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Vision Zero and well-being at work: A peek at the Nigerian experience

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- **The ILO**
- The ILO (of which Nigeria is a signatory), amongst other roles, promotes Occupational Health systems with the aim of preventing occupational accidents, injuries and diseases and improving the working environment.

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- **Wellbeing in OHS**
- The need for wellbeing of workers stems from occupational health principles, a branch of OHS dedicated to the wellness and safety of employees in the workplace. It is everything that relates to a worker's health, both present and potential.

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- **What is health?**
- In general terms, health is regarded as the ability to flourish without being unduly impeded by illness or disability.



- **WHO's definition...**
- “a state of **complete** physical, mental and social wellbeing and not merely the absence of disease or infirmity”. WHO further defines it as a condition related to wellbeing.



- ... “ a resource for everyday life, not the object of living’. Health is a condition for living well and it is a prerequisite for the wellbeing of persons. ”
The Ottawa Charter of 1986

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- **Describing Wellbeing**
- Wellbeing is about how we feel and our sense of satisfaction. It is about us living well.
- Wellbeing is fundamentally hinged on health.

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Szalai & Andres	A composite measure of how good an individual feels at the physical, mental and social level” -
Waddell & Burton	“The subjective state of being healthy, happy, contented, comfortable, and satisfied with one’s life”
BSI Group	“A positive state of mental, physical and social health’

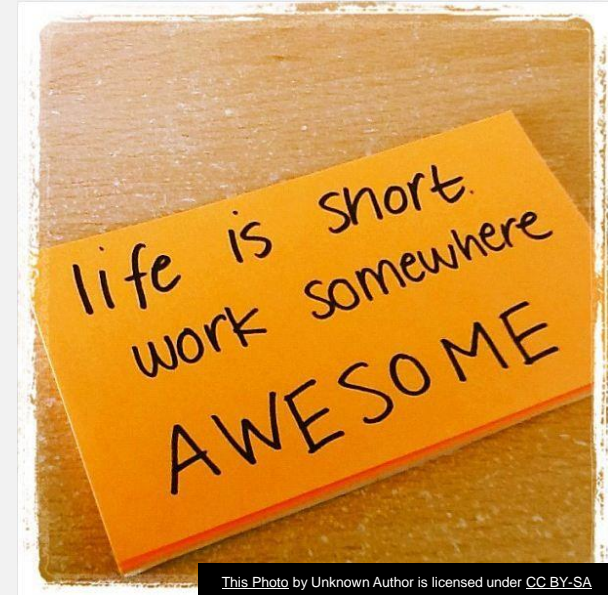
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- For the ILO:
- “It relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization.”
- According to the ILO, workplace well-being must complement Occupational Safety and Health (OSH) measures.



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- For the CIPD, wellbeing is:
- “Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and their organization
- It is a personal/subjective state.
- Organizations are encouraged to create an environment and culture which empowers the worker to make positive personal lifestyle decisions.



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- Nigeria, a country of approximately 200 million people, is acclaimed the most populous black nation in the world. It has about 250 diverse tribes that speak over 500 different languages.
- It is a country that is rich in art and culture and has high potentials for development due to the enormous natural resources and manpower gifted to the territory.
- However, the country is plagued with underdevelopment.

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- Nigeria lacks major basic amenities.

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- The country suffers from huge infrastructural deficit and this is evidenced in the different sectors of the economy. Poor leadership takes majority of the blame.
- A more recent burden is the challenge of insecurity.

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- Poor sheltering/housing deficit.



- Inadequate supply of Portable water.



- Food Insecurity.

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- Poor healthcare facilities.



- Inadequate educational facilities.



- Children of school age as IDPs.

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- High unemployment rates.



- Poor quality of life.



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- Banditry, Terrorism and Kidnapping

Mental Health Issues

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- Currently, the poverty level of the country, by a World Bank report, was placed at 95.1% as against 90% which was originally projected for the year 2022. (The aftermath of the COVID-19 made way for the extra 5%).
- The future appears bleak.

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- **Abraham Maslow's Theory (Five-level Hierarchy of Needs)**
- A classical representation of human motivation.
- The lower order needs of physical and emotional well-being must be satisfied before they become concerned with the higher order needs of influence and personal development and growth.
- The lower four layers contain deficiency or deprivation needs.
- If these needs are not met, the individual's well-being is compromised.



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- Lower needs are required for existence - security, food, shelter, personal safety, air and water, and emotional needs (connectedness)
- Where they are met, the individual then focuses on the attainment of self-actualization.
- Maslow's Theory is relevant till today.

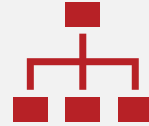
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What May Assist?



Chapter 2 of the
CFRN



ILO - SOLVE



WHO – Model on
Healthy Workplace
Improvement

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CFRN 1999

That security and welfare of citizens shall be the primary aim of government.

Policies directed towards suitable and adequate shelter and food supply, reasonable national minimum living wage, old age care and pensions, and unemployment, sick benefits and welfare of the disabled.

Conditions of work are just and humane, adequate facilities for leisure and for social, religious and cultural life

Health, safety and welfare of all persons in employment are safeguarded and not endangered or abused

Adequate medical and health facilities for all persons

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- SOLVE
- The ILO has developed the 'SOLVE' training tool, integrating wellbeing (workplace health promotion) programmes aimed at specific health issues with occupational health and safety.



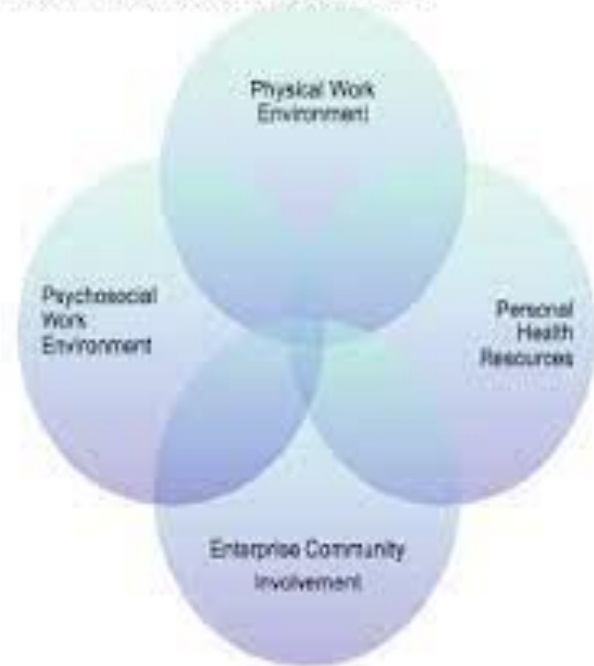
- SOLVE also introduced an innovative approach whereby workers' health, safety, and their well-being became an integral part of organizational development and economic sustainability.

- SOLVE was designed to offer an integrated workplace response for dealing with:
- stress;
- violence;
- nutrition;
- physical activity;
- healthy sleep;
- tobacco use and exposure to second-hand smoke;
- drugs and alcohol abuse;
- HIV and AIDS;
- food insecurity.

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- WHO - Has developed a healthy workplace model aimed at comprehensively addressing workplace protection and promotion.
- It identifies four avenues of influence to create a workplace that protects, promotes and supports the complete physical, mental and social well-being of workers in an organization.

Figure 9.1 WHO Four Avenues of Influence



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Physical Work Environment – E.g., Eliminating toxic chemicals or substitute with less hazardous ones.

Psychosocial Work Environment – E.g., Reducing overwhelming workload; Recognizing/ rewarding performance.

Enterprise Community involvement – E. g., Free/affordable primary healthcare to workers/family members.

Personal Health Resources– E. g. providing fitness facilities, classes or equipment for workers; provide healthy food choices within the working environment; Discourage harmful lifestyle habits.

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- **Challenges:**
- Denial of the existence of the problem.
- Lack of political will to domesticate such laws even after ratification.
- Corruption in political/legislative process.
- Lack of infrastructure to respond with adequate planning and interventions to rapid demographic changes.
- The existence of stratified citizenship levels characterized by unequal access to services and rights based on socio-spatial discrimination and indigeneity.

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- **Solutions**
- Sensitization and awareness by individuals, employers and organizations.
- Ratification and domestication of international instruments on well being.
- Monitoring demographic changes and management of population explosion.
- Curbing corruption that leads to discrimination and workplace favouritism.

