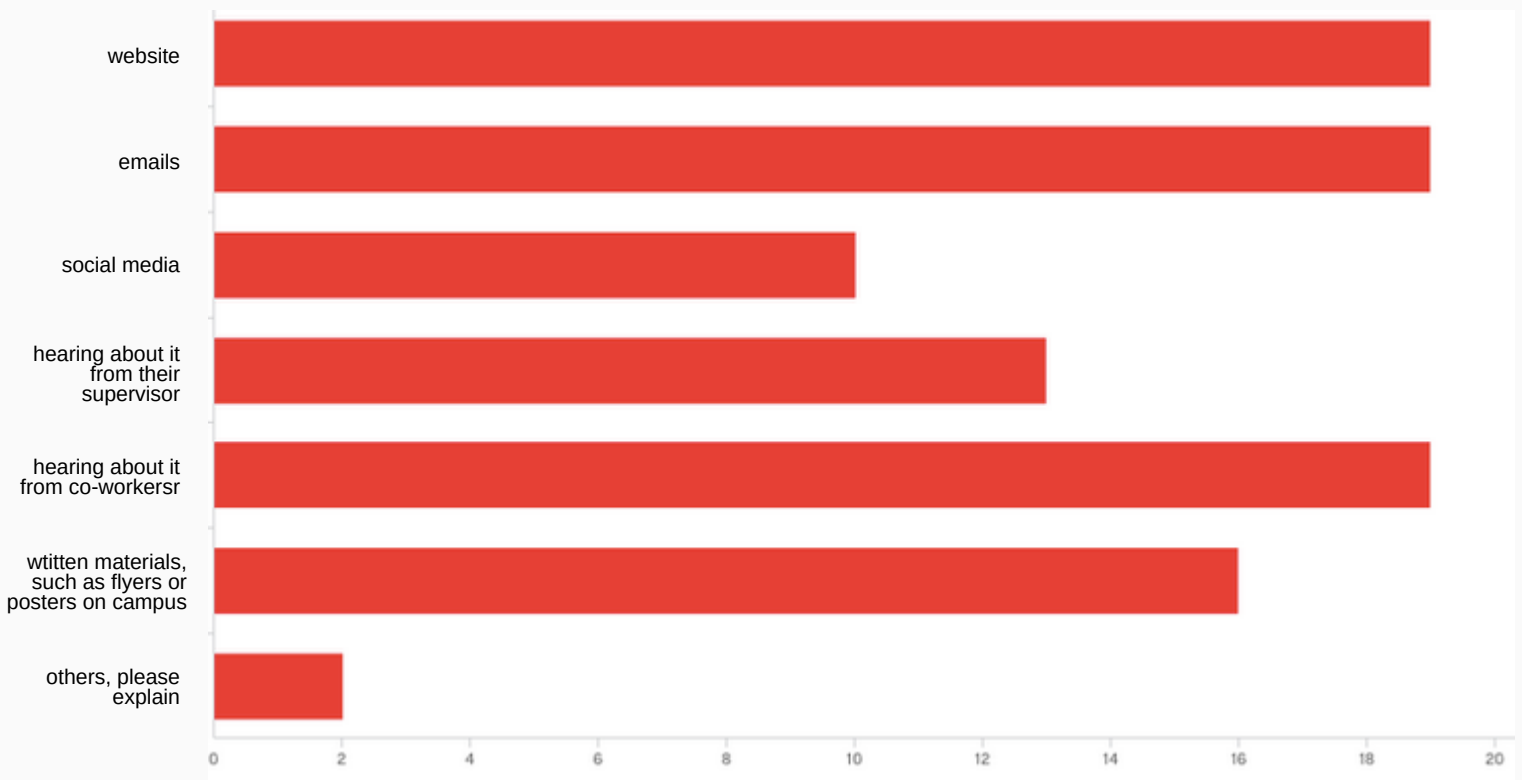
34.8%
used text/SMS social media sites

Do you collect any of the following data to measure the impact of your WW programs?

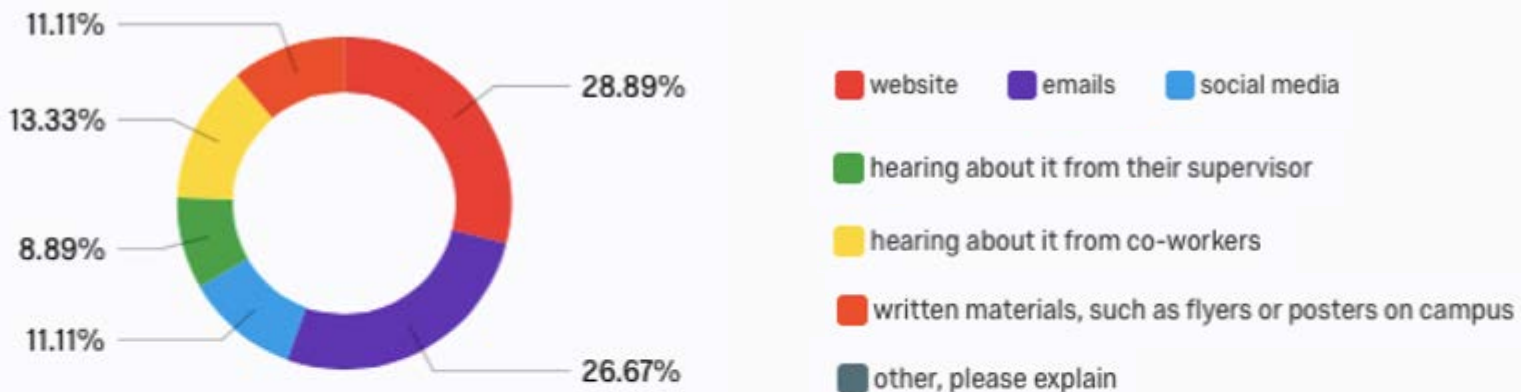


WORKPLACE WELLNESS POLICIES

How do you think employees access information about these programs?



What is the main way that they access information?



Key Points

- 86.2% have an allocated budget for employee health/well-being programs
- 52.8% of the employee health/well-being offices/programs were housed within the department of Human Resources
- 39% have 1-9 annual sick days offered for employees
- 59% of full-time employees are provided health insurance through the government
- 44% require physical exam as part of the hiring process for everyone
- 92% do not offer financial incentives for employees determined to have excellent health
- 67% do not offer protected time for employees to engage in regular health-related activities during the work week
- 61% report that there is more than one dedicated paid employee team responsible for workplace wellness programs
- 68% have dedicated employee health/well-being website for employees

Most thought employees access information about these programs through website, emails, or hearing about it from co-workers, and the main way they accessed this information was through websites.



MOTIVATIONS, PRIORITIES & CHALLENGES

Which is most important in terms of focus of your university employee health/well-being programs?

- ① Prevention and Management of Disease
- ② Promotion of Healthy Lifestyle
- ③ Well-being/Happiness/Satisfaction

Rank the importance of these topics in terms of your employee health/well-being programs:

- ① Chronic Diseases
- ② Physical Fitness
- ③ Mental Health/Stress
- ④ Diet/Nutrition
- ⑤ Smoking Cessation
- ⑥ Safety/Violence Prevention

Rank the main motivations of your university to offer employee health/well-being programs:

- ① Improve employee morale/engagement
- ② Improve Workplace Safety
- ③ Reduce employee absences due to sickness or disability
- ④ Improve Employee Productivity
- ⑤ Reduce healthcare/Insurance Costs

MOTIVATIONS, PRIORITIES & CHALLENGES

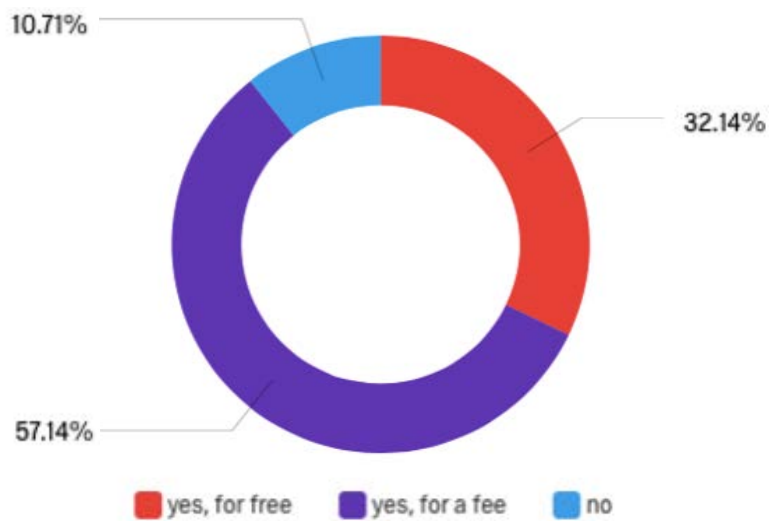
What are the biggest challenges
you face in providing Workplace
Wellness programs?

engagement
leadership
resources
buy well staff
participation
employee
budget

PHYSICAL ACTIVITY



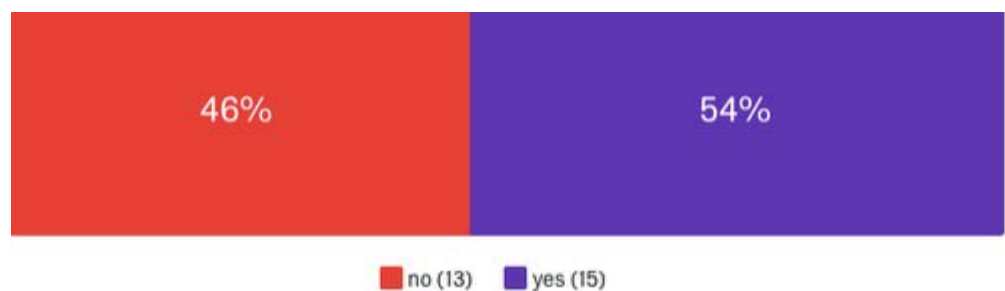
Are gyms available on campus to employees?



Are fitness classes available for employees?



Do you sponsor fitness challenges for employees?



Exercise is Medicine

University of Hong Kong (HKU)

HKU's Centre for Sports and Exercise (CSE) is charged with enhancing sport, recreation, and health and fitness amongst student and staff populations. CSE has organized several health initiatives, such as "Exercise is Medicine" month and the HKU Walking Challenge.

EXERCISE IS MEDICINE (EIM) MONTH

Every day throughout EIM month features free activities, such as workout classes, team sports, and fitness assessments. The Reward Scheme aims to encourage staff participation: points are awarded for which can be used to redeem EIM souvenirs like free one-on-one training and various sports-related gifts.

"WALKING AROUND THE WORLD" CHALLENGE

The Walking Challenge unites the HKU community under the objective of walking together. A goal number of steps is set during EIM month, and participants walk to reach that goal. In October 2018, the challenge expanded to involve over 1500 people from more than 17 countries and amassed 463,447,412 steps—equivalent to walking 7 times around the world.

Read more: <https://www.eim.cse.hku.hk>

Contact: activihp@hku.hk



No Sports, No Tsinghua

Tsinghua University

Since its founding in 1911, Tsinghua University has made sports an important school tradition and a part of the curriculum, and participation in sports has become a prominent aspect of the university's culture.



ESTABLISHING A CAMPUS CULTURE TO PROMOTE PHYSICAL ACTIVITY

In November 1957, President Jiang Nanxiang put forth a slogan at the Tsinghua's Sports Cadre Conference: "To work healthily for 50 years for our beloved motherland." The slogan continues to hold a positive and broad impact in the Tsinghua community. The university educates people on the importance of physical activity for health, and the sports culture has promoted active lifestyles. The emphasis on sports is an integral part of the community's identity and school spirit.

Read more:

<http://www.tsinghua.edu.cn/publish/thu2018en/index.html>

<http://www.thsports.tsinghua.edu.cn/publish/sportsen/2026/index.html>

Contact: overseas@tsinghua.edu.cn

Steptember

University of Sydney



The University of Sydney works in partnership with the Cerebral Palsy Alliance to host "Steptember" an annual charity event that challenges teams of 4 people to take 10,000 steps a day for 28 days straight.

HELPING KIDS WITH CEREBRAL PALSY

The sponsorship of friends, family, and colleagues help to motivate participants to achieve their daily 10,000 steps goal—the daily recommended minimum for a healthy, active person. Every dollar raised in Steptember helps to pay for equipment, services, care, therapy, and research for cerebral palsy.

Read more: <https://www.steptember.org.au>
Contact: Julia.cohen@sydney.edu.au

PHYSICAL ACTIVITY

SPOT LIGHTS

Healthy Campus Network University of California, Davis

The Healthy Campus Network at UC Davis is an initiative across the University of California system to make the UC schools the healthiest place to work, learn, and live. It focuses on a variety of aspects of health, including nutrition, physical activity, and smoking.



FIT BREAK

A fitness instructor leads 15-minute stretching and movement exercises to employees in the school's departments.

Read more: <https://healthy.ucdavis.edu/physical-activity/fit-break>

Contact: rvillaluz@ucdavis.edu

ACTIVE AGGIES MOBILE

Group exercise classes during lunch hour at two different locations on the campus are held to improve fitness class accessibility and convenience. Participants practice yoga and body weight circuit training.

Read more: <https://healthy.ucdavis.edu/physical-activity/mobile-fitness>

Contact: sbrezing@ucdavis.edu

Healthy Campus Network University of California, Davis

WALKING PATHS

In 2018, the campus created 118 marked walking paths on a corresponding map and an educational campaign for students, staff, and faculty to emphasize the importance of walking. The layout of the paths makes it more feasible for individuals across campus to access a conveniently placed 1-mile walking loop.



Read more:
<https://healthy.ucdavis.edu/physical-activity/walk>

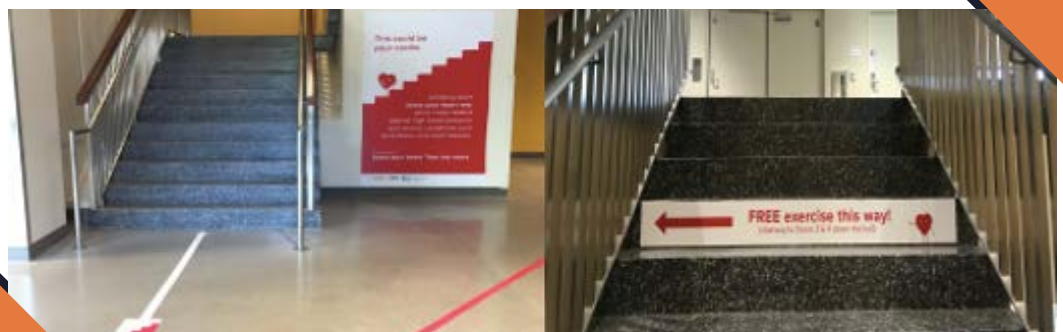
Contact:
shathompson@ucdavis.edu

STAIRWELL PROJECT ("Take the Stairs!")

A project focused on encouraging people to take the stairs rather than the elevator as a simple way to integrate healthy movement into their day through signage at heavy-traffic elevators to prompt stair usage.

Read more:
<https://healthy.ucdavis.edu/articles/physical-activity/take-the-stairs>

Contact: hgastellum@ucdavis.edu



Nutrition / Weight

Does your university have specific policies regarding nutrition at restaurants/cafeterias on campus?



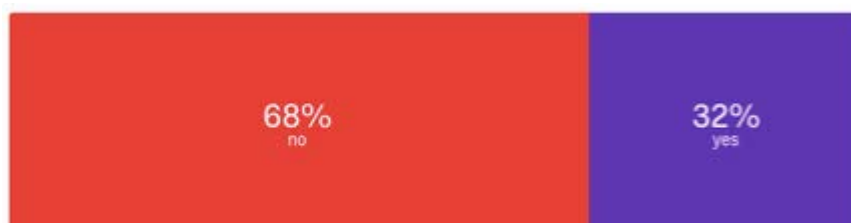
Do you offer any weight loss competitions, challenges or other incentives for employees?



Do you offer weight reduction/management meetings or counseling for employees?



Do you have written/online information or resources about healthy weight?



PHYSICAL ACTIVITY NUTRITION

64.3% of universities have specific policies regarding nutritional requirements for restaurants/cafeterias on campus

39% offer weight reduction/management meetings or counseling for employees

68% do not offer written or online education materials or resources on weight

4% offer weight loss competitions, challenges or incentives for employees

57% have gyms available for a fee

85% have fitness classes available to employees

POINTS
KEY

NUTRITION / WEIGHT

FOOD, FITNESS, & WEIGHT CONTROL UNIVERSITY OF HONG KONG (HKU)

FOOD FITNESS CAMPAIGN

The Food Fitness Campaign aims to promote healthy eating and to encourage regular physical activity to HKU staff. During the annual, week-long campaign, the university hosts exhibitions on achieving a healthy diet, free blood tests, and personalized advice on diet and exercise. The website also provides information on how to eat well.

Read more: http://www.uhs.hku.hk/he/food_fitness/main.html

WEIGHT CONTROL PROGRAMME

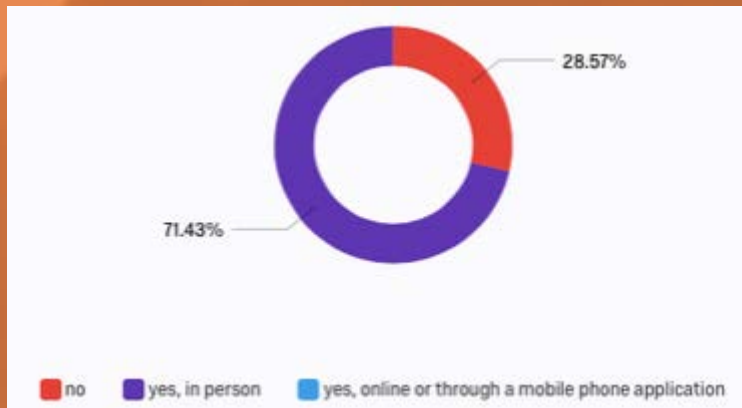
A six-month program targeted at staff who are overweight or obese offers individualized, practical advice and guidance on nutrition and exercise. The program aims to help participants develop lifelong strategies for healthy weight control, which plays a vital role in the prevention of chronic illnesses.

Read more: <http://www.uhs.hku.hk/he/wpc.php>

Contact: uhshe@hku.hk

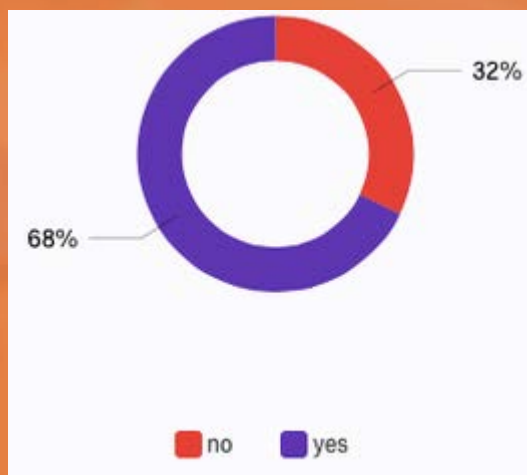


STRESS & MENTAL HEALTH



Do you offer yoga/meditation classes for employees?

Do you offer areas for quiet time/rest, such as green spaces, etc?



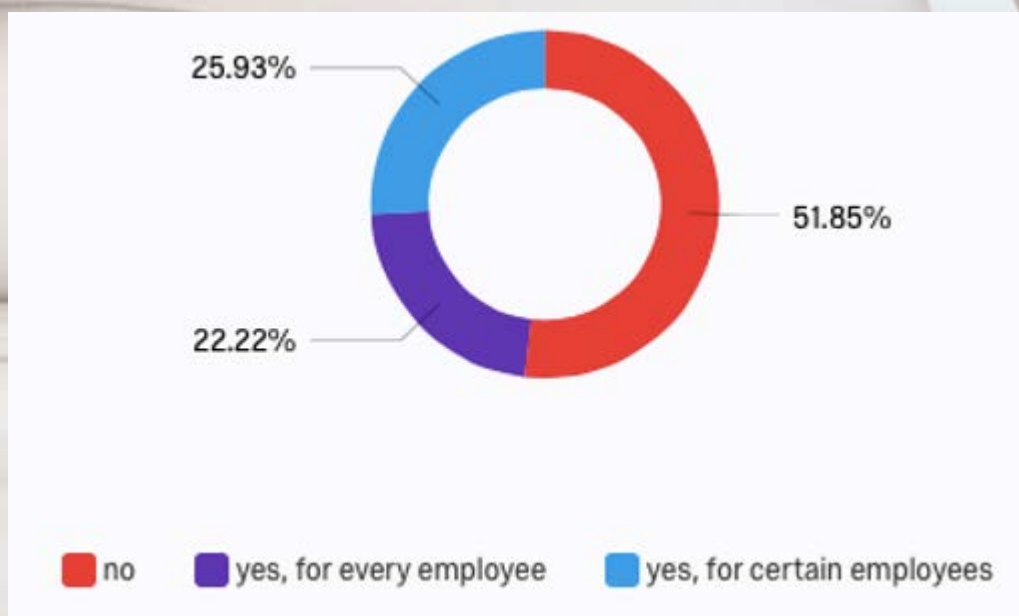
Do you offer any recreational programs for employees on campus, such as ping pong, badminton, volleyball, billiards, etc.?

Do you have any programs that specifically address adequate sleep?



STRESS & MENTAL HEALTH

Do you have any screening programs for depression or other mental health issues among your employees?



STRESS & MENTAL HEALTH

71% offer yoga/meditation classes for employees

75% offer areas for quiet time/rest such as green spaces

68% offer recreational programs for employees

21% have programs that specifically address adequate sleep

52% do not have screening programs for depression or other mental health issues among employees



STRESS & MENTAL HEALTH

UNIVERSITY OF SYDNEY

WELL-BEING CHAMPIONS

Staff are nominated to become "Well-being Champions" who help to increase awareness of and participation in the various health and wellness programs.

HEALTHY MINDS AT WORK

Workshops that help develop crucial and highly valuable skills needed to contribute to a mentally healthy workplace. Some course topics include: "Interpersonal Dynamics," "Practical Resilience," and "Workplace Mental Health Essentials."

MINDFULNESS TRAINING

Website contains downloadable audio tracks to help staff practice mindfulness, which has been shown to enhance cognitive performance; improve relationships and overall wellbeing; reduce stress, anxiety, and depressive symptoms; and increase resilience and peace of mind.

Read more:

<http://sydney.edu.au/whs/wellbeing/champions.shtml>

Contact:

julia.cohen@sydney.edu.au



STRESS & MENTAL HEALTH

NATIONAL UNIVERSITY OF SINGAPORE (NUS)

WORLD MENTAL HEALTH DAY

The NUS University Health Centre (UHC) hosts talks, workshops, and contests throughout the month of October for students and staff. Topics at lectures include discussions on depression, and there are workshops for relaxation, yoga, and art therapy. UHC also runs an annual Mental Health Promotion Programme with exhibitions and talks on various topics. Game booths, online quizzes, and guest performances are also arranged for participants.

WELLNESS WEDNESDAY PROGRAMME

Quarterly event created for staff to raise well-being awareness on campus. It uses a holistic approach tailored to engage employees to take ownership of their health, learning to recognize signs, and actively seeking to manage their individual well-being.

For more information:
<http://www.nus.edu.sg/uhc/activities/all-events/details/wellness-wednesday>

UNIVERSITY HEALTH CENTRE PROGRAMMES AND ACTIVITIES

The University Health Centre organizes many wellness and health-related programmes and activities. Event information is posted on a website.

For more information:
<http://www.nus.edu.sg/uhc/activities/all-events>

Read more:

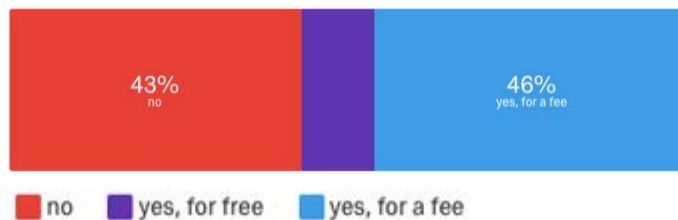
<http://www.nus.edu.sg/uhc/>

Contact: uhc_wellness@nus.edu.sg

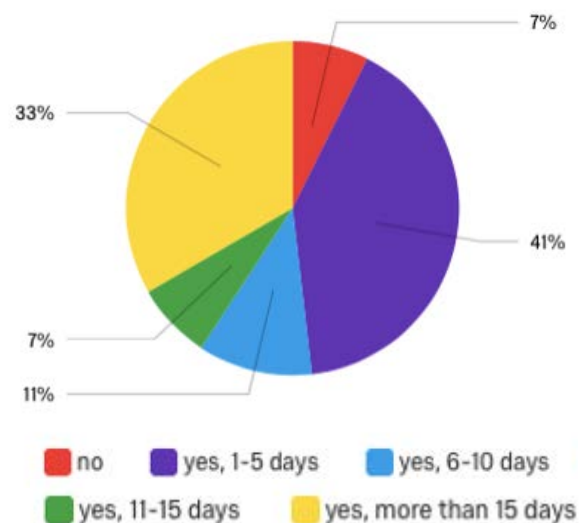




Do you offer on-site childcare for employees?



Do male employees have paid paternity leave? If so, for how many days?



KEY POINTS

PARENTHOOD

61% provide breastfeeding support for women who are working

41% report 16 or more weeks are covered with pay for maternity leave

41% report 1-5 days are covered with pay for paternity leave

46% offer on-site childcare for employees for a fee

59% do not offer programs relating to domestic violence prevention or support

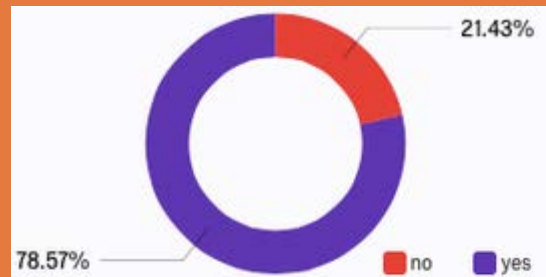


SAFETY

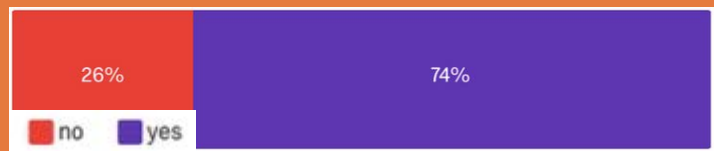
Do you offer any programs relating to workplace violence, such as stalking, sexual harassment, sexual assault, etc.?



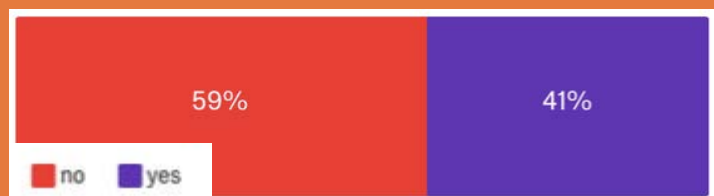
Do you have specific written policies regarding discrimination or hate speech against employees (such as policies against discriminating based on sexual orientation, gender, disability, ethnicity, etc.)



Is there a designated employee to handle investigation of claims for sexual harassment or discrimination?

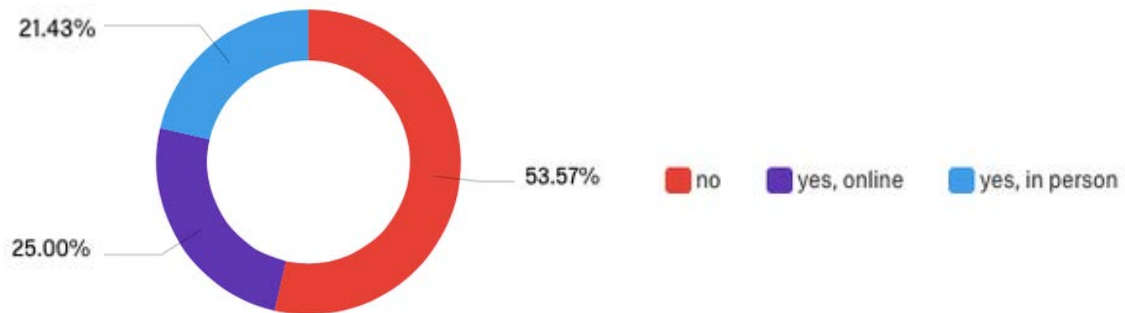


Do you offer any programs relating to domestic violence prevention or support?



SAFETY

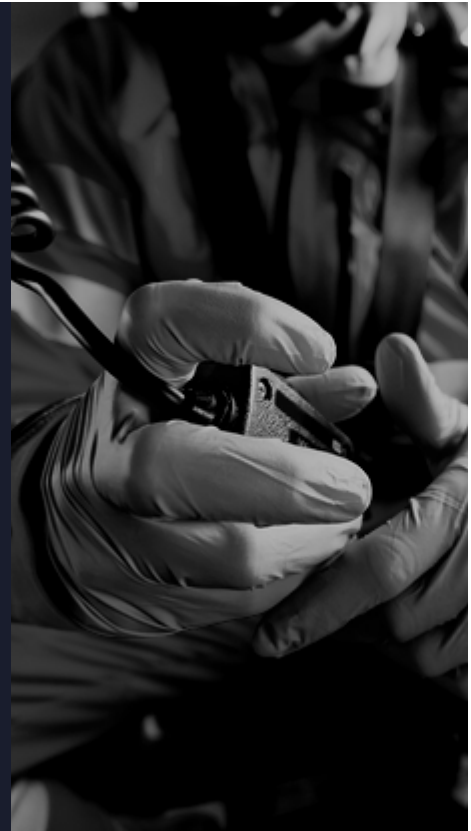
Do you have mandatory sexual harassment training for employees? If so, is it online or in person?



Do you offer on-campus disaster preparedness training, such as earthquake drills, CPR training, evacuation plans, etc?

89% offer training

Do you offer any other programs in terms of safety for employees (emergency phones on campus, campus police walking employees to their cars, etc.)?



KEY POINTS

SAFETY

56% offer programs relating to workplace violence

79% have specific written policies regarding discrimination or hate speech against employees

74% reported there is a designated employee to handle investigation of claims for sexual harassment or discrimination

59% do not offer programs relating to domestic violence prevention or support

54% do not have mandatory sexual harassment training for employees

89% offer on-campus disaster preparedness training

SPOTLIGHTS

UNSW SYDNEY

The University of New South Wales (UNSW) Sydney has a Domestic Violence Support Policy to assist and support all staff experiencing domestic violence. The Policy supports members who are directly experiencing or is supporting a person experiencing domestic violence.

DOMESTIC VIOLENCE LEAVE

Staff may be approved for paid Domestic Violence Leave (up to 10 days), Sick Leave, Carer's Leave, and Compassionate Leave. Individuals may also take other forms of leave, such as Leave Without Pay, Annual Leave, and Long Service Leave.

FREE CONFIDENTIAL COUNSELING

The University provides counseling services without cost to domestic violence victims via the Employee Assistance Program. Individuals can meet with professionals for face-to-face counseling or contact them through telephone or Live Chat support.



OTHER SUPPORT SERVICES

Staff can request payment of wages into another bank account or into multiple accounts. Flexible work arrangements, such as variations to start and finish times. Change work location, telephone number, and email address.

Read more:

<https://www.gs.unsw.edu.au/policy/documents/domesticviolencepolicy.pdf>

Contact: safety@unsw.edu.au

SPOTLIGHTS

KOREA UNIVERSITY

SAFETY BELLS INSTALLED IN WOMEN'S RESTROOMS

Safety bells are installed in all women's restrooms across campus, and those who push the bell can expect immediate response from campus police. Additionally, the government of Korea mandates that every company, including universities, have annual sexual harassment education, which includes topics such as gender equality. The class is offered in-person and online and takes about 30 minutes.

Contact: valor13@korea.ac.kr



SPOTLIGHTS

UNIVERSITY OF SOUTHERN CALIFORNIA (USC)



SAFE RIDES WITH CAMPUS CRUISER

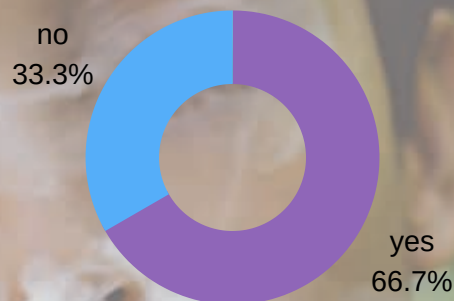
The University of Southern California offers ride services through USC's Campus Cruiser to service students, post-docs, and staff at the UPC (Main Campus) and HSC (Health Sciences Campus). Users can arrange a ride between 5 pm and 2 am without cost. The service works similar to Lyft or Uber, where the user enters their pick-up and drop-off destinations within service boundaries and are picked up by Campus Cruiser drivers in clearly marked vehicles.

Read more: <https://transnet.usc.edu/index.php/campus-cruiser-program/>

Contact info: usc.transportation@usc.edu

NON-COMMUNICABLE DISEASES

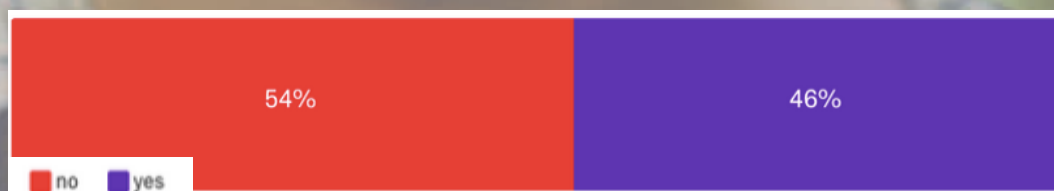
Is alcohol served on your campus (for example, at the university club or on-campus bars or restaurants)?



Is your campus smoke-free?



Do you offer smoking cessation programs for employees who want to quit smoking?



SPOTLIGHTS

University of Southern California (USC)

HEALTHY CHOICE INCENTIVES

USC offers employees several healthy choice incentives to encourage individuals to be more mindful of their own health care.

TOBACCO-FREE CREDIT

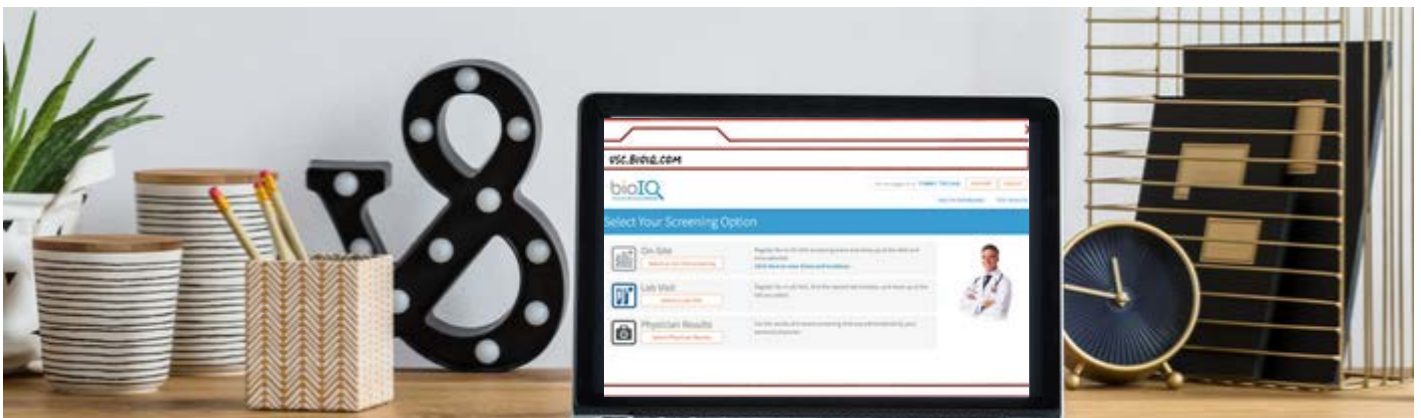
Staff and faculty have the option to "waive" or "enroll" in the tobacco-free credit. Individuals who do not use tobacco can "enroll" or commit to enroll in a tobacco cessation program, and they will receive a \$25 reduction per month in paycheck contributions for their medical plan.

HEALTH ASSESSMENT CREDIT: BioIQ

The two-step health assessment is provided through BioIQ, a company that manages wellness programs. Individuals first complete an online health questionnaire (i.e. lifestyle and health habits) and then an in-person health screening. The in-person screening checks BMI, cholesterol and triglycerides, blood sugar, blood pressure, and waist-to-hip ratio. Individuals who complete the assessments by the deadline and are deemed to be in good health are eligible to receive reduced premium on their health insurance.

Read more: <https://employees.usc.edu/healthy-choices-incentives/>

Contact: uschr@usc.edu



KEY FINDINGS

Most Common Programs Offered:

- » Benefits package (vacation/sick time, family leave, health insurance)
- » Calorie counts on menus, healthy food choices on campus
- » Safety programs, such as earthquake & fire drills, CPR training, emergency phones or hotline numbers, security guards, campus police patrol
- » Physical fitness competitions, charity runs, intramural sports teams
- » Access to gym, classes, rest/recreation (green areas, sports)



KEY FINDINGS

Only 7.41% of universities offered financial incentives (such as discounts for health insurance or salary bonuses) for employees deemed to be in excellent health or low-risk.

Only 33% of universities offered protected time for employees to engage in health-related or WW programs.

Less than 35% of universities are using social media or mobile phone messaging to disseminate health information to employees.

Motivations to offer WW programming focused on employee morale. But this did not seem to align with actual programs, which was more focused on safety and compliance.

Many WW programs were not comprehensive or strategic but instead stand-alone programs focused on one key event or topic.

Data (such as participation in programs, user satisfaction, etc.) were not being routinely collected. It is unclear if the programs offered meet employees' needs and priorities.

The biggest challenges in offering WW programs were lack of employee engagement, limited budgets, and lack of engagement of the university leadership.

61% of universities offered breastfeeding support to new mothers but 42.9% offered no onsite child care.

53.6% universities had no mandatory sexual harassment training for employees. Of those that did, most were one-time training programs that were mandatory upon hiring and lasted an hour or less.

Only 23% reported screening programs for depression or other mental health issues for all employees, while 27% had programs for certain employees and one-half of universities had no such programs.

44% of universities had programs for workplace violence prevention, such as stalking.

Legislation is effective—many WW programs offered were mandated by law (such as sexual harassment, smoke-free campuses, family leave policies, etc.)

RECOMMENDATIONS

- Strategically design comprehensive, holistic WW programs that meet the needs of employees. Programs should promote overall employee health and well-being and employee morale, and not just focus on safety or reduced absenteeism.
- To increase employee engagement in WW programs, offer protected time for employees to engage in them.
- Utilize a range of methods for information, especially social media, websites, and SMS (mobile phone) messaging.
- Provide rewards and incentives for employees who have healthy lifestyles.
- Collect data in order to design effective WW programs and to evaluate their effectiveness. Disaggregate data by gender, employee title, etc.



RECOMMENDATIONS

- Offer smoking cessation programs and implement and enforce smoke-free campus laws.
- Provide additional breastfeeding support to new mothers and onsite child care.
- Include the importance of adequate sleep in WW information and programs.
- Implement regular, in-depth, mandatory sexual harassment training for all employees.
- Increase employee screening and resources for mental health issues, such as depression.
- Offer more programs for domestic & workplace violence prevention and support.



www.apruglobalhealth.org