

Outcomes - Wellness at Work Survey 2024

Survey ran between 1st and 31st July 2024, as the first ever Survey of this nature in Namibia, which is likely to be repeated next year to track progress and to reach and involve even more companies and organizations.

→ Survey is aligned with Namibia's revised **Food and Nutrition Security Policy** (OPM, 2021):

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- 1.1.1 Promote, protect, and support exclusive breastfeeding by enforcing the legislation and monitoring of the implementation of the Code of Marketing of Breastmilk Substitutes
 - 1.1.2 Facilitate a supportive family, workplace, and social environment that enable caregivers to provide optimal feeding of their infants and young children**
 - 1.1.3 Ensure equitable access to optimal feeding and hygiene practices for infants and young children
 - 1.1.6 Foster partnerships to expand the scope of actors and implement Multi-Sectoral Nutrition approach towards improving child feeding practices**
 - 1.3.2 Sensitise mothers and women of reproduction age on pre-conditions and enablers for optimal growth
 - 1.5.6 Strengthen interventions to ensure that pregnant and lactating adolescent mothers are adequately nourished
 - 1.6.1 Promote practices that encourage diversified diets, food safety, healthy food choices, and healthy lifestyles, and weight management through communication, counselling, and dietary guidelines.**
 - 1.6.2. Strengthen the capacity to screen, manage and provide adequate care for people affected with Non-Communicable Diseases
 - 4.3.2 Develop and implement tailored communication and advocacy strategies to inform and influence decisions that affect food and nutrition security on all levels in Namibia
 - 4.4.1 Advocate for and stimulate domestic investments in food and nutrition interventions**
 - 4.4.2 Encourage ethical public-private partnerships to address hunger and malnutrition issues
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Total number of Respondents = 85, out of which **62** completed the survey.

As at times different individuals from the same organisation at times filled in the survey, the **total number of Participating Organisations** [see p. 9] is **46**:

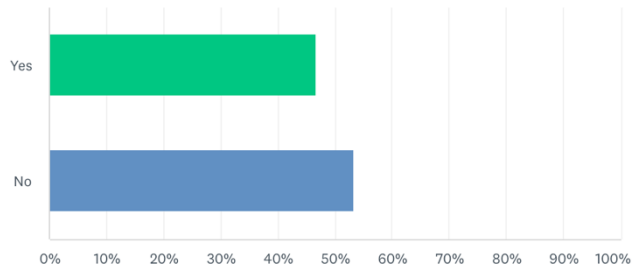
- 28 = 61 % Private Sector Companies (small and big, including Parastatals)
- 10 = 22 % Non-Profit Civil Society Organisations (incl. Foundations)
- 5 = 11 % Government Institutions (Ministries & Municipalities)
- 3 = 6 % Academic Institutions & Schools

Unfortunately, none of the United Nations agencies with offices in Namibia participated.

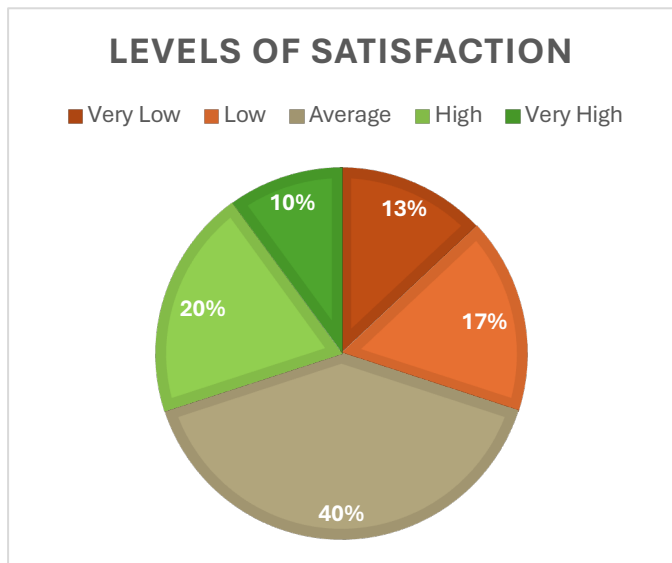
Does your company/organisation have a Wellness Department?

Answered: 62 Skipped: 0

1) Wellness Departments?



Q 5 - Employee Satisfaction with Wellness Department and its Services:



Q 6 – Wellness Departments’ Focus Areas

Answer Choices	In %	Responses
Physical health check-ups, including high blood pressure etc.	73.33 %	22
Mental and emotional health support, e.g. counseling	60.00 %	18
Team building and improving working relationships	60.00 %	18
Promoting or even offering physical activities and exercises	56.67 %	17
Awareness creation of healthy lifestyles in general	56.67 %	17
Financial literacy and debt management	53.33 %	16
Sexual harassment and gender-based violence	43.33 %	13
HIV/Aids or TB testing and counseling	36.67 %	11
Dealing with addictions (substances or behaviours)	36.67 %	11
Stress management and anger management	36.67 %	11
Nutrition counseling to prevent or manage certain 'lifestyle' diseases	33.33 %	10
Others:	13.33 %	4
Bio medical wellness services		
Ergonomics and pre-medical assessments. Chronic Disease Management		
Mostly Human capital aspects – (the wellness department is hidden within HR)		
As an employee am not even aware of their focus.		

Q 7 – Additional Focus Areas for Wellness Departments

- Support for breastfeeding moms especially the first months after returning to work from maternity leave. // Working conditions for pregnant/nursing moms. Reason: currently there are no policies in place to address these. // Returning to work as a working mum. The transition.
- Nutrition counseling to prevent or manage certain 'lifestyle' diseases. Awareness creation of healthy lifestyles in general // Healthy lifestyles and diet and nutrition. // Nutrition and health diet. Employee represent elevated BMI and cholesterol
- Health Assessments to understand risk factors Cancer diagnosis and referral for Treatment // Cancer related issues
- Stress management // Stress Management and Financial literacy to be given emphasis // Stress management: referring patients or health workers for further management
- Mental and emotional health support, e.g. counseling // More awareness surrounding physical and mental wellbeing, taking work-life balance into account // More mental wellness activities
- Financial literacy and debt management. Very important to conduct this in every department.
- Voluntary medical male circumcision, most employees are always request for this services.
- More physical health activities
- For starters: improve the visibility and perceived activity of the department // I think wellness team could be trained on how to deliver programs. // We cover most, but not focused and in detail. More just focused on informative.
- None. We have a wholistic approach and is best practice.

Q 8 – Other Suggestions for Improving Wellness Services

There is a lot of improvement to be made to our current wellness programmes. // The department should run as an independent body and not under MoHSS // Decentralisation of wellness offices.

Regular engagement win employees. // Atleast wellness should be done every 3rd months to the employees and companies. // A bigger budget for activities.

Integration of technology such as Apps to help employee assess their own health and make appointments // Online and other non-physical interactions to suit work schedules and their departmental budget.

Breastfeeding and nutrition education

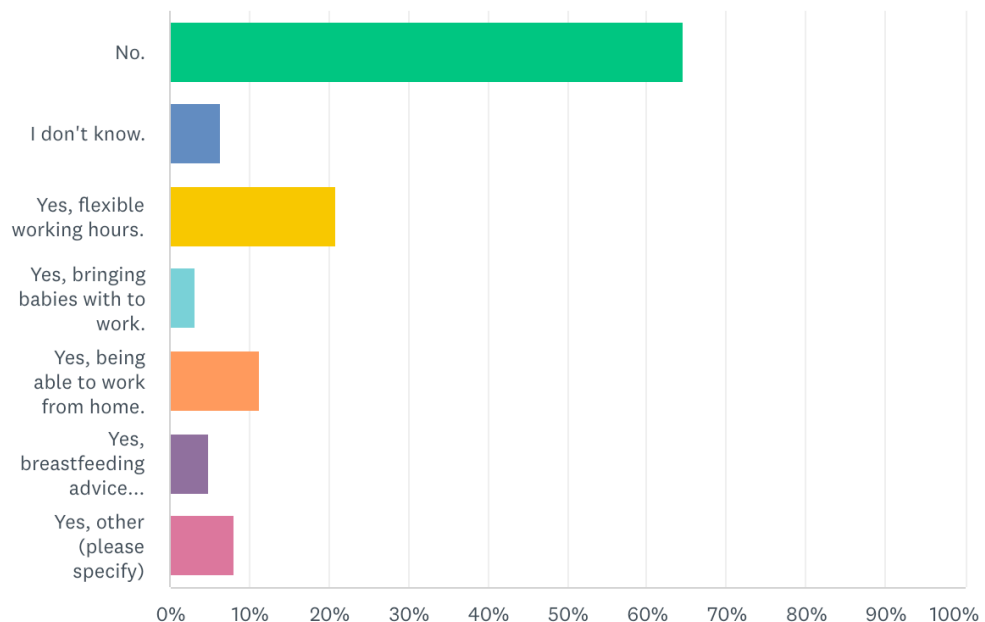
Counseling sessions

Organize open house events where employees can learn more about the department's services and meet the team. Once one is aware of what is available, a needs assessment can be conducted to determine which activities can run. There are so many social, mental, emotional, personal and work-related problems staff have to deal with which may gravely affect performance as well. It should also be taken into consideration that we have two legs in the university - academic and administrative... It is therefore important to take both into consideration when activities and campaigns are organised, because for the most the academic staff are left out as it is not easy canceling classes while admin staff can just lock up office and take part.

2) Breastfeeding-friendly Workplaces?

Q 9 – Any Breastfeeding-support to mothers returning to work?

Answered: 62 Skipped: 0



Other: HR leave arrangements // Can pump breast milk at work // Breastfeeding room // Special room for Moms to pump out milk

Q 10 – Breastfeeding Spaces at Work

Over 95% of responding organisations do not have any breastfeeding space.

Only three (3) companies have dedicated spaces for breastfeeding mothers, namely:

- Ohlthaver & List Group of Companies
- Capricorn Foundation
- Bank Windhoek

Q 11 - These **breastfeeding spaces** consist in all three organisations of a separate room to ensure privacy, a comfortable chair/couch and a small fridge. In two of three cases, there is also a kitchen/sink with running water.

Q 12 - Available breastfeeding places are **used daily** (2/3) or at least once a week (1/3).

Q 13 - **Feedback** on existing breastfeeding spaces: *Currently the space can only accommodate one breastfeeding mother at a time, and this is a limitation.*

Q 14 - **Recommendations** are that these breastfeeding spaces are **to be bigger** and to *install dividers so that that at least 2 mothers can express breastmilk simultaneously.*

3) Maternity Leave

Q 15 - **Support** (paid maternity leave) **for mothers** in terms of **time off** is mostly (71 %) limited to the official 12 weeks. 14,5% of respondents indicated they don't know.

Only 3% of organisations offer a few days on top, 5% offer a few weeks on top, while 6,5 % even offer a few months on top of these 12 weeks.

Comments: Social security pays for maternity leave but there is a limit to the amount they pay. Which in most cases is waaay lower than a person's basic salary. // No not yet // 3 months social security option // We provide an additional month.

Q 16 - **Support** (paid maternity leave) **for mothers** in terms of **money** is mostly (55 %) limited to what Social Security provides, with no additional benefits/compensation.

6.5 % of organisations offer some form of additional compensation, while almost a third (29 %) of organisations continue paying the employees full salary, i.e. topping up the amount that Social Security pays to match the full salary.

9.5 % indicated that there are other maternity benefits in place, such as: *'Pays for your company benefits (rental/housing, medical aid, pension) during maternity'* or *'Babies can come on business trips and nannie's accommodation is paid for'*.

3) Paternity Leave

Q 17 - For **supporting fathers** in terms of paternity **leave**, almost 26 % of organisations had an official policy in place, while almost 5 % provide support on a less formally basis.

Yet, half of the respondents (50 %) indicated that there is no paid leave for fathers, even on the day the child is born, while 19% said they don't know.

In the comments, 5 participants indicated that fathers get five (5) days of paid leave¹, while 3 participants indicating that fathers get two (2) days of paid leave². Others indicated that *'Fathers may take normal paid leave'* or that they have not received such requests yet.

Q 18 - Over **74 %** of respondents said there are **no other benefits** for new fathers, while **16%** said their organisation **offers remote work options**, such as working from home, and **10%** offer flexible work hours to support the breastfeeding mother. The rest responded that they wouldn't know and/or have never been asked about that.

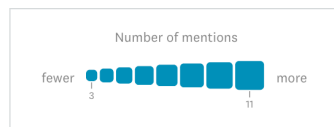
¹ Bank Windhoek, Lithon Foundation, Medscheme, MTC, and NAMDIA

² Namibia Institute of Pathology (NIP), Pupkewitz Megabuild, and Pupkewitz Motors

4) How to Improve Employee Wellness

Q 19 - How can your organisations better support employees who return from maternity leave and/or employees who just became parents?

45 participants responded, while 17 skipped this question.



Those who responded gave very insightful recommendations: (thematically sorted)

Breastfeeding area designated for mothers // Providing space for new mothers to breastfeed or pump milk. // Have a dedicated place for pumping while at work // Breastfeeding/pumping space // Provision of a special room for mothers who wants to pump while at work. // Breastfeeding room // A pumping and breastfeeding room would be great! NNF is considering a child care option at work. // Baby corners are essential

Flexible working hours. // Flexible hours for mothers // Flexi hours would be nice. // flexible hours // Offering flexible working hours // Flexible working hours // Just be accommodating to requests and flexible // Flexibility to divide lunch hour into breastfeeding pumping breaks // Should provide flexible hours to them. // Provide flexible hours by either knocking off early or coming in a bit late. It is a struggle to keep awake the whole 9 hours while one didn't get enough sleep at night. // Flexible work hours // At least the organizations can offer flexible hours to employees returning from maternity. // Through flexible working environments // Offer extra 30 minutes tea time to mothers for breastfeeding/pumping // I think they should give them enough time to breastfeed their babies when at work // By giving them flexible work hours and leave.

Working from home part-time // Incorporate flexible working hours and terms such as working from home were possible // Flexible working hours for breastfeeding mummies to go home and breastfeed if necessary // Hybrid working. // Remote work options // We are lenient towards children being sick and supported at home by the parents - allowing the parents to work remotely, when possible. // Working from home for breastfeeding moms.

Extended maternity leave for mothers. // Increase the maternity leave to 6 months or at least half day work for half of the time. // Additional leave on top of the official 12 weeks. // Flexible work hours or additional days beyond the 12 weeks maternity leaves // Additional maternity and paternity leave days.

Provide paternity leave // Paternity leave for dads // Paid parternity leave for farthers. // Consider fathers' maternity leave as well. // Give leave days to fathers as well.

Full compensation // Financial support // Monthly allowance // Give them support and benefits // Pay them in full. // Top up on the 13k received from social security to make up their full salary // No penalties for women that have children, e.g. bonuses shouldnt be pro-rated. // Not cutting the salaries during the maternity period were one needs it the most.

Helping mother and newborn with food and nappies // Giving them social supports, have a special gifts for them and introduce work related benefits for them // Both financial and emotional support is needed // Be considerate and help mothers to overcome after giving birth stress and depression. // Giving emotional support

Return to work programs, including specialist visits or consultations provided by the company. // Post-birth counselling package or welcoming gift or flexible work hours for first few days or weeks to allow mothers to re-integrate smoothly into the work environment. // Put breastfeeding mothers on 5-8 or 4-8 work shifts. // Flexible hours for the first month the baby is born at the very least. // Light duty for returning employees for at least 3 months while one is getting themselves together.

At least a little top up and flexible working hour or even working from home. Some babies are born with abnormal conditions but yet you are expected to be 100% at work, at times you will be told that you are not the only mother. When there are events or functions of the company out of your comfort zone the company does not cover accommodation and travel expenses for both the mother and the Babysitter, company must look in to this as a matter of urgency and importance.

I like the idea of breastfeeding facilities for mothers - this would be very helpful, in fact a creche will help a lot since many mothers probably have to travel back and forth to breastfeed. This may affect productivity in the workplace and unnecessary tension between colleagues may occur due to the recurrent absence of new mothers. Including fathers in child-rearing and household responsibilities is essential for advancing gender equality and improving family dynamics. Paternity leave plays a significant role in fostering early father-child bonding, promoting shared parenting, and challenging traditional gender roles. By supporting fathers' involvement in childcare, society can move towards a more equitable and progressive future, benefiting individuals, families, and communities. The safety of children is a concern too - By establishing on-campus daycare facilities and forming partnerships with local daycare centers, a university can significantly improve the safety and well-being of children. Integrating these facilities with ECD training programs provides valuable hands-on experience for students while fostering a supportive and family-friendly environment. Through careful planning and implementation, such initiatives can create a win-win situation for the university, students, parents, and the broader community.

We make use of volunteers // In my view, we are already doing our best. // Due to the nature of our organization it is very difficult to offer support.

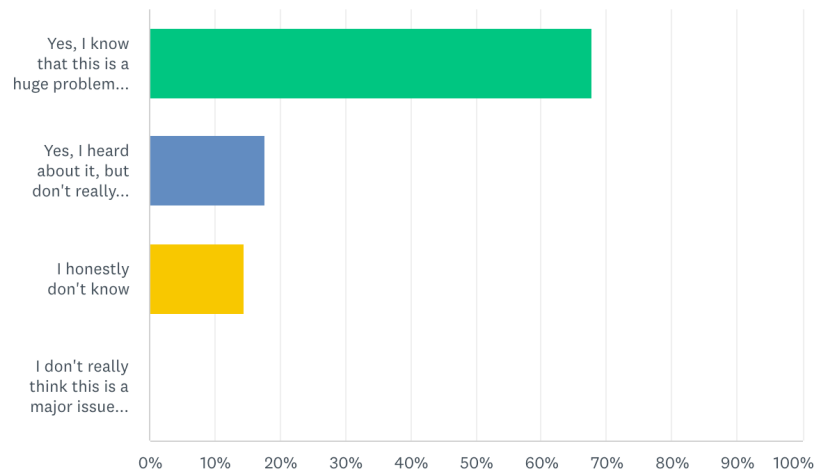
Awareness raising and change in policies around maternal health and breastfeeding.

5) Malnutrition in Namibia

Q 20 – Awareness of High Levels of Under-Nutrition

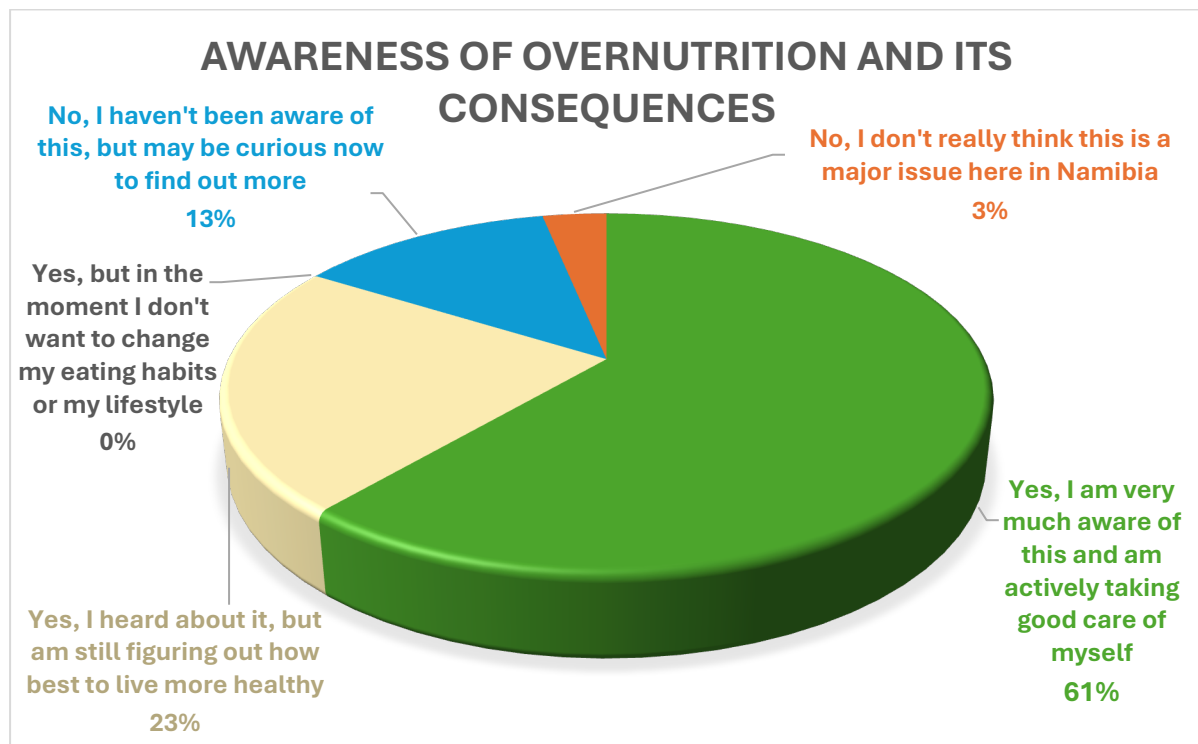
Are you aware of the high levels of malnutrition (= 'undernutrition', such as stunting or wasting) among children in Namibia?

Answered: 62 Skipped: 0



Comments: This year food is a challenge in Namibia. // In Omaheke it's really a concern, we are facing malnutrition everyday...the deaths are concerning indeed. // Social Security should provide maternity leave for fathers

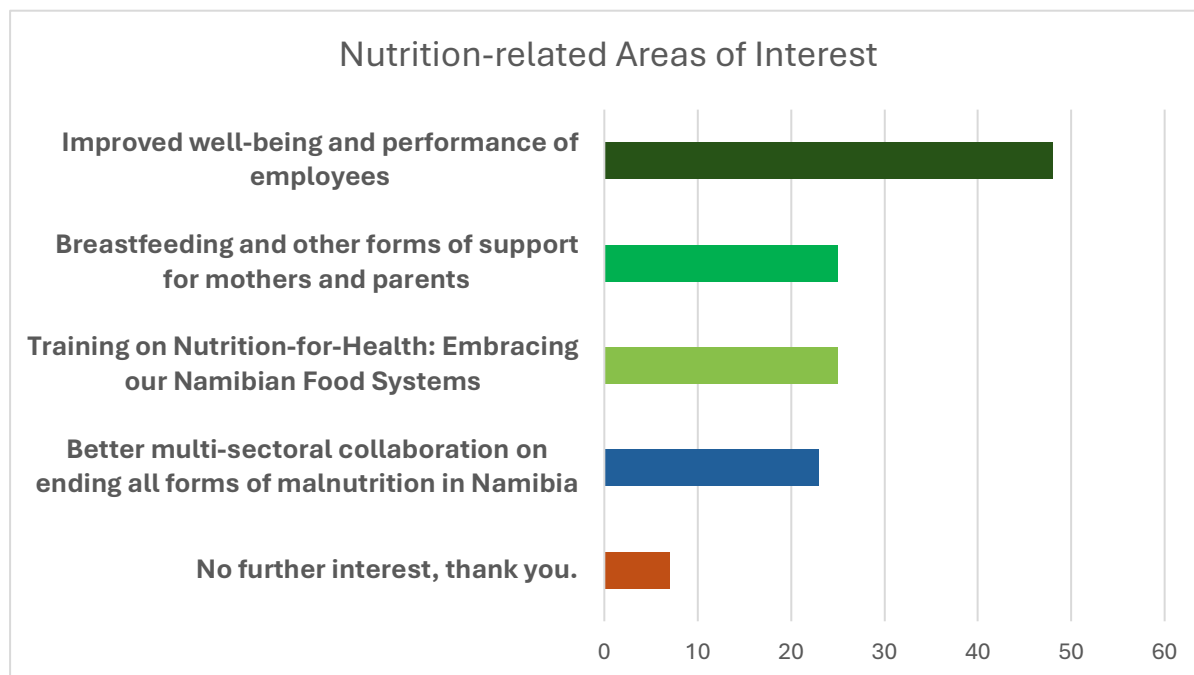
Q 21 – Awareness of High Levels of Over-Nutrition



Comments: Overweight & obesity in babies is caused by formula, cultured milk and poor diets, as working women's babies hardly get breastmilk) // This programme must educate the society.

Q 22 – Interest in Learning More about Nutrition

62 responses



Comments: I think so, but communicating to management directly, and sharing the statistics will go a long way. // I would like to think we have capacity - it is just a matter of being more pro-active. // We have a physical, mental and emotional wellness program running already for 3-4 years // Thank you for your work.

--- END of Survey Results ---

We would like thank the following organisations and their employees for their participation in this survey:

Capricorn Group, Bank Windhoek, The Ohlthaver & List Group Of Companies, Debmarine Namibia, Namibia Desert Diamonds (NAMDIA), Hyphen Hydrogen Energy, Osino Gold Exploration and Mining, QKR Namibia Navachab Gold Mine, Walvis Bay Corridor Group, MTC Namibia, Namib Mills (Pty) Ltd, Pupkewitz Group of Companies, Pupkewitz Megabuild, Pupkewitz Motors, G4S Namibia, Game Products Trust Fund, John Meinert Printing, The Namibian, Afterbreak Magazine, Namibia Institute of Pathology (NIP), Namibia Medical Care (NMC), Medscheme, Walvisbay Medipark (Welwitchia Private Hospital), Dr Zaidee Sam Dental Practice, Spar Omuthiya (Stream Two Properties CC), Olusheno, DTV Trading Enterprises CC, and High Economic Intelligence (HEI) Investments Pty Ltd.

COSDEF/COSDEC, DAPP Namibia, Hardap Civil Society Organization, Namibia Institute for Democracy (NID), Namibia Nature Foundation (NNF), Namibia Housing Action Group (NHAG), Shack Dwellers Federation of Namibia (SDFN), SOS Children's Villages, Capricorn Foundation and Lithon Foundation.

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