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Report of Asia Best Workplace (Mainland China) 2019



ASIA BEST
WORKPLACE
亚洲最佳职场



Asia Best Workplace
(Mainland China)
Workplace and Employee Health and Wellbeing
Assessment Report 2019
(abstract)

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2019.12

01. Background

Health is the prerequisites for promoting all level development of human beings, is the basic condition for economic and social development, is also an important characteristic of prosperity of countries, and always the common pursuit of the majority of people. *The Constitution of the People's Republic of China* clearly required: protect health of all the people and improve health status of all the ethnics. Chinese government published *Healthy China 2030 Plan* in 2016, takes 'jointly building and sharing, promote health for all the people' as national strategy, and takes 'health in all policies, maintaining and protecting health of all the people' as a guiding principle, with particular emphasis on everyone is the first responsible person for own health and whole society should share the responsibility for health in order to allow people in different age and different places can enjoy health services and improve health.

Occupational population are important driving force for the rapid and sustainable development of economy and also the most vital, creative and productive resources of human society. The health of occupational population is not only related to individuals and families, but also is a key factor to improve economic and realize comprehensive development in the workplace. On the one hand, health problems of occupational people affect their working status and productivity ability, leading to the decline of production efficiency. On the other hand, it will cause economic losses because of health problems, resulting in an increased social burden.

China is a large labor force country. The labor force population was 805.7 million, 775.9 million people were employed, and employed population accounted for 55.6% of total population in 2018. For most of the workers they are employed more than half of their life period. Occupational health problems caused by exposure to all kinds of hazardous factors in workplaces are still serious. Under the background of social and economic development, upgrading and improve production technology, adjustment of industrial structure, new occupational health problems continue to occur, and physical and psychological problems caused illness and work stress have become a new occupational health challenge. In addition, occupational populations also face the problem of overweight and obesity, high blood pressure, hyperlipidemia and other health problems. Furthermore, smoking, lack of exercise, unreasonable diet and other unhealthy lifestyle is common among occupational population.

Workplace health promotion combine enterprise level health policy, health environment support and health service provision to reduce or eliminate the health hazards existing in the working environment, improve the coverage and utilization of preventive health care services, maintain and improve the health of the occupational population and to improve productivity. It can also fully reflect the concern for employees from company, increase the sense of belonging and job satisfaction, reduce the absence due to illness and improve the work efficiency.

The Initiative of Healthy China (2019-2030) listed occupational health protection as one of the 15 actions, which aims to effectively prevent and control the occupational diseases and improve occupational health. This action calls for individuals, employers and the government to take measures jointly to ensure the employers fulfill their primary responsibilities, maintain physical and mental health of all the workers and promote sustainable economic and social development.

AIA has successfully held *Asia Best Workplace* in Singapore, Malaysia, Australia and Hong Kong (China). Following the first event held in mainland China in 2018, the event continues this year to vigorously promote enterprises in mainland China to pay more attention to workplace health, help enterprises establish image of humanistic care, and to promote a win-win situation for both enterprises and employees.

Based on the information and data obtained from the *Asia Best Workplace (Mainland China)*, this evaluation report describes the overall situation of the participating enterprises in the aspects of workplace health and employees' health. This report will also try the best to provide the analysis for the enterprises participated based on 'Healthy China 2030 Plan' to help the enterprises understand the national policies better, improve their own workplace health policies and environment, promote the health of their employees and create the best workplace.



02. Data collecting

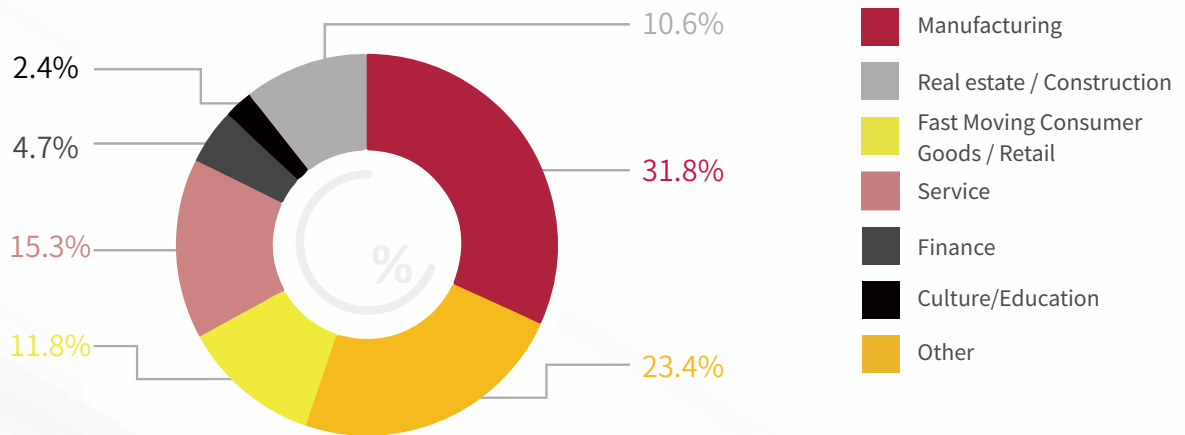
The workplaces in this survey were companies that volunteered to participate in the *Asia Best Workplace (Mainland China)* program.

Referred to the health-related survey tools of workplace and occupational population, the enterprise assessment questionnaire and employee health assessment questionnaire were designed and formally used for data collection after the discussion and revision by the project experts committee. Then, the electronic version of the questionnaire was generated by IPSOS. The enterprise evaluation questionnaire is completed and submitted by the representative of the enterprises (such as the director of human resources department). The electronic questionnaire was distributed to the employees by each enterprise, and employees responded the questionnaire anonymously under the principle of informed consent (Peking University Ethics Review number: IRB00001052-18055). The data were collected from June to September 2019, and a total of 14,953 employees participated in this study.

03. Results

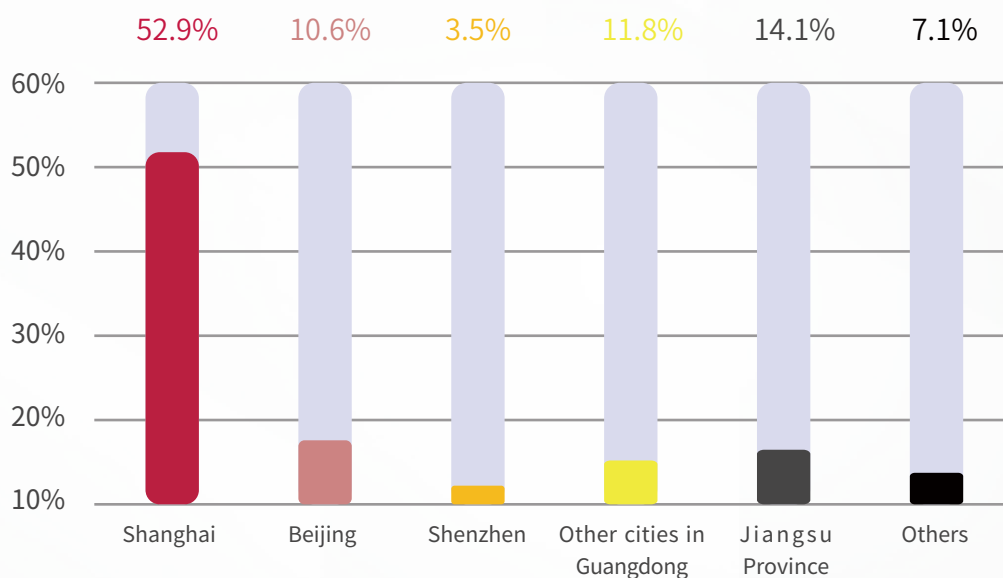
3.1 Results of enterprise survey

Industry distribution



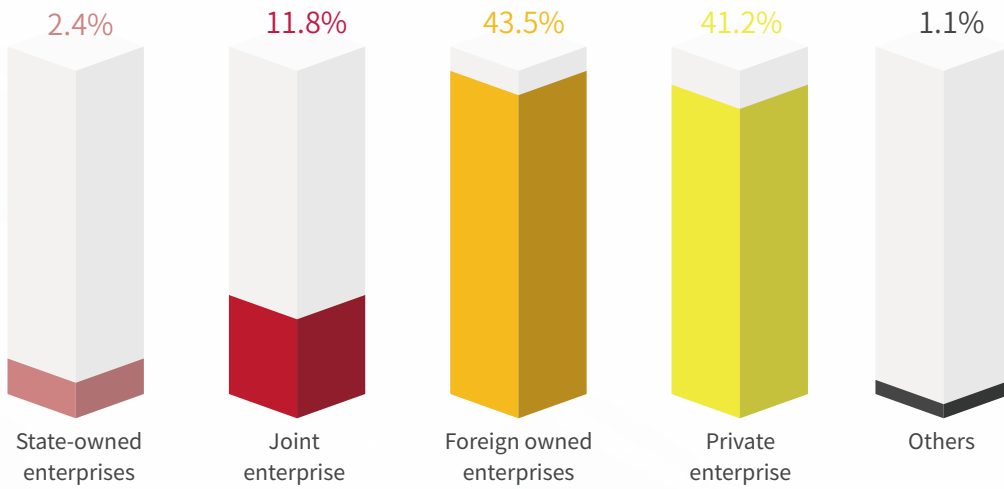
➤ The survey showed that manufacturing accounted for 31.8%, service industry accounted for 15.3%, and fast moving consumer goods / retail enterprises accounted for 11.8%.

Location of enterprises



➤ Participated enterprises were located throughout the country. The enterprises in Shanghai accounted for 52.9% and Jiangsu enterprises 14.1%.

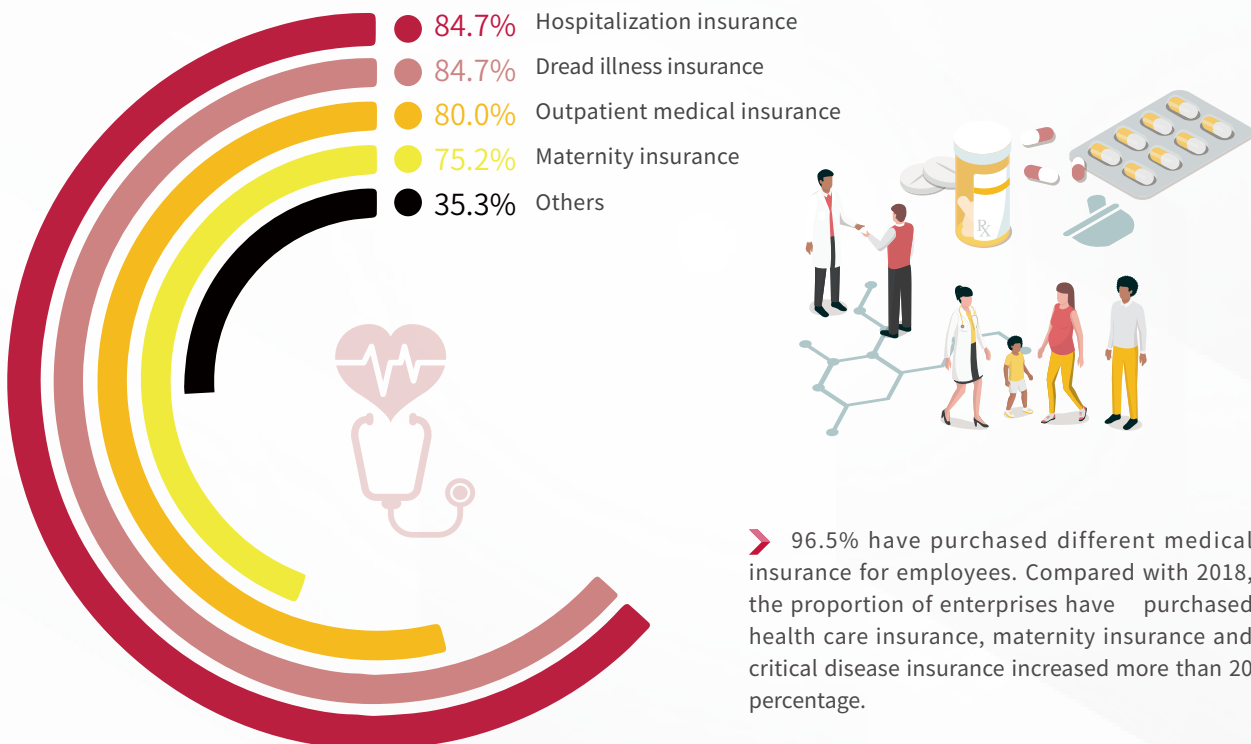
Nature of enterprises



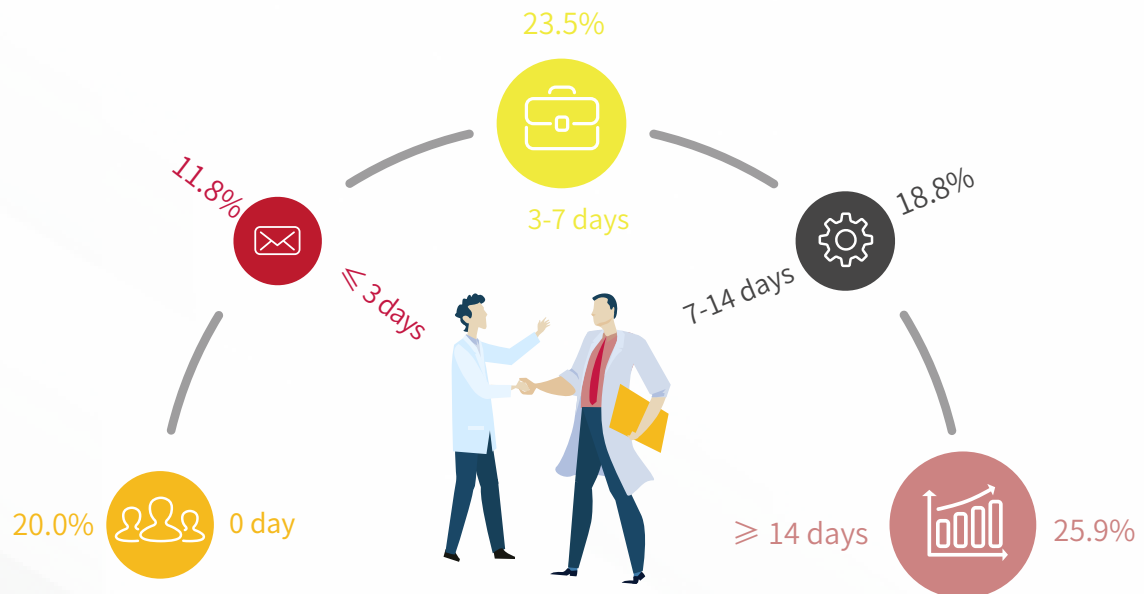
> The proportion of foreign companies was 43.5%, followed by private enterprises 41.2%.

3.2 Health policy

Health insurance for employees

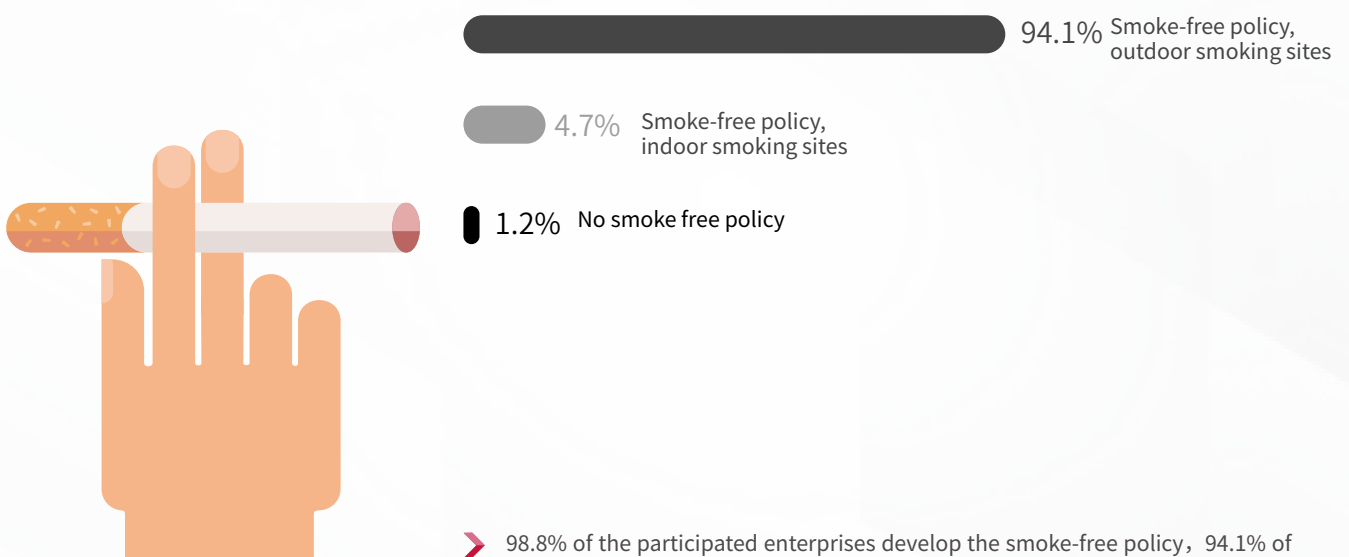


■ Paid sick leave policy



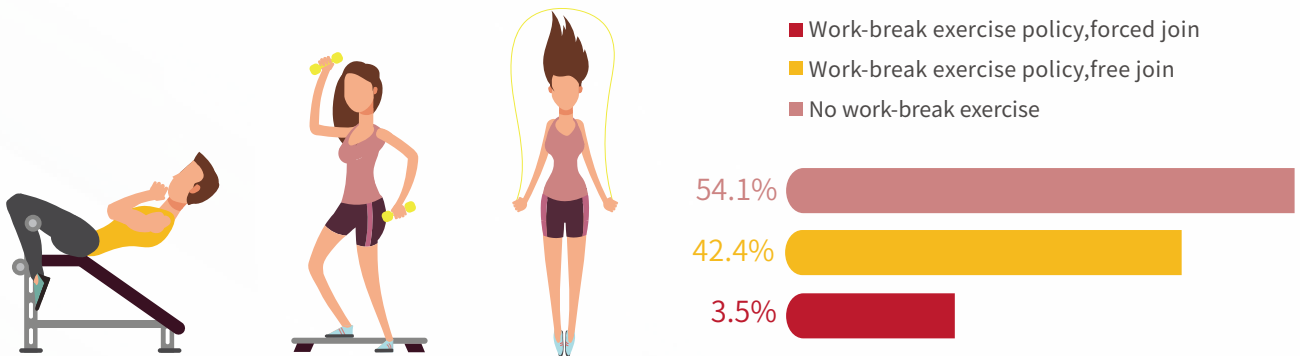
➤ 80% of the participated enterprises have the paid sick leave policy, and 44.7% of the enterprises have provided employees with one week or more paid sick leave.

■ Smoke-free policy

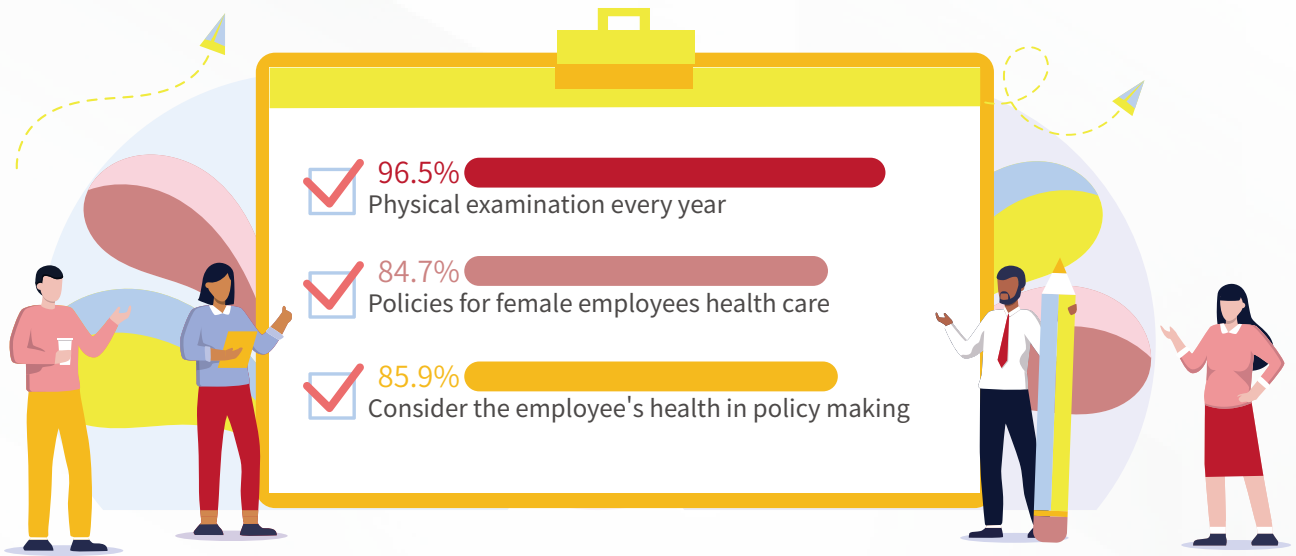


➤ 98.8% of the participated enterprises develop the smoke-free policy, 94.1% of the enterprises set a smoking sites outside the building.

Policy for work-break exercise



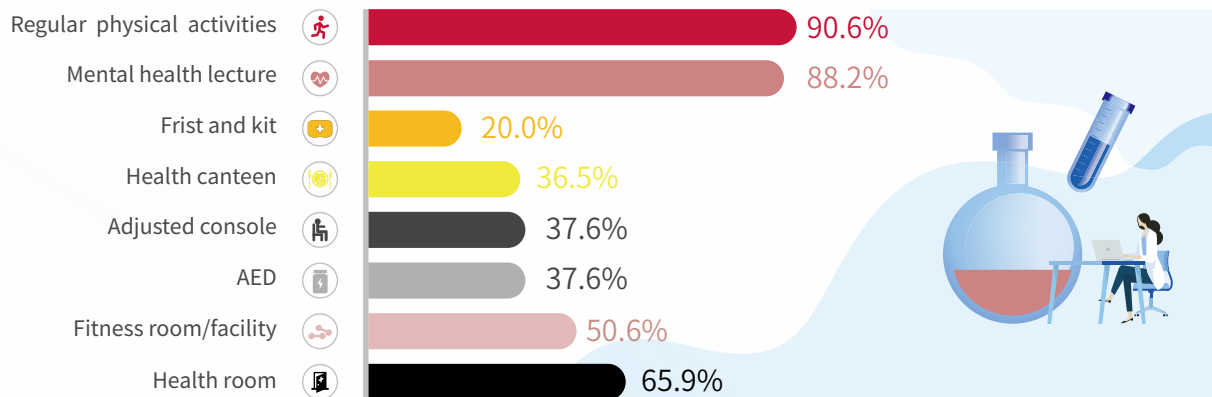
> In 2004, the State General Administration of Sports and the National Federation of Trade unions jointly issued a notice to promote work-break exercises in enterprises and public institutions in order to advocate enterprises and institutions to organize employees to join in more sports. However, only 45.9% of enterprises have implemented such policy.



- > Participant enterprises provided comprehensive health examination and female protection.
- > Planning Outline of Health China 2030 integrate health into all policies as an important guarantee for promoting the construction of healthy China. According to the survey, more than 80% of companies consider health influence when make policies. It shows that companies take health as a responsibility.
- > Compared with 2018, the proportion of companies which has make health policies increased, and the proportion of employees taking health into account in policy making has increased 11.3%.

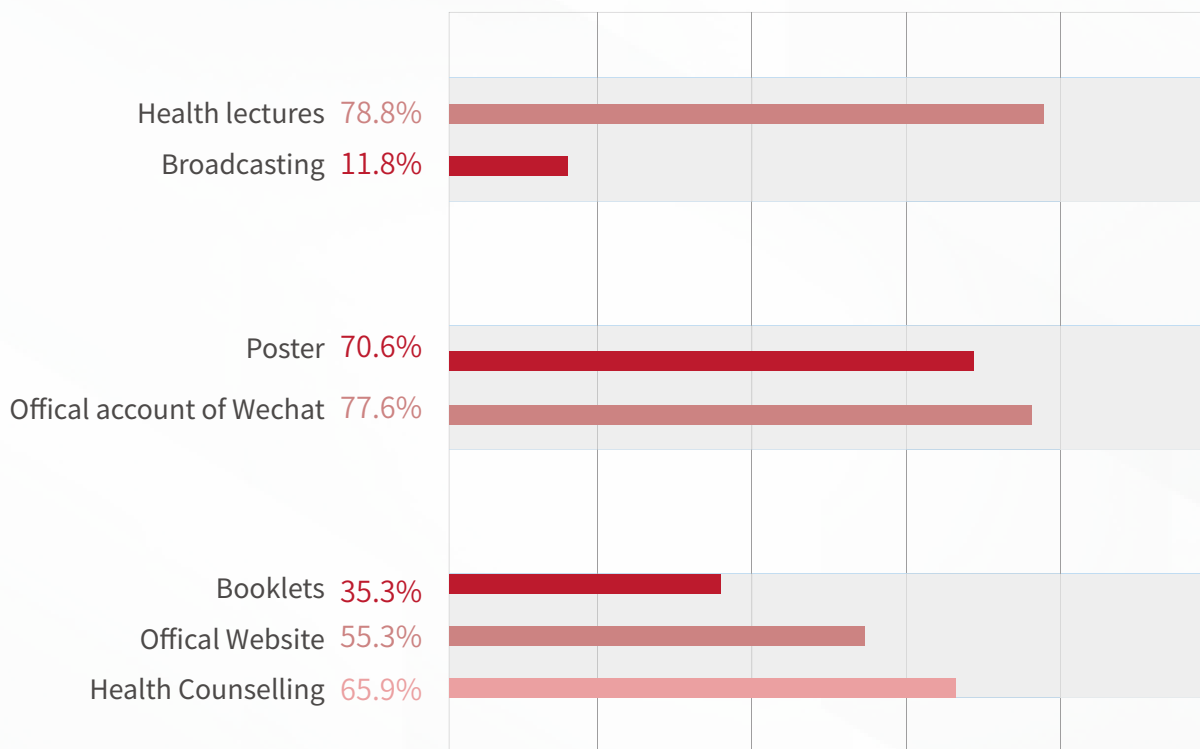
3.3 Healthy environment and service

Healthy environmental facilities and services



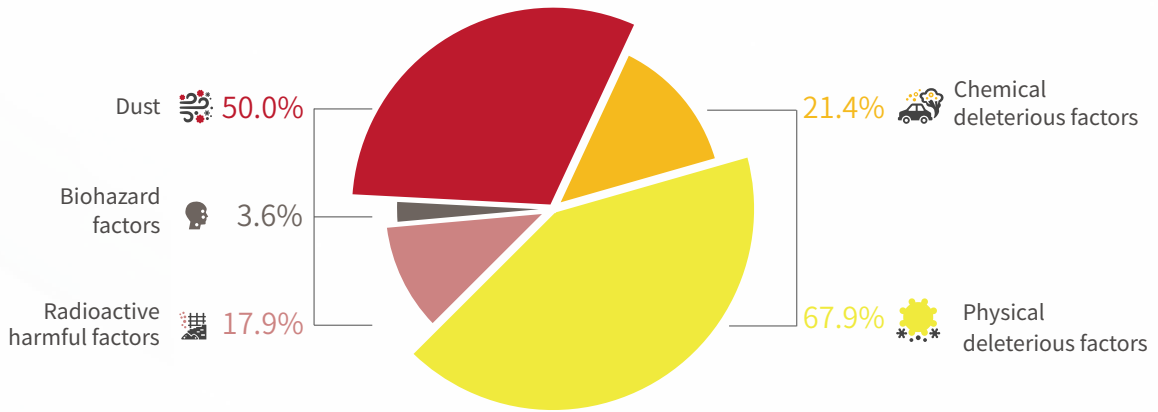
➤ All enterprises have set up health environment facilities. About 90% of enterprises have organized physical activities and mental health counseling services. The most common health environment facility is “health room” (65.9%); about one third of enterprises have built “health canteens”, adjustable console and automatic external defibrillators. The proportion of enterprises providing all kinds of health environment and services has increased compared with 2018, such as the proportion of enterprises that providing mental health counseling/lectures having doubled, the proportion of organizing physical activities and providing adjustable consoles having increased more than 20%.

Health education for employees



➤ 98.8% of enterprises conducted health education to their employees in various forms. Health lecture, WeChat and posters are most three common ways to carry out health education.

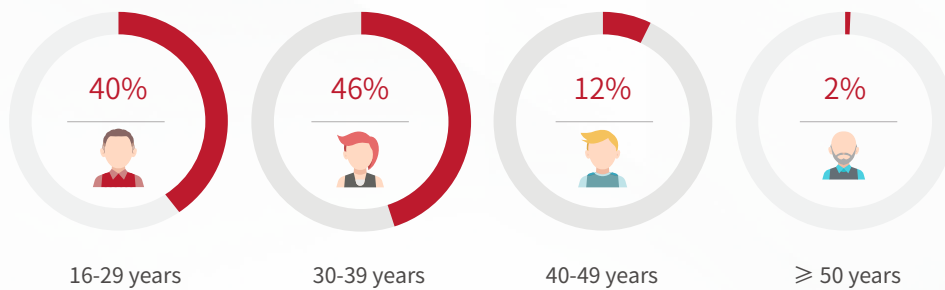
Occupational hazardous factor



- > According to the Classification and Catalogue of Occupational Diseases, 32.9% of the enterprises have occupational hazard factors, the first three leading occupational hazard factors are physical deleterious factors, dust and chemical deleterious factors.
- > For the enterprises reported occupational hazards, 23.5% of them have established more than 10 occupational health protection policies.

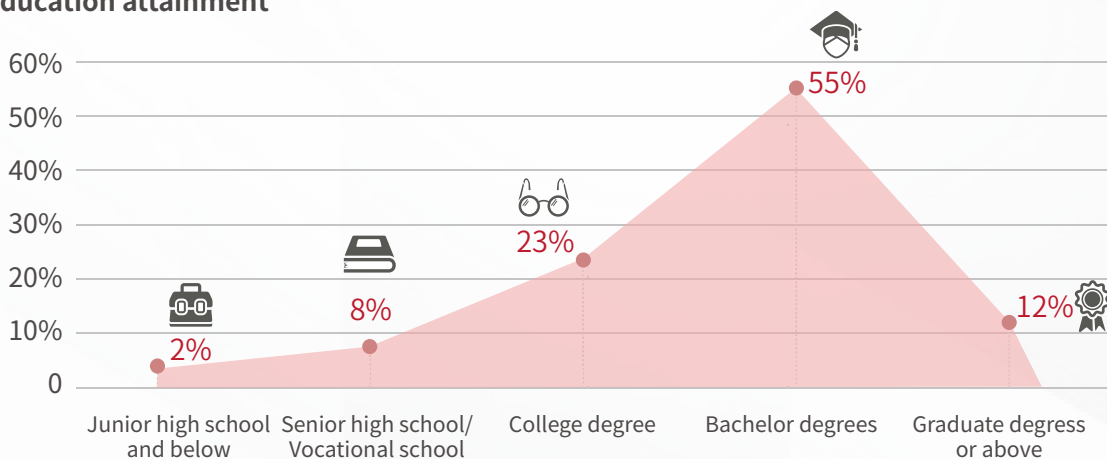
3.4 Characteristics of employees

Gender and Age distribution

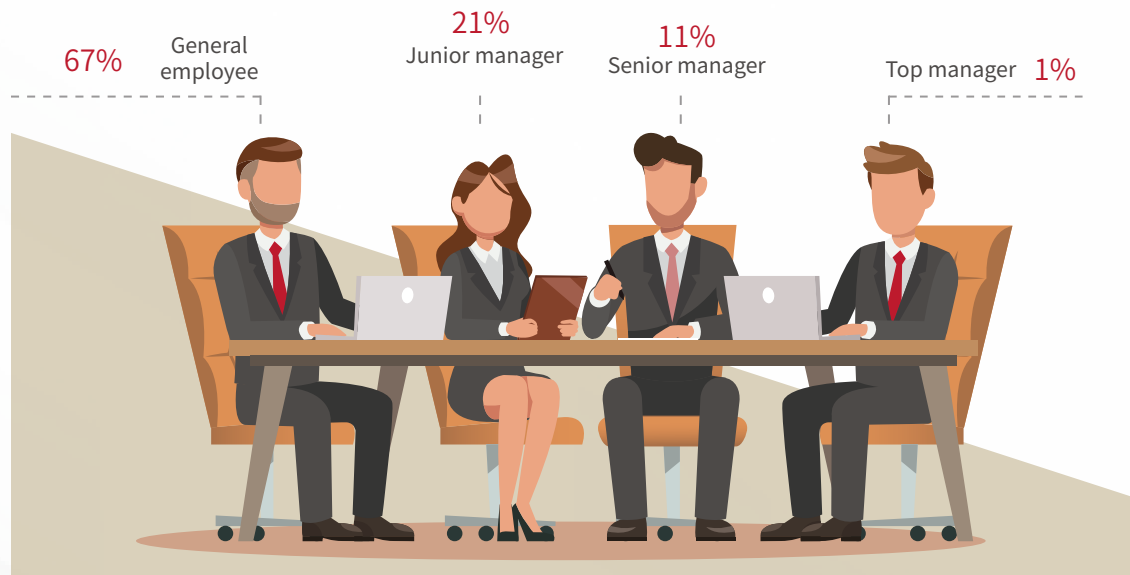


- > Among the subjects, 48.2% were male and 51.8% were female. The average age was 31.9 years old, with 86% of employees under the age of 40, 95.5% of those were Han nationality.

Education attainment

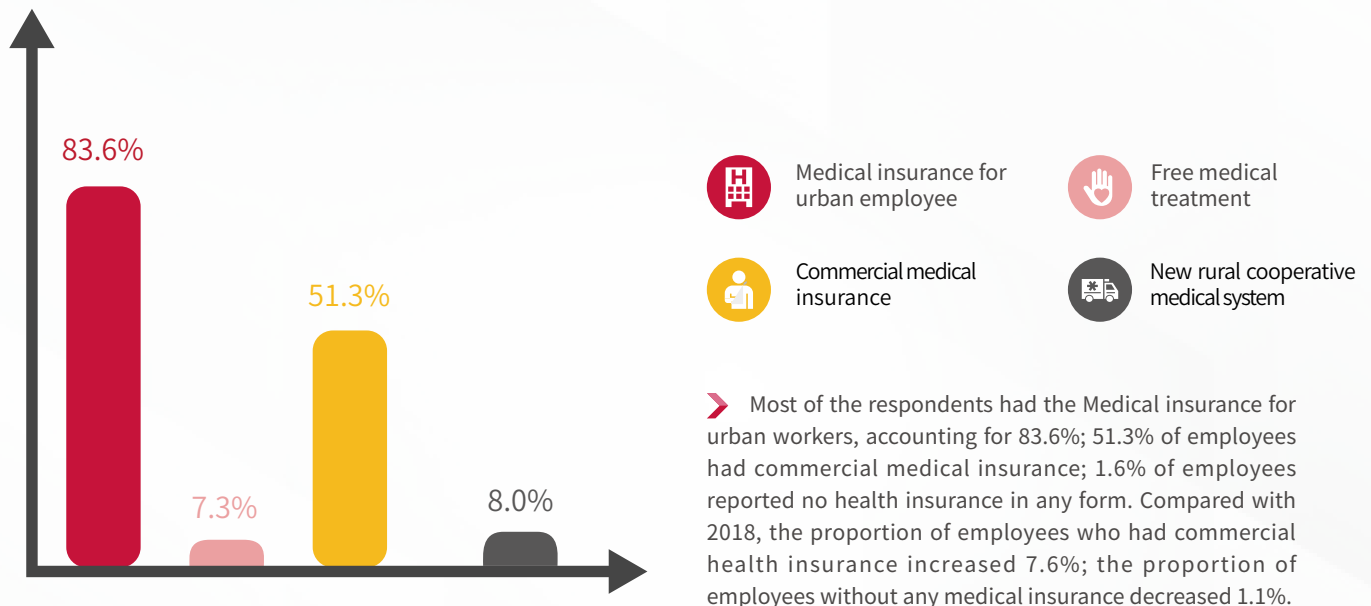


Position of employees



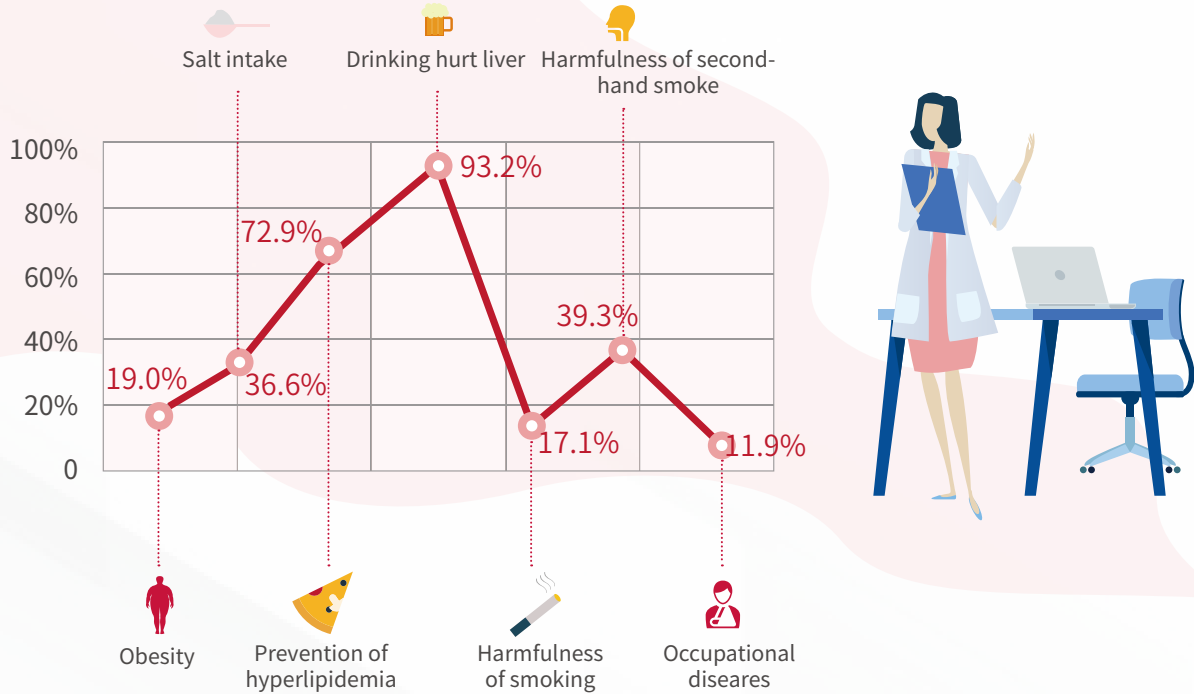
➤ Of the respondents, 66.8% were junior staff, and about 12% of the respondents were middle or senior managers.

Medical insurance

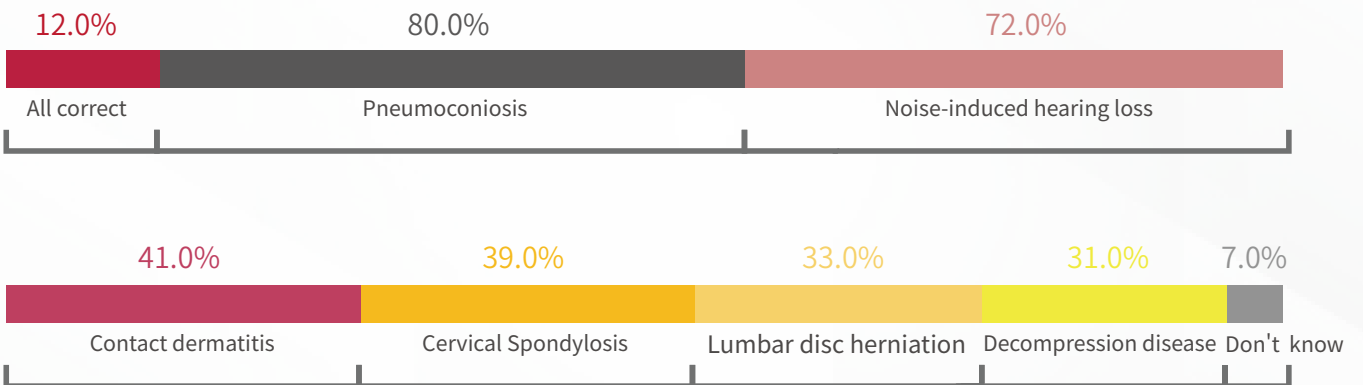


3.5 Health knowledge, awareness and belief

Health knowledge and awareness



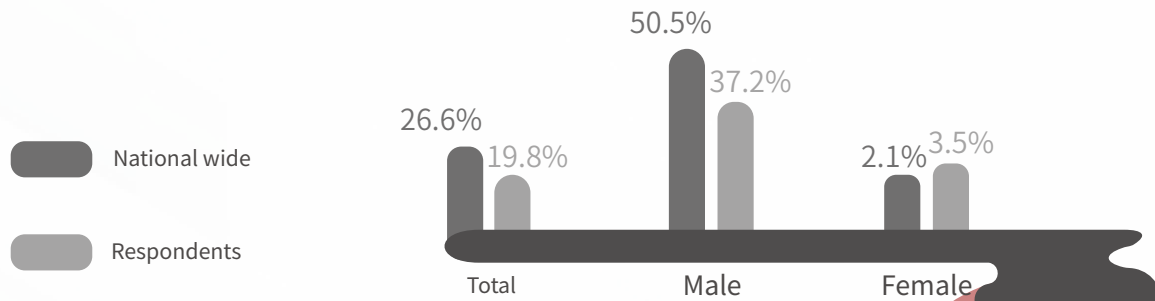
> The awareness of harmfulness of alcohol consumption and how to prevent hyperlipidemia were at the highest level among the employees. However, the correct answer rates of obesity, tobacco hazards and occupational disease were less than 20%. For occupational diseases, the correct answer rate of pneumoconiosis and noise-induced deafness were relatively high, but the awareness of whether the neck, shoulder, waist and back pain are occupational disease were less than 40%.



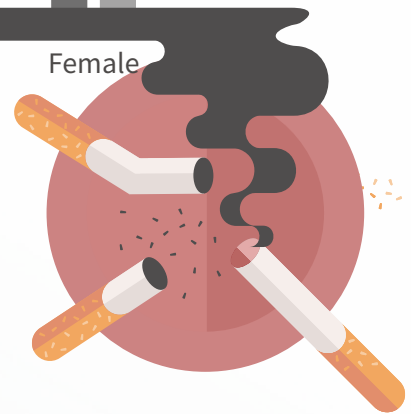
> The health awareness of employees reflected the fact that employees actively sought health information, with an average score of 3.20 points (full score of 5 points), and the health belief reflected employees confidence in adoption of healthy behavior, with an average score of 7.78 points (full score is 10 points).

3.6 Health behavior

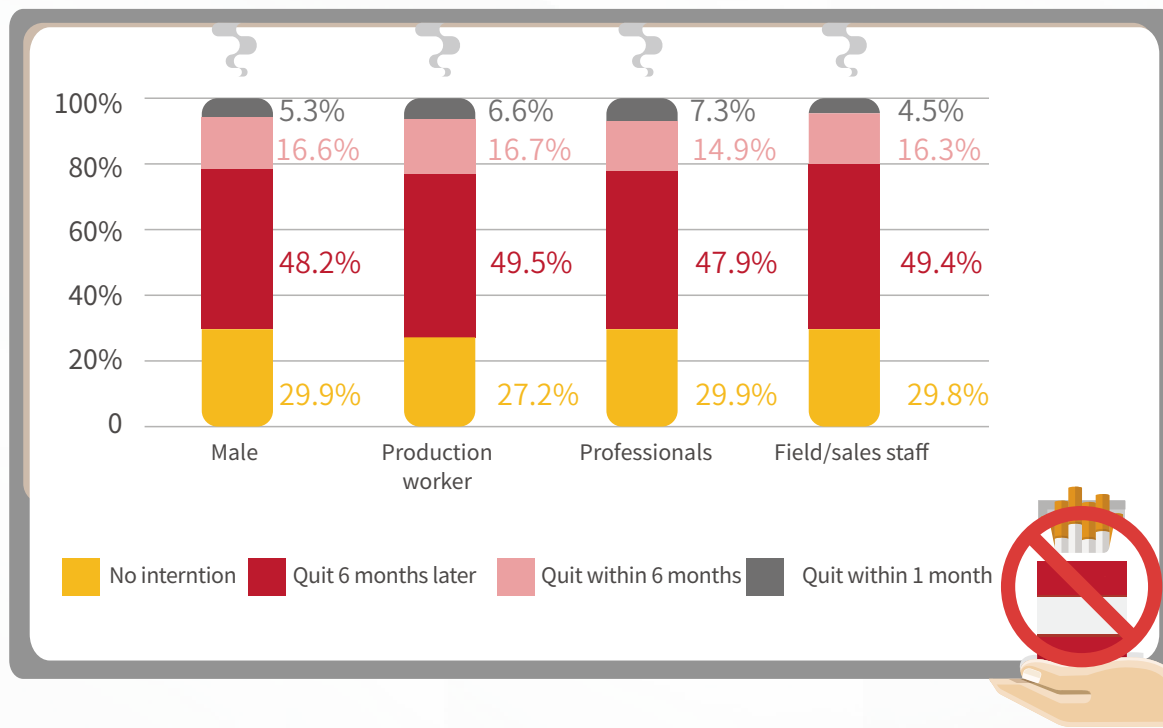
Smoke



➤ The total smoking prevalence was 19.8%, 37.2% for male and 3.5% for female. The total smoking prevalence and male smoking prevalence were lower than the nation-wide smoking prevalence reported by China CDC in 2018 Chinese Adult Tobacco Survey (26.6% for total, 50.5% for male). However, Female smoking prevalence was higher than data (2.1%).



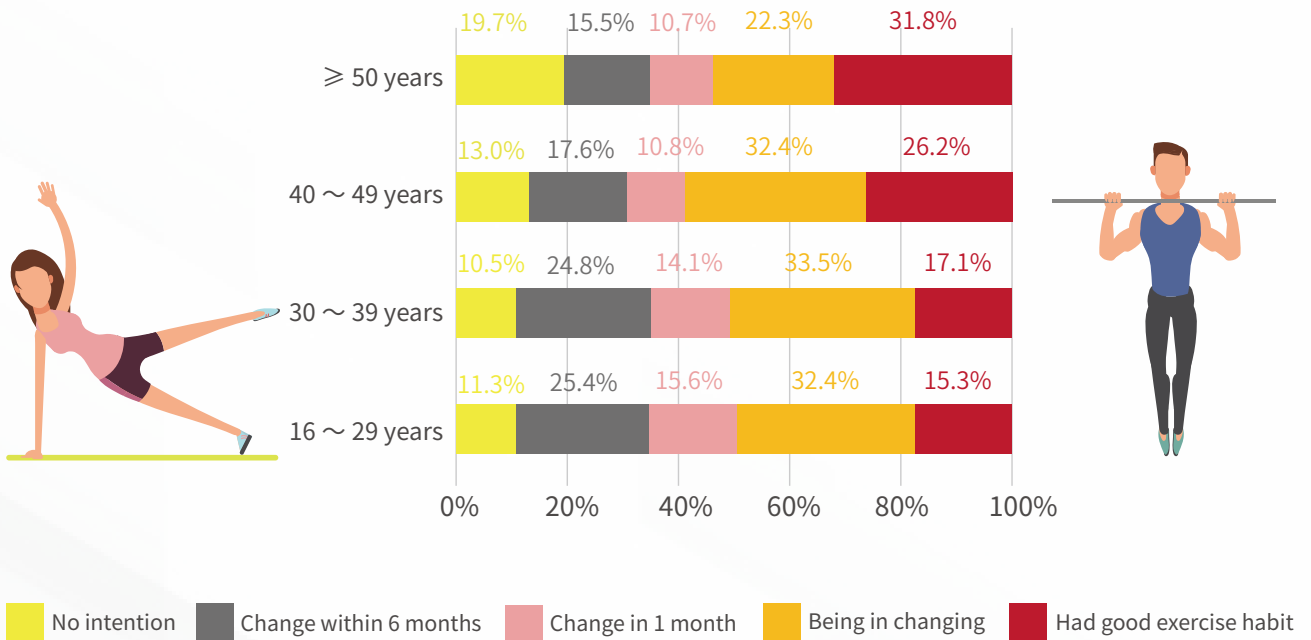
Quitting intention



➤ About 20% of the smokers had an intention to quit smoking within 6 months, while 6.1% had an intention to quit within one month; but 30% of the smokers still do not want to quit.

➤ According to the National Survey in 2018, 16.1% of the smokers intended to quit smoking in next 12 months and 5.6% of the smokers were going to quit within one month, and the quitting willingness of the smokers in this survey was higher than the national level.

Physical exercise and its intention to change



> 57.2% of the employees were unable to do regular physical exercise (regular physical exercise refers to exercising three times or a week, at least 30 minutes each time), and it was slightly lower than that in 2018 (61.8%). Lacking of regular physical activities was remained common among the respondents.

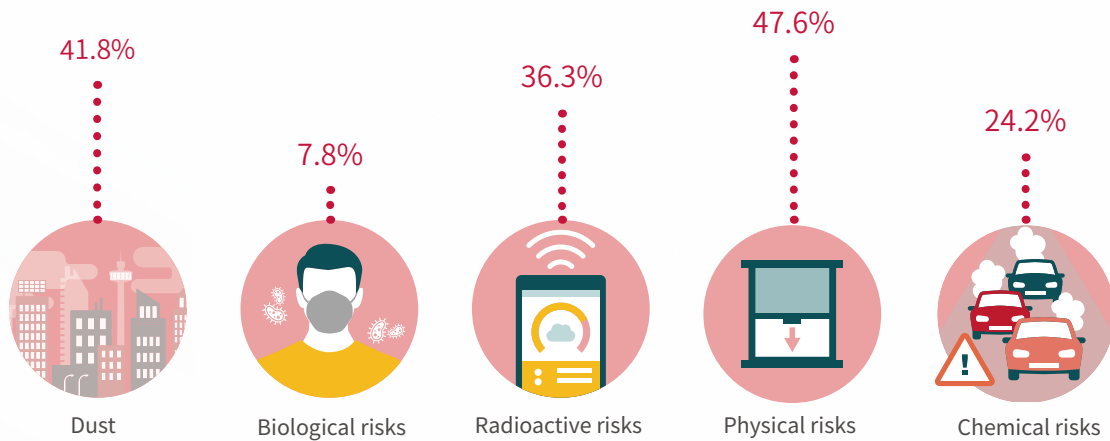
> In addition, 17.7% of employees had developed a habit of regular exercising and the ratio increased with age; 32.7% had started to do exercises but had not become a habit. Nearly 35% of employees did not want to change their lifestyles of physical exercises within six months.

Eating behavior



> 54.6% of the employees had at least one of the above unhealthy eating behaviors; about one in five respondents didn't eat vegetables and fruits often, and had a habit of drinking Sugar-sweetened beverage.

Awareness of occupational hazards in the current working environment



➤ 44.1% of employees reported that there were occupational hazards in their working environment, which is slightly higher than the proportion of which the employers reported based on the state issued Occupational Disease Classification and Catalogue. This might be related to the fact that the employees paid more attention to occupational health, and also reflected that the employees did not fully understand the officially identified occupational hazards. Among those factors, physical factors, dust and radiation factors were the most common hazards reported by the employees.

Wearing protective equipment as required



➤ Of all the employees who believed that there were occupational hazards in their working environment, 37.1% of the employees reported that they were not required to wear protective equipment. For the employees who reported that they were required to wear protective equipment, 81.9% of them were able to do as required, but 4.3% of them cannot comply with the requirements.

Employees participate in occupational health examination



➤ For all employees who thought there were occupational hazards in their working environment, 81% took part in occupational health examination in 2018.

3.7 Health status

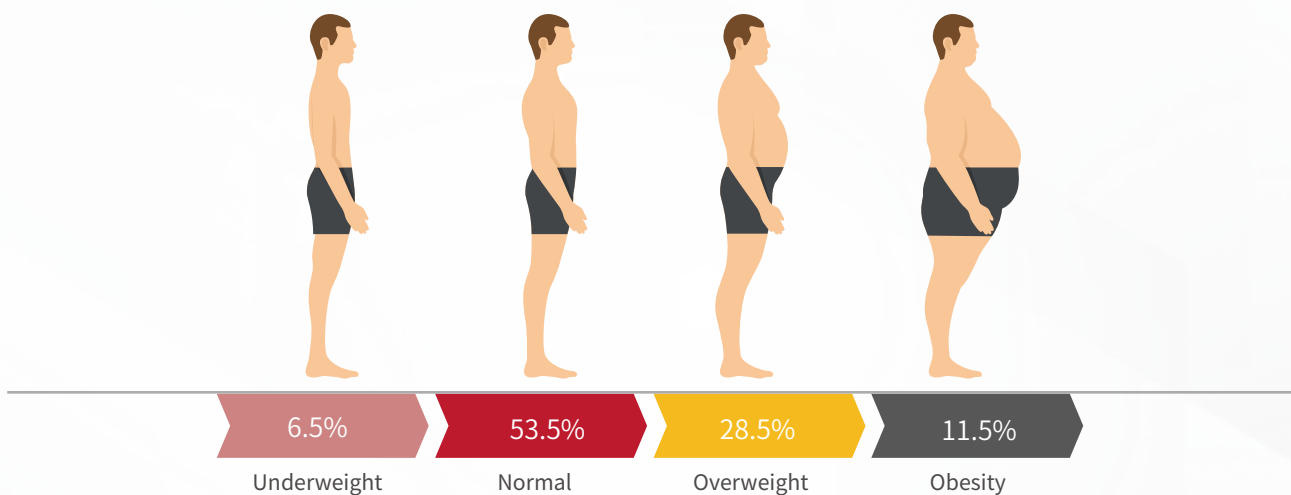
Prevalence of suffering from pain/numbness

	No	Slight	Moderate	Serious
Hand/ wrist	79.8%	17.6%	2.3%	0.3%
Shoulder/neck/ upper back	49.7%	38.4%	10.4%	1.5%
Low back	63.3%	29.3%	6.5%	0.9%
Knee	83.2%	14.1%	2.4%	0.3%
Foot	86.2%	11.5%	1.9%	0.4%



- > Bones and muscles problems are most common. 63.1% of respondents reported suffering from pain in different body parts.
- > More than half of employees reported shoulder/neck/upper back pain or numbness with varying degrees, and about 40% of employees had vary degrees of pain or numbness in the waist, close to the self-reported rate of musculoskeletal issues in 2018.

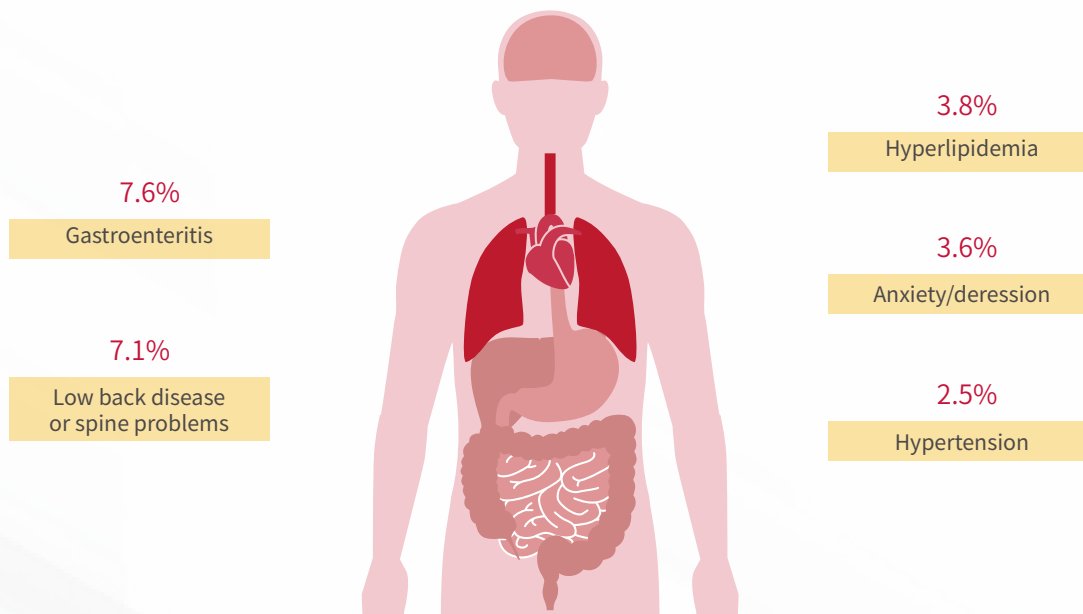
Overweight and obesity



- > 28.5% of respondents were overweight and 11.5% were obese. The rate of overweight and obesity among male workers was much higher than that of female, and the respondents working in office had the highest rate of overweight and obesity.
- > The ratio of overweight and obesity was about the same as that of adults in 2015 nationwide (overweight, 30.1% and obesity, 11.9%).
- > Compared with the results of 2018 Asia Best Workplace (Mainland China) survey, the proportion of obesity and underweight among the participants decreased slightly, but the proportion of normal weight also decreased, and the proportion of overweight increased 10 percentages, which needed to pay more attention.

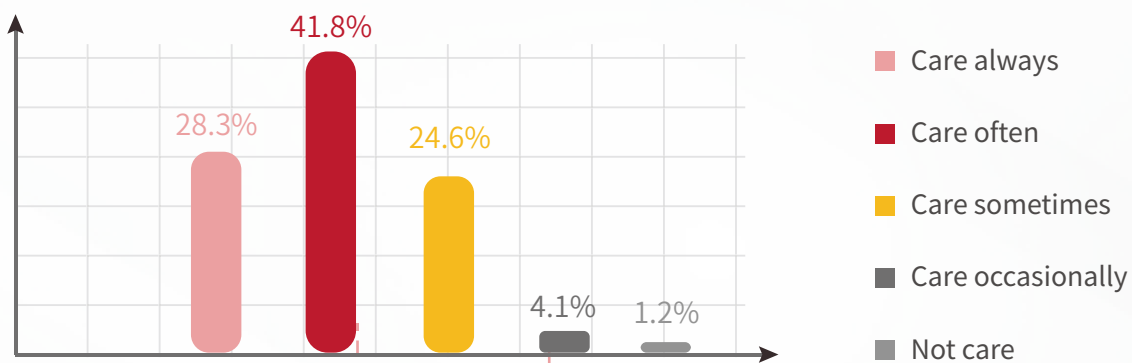


Prevalence of chronic diseases



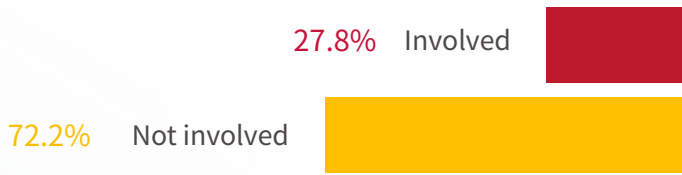
- 29.4% of employees reported suffering from chronic diseases, among which gastroenteritis, lumbar / spinal diseases, mental health problems, hyperlipidemia and hypertension were the five most common chronic diseases.
- Employees who reported have two or more chronic diseases accounted for 8.2% of the total respondents.

Employee' s attention to mental health



- 70.1% of employees cared about their mental health; the average score of employees' mental health is 17.80 (full score is 30).

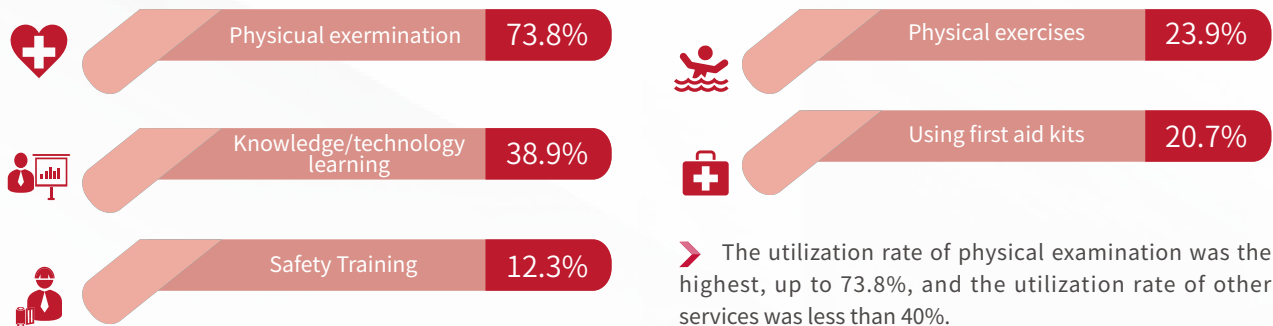
Working involvement



> 72.2% of employees said they cannot work well because of physical or psychological discomfort. The average score of employee' s work was 21.4 (full score was 30, the higher score, the higher work devoted)

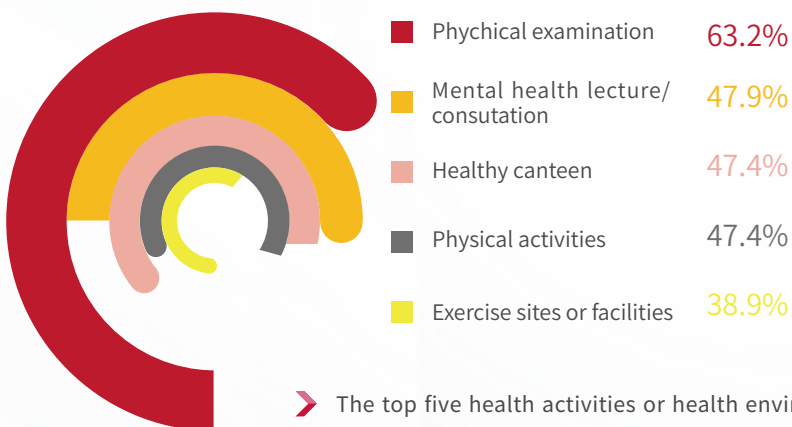
3.8 Utilization of healthy environment and services

Employees' use of corporate health and services

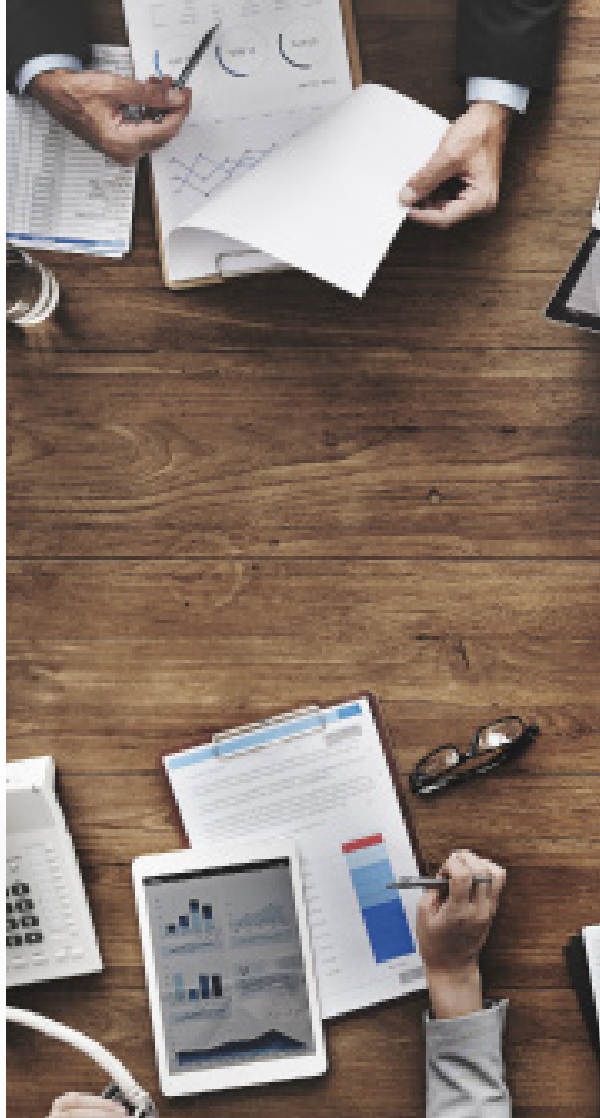


> The utilization rate of physical examination was the highest, up to 73.8%, and the utilization rate of other services was less than 40%.

Health services and environment the employees interested in



> The top five health activities or health environment which the participants were interested in were health examination, mental health lecture and consultation, healthy canteen, physical activities, and exercise sites/facilities. It was found that the health environment and services that employees interested in were closely related to their health problems, such as neck/shoulder pain and overweight.



04. Conclusion

4.1 Health policy and welfare

The enterprises had developed comprehensive health policies and systems, especially the state policies required ones, such as medical security, regular health examination, paid leave policy were stipulated and had been implemented in place, and most enterprises can consider the employee health when formulating the policy, which reflects the awareness of enterprises to assume the responsibility for health.

The majority of enterprises had comprehensive indoor smoking free policy, but less than half of the enterprises had established work-break exercise policy.

Most of the enterprises had created healthy environment and provided health services for the employees, such as facilities, health education, safety training and other services. It reflected that the enterprises had the willingness and ability of paying attention to and serving the health of employees.

4.2 Health condition

More than 50% of employees reported neck, shoulder or back pain, which was related to working style and posture, as well as lack of exercise.

The rate of overweight and obesity among employees was same as the national level, but the proportion of overweight was 10% higher than that in 2018. The self-reported prevalence of hyperlipidemia and hypertension was 3.8% and 2.5%, respectively, which is closely related to overweight, obesity and lack of exercises.

The mental health score of employees was 17.8 (with a full score of 30), and more than 70% of the employees cared about their mental health.

Nearly 60% of employees are lack of exercise, which was one of the important risk factors of neck, shoulder, back pain, overweight, obesity and mental health issues. The employees reported many kinds of unhealthy lifestyle.

The employees smoking prevalence was 19.8%. The prevalence was 37.2% for the male employees, which is below the national level, but it was 3.5% for female employees, which was higher than the national level.

The respondents couldn't fully understand the health knowledge, especially occupational health knowledge was insufficient.

4.3 Provision and utilization of healthy environment and services

Annual physical examination was the most common health service provided by almost all the enterprises. On the other hand, physical examination was also the health service which the employees utilized most common and most interested in.

The enterprises could carry out occupational safety management according to the requirements of national policies, but the some of the employees were not aware of the occupational health risks in the workplaces. It was found that a few of the employees didn't wear working clothes (or protective gear) according to requirements.

Physical activities were the most common health activities organized by the enterprise, and it was also one of the health activities that employees were interested in. While only 23.9% of employees reported to participate in the sports activities. It remaindered that the enterprises should improve the contents and organizational form of sports activities so that to promote the employees' participation.

The employees reported a clear demand for regulating and coping with psychological pressure, especially in the current situation that most of the employees were in young and middle-age, had to face the stress from work, family, finance and so on. The enterprises should not only deal with mental health problem of the employees, but also pay more attention to the factors lay behind the mental health issues.

05.Recommendation

5.1 Integrate health into enterprise policies and activities, create a healthy culture and fulfill the social responsibilities.

On the basis of ensuring the strict implementation of the state policies on labor management and occupational health to protect the employees' health rights and interests, enterprises should follow the concept of "health in all policies" when they establish any policies, formulate any rules and regulations. And it is the duty of the enterprise to take into account the efficiency of labor production and health status of employees.

The enterprises should attach importance to employees' health welfare, forming health welfare with enterprises' advantages and characteristics. It is also necessary to create a healthy culture, attach importance to new occupational disease risk factors and fulfill corporate social responsibility. The enterprises could also make their health policies, benefits and cultural advantages to attract the outstanding employees.

5.2 Build a healthy environment, improve and optimize quality of environment to meet the employees' diverse health needs.

The enterprises are recommended to further eliminate their occupational hazard factors and improve protective measures of employees. The strategies include to strengthen monitoring and evaluation of possible occupational disease hazards, set up notice boards in conspicuous places, bring out the results of occupational disease hazard factors examination and emergency rescue measures in workplaces, and so on. For the operate post that may cause serious occupational disease, warning signs and warning instructions in Chinese should be set up in position.

The enterprises need to get onto the track of production mode changing, and pay more attention to occupational related health problems such as neck and shoulder pain problems of skeletal and muscle. . The feasible measures include setting up adjustable work (operation) table and chair, optimizing work flow, redesigning work space and plan reasonably, reduce long time in one single body position, prevent control musculoskeletal disease.

It is suggested that the enterprises could provide supportive conditions for employees to increase physical activities and improve mental health, such as setting up a stress adjustment room to relieve psychological pressure, setting up fitness places or facilities in workplace, reasonable arrangement of work-break exercises, posting tips to remind avoiding sedentary/physical activities to reduce the time of sedentary work style of the employees.

It is also recommended that the enterprises could build health canteen, set up a feeding room for the lactating women according to local conditions. For the enterprises with occupational health risk, it is necessary to set up emergency rescue station, toxic gas protection station, and special first-aid equipment based on the occupational risk assessment and the relevant regulations and requirements. In addition, for the enterprises with large numbers of employees and/or in high buildings, as well as those operating and managing public places, such as shopping malls and cinemas, it is better to equipped with automatic external defibrillators (AED) to serve their employees and customers in needed.

The enterprises should ensure the smooth flow of information between the grassroots and top level managers. In one hand, to collect employees' health demands with various channels, such as employee congress, labor union, and staff suggestion box to ensure the employees' voice reach the policy makers. On the other, to deliver the state occupational health policies, the health related regulations, facilities, and services developed by the enterprises to all staffs smoothly so that to encourage the employees to use enterprise health environment and services, participating in health activities.

5.3 Innovation health education form, enrich content, improve employees' health literacy

To put popularizing occupational health knowledge, increasing physical activities, advocating proper diet, and promoting mental health as the key contents of enterprise health education so as to increase health literacy of the employees at all level.

To innovate the health education methods, combine online and offline measures as well as the traditional measures with digital technology to carry out health education in all enterprises.

The enterprises are recommended to conduct dynamic monitoring and evaluating of the employees' health status to better meet the health needs of their employees and achieve the better impacts of enterprises health promotion. And to do so, the enterprises could encourage the relevant department themselves or purchase services to collect health related data of the employees and analyze the data combined with health examination data, and design workplace health promotion activities.

Enterprises with occupational risk factors need to further strengthen employees occupational health education, training and workplace guidance, suggestion, standardized operating rules to promote the employees' behavior of appropriate wearing and using of personal protective equipment to reduce the risk of occupational diseases.



Acknowledgments

Thanks to all the enterprises participating in the project for their concern on employees' health. Thanks all the enterprises for their efforts and achievement in building a healthy workplace, maintaining and promoting employees' health and thanks all the enterprises for their support and cooperation in the investigation process!

Thanks also to the Project Expert Committee.

Note on findings:

The results derived from information submitted by voluntary participation of enterprises and employees.

Due to limited scope of this survey, the statistical results of this report may not fully reflect the full status of all employees in all industries. The above results only represent the situation of participated enterprises and employees.

Although the study group has done its best in the process of data analysis and report writing up, the mistake is inevitable. Suggestions and advice are welcome from experts and readers.



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