

# Healthcare trends in Asia

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**HR FORUM**

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# Program outline

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- TREND
  - overview
- TODAY CHALLENGES
  - review
- TOMORROW SOLUTIONS
  - Perspective
- Disclaimer: Any views expressed by the speaker are my own, and do not necessarily reflect the views of sanofi.

# 6 factors shaping the global workforce

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1. Labor force **demographics** shift
  2. Mismatch between the skills employers need and the talent available
  3. “Generation Unretired” and **women** to fill the skills gaps
  4. Talent market is increasingly **global and mobile** - “The return migration of highly skilled workers to their home countries
  5. Employees with more bargaining power and **expectation**
  6. Talent shortage
  7. **Healthcare trends**
- Companies need to redefine **employee value proposition and health promotion programs** to address this issue and attract talent effectively.

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- Growing , aging population and increasing life expectancy
  - 1946 and 1964 (Baby Boomers); 1965 and 1980 (Gen X-ers); and 1981 and 2003 (Millenials/Gen Y-ers)
  - Women human capital



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- **COST**
  - **Spending on health care in rise in line with economic growth**
  - **Obesity epidemic**
  - **Cancer doubles incidence and prevalence**

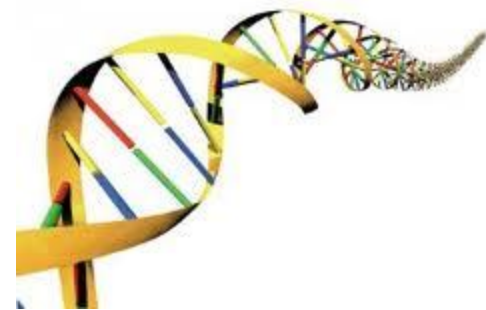


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- **TECHNOLOGY**
  - **Contemporary treatment**
  - **Robotic surgery versus conventional**



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- **PHARMACOGENOMICS**





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- PERSONALIZED AND TARGETED MEDICINE



## ● SOCIAL MEDIA



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- **NEW APPROACH**



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- **SHORTAGE OF MEDICAL PROFESSIONALS**
  - **good care at much lower prices**
  - **Medicare system for baby boomers**

Hospital &  
**Healthcare**  
Management

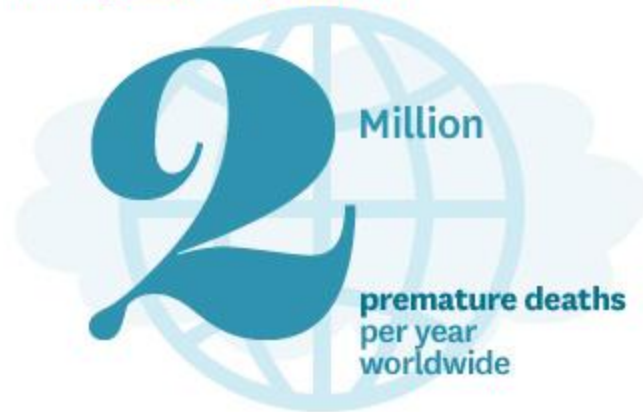
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## PATIENT EXPERIENCE and expectation



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- **Cleantech as a competitive advantage and social responsibility**

**The impact of air pollution**



source: World Health organization



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- **MEDICAL TOURISM – Asia market 4.4 billion in 2012**
  - **Thailand plans to be The World medical hub by 2020**

### Medical tourism



source: Deloitte Medical Tourism Report

- LONGER LIFE EXPECTANCY
- **Prevention and wellness** is the future initiatives
- In Singapore, dietary guidelines to inform and direct **public policy** include: the Healthier Choice Symbol Programme for packaged food products and programmes encouraging provision of healthier meals in restaurants, school or workplace canteens.

#### Pomegranate

This is highly recommended for preventing breast cancer. It contains polyphenol - an ellagic acid with anti-cancer properties that prevent cancer growth. Include this delicious fruit in your diet and discover effective health benefits.

#### Dark-green leafy vegetables

Fresh kale, collards to spinach and Swiss chard, dark green leafy vegetables probably are considered a "one stop shop" for all the best nutrients your body needs to fend off macular degeneration, calcium, vitamin K, phytochemicals, chlorophyll and more. It's time to add some greens to your diet.



#### Salmon

A great source of omega-3s and vitamins B12 and D, salmon can provide your body with the nutrients it needs to regulate cell growth and prevent cancer. In fact, certain types of Vitamin E (alpha-tocopherol) are proven effective in cancer treatment. Stevia 3, beta 3, grill it or bake it. This fish is a great option and pairs well with many foods like garlic, dark-green leafy vegetables, turmeric, peppers and broccoli.



#### Broccoli and Brussels sprouts



# Diabetes is increasing

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## Sedentary lifestyle



## Increasing obesity



“Genes load the gun. Lifestyle pulls the trigger”

Dr. Elliot Joslin

# Health care trends

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- AGING
- RISING HEALCARE COST
- **PATIENT EXPERIENCE** and expectation
- EVIDENCE BASED MEDICINE
- MEDICAL TOURISM
- SHORTAGE OF MEDICAL PROFESSIONALS
- PREVENTION AND WELLNESS
- GENETICS
- MENTAL HEALTH OF EMPLOYEES
- DRUGS THAT ACT AT DIFFERENT STAGES OF DISEASE – cost effective , convenient
- Technology advance
- Privatization

# Today's challenges

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- 78% of CEOs plan to change talent strategy in response to the **global business environment and growth** - 55% of Asia-Pacific CEOs expect to increase headcount over the next 12 months.
- 31% said that **talent constraints** hampered innovation
- Only 30% of CEOs were confident that they would have the talent for the future
- Hiring demand rise: **recruitment rates** twice of Europe and the US ( 22%).
- The average employee tenure is just **under 4 years**.
- **Asian Labor Migration**
- 43% of CEOs face difficulty to hire talent, particularly in China and Hong Kong, and South-East Asia where the proportion rises to nearly 60%

# Future solutions

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- **Empower**, enable and encourage innovation, follow-through and results.
- The role of **Human Resources organization** is changing – employee values and practices will be critical to successful organizational performance – analytics
- Employee-specific **stress management** interventions
- Health promotion activities: adopt **workplace health** promotion programs/facilities-organizational efforts to improve workers' health
- strengthen recruitment and **work force planning** processes.
- Employers collaboration with providers to offer care that **minimizes time away from work** (e.g., offering or expanding weekend or evening clinic hours).
- Research could target employment and availability of insurance, focusing on **productivity, presenteeism and absenteeism** linked to primary care access.
- **environmental exposures** and lifestyle risks, Preparing for Organizational Leadership Shifts
- Understand multi-generation values and culture difference

# Questions to address

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- As Baby Boomers prepare to leave the job market, how are we setting up a pipeline of future nonprofit leaders?
- How are we ensuring that Baby Boomers' wisdom is transferred to the next generation of leaders?
- Are we prepared to support new leaders and innovation that might look different than what we have now?
- Are we able to allow for an evolution of organizational structures to reflect the new leadership?

# Consequences of Health issues at work

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- high rate of mortality and disease
- reduction of work outcomes and productivity
- increase of **occupational accidents**
- **worker's habits** regarding smoking, alcohol consumption, eating, physical activity, sleeping, pharmacological abuse
- **sleep disorders** [G Ital Med Lav Ergon. 2008 Jul-Sep;30(3):283-90]
- **mental health** on workplaces and psychological difficulties - 60% of Japanese workers experience intense worry or stress during working life and the incidence of psychiatric disorders and suicide is increasing. - PLoS One. 2013;8(2):e56319.
- 26% reported that they would quit their job if economically possible
- **occupational stressors**

# Take home messages

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- The human capital is critical for the success of our organizations and promoting a **healthy lifestyle in the workplace** is potentially important to preserve the quality and productivity of employees and reduce the incidence of diseases associated with lifestyle behaviors.
- **Employer should be interested in employee's lifestyle** issues to create the workplace that will attract them, develop them and retain them.

Thank you



*“Create a workplace  
that really works”*



# Corporate Wellness Program

## Case Study: Sanofi Hong Kong

Venus TSANG, Communications Director

# Evolution

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1973 to 2008

Health, Beauty, Nutrition

300 mergers and acquisitions

2009 to 2011

Diversified Healthcare Leader

Acquired 23 companies including Genzyme

+61 in-licensing agreements

+2 joint ventures

Invested a total of ~ €23 bn in external growth

Employees

110,000

# Sanofi Hong Kong

## Oncology



## Diabetes



## Vaccine



## Bone & Biosurgery



## Primary Care / Internal Medicine



## Consumer Healthcare



# Corporate Wellness Program



FREE  
health check &  
vaccination

Healthy Fruit  
Basket



Sanofi  
Sports Day



Staff Purchase  
of  
CHC products

Lunch'n  
Learn



# Corporate Wellness Program

# In Hong Kong, we serve the community thru...



Drug & vaccine donation



Patient Education



Community Service



Humanitarian Aid



Green Initiatives



Partnership Projects

# Corporate Wellness Program

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Happy Staff = Higher Job Satisfaction



Healthy Staff = Higher Productivity



# Common Health Problems

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Stress



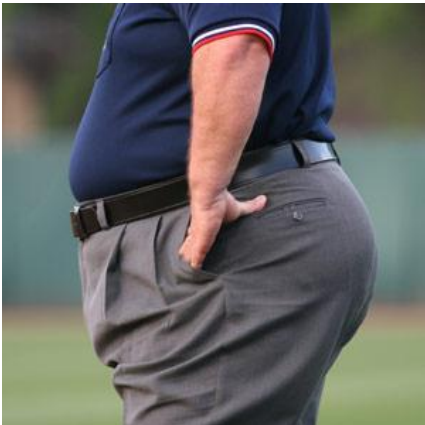
Heart Disease



Bone health & pain management



Infectious diseases



Obesity & Diabetes



Cancers



# How does it work?

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- In-house Health Talk
  - Usually lunch hour
  - Organized by HR / HSE
- Health Assessment
  - Blood Pressure (mmHg)
  - Blood Glucose (mmol/L)
  - Bone health check
- Health Talk
  - 30 mins presentation + 15 mins Q&A

