



WELLNESS AT WORK

THE FUTURE LOOKS BRIGHT



THE BUILDING BLOCKS



HOW WE GOT HERE

The Path of Worksite Well-being History

The Future
Fluid, autonomous work spaces, places and times; intertwined relationship between communities and organizations; broad individual access to wellness through modern use of ancient wellness practices such as mindfulness and energy management, plus new science and telemedicine for employees and loved ones

1990s

Workplace Health Promotion Movement/ Jakarta Declaration from the WHO and EU

2000s

Growing number of disease management programs, wellness programs; tools and resources; escalating costs related to healthcare spend in industrialized nations

Present Day

Built environment, access to outdoors (and biophilia) and emphasis on supporting employees' families (work/life balance and health initiatives)

1980s

Stress management; fitness movement; rise in sedentary jobs; onsite gyms; cardiac rehab/safe return to work



WWII

Women in the workforce helped reshape gender norms/roles and laid the foundation for women doing more "male" jobs

1930s-50s

Unions: Regulated hours, negotiated wages, workers' rights, occupational safety/health, workers' comp

1830s-60s

Europe/US passed legislation to abolish slavery, a positive step in worker's human rights (still an ongoing issue in some parts of the world)

1911

Early Adopters: Wanamaker's Employees were to be treated respectfully by management (including not being scolded in public), and John Wanamaker & Company offered its employees access to the John Wanamaker Commercial Institute, as well as free medical care, recreational facilities, profit sharing plans, and pensions

1884

Early Adopters: Pullman Car Company built a company town for their workforce: it was composed of a library, theater, hotel, church, market, sewage farm, park, and residential buildings

Ancient Wellness Practices

Day of rest, yoga, meditation, food as medicine, nature-based medicine, etc.

Sources: *Gallup research ** The Future of Wellness Report. For more worksite wellness history, see Appendix A, page 39.

