



GACS White Paper
Corporate Wellness Program

GETTING INDIA INC



TIME WE FOCUSED ON THE
BASIC UNIT OF INDIA INC.

WHY THIS HANDBOOK?

Has the young Indian workforce, that a decade ago was considered a boon for India Inc., become a bane?

Maybe yes, if you look at it from corporate point of view.

But what about as an individual? What about YOU personally?

Even though India is a young country with a median age of 27 years, today's lifestyle has led to a healthcare and fitness catastrophe. This in turn has been affecting the productivity of all corporates. Lack of robust corporate wellness programs is costing India Inc. extra \$20 billion, an amount that most of us can't even comprehend. That money could have been saved targeting as little as 1% reduction in employee absenteeism because of disease.

Today we don't die as young as we used to a few decades earlier, but that doesn't mean our quality of life is any better, as a matter of fact, it is far worse. Lifestyle diseases like Cardio-Vascular (heart conditions), Cancer, Chronic Respiratory Diseases and Diabetes play havoc today, first by bankrupting you both financially and emotionally, and then by contributing to premature deaths in to approximately quarter of Indians (30–70 years).

On top of that, courtesy social media, we are not even in touch with ourselves. Suicide was the leading cause of death in India in 2016 for those aged 15–39 years, i.e. both potential and current corporate employees. A reality we can't anymore shy away from. The fabric of our society is falling apart.

Usually policy papers on health and fitness are written by so called expert(s), passing a judgement on everyone, telling them how to live their lives without knowing anything about them.

Here the intent is to co-author this important document with each and everyone of YOU, because each one of YOU matter. Each one of YOU is what makes India Inc. what it is. It simply didn't appear from nowhere. You came first. It's time to yet again to focus on YOU!

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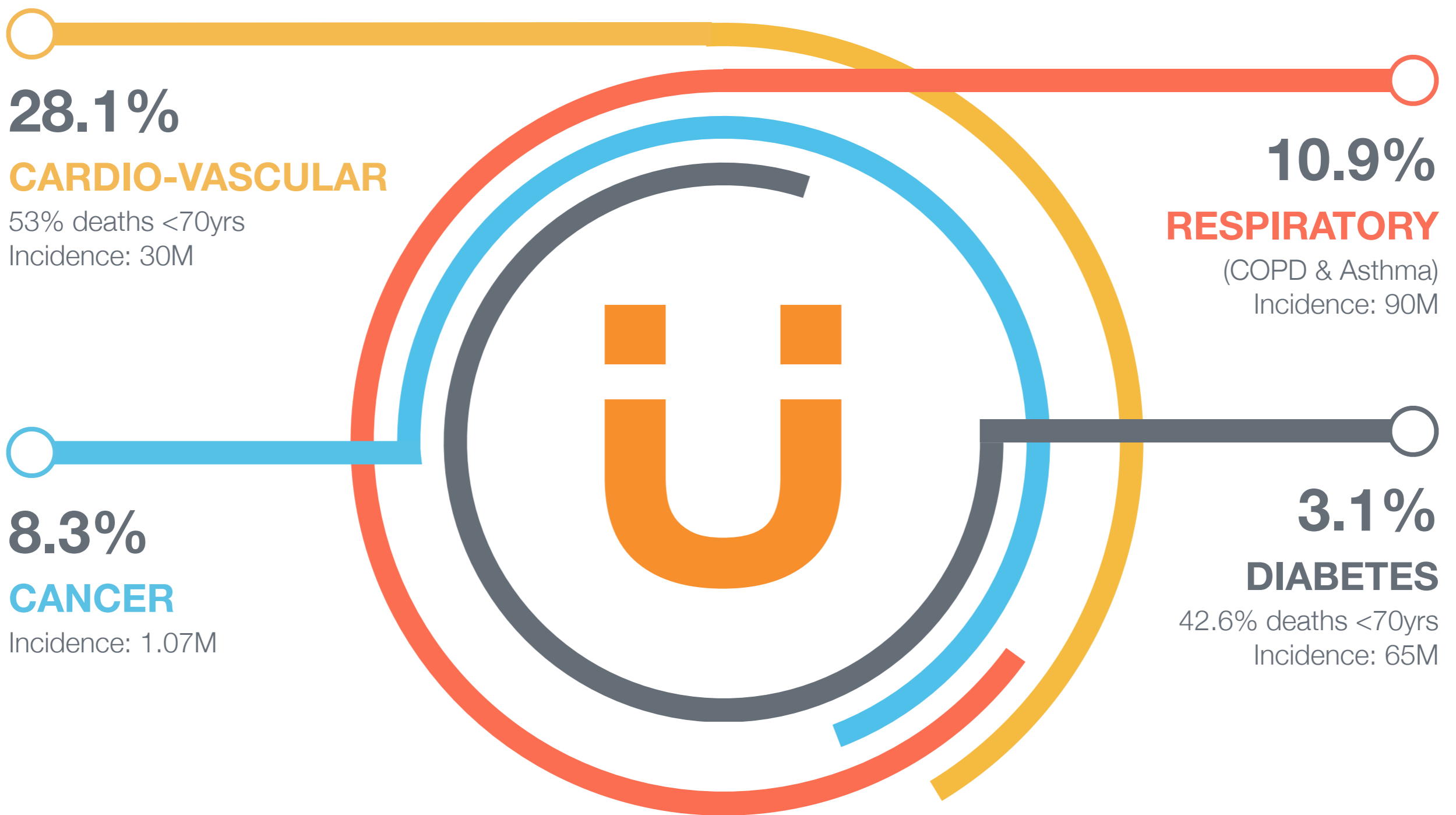
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WHY BOTHER?

WHAT'S IN IT FOR YOU, THE EMPLOYEE?

60-70% of YOU are going to die because of the choices YOU make



WHAT'S IN IT FOR THE CORPORATE, THE EMPLOYER?



Lack of robust corporate wellness program is costing India Inc. up to \$20 billion each year.

Source: Corporate Wellness Programme: Benefits to Organisation & Economy - Associated Chambers of Commerce and Industry of India (ASSOCHAM)

WELLNESS PROGRAM

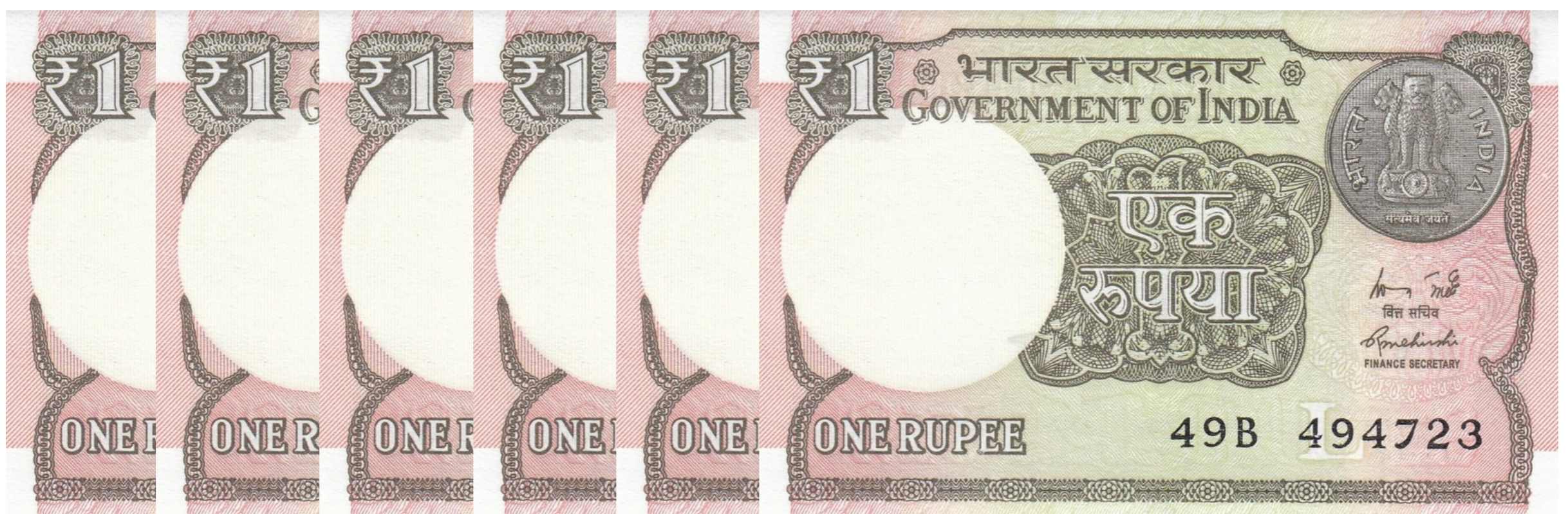
FOR EVERY RUPEE SPENT BY THE EMPLOYERS
TARGETING 1% REDUCTION IN ABSENTEEISM



EMPLOYERS GET RS. 132.33 AS A SAVING ON ABSENTEEISM COST



PLUS GET RS. 6.62 BACK AS REDUCED HEALTH CARE COSTS



Source: Corporate Wellness Programme: Benefits to Organisation & Economy - Associated Chambers of Commerce and Industry of India (ASSOCHAM)

MODIFIABLE RISK FACTORS

BEHAVIOURAL RISK FACTORS

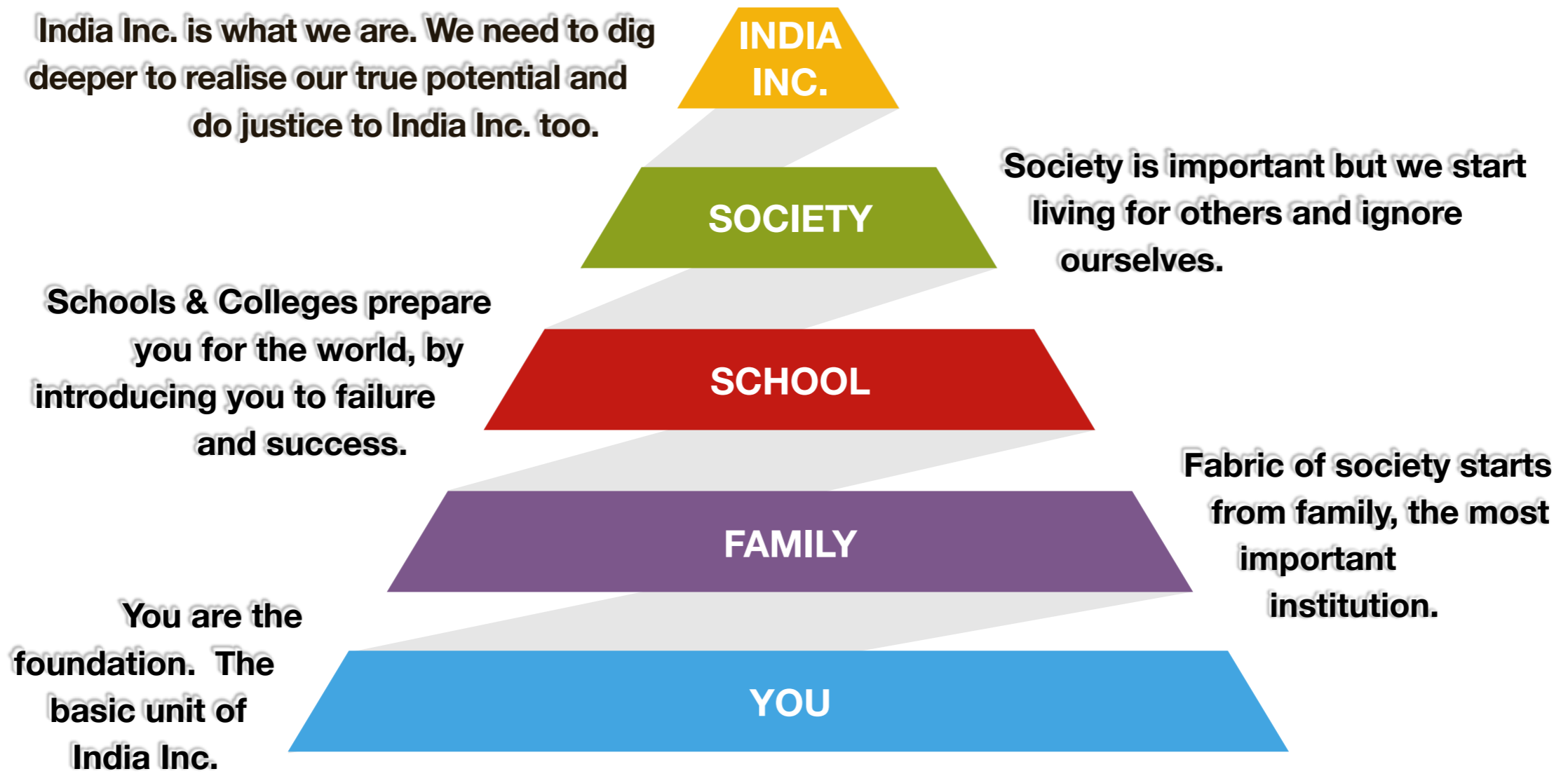


METABOLIC RISK FACTORS

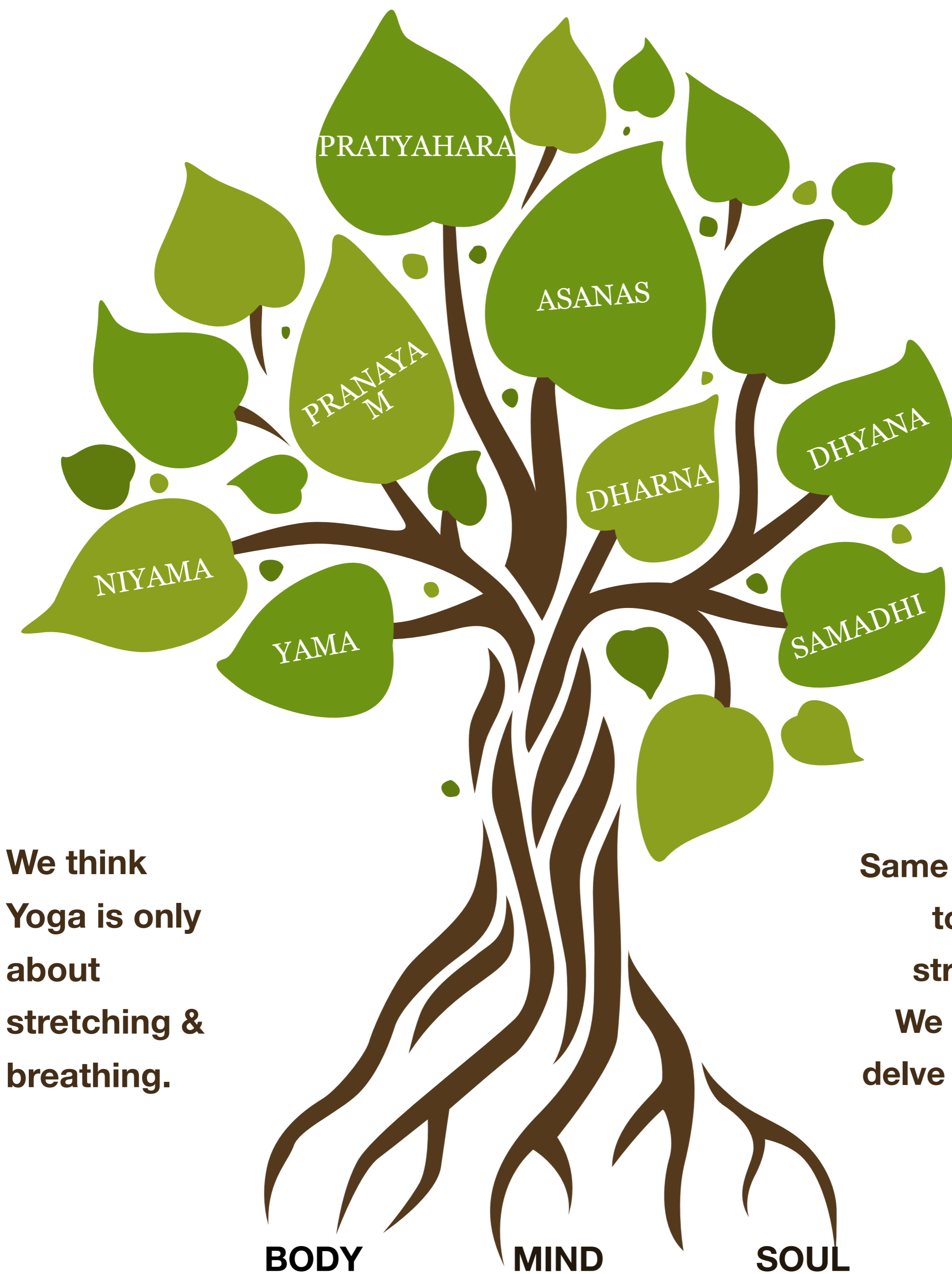


YOU: THE NUCLEUS

GET BACK TO THE BASICS



TREE OF YOGA: UNDERSTANDING OUR STRENGTHS



HOLISTIC WELLNESS AND ITS BENEFITS

MULTIDIMENSIONAL APPROACH TO WELLNESS



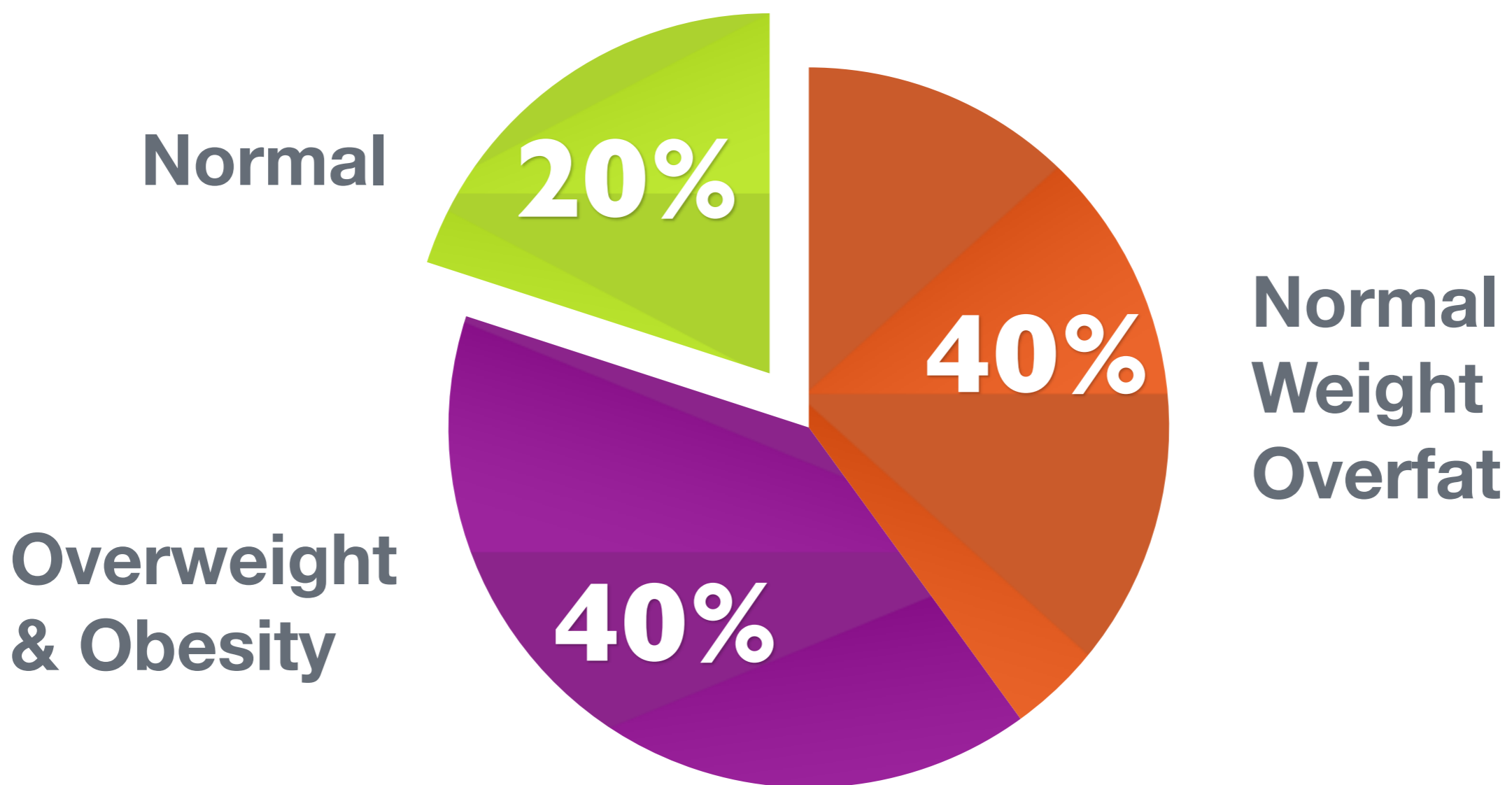
OTHER BENEFITS OF SPORTS & GROUP ACTIVITIES



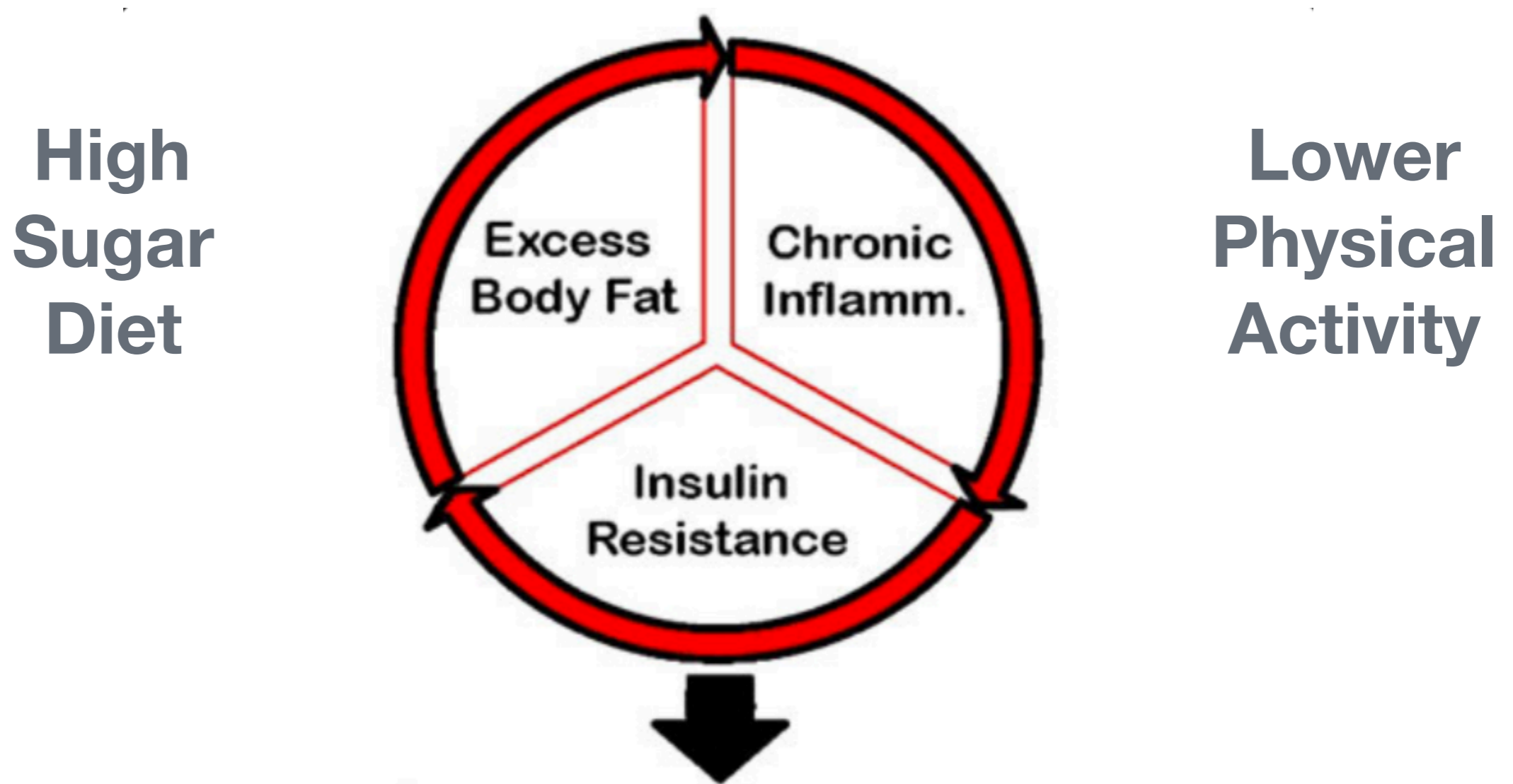
OVERFAT INDIA INC.

THE ACCUMULATION OF EXCESS BODY FAT THAT CAN IMPAIR HEALTH AND CONTRIBUTE TO CHRONIC DISEASE

Increased consumption of processed foods, esp. dietary sugar, can offset the benefits of exercise, play a contributory role in OverFat pandemic in India.



RELATIONSHIP BETWEEN OVERFAT, CHRONIC INFLAMMATION & INSULIN RESISTANCE LEADING TO CARDIOMETABOLIC IMPAIRMENT



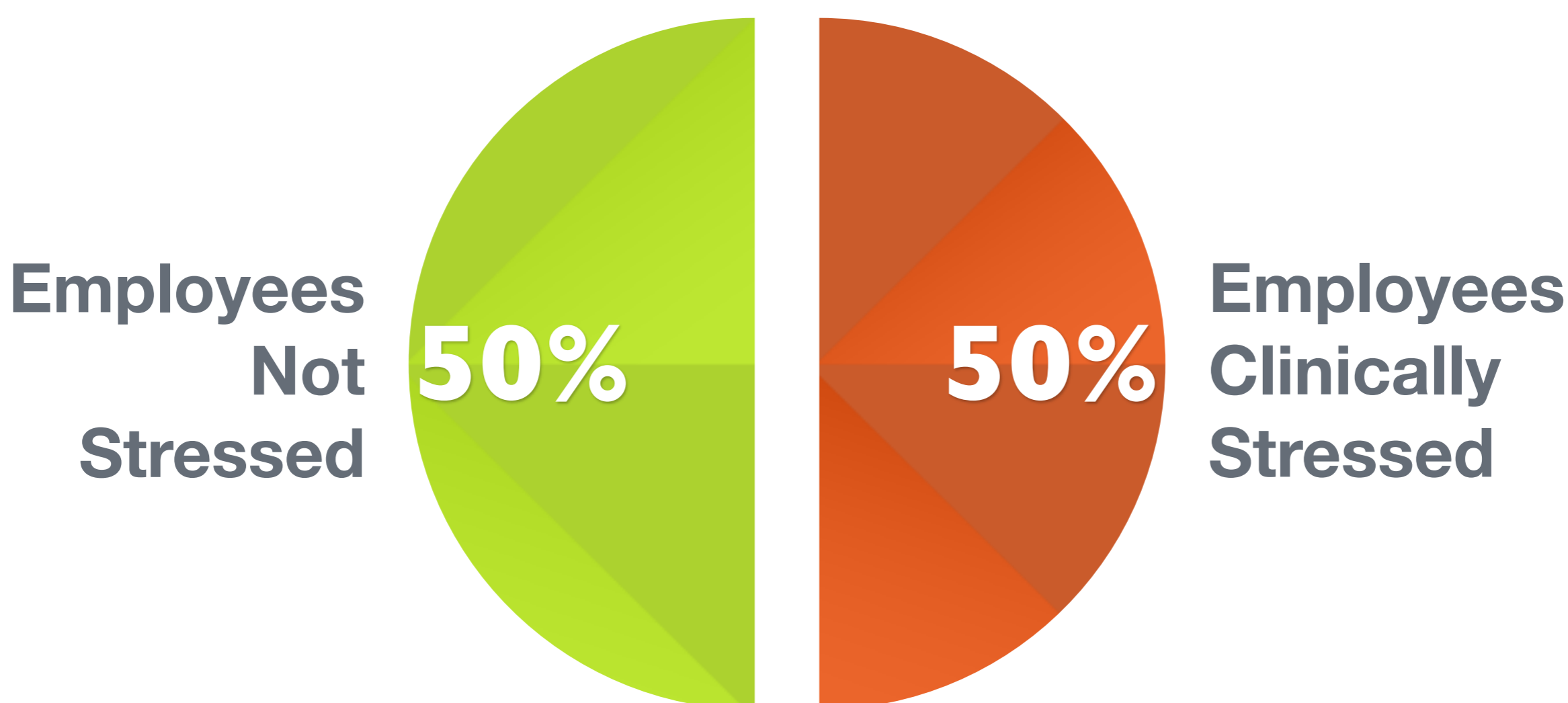
DYSLIPIDEMIA, HYPERTENSION, ELEVATED FASTING GLUCOSE

TYPE 2 DIABETES, CARDIOVASCULAR DISEASES, ARTHRITIS, CANCER, ALZHEIMER'S, OSTEOPOROSIS, OTHER ILLNESSES

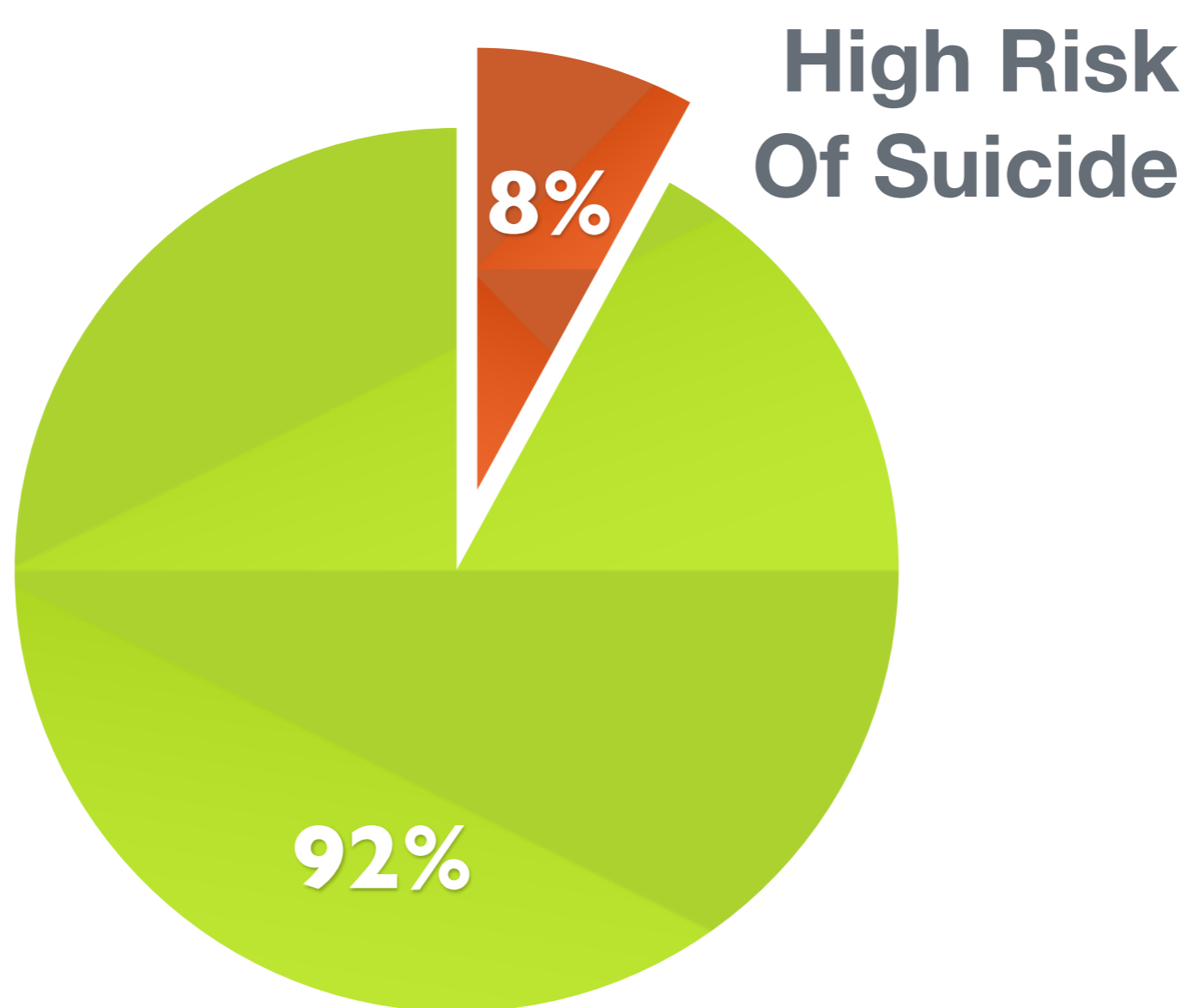
Source: Maffetone P., Khopkar M., The Overfat Pandemic in India. Global Epidemic Obesity 2018; Vol 6: Article 2.

STRESSED OUT INDIA INC.

SURVEY CONDUCTED BY OPTUM AMONG 8,00,000 EMPLOYEES IN 70 LARGE COMPANIES, WITH A MINIMUM WORKFORCE OF 4,500



PROPORTION OF WORKERS AT HIGH RISK OF SUICIDE DUE TO UNMANAGED STRESS OF ALL COUNSELLING CASES IN 2018



CAUSES OF STRESS

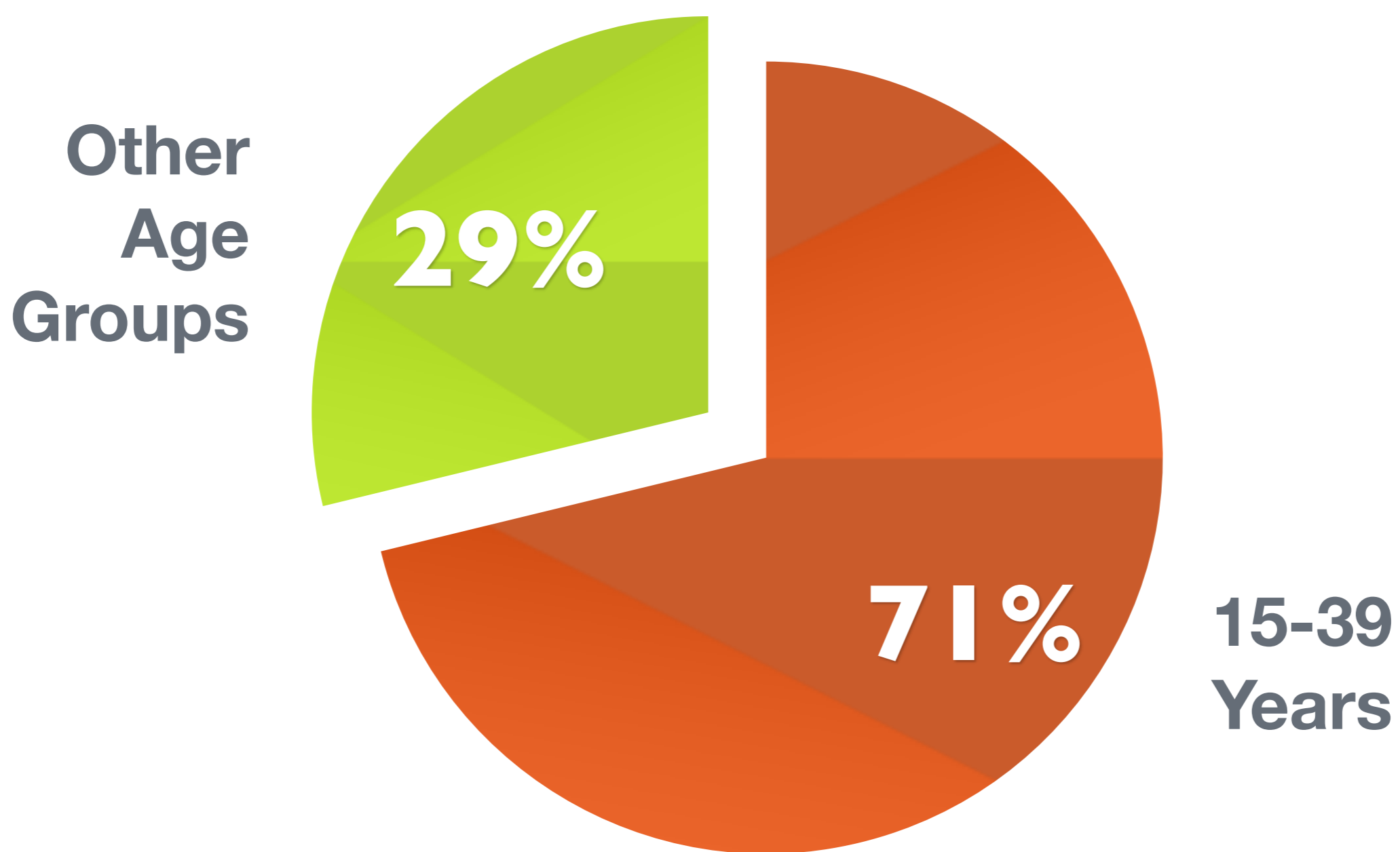
The Big Three



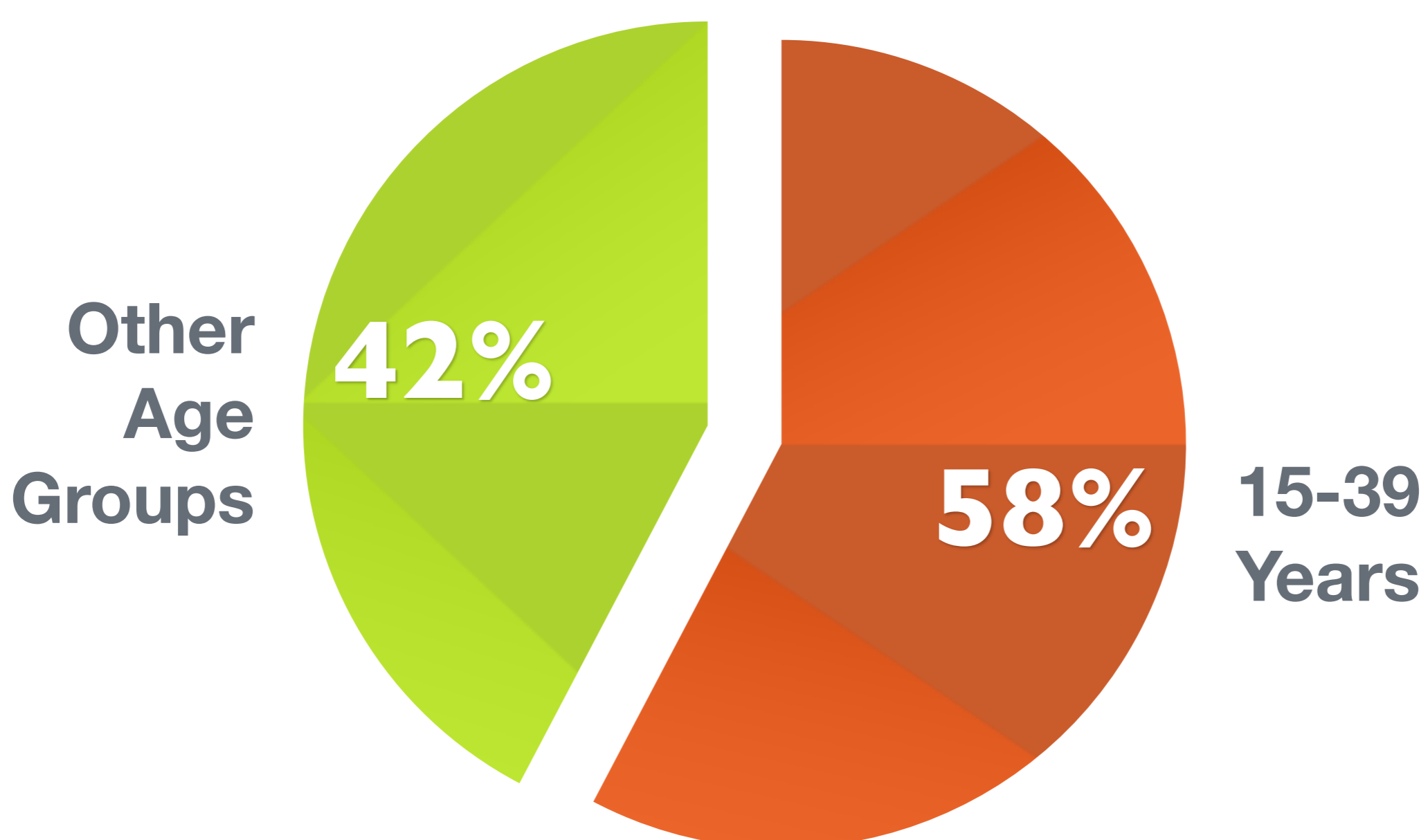
The Rest

SUICIDE: LEADING CAUSE OF DEATH IN 15-39 YRS

SUICIDES IN INDIAN WOMEN



SUICIDES IN INDIAN MEN



Source: Gender differentials and state variations in suicide deaths in India: the Global Burden of Disease Study 1990–2016

CONSEQUENCES OF WORK RELATED STRESS

Physiological

Increased heart rate, blood pressure, muscle tension, sweating, adrenaline production & secretion, & hyperventilation.

Fear, irritation, depressive mood, anxiety, anger, and diminished motivation

Emotional

Cognitive

Decreased attention, narrowing of perception, forgetfulness, less effective thinking, less problem solving, and reduced learning ability.

Decreased productivity, increased smoking, increasing drug use and/or alcohol consumption, making errors, and reporting sick

Behavioural

Medical

High blood pressure, angina complaints, burnout, & mood disorders, depression, disturbed metabolism (diabetes), alcohol dependence, and musculoskeletal disorders

Increased absenteeism, complaints from clients/consumers, & violent events.

Decreased performance & productivity, growth rates & profit & quality of work.

Negative impact on work

GENERIC HEALTH TIPS

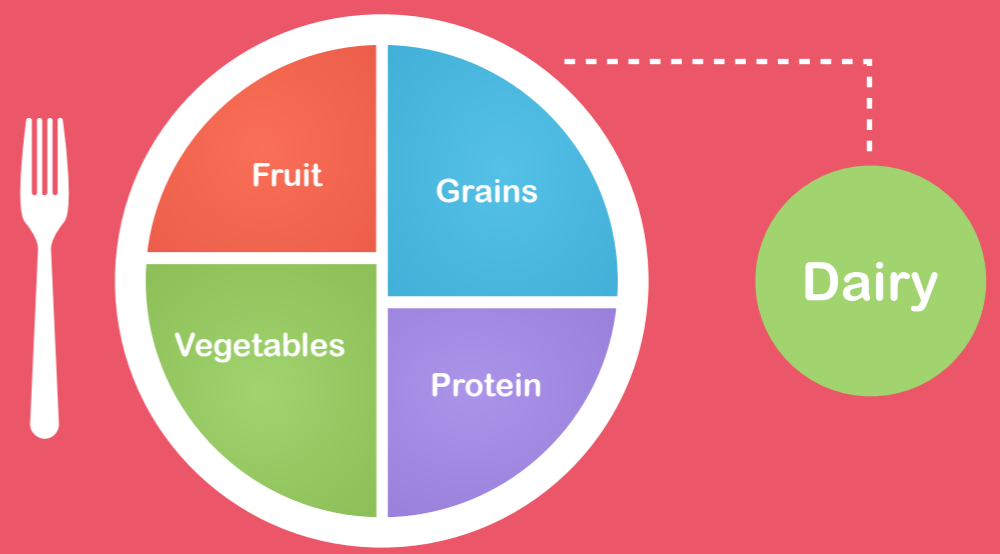
Exercise daily



30-45
min/
day

5-6 days a week of cardio-vascular and
2-3 days of strength training a week

Eat healthy foods



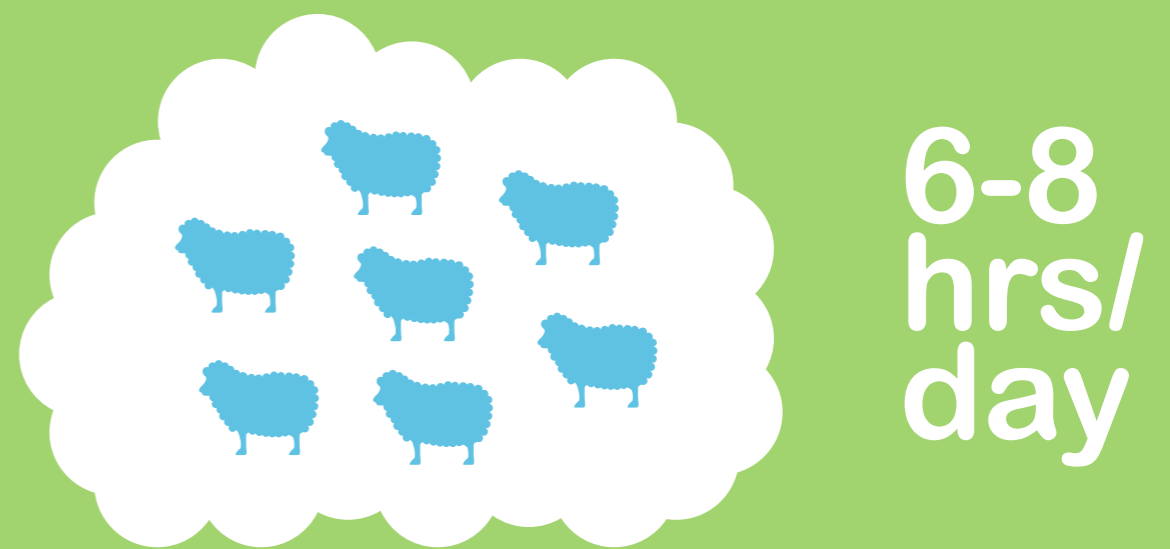
Cut down on processed foods (sugars)
and carbohydrates consumption

Drink plenty of water



Drink water in sips throughout the day
Not litres in one go

Get a good night's rest



Sleep helps you absorb what you did today
and refreshes you for tomorrow

Keep a Log



Keeping a diary and a log helps you
monitor your progress

Give yourself a break



Meditation daily helps you reconnect
better with your own self

Its not a rat race



The plan is to be better than what you
were yesterday

Have mini goals



Mini goals help you to gradually keep
working harder without getting injured

CALL TO ACTION

GOYA (GET OFF YOUR ARSE)

Idea was to get you thinking about you and your position on the health continuum. This is a work in progress and as soon as you identify that there is a need to address gaps in health and fitness, and how to go about doing it, it's game on.

Also, please fill out the questionnaires and submit them to us. Your responses will help us come up with customized suggestions.

We also need to identify that this is a generic plan and that it's not a one size fits all either. A detailed customised Corporate Wellness Programme can be developed on understanding basic needs and current status of the corporate.

For now, just get started.

For yourself, for your loved ones. And for India Inc.

Co-Authors

The intent is to address the problem India Inc. today suffers from at grassroots levels to the very top, affecting both the individual and corporate world with markedly reduced efficiency and increased cost.

DR RAJAT CHAUHAN



Dr. Rajat Chauhan is a Sports-Exercise Medicine and Musculo-Skeletal Medicine physician, an aggressive promoter of GOYA (Get Off Your Arse). He has been a runner for 34+ years, and has run several ultra marathons. He has also authored 'The Pain Handbook: A Non-Surgical Way to Manage Back, Neck and Knee Pain.'

His main interest is to make everyone perform at their peak levels, whether it be in educational institutions or work places by being in top mind-body fitness. He is also of the opinion that we humans are not yet aware of what our potentials are.

He has been organising a 333 kms (this year 555 kms) ultramarathon in Leh Ladakh for last 10 years where top ultra runners from 23 countries, including personnel from Indian Armed Forces have taken part.

DR DIVYA PARASHAR



Dr. Divya Parashar is a Rehabilitation Psychologist, with a PhD from the University of Wisconsin, Madison, USA. With over 20 years of clinical experience, her interest and focus is on enhancing quality of life for people with chronic illnesses and disabilities, mental health issues, and lifestyle related disorders.

She brings her expertise in positive psychology to help promote healthy living suited to individual lifestyles to achieve bio-psycho-social equilibrium. When she's not working, she's running marathons.



STARTING TODAY,
COMMIT TO RECLAIM YOURSELF
AND BECOME YOUR BEST.
#ReClaimU



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