



# WORPLACE WELLNESS

## Wellness program – workplace exercise and a healthy food (B-SPORT+)

Here is the template for every partner expected intellectual output within capacity building program. Appendix A is included to give you some idea of what that expect output could be.

### 1. INTRODUCTION (purpose, contextualization, comments from users....)

Describe the purpose of the intellectual output included in the template and in which context it was used. The Introduction should also include who where your identified stakeholder.

How did you identified your stakeholder and/or multipliers (some sentence about the process)

How did you establish a connection and collaboration with your stakeholder and/or multiplier?

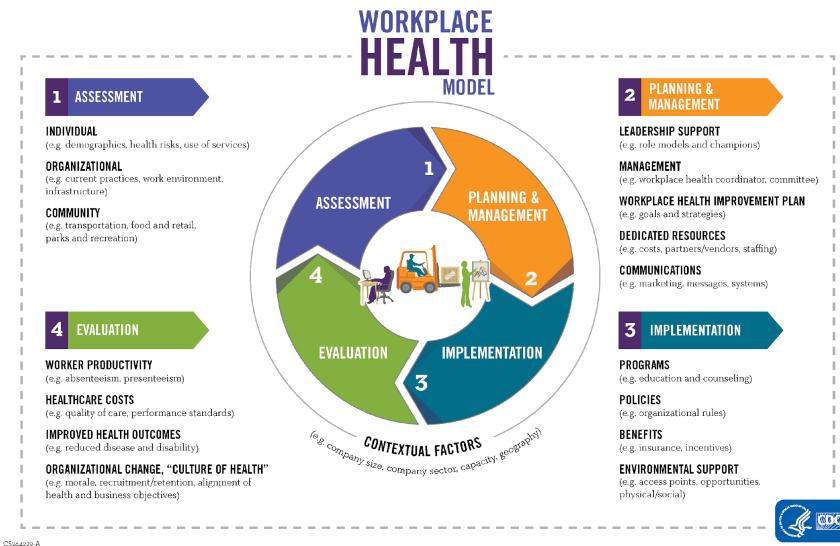


<https://www.zds.si/sl/projekti/vseslovenska-kampanja-za-ozavescanje-delodajalcev-za-ohranjanje-in-krepitev-zdravja-zaposlenih-na-delovnem-mestu/>

The purpose of the content is how to influence employers and workers to acquire knowledge and skills for a healthy work and lifestyle in the context of lifelong learning and to introduce changes that benefit health.

The target group is companies that employ people with disabilities and want to raise the level of a healthy work environment, and employees who want to strengthen their health and well-being.

Many studies have shown that investing in human resources in the workplace benefits in the long run. By doing so, companies help to reduce the costs associated with illness, injury and sick leave, and consequently also contribute to higher quality of products and services, productivity and greater customer / customer / user satisfaction.



### 2. NEEDS (Overview of problems, statistics, target group description)

Shortly write an overview of the problem that the intellectual output tries to tackle. If applicable include statics and the intended target group.



The nutritional status at the individual level is assessed by the Body Mass Index (BMI). Overeating and obesity are a reflection of the imbalance between energy intake and consumption, also associated with nutritional deficits. The occurrence of obesity is influenced by genetic, psychological and socio-economic factors. As early as 1997, the World Health Organization ranked obesity ( $BMI > 30$ ) among diseases. It is a chronic metabolic disease that increases the risk of developing type 2 diabetes, various types of cancer, elevated blood talc, and cardiovascular disease and other diseases.

The share of the adult population with normal nutrition ( $BMI 15.5-24.9$ ) did not change significantly between 2001 and 2016, but the increase in overweight people jumped to 38.9% and overweight to 17.4%. In total, this means 56.3% of people with eating problems and related diseases. The proportion is higher among men than women. In the younger age group (25-39 years), the share of normally fed people decreased the most (37.5% to 52.2%).

3.2 Tabela 1: Delež prebivalcev (25-64 let), ki so glede na indeks telesne mase debeli<sup>1)</sup>, po spolu, Slovenija, 2001, 2004, 2008, 2012, 2016



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<sup>1)</sup> ITM znaša 30 ali več.

Viri: Raziskava Z zdravjem povezan vedenjski slog (CINDI), 2001, 2004, 2008, 2012, 2016

3.2 Tabela 2: Delež prebivalcev (25-64 let) glede na indeks telesne mase po spolu, starosti, izobrazbi in bivalnem okolju, Slovenija, 2001, 2004, 2008, 2012, 2016

	Normalna hranjenost <sup>1)</sup>					Čezmerna hranjenost <sup>2)</sup>					Debelost <sup>3)</sup>					%
	2001	2004	2008	2012	2016	2001	2004	2008	2012	2016	2001	2004	2008	2012	2016	
<b>Spol</b>																
Moški	33,7	34,1	32,9	33,0	30,8	49,8	49,5	48,4	45,9	48,9	16,2	16,0	18,4	20,7	20,0	
Ženske	53,5	55,1	52,7	54,8	54,9	30,5	29,1	32,5	28,1	28,3	13,8	13,2	13,9	14,0	14,6	
<b>SKUPAJ</b>	43,5	44,4	42,5	43,7	42,4	40,3	39,4	40,7	37,2	38,9	15,0	14,6	16,2	17,4	17,4	
<b>Starostna skupina</b>																
25-39 let	57,5	58,6	56,5	55,2	52,9	32,0	31,0	32,8	30,8	32,6	8,3	7,6	9,7	10,9	12,5	
40-54	36,4	39,2	37,1	41,0	41,2	44,2	42,5	44,6	39,4	40,6	18,9	17,6	18,0	18,6	17,4	
55-64	28,6	26,6	26,7	29,7	29,3	49,6	50,3	48,1	43,8	45,5	21,3	22,8	25,0	26,0	24,4	
<b>Izobrazba</b>																
Osnovna šola ali manj	31,9	32,2	27,6	28,4	26,0	44,8	44,3	46,5	43,1	44,4	22,5	22,8	25,9	27,8	28,7	
Poklicna šola	37,3	36,0	33,8	32,3	32,5	45,1	45,3	45,1	42,7	44,7	16,9	17,9	20,8	23,9	22,3	
Srednja šola	49,6	50,6	46,1	43,9	38,2	37,1	36,6	38,8	38,6	42,4	12,2	11,1	14,6	16,0	18,5	
Višja šola ali več	56,9	57,5	55,7	56,4	55,3	32,6	31,8	35,3	29,8	31,6	7,9	7,9	7,8	11,0	11,2	
<b>Bivalno okolje</b>																
Mestno	48,8	48,9	44,5	...	46,7	37,9	36,3	39,9	...	37,0	11,8	12,8	14,8	...	15,0	
Primestno	44,7	47,0	45,2	...	46,2	38,8	38,2	39,7	...	35,8	15,0	13,3	14,4	...	16,5	
Vaško	38,7	39,8	39,6	...	37,5	43,0	42,3	42,0	...	41,8	17,4	16,8	17,9	...	19,6	

V tabeli ni prikazana podhranjenost (ITM do 18,4).

<sup>1)</sup> ITM znaša med 18,5 in 24,9.

<sup>2)</sup> ITM znaša med 25 in 29,9.

<sup>3)</sup> ITM znaša 30 ali več.

[https://www.nijz.si/sites/www.nijz.si/files/uploaded/publikacije/letopisi/2018/3.2\\_cezmerna\\_hranjenost\\_in\\_debelost\\_2018.pdf](https://www.nijz.si/sites/www.nijz.si/files/uploaded/publikacije/letopisi/2018/3.2_cezmerna_hranjenost_in_debelost_2018.pdf)

Regular physical activity is one of the key lifestyle factors for maintaining and improving health. It helps prevent many chronic diseases and reduce the risk of premature death. Insufficient physical activity or a sedentary lifestyle is a behavioral risk factor that is closely associated with various disorders and especially with chronic diseases. According to the World Health Organization (WHO), physical inactivity is the fourth most variable risk factor for mortality.



The physical activity of an individual is influenced by several factors, among which socio-economic factors such as education, income level, living environment and social class are extremely important. The mechanisms through which socio-economic factors affect physical activity are different, but all have the same consequence: too little physical activity or physical inactivity, and thus an increased risk of developing chronic diseases.

The share of sufficiently physically active (according to WHO recommendations for physical activity to strengthen adult health) increased in the years from 2001 to 2012, and slightly decreased in the years from 2012 to 2016, namely in total and moderately intense physical activity and walking, in high-intensity physical activity, however, remains the same.

3.3 Tabela 1: Delež prebivalcev (25–64 let), ki so dosegli zadostno količino telesne dejavnosti po priporočilih za telesno dejavnost za krepitev zdravja odraslih SZO s telesno dejavnostjo različnih intenzivnosti in celokupno, po spolu, starosti, izobrazbi, Slovenija, 2001, 2012, 2016

	Celokupna <sup>1)</sup>			Visoko Intenzivna <sup>2)</sup>			Zmerno intenzivna <sup>3)</sup>			Hoja <sup>4)</sup>			%
	2001	2012	2016	2001	2012	2016	2001	2012	2016	2001	2012	2016	
<b>Spol</b>													
Moški	55,9	60,6	59,3	42,0	47,3	47,1	26,9	36,9	32,9	25,0	47,1	46,5	
Ženske	43,9	56,9	52,4	31,3	39,0	38,7	19,3	36,3	29,9	22,0	50,6	49,0	
<b>SKUPAJ</b>	<b>50,0</b>	<b>58,8</b>	<b>55,9</b>	<b>36,7</b>	<b>43,2</b>	<b>43,0</b>	<b>23,1</b>	<b>36,6</b>	<b>31,4</b>	<b>23,6</b>	<b>48,8</b>	<b>47,7</b>	
<b>Starostna skupina</b>													
25-39 let	46,5	58,5	56,3	33,4	43,2	43,5	20,6	32,2	27,6	23,7	42,8	42,6	
40-54	50,4	57,7	56,1	37,2	41,8	42,4	22,7	37,3	32,5	24,6	49,9	47,8	
55-64	56,8	60,9	55,1	42,9	45,5	43,2	29,7	42,8	35,7	21,1	57,1	55,2	
<b>Izobrazba</b>													
Osnovna šola ali manj	58,1	54,9	45,9	45,9	44,6	37,0	31,0	37,6	30,9	27,4	53,9	48,8	
Poklicna šola	58,4	59,7	54,9	44,3	45,5	43,9	30,0	41,6	39,2	29,7	57,6	54,9	
Srednja šola	46,4	58,8	57,3	32,5	43,5	45,2	19,3	37,5	32,9	21,7	50,5	51,7	
Višja šola ali več	34,0	59,2	57,8	21,8	40,7	42,3	9,9	32,1	26,7	13,1	39,5	40,4	

<sup>1)</sup> Visoko intenzivna in zmerno intenzivna telesna dejavnost skupaj v različnih kombinacijah.

<sup>2)</sup> Visoko intenzivna telesna dejavnost vsaj 3 dni na teden po 25 minut.

<sup>3)</sup> Zmerno intenzivna telesna dejavnost vsaj 5 dni na teden po 30 minut.

<sup>4)</sup> Hoja vsaj 5 dni na teden po 30 minut.

Viri: Raziskava Z zdravjem povezan vedenjski slog (CINDI), 2001, 2012, 2016

<https://www.nizz.si/sl/podrocja-dela/moj-ziviljenjski-slog/telesna-dejavnost>

### 3. EXPLANATION OF THE ACTIVITY

#### 1. Wellness between working hours and challenges

No matter what work you do or sit or stand, allow yourself to move through the workday. Most people have some form of exercise that they could enjoy. Employees should be able to take initiatives on what types of wellness activities they want, and the employer can help them organize them. For example, if an employee likes to take a walk, make an appointment with him on a walk.

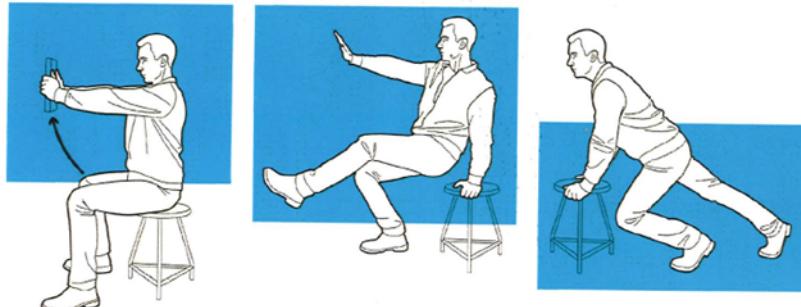


Some physical activities can be included in the category of 'learning' or 'education', which can help leaders find resources in their budgets.



## 2. Model of relief with the help of physical and sports activities

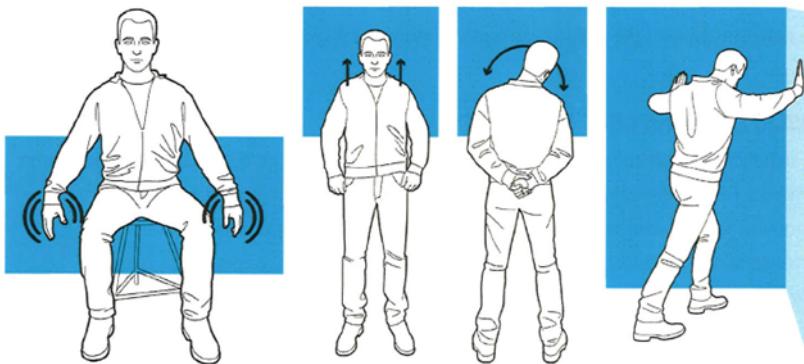
The aim is to raise the level of general and special abilities of employees in order to more easily withstand the load and increase the "resistance" to various stresses.



Slika 5: Vaje za moč rok in ramenskega obroča

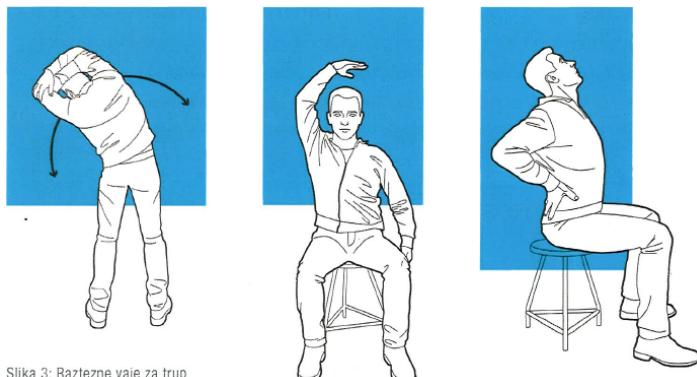
## 3. Model of relaxation with the help of physical sports activities

It covers short-term impacts designed to counteract the negative effects of overload experiences. Relaxation techniques come into consideration (autogenic training, yoga, relaxing gymnastic exercises for different parts of the body, breathing exercises, stretching...).



#### 4. Programmed recreational break

It is intended to directly eliminate experiences of overwork in the workplace and to alleviate the consequences of disruptive factors. It is a form introduced where the worker performs repetitive manual work, especially suitable for the disabled.



Slika 3: Raztezne vaje za trup

#### 5. Incorporating a healthy diet – courses – preparing a healthy meal

People in the workplace consume an average of 500-800 kcal per day. Research has shown that food in the workplace often has a lot of empty calories. With this, however, we determine how little food consumed gives employees the necessary substances.

Each of us consumes a different amount of calories per day, as consumption depends on how active we are in a given day. In any case, the amount of food in an individual meal is also very important, and the ratio of macronutrients must be adapted to the individual's needs. In the case of a predominantly sedentary individual, the portion is definitely much smaller or there are fewer meals during the day than in the case of an active individual.

When thinking about ingredients for preparing a healthy meal, you will never miss out if fresh seasonal vegetables appear on the list. When choosing quality macronutrients, it makes sense to consider local and seasonal products. For carbohydrates, choose those with a higher content of protein and fiber and a lower glycemic index. Above all, it is good to avoid simple sugars and processed foods as much as possible. In the case of protein, it makes sense to choose as diverse a diet as possible, both of plant and animal origin. Each source separately also contains various vitamins and minerals that contribute to our health and well-being.

When leaders organize group meetings or individual meetings, set a goal to offer employees healthy opportunities. These can be veggie trays, fruits and nuts. It is also recommended to limit the availability of food and vending machines and rather organize a bar where you can prepare a salad yourself. Healthy eating includes several aspects. The number of meals is very important. The amount of food should be appropriate for physical activity. Food includes all the substances that the body needs to function and grow.



## 6. Fluid supply

The body has many, very complex systems for regulating water and, of course, operates according to its own priority supply. Water is a means of transport in the body, it is important for water-dependent chemical reactions in the body (hydrolysis), it works in elementary intercellular exchange, especially in the transmission of nerve impulses and last but not least water forms a special structure, pattern and shape in cell architecture.



Drinking during an activity has two functions. The first is to replace the body fluid we have lost through sweating and breathing, the second is to provide fuel for the body.

It should be borne in mind that a higher amount of sugar in the drink increases its caloric content, but slows down gastric emptying. This results in a reduced water supply to the body.

Recommended drinks for honey and before exertion are isotonic or hypotonic, which are characterized by rapid resorption from the gastrointestinal tract and thus allow rapid rehydration.

After the activity, hypertonic drinks with a higher content of mineral salts and sugars are recommended. With them, we achieve primarily energy regeneration.

## 4. RESULTS

Individual groups of employees involved will be monitored through questionnaires about their satisfaction, well-being, and perhaps also progress (better exercise, weight loss, change in eating habits).



Kako verjetno je, da bi sodelovali pri spodnjih aktivnostih, če bi te bile ponujene na vašem delovnem mestu? Če to sploh ni verjetno, obkrožite ob posamezni trditvi 0, če pa je to zelo verjetno obkrožite 4. Če ne veste, obkrožite 2.

#### Aktivnosti vezane na telesno aktivnost

	Sploh ni verjetno	Ni verjetno	Ne vem	Verjetno	Zelo verjetno
Predavanja in delavnice na temo telesne aktivnosti s strani zdravstvenih strokovnjakov	0	1	2	3	4
Tedenska spodbudna sporočila na temo telesne aktivnosti preko e-pošte ali oglašnih desk	0	1	2	3	4
Organizirani uvođni obiski vadb pri lokalnih ponudnikih vadbe	0	1	2	3	4
Predstavljivana vadba na delovnem mestu, ki jo izvedejo strokovnjaki	0	1	2	3	4
Skupinska vadba med delovnim časom npr. joga, aerobika	0	1	2	3	4
Aktivni odmori na delovnem mestu npr. hoja, pretegovanje	0	1	2	3	4
Organizirane športne skupine sodelavcev npr. nogomet, badminton, nordijska joga	0	1	2	3	4
Telovadnica na delovnem mestu	0	1	2	3	4
Športna tekmovalja znotraj in med podjetji iste branže	0	1	2	3	4
Skupinski športni izzivi, npr. v enem tednu morejo sodelujoči opraviti vsak dan nekaj vaj	0	1	2	3	4
Znižano članstvo pri lokalnem fitnesu, športnem društvu	0	1	2	3	4
Fleksibilen delovni čas, ki dopušča izvajanje telesne aktivnosti pred, med ali po delu	0	1	2	3	4
Možnost uporabe tuša, prostora za preoblačenje in omaric na delovnem mestu	0	1	2	3	4

## 5. KEY SUCCESS FACTORS (Communication, participation, motivation... )

WE WANT YOUR FEEDBACK



GREAT!

<https://quiq.com/blog/how-to-improve-your-csat-score/>

## 6. KEY CHALLENGES AND OPPORTUNITIES

How was funding done and can it be done in a sustainable way? (some sentence)  
During the pilot of these activity what went well and what need to be improved? (some sentence)

Already through previous pilot activities, it has been shown that it is easier for employees to get involved in activities if they have the opportunity to co-create them themselves.  
First of all, it will be necessary to find people in the group who already have experience in individual areas. We ask them if they are ready to lead "workshops". We are only looking for external contractors, teachers, coach teams

A set of activities and resources is prepared in advance, and the approximate cost to be covered by the company at the beginning is determined. If individuals are satisfied, the costs are gradually transferred to the individual or group by upgrading knowledge (easier distribution). The rule should be, "eat what you cooked."

The concept of independent food preparation in the workplace should be maintained among employees.



Physical activity, depending on the experience of loads and needs, can be (guided) performed either individually or in groups.

The employer partially or fully finances entry fees at recreational events (running, cycling). He also arranges jerseys (T-shirts, pants, hats) in the "colors" of the company promoted by the employees. In this way, we further strengthen our belonging to the group, the company.



<https://www.wellsteps.com/blog/2020/01/02/office-challenge-ideas-office-fitness-challenges/>

## 7. ADDITIONAL MATERIALS USED (leaflets, assessment materials...)

<https://www.gov.si/teme/promocija-zdravja-na-delovnem-mestu/>  
<https://www.gov.si/teme/promocija-zdravja-na-delovnem-mestu>  
<http://www.cilizadelo.si/promocija-zdravja.html>

<https://www.zds.si/sl/projekti/vseslovenska-kampanja-za-ozavesanje-delodajalcev-za-ohranjanje-in-krepitev-zdravja-zaposlenih-na-delovnem-mestu/>  
[https://www.nijz.si/sites/www.nijz.si/files/uploaded/publikacije/letopisi/2018/3.2\\_cezmerna\\_hranjenost\\_in\\_debelost\\_2018.pdf](https://www.nijz.si/sites/www.nijz.si/files/uploaded/publikacije/letopisi/2018/3.2_cezmerna_hranjenost_in_debelost_2018.pdf)  
<https://www.nijz.si/sl/podrocja-dela/moj-zivljjenjski-slog/telesna-dejavnost>

<https://www.loraincountyhealth.com/workplacewellness>  
<https://www.cdc.gov/>  
<https://sloanreview.mit.edu/article/do-workplace-wellness-programs-really-work/>

<http://www.velnes.si/nasveti-za-ustrezen-nacin-vnosa-tekocin/>  
<https://okusno.je/zdravo-in-vegi/fit/recept-za-fit-obrok-ki-ga-lahko-hitro-pripravite-med-tednom.html>



<https://portal.projekt-polet.si/gradiva>  
<https://zeamo.com/workplace-challenges-related-to-wellness-benefits-a-zeamo-survey/>  
<https://www.wellsteps.com/blog/2020/01/02/office-challenge-ideas-office-fitness-challenges/>