



Enhancing the Productivity of Women in the Maritime Industry through Workplace Health and Wellness Initiatives

NGOZI OBIKILI

**Asst. General Manager, Occupational Health,
Nigerian Ports Authority**



Productivity

It is an economic measure of output per unit of input. Inputs include labour, capital, material and all resources put in while output is the achievement. It is a measure of efficiency of persons.

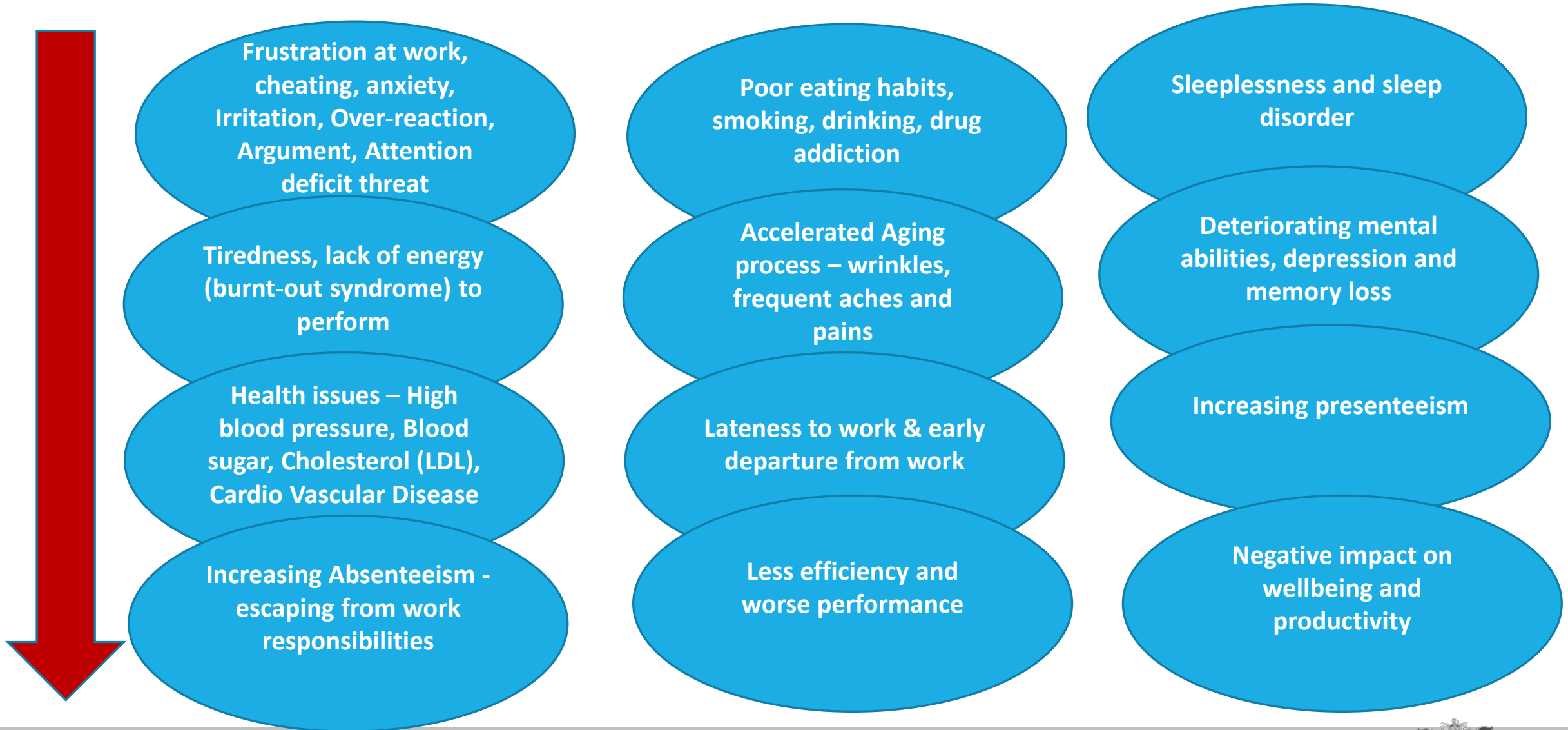


Productivity Statistics

- **Sep 2017 - Nigerian Labor Productivity Index rose by 1.96% despite high level of unemployment. While the overall level of productivity was high, there were several challenges that generally impacted on output and labor and indirectly on labor productivity keeping it below optimal level.**
- **USA 2017 - Labor Productivity index increased by 2.2%**
- **UK 2017 - Productivity index increased by 0.22%**
- **Azerbaijan - Labor productivity improved by 2.54% in September, 2017 compared to a drop of 2.79% in the last quarter.**

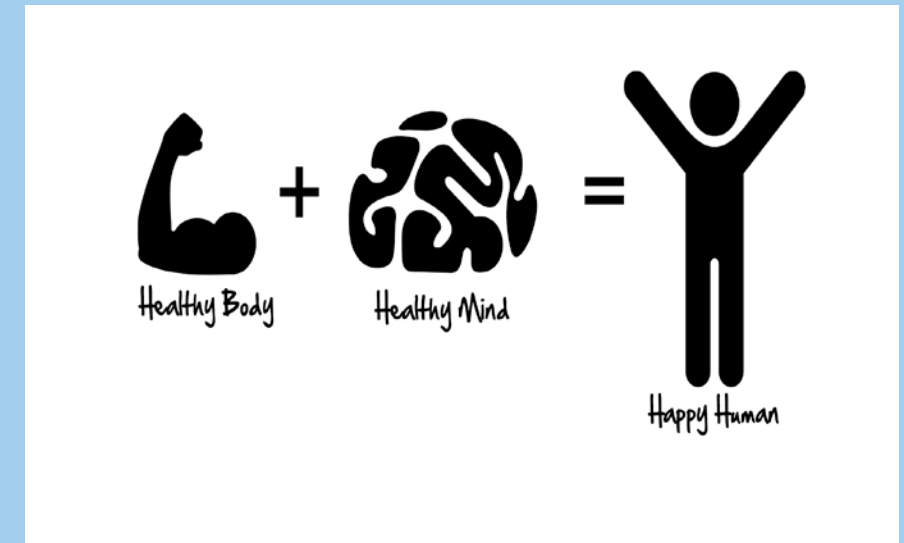


Productivity Decline



The Maritime woman?

- She is faced with the dual burden of family and career roles
 - Family – nurturing the children and overload of domestic chores
 - Career – enhanced performance and productivity at the workplace
- Competition in the male-dominated maritime industry
- Lifestyle factors that affect health
- Risks and hazards at the workplace



The Maritime woman?

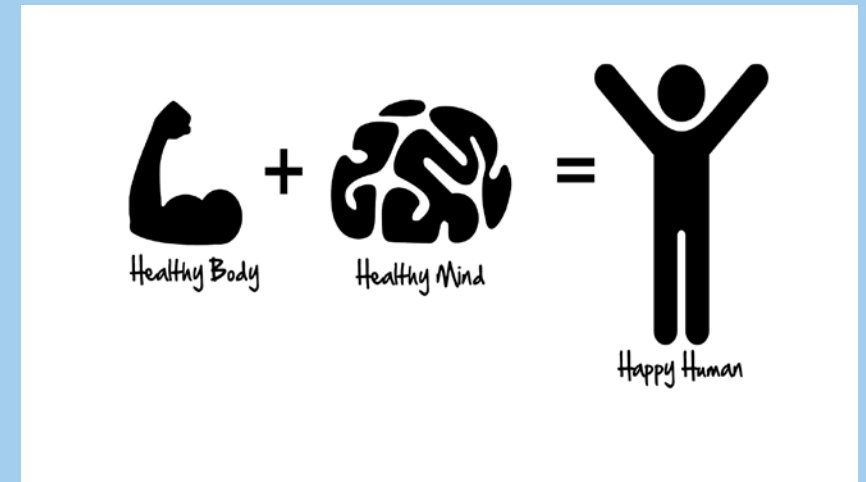
- **Degenerative Cellular Aging**

3 main causes -

- Degradation of “cellular timekeepers”, known as Telomeres
- Progressive death of the body’s main “power source”
Mitochondria
- Free radical exposure and oxidative stress
 - sunlight exposure (UV), pollution, heavy metals, stress, too much exercise

- **Decreased wellbeing**

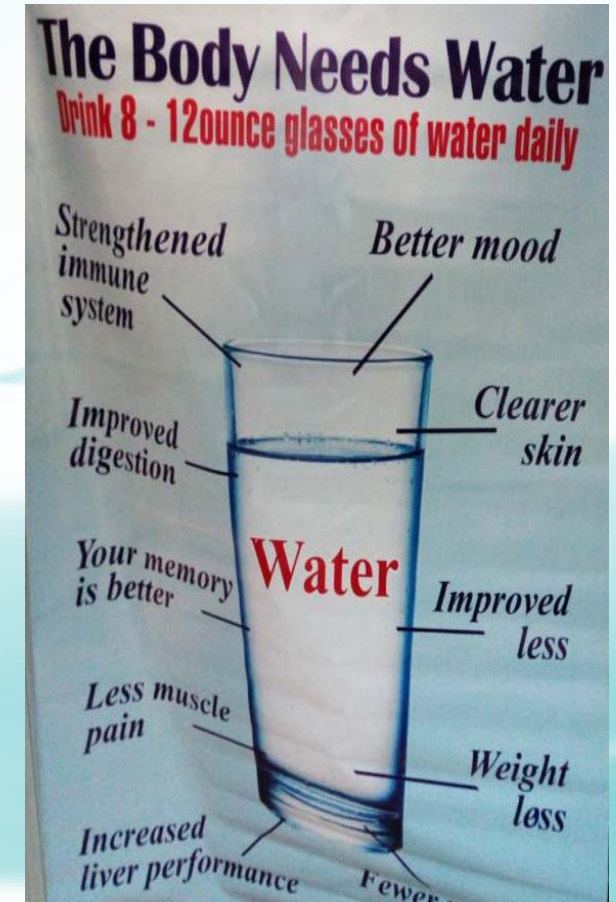
- **Progressive productivity decline**



Critical Lifestyle factors that affect health and Aging

■ Poor Nutrition

- Lack of antioxidants, essential vitamins and minerals that fight the aging process
- Genetically Modified Organisms (GMOs) infiltrating our diet
- Excessive Omega-6 fatty acid intake, meat
- Highly processed carbohydrates and sugar intake – Regular Soda and Diet Soda
- High caffeine Intake – Tea, Coffee, Sodas
- High Salt Intake – More than 0.6gram Sodium
- Overeating and Under eating - Free radicals, oxidative stress
- Lack of Water – Dehydration. Take 8-12 ounce glasses daily



Critical Lifestyle factors that affect health and Aging

- **Alcohol consumption – Free radicals, and decreased antioxidant activity**
- **Overweight - Cell-damaging oxidative stress**
- **Exercise – Too much or too little**
- **Smoking**
- **Lack of sleep - shortens the length of cellular timekeepers**
- **Medications – Free radicals, drug interactions**



Hazards

- **Physical – Noise, Vibration, Radiation, poor lighting or high exposure to sunlight, and extreme temperatures**
- **Biological – Bacteria, viruses, parasites, fungi, animal and bird droppings that cause illness or disease**
- **Chemical – Liquids, solids, Paints, Environmental toxins – pollution, dusts, exhaust fumes, smoke, vapour and gases, herbicides, pesticides.**



Hazards

- **Ergonomic** - Poor application of ergonomic principles where the type of work, body position and working conditions cause repetitive body strain such as:
 - poorly designed machinery, tools,
 - work practices (awkward and repetitive movements),
 - workstation;
 - bad chairs, prolonged sitting, improper seating and bad posture.
 - Sitting for 6 hours a day has been found in studies to be equal to smoking more than a pack of cigarettes. It increases levels of cholesterol and fat, and the likelihood of type-2 diabetes.

Hazards

- **Psycho-Social - Stress, Violence, Bullying or Harassment, Substance Abuse & Misuse effects, Mood-related issues**



Objective

- My paper seeks to bring up a group of efficient, competent, youthful, vibrant, professional and healthy women with enhanced productivity for decision making positions in the Maritime industry.

It is no longer a man's world but a world for the visionary, the focused, the career based, the experts, the professionals and above all, the healthy individual performing with excellence.

“Women have been factory-fitted to multi-task”
Hadiza Bala Usman

Enhancing Productivity of Maritime women

- How can we improve the image and reputation of women?
- How can we give voice to women in the Maritime industry?
- How do we equip women to compete with men for key positions in the industry?
- How can we ensure that women's efforts are recognized and integrated into development strategies?
- How can we get more women into decision making in the board rooms of Maritime industry?
- The theme of 2018 conference is “Ports of Future: Building Hubs, Accelerating Connectivity – How can women be in the lead?”

THE ANSWER



**through Workplace health &
Wellness initiatives**

- **Avoid health issues**
- **Supercharge your immunity**
- **Decrease Aging**
- **Increase vitality**
- **Increase longevity**
- **Build a brand new youthful, energetic, vibrant and healthy body.**
- **Enhance productivity**

Health, Wellness & Productivity

Health is defined as a complete state of physical, mental and emotional wellbeing; and not merely the absence of disease or infirmity. It comprises of Physical, Mental, Social, Psychological and Economic Health. Health determines productivity at work.

Wellness is an active lifelong process of becoming aware of choices and making decisions towards a more balanced and fulfilling life. Wellness determines quality of life. Our wellbeing directly affects our actions and emotions and impacts on quality of life.

Workplace Health & Wellness Initiatives

1. WORKPLACE WELFARE PROVISIONS

- An adequate supply of wholesome drinking water
- Suitable and sufficient washing facilities at readily accessible places
- Readily accessible, suitable and sufficient sanitary conveniences
- Suitable and sufficient accommodation for personal clothing
- Suitable and sufficient changing facilities
- Readily accessible, suitable and sufficient resting and canteen facilities
- Suitable and sufficient well designed, adjustable and supportive seats to ensure good posture
- Sufficient and suitable ventilation
- Level of heating /cooling, humidity - for physical comfort
- Sufficient and Suitable lighting. Glares should be avoided
- Housekeeping – Ensure good housekeeping
- Cleanliness – Adequate waste disposal



Workplace Health & Wellness Initiatives

2. WORKPLACE HEALTH & SAFETY COMMITTEE

- Workplace Health & Safety training
- First Aid Safety training
- First Aid trained Staff
- Fire Safety talk
- Fire Drill
- Risk Assessment team – To identify hazards, evaluate risk and provide control measures to eliminate the hazards or reduce the impact
- Workplace Health programmes

Workplace Health & Wellness Initiatives

3. HEALTHY EATING (NUTRITION)

Foods are consumed to sustain life. Components of food are Protein, Carbohydrates, Fat and Oil, Water, Vitamins and Minerals. Healthy Eating involves the 5 groups of food based on “Balance of Good Health” of Food Standard Agency (UK) with recommended percentages

Fruits & Vegetables

Banana,
Carrots,
Lettuce,
Tomatoes –
32%

Carbohydrates

Yam, Potato,
Bread, Rice -
30%

Protein

Chicken
without skin,
fish, egg,
beans – 13%

Milk and Dairy products

Milk, Ice
cream, Yogurt,
Cheese – 15%

Fats and Oils/Sugars

Oil,
unsaturated
fats, Sugar –
10%

Workplace Health & Wellness Initiatives

3. HEALTHY EATING (NUTRITION)

- The foods we eat have the power to renew our body, revitalize our health, and reverse the aging process.
- The human body has a self-regenerating ability and can rebuild itself in less than a year!
- Your body tomorrow = What you put in it today
- You are what you eat

“Let food be thy medicine....and let thy medicine be food.”

- Hippocrates, Father of Medicine



Workplace Health & Wellness Initiatives –

4. PHYSICAL FITNESS



Physical Fitness is a general state of health and well-being, the ability to perform aspects of sports, occupations and daily activities without being exhausted. Fitness is directly related to productivity; the more fit you are, the more your productivity. The Maritime woman needs physical fitness to be stronger and more productive tomorrow.

Workplace Health & Wellness Initiatives

4. PHYSICAL FITNESS – Types of Physical Fitness exercises

- Balance Exercise
- Endurance Exercise (Aerobics) – Jogging, Running, Swimming
- Flexibility Exercise - Stretching
- Strength Training Exercise – Lifting dumbbells
- Non-Exercise activity (NEAT) – Walking, Yoga – Tones muscles



Workplace Health & Wellness Initiatives

Benefits of Physical Fitness

- Reduces the risk of High Blood Pressure, Chronic Heart Disease
- Healthy Heart
- Prevents illness
- Improves metabolism and digestion
- Improves mood and relieves stress
- Physical activity decreases stress hormones and releases endorphins
- Aids Weight Loss
- Builds and maintains healthy bones and muscles
- Increases energy
- Increases Longevity
- Boosts memory
- Improves sexual performance
- Aids Sleep
- Creates fun and bonding

Workplace Health & Wellness Initiatives

5. SUPPLEMENTATION

Today's food products are significantly lower in essential nutrients –

- depleted soil
- Long shipping and storage time
- Poisonous products – chemical additives and pesticides
- Genetically modified foods - Added to processed foods
- Free radicals and oxidative stress – Antioxidants are required as “Cellular Bodyguards”



5.SUPPLEMENTATION

Five very useful age-defying super nutrients

- Ashawagandha herb
- Tumeric extract - Curcumin
- Glutathione - the body's master antioxidant
- Coenzyme Q10 (CoQ10) – For healthy mitochondria
- Magnesium Ascorbate – Vitamin C + Magnesium
- An important supplement for women is Vitamin D



A Workplace Health and Wellness programme

Exercise and Fitness Club

Health Assessment/Health check

Weight Management

Stress Management

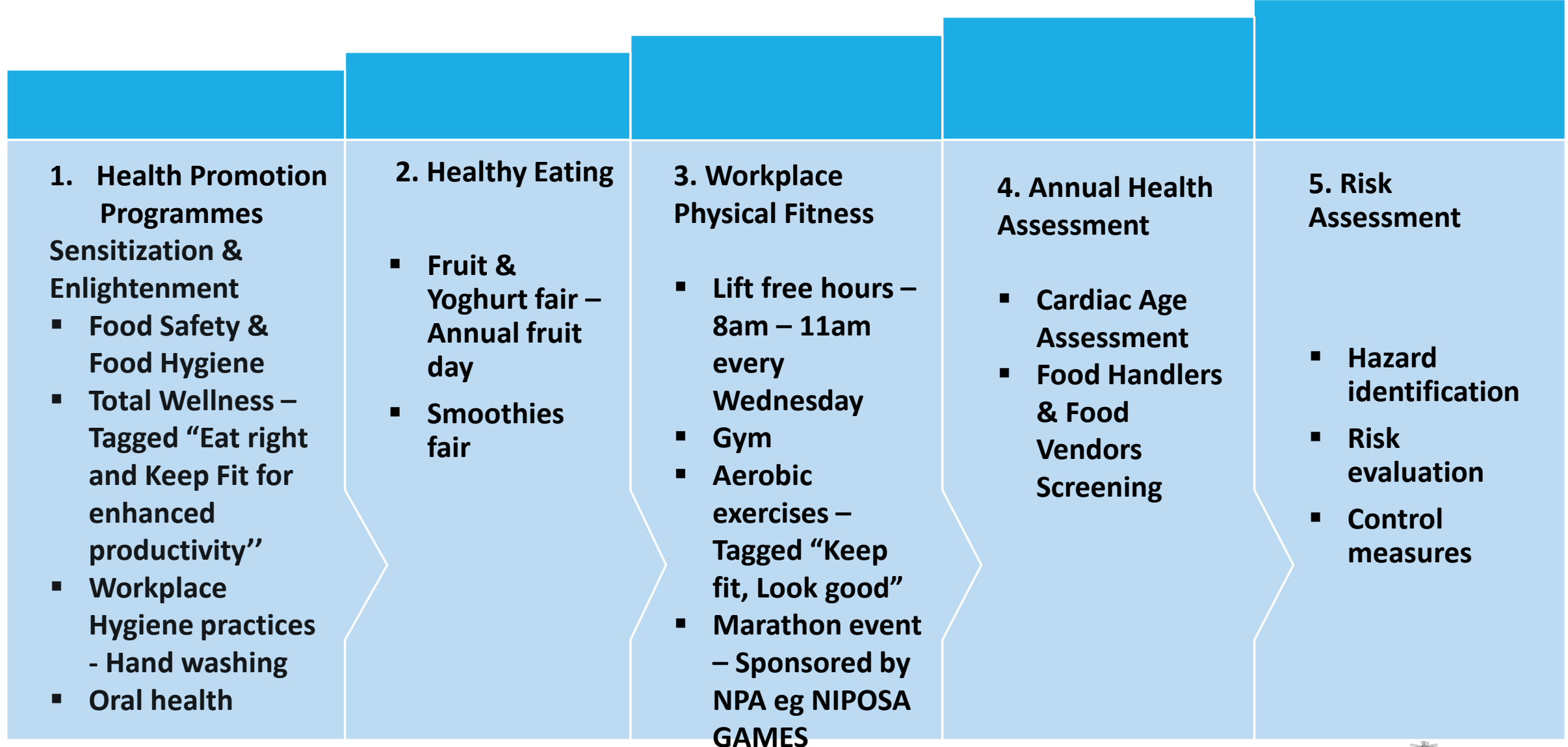
Healthy Eating (Nutrition)

Emotional, Mental and Physical well-being

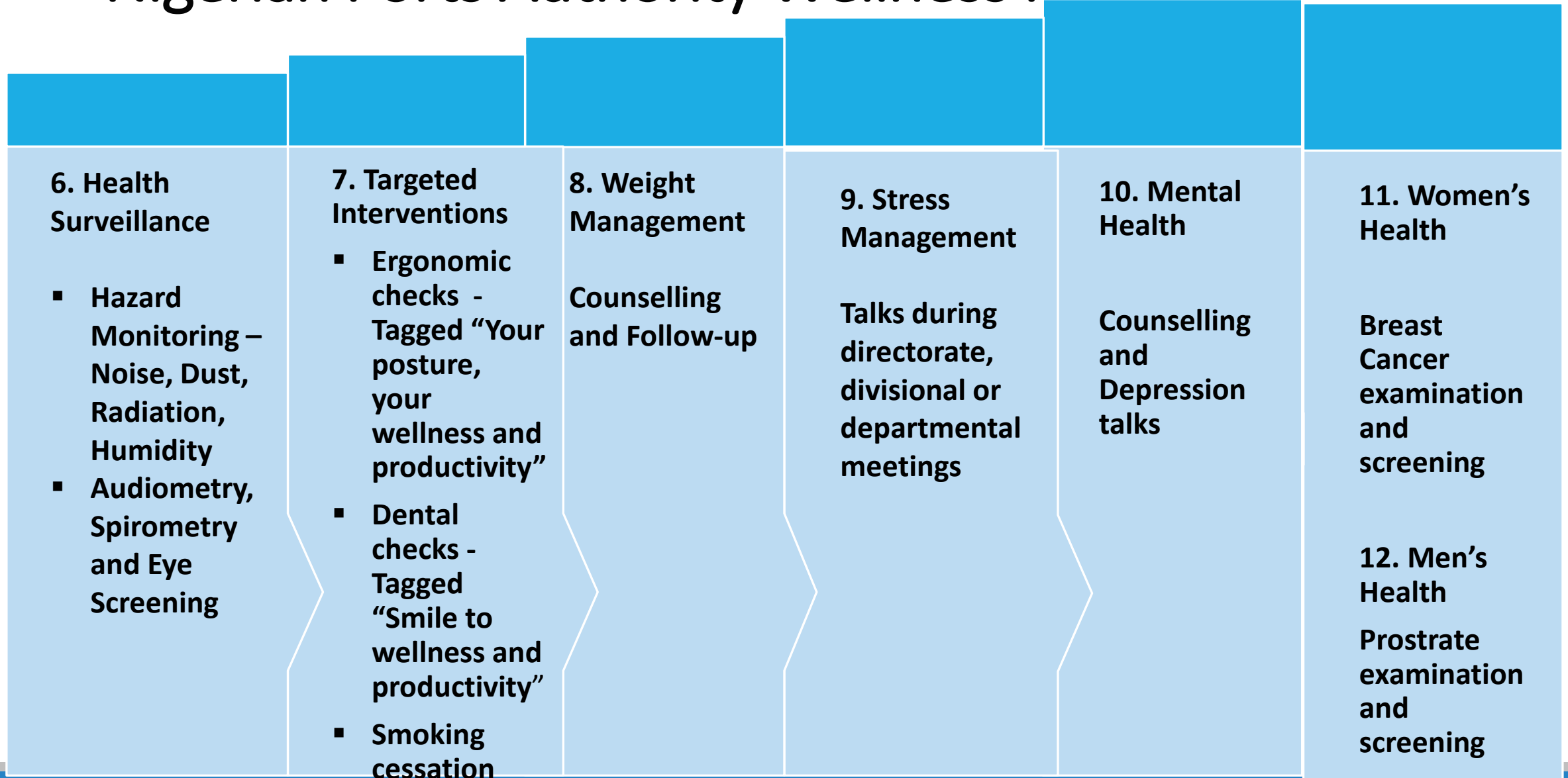
Adequate Rest, Break time and Designated Coffee time

Green plants around offices and wellness walls in offices

Nigerian Ports Authority Wellness Initiatives



Nigerian Ports Authority Wellness Initiatives

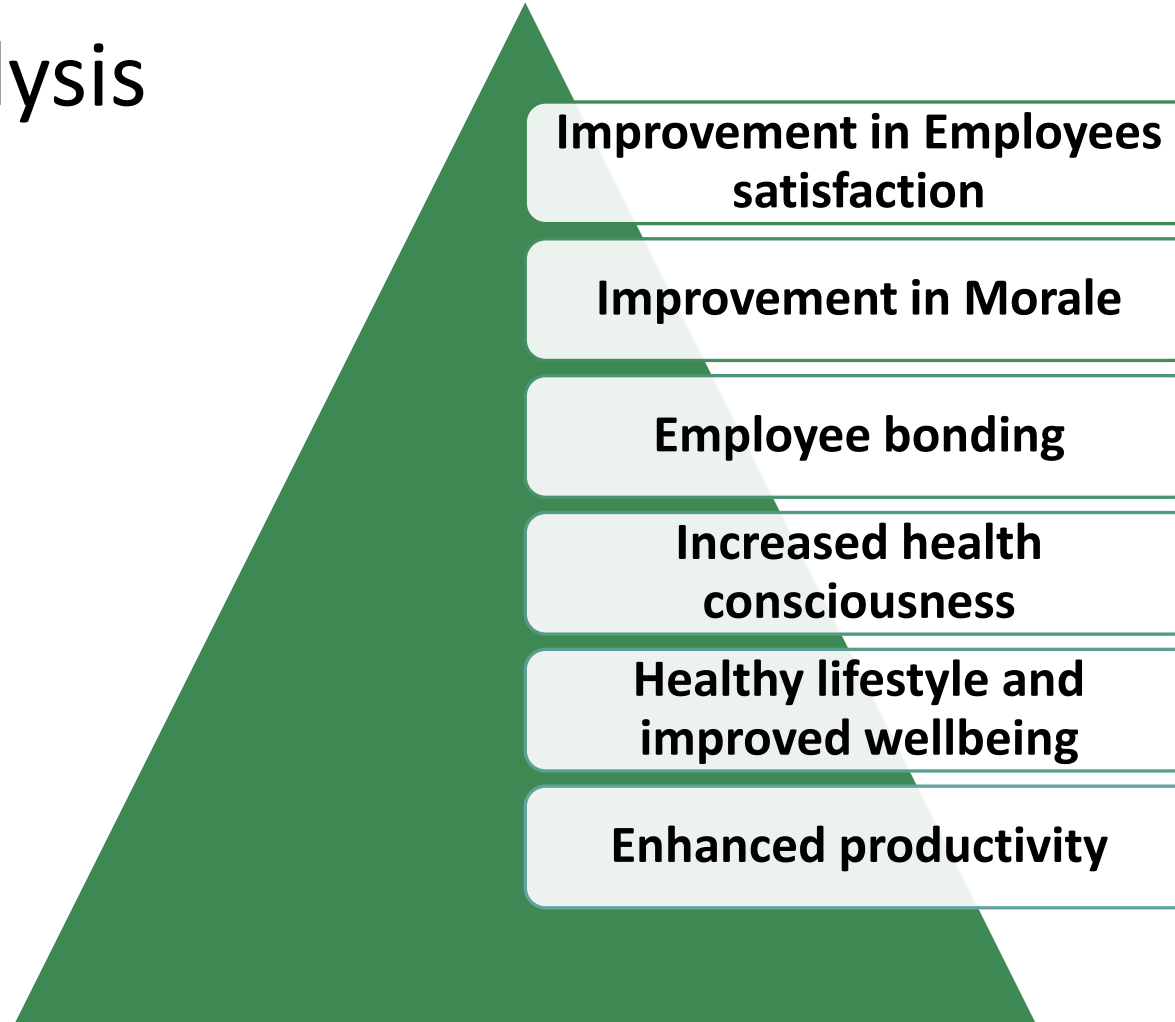


Nigerian Ports Authority Wellness Initiatives



Nigerian Ports Authority Wellness Initiatives

Impact Analysis



Tips to a Healthy Lifestyle

- Take 5 portions of fruit, fruit juices, vegetable or salad portions per day
- Exercise at least 30mins daily.
- Brisk walk for 30minutes daily. Track your steps with your phone, pedometers – 10,000 steps a day. Conduct 150minutes moderate exercise a week.
- Maintain optimal weight
- Increase water intake (6-8 glasses/day).



Tips to a Healthy Lifestyle

- Watch your diet, reduce salt intake - not more than 6g a day
- Restrict water intake during meals
- Avoid adding salt to ready-made meal.
- Reduce Caffeine intake
- Reduce intake of saturated fat (junk food)
- Reduce sugar laden foods & drinks
- Eat breakfast - energy for the day
- Use Carbohydrates as the base of meals



Tips to a Healthy Lifestyle

- Eat less meat and more skinned fish
- Give yourself a meal break before sleep
- Quit or reduce alcohol consumption
- Quit smoking
- Ensure adequate sleep (6-8 hours) daily
- Avoid stress and take time to relax
- Do a health check at least once a year





Woman with.....

- **optimum wellness**
- **enhanced productivity**
- **involved in decision-making in Nigerian Maritime Industry**

Hadiza Bala Usman

CEO/MD of Nigerian Ports Authority

Vice President Africa, IAPH.



Woman with.....

- **optimum wellness**
- **enhanced productivity**
- **involved in decision-making in Malaysian Maritime Industry**

Siti Noraishah Azizan

General Manager, Sabah Ports Sdn Bhd, Suria Capital Holdings Berhad.

Chairperson, IAPH Women's Forum.

