



GROUPE DE LA BANQUE AFRICAINE
DE DÉVELOPPEMENT
AFRICAN DEVELOPMENT BANK GROUP

CONCEPT NOTE FOR THE EMPLOYEE HEALTH AND WELLNESS PROGRAM REGIONAL DIRECTORATE GENERAL SOUTH- RDGS

11 DECEMBER 2025

Background

Employee health and wellness programs have evolved over time in response to changing workplace dynamics, growing awareness of employee well-being, and the recognition of the link between health and productivity. The concept has its roots in occupational health and safety, expanding into a more holistic approach that includes physical, mental, and social well-being.

Introduction

Employee Health and wellness are critical to maintaining a healthy, motivated, and productive workforce. The RDCS and Regional Procurement division on behalf of the Regional Directorate General-South (RDGS) of the African Development Bank Group (AfDB) seeks to implement a holistic wellness and welfare program that enhances the physical, mental, and social well-being of employees. This program will integrate activities such as hiking, running/walking, braai events, sports tournaments, yoga and meditation sessions, nutrition and wellness talks, and personal development workshops to foster a sense of community, encourage healthy living, and promote work-life balance.

Objectives

1. **Promote Physical Health** – Encourage regular physical activity to improve overall health and reduce the risk of lifestyle diseases.
2. **Enhance Mental Well-being** – Provide stress-relief activities to support mental and emotional health.
3. **Strengthen Team Bonding** – Foster collaboration and social interaction among employees.
4. **Encourage Personal Development** – Support employees in acquiring new skills and enhancing their professional growth.

- Helps reduce stress, improve focus, and enhance overall well-being.
- Available both in-person and virtually to accommodate remote employees.

6. Nutrition & Wellness Talks

- Monthly sessions with nutritionists and wellness experts.
- Focus on healthy eating habits, meal planning, and lifestyle modifications.
- Provides employees with resources and guidance on maintaining a balanced diet.

7. Personal Development Workshops

- Monthly workshops on leadership, financial literacy, stress management, and career growth.
- Inviting guest speakers and industry experts to share insights.
- Interactive sessions with practical applications for self-improvement.
- Access to mentorship and coaching programs.

Implementation Strategy

1. **Program Coordination** – Establish a wellness committee to oversee activities and ensure smooth execution.
2. **Budget Allocation** – Secure funding for logistics, facilitators, and event materials.
3. **Employee Engagement** – Promote activities through internal communication channels.
4. **Monitoring & Evaluation** – Conduct periodic assessments through employee feedback surveys and participation rates.
5. **Collaboration & Partnerships** – Work with health and fitness experts, wellness coaches, and event organizers to enhance program quality. Compare wellness initiatives with other multilateral organizations and introduce friendly competitions to enhance engagement. This benchmarking will help identify the best practices and innovative activities.

Expected Outcomes

- Improved employee health and well-being.
- Increased team cohesion and workplace morale.
- Higher productivity and reduced absenteeism.
- Greater employee engagement and retention.

2026 Staff Health & Wellness Yearly Callender

#	Date	Monthly Activity
1	30 January	Family Day / Hiking Day
2	27 February	Healthy Effective Meeting Day Session
3	27 March 2026	Financial/Mental Health Awareness
4	24 April 2026	Health and Wellness Event
5	29 May 2026	Labor/Employee Wellness Day
6	26 June 2026	Youth day
7	31 July 2026	<i>Mandela Day Activity</i> (wellness drive or 67-minute charity activity)
8	28 August 2026	Women's day
9	25 September 2026	Heritage/International Cultural Day
10	30 October 2026	Braai day at the park
11	27 November 2026	Team Building Sports Day
12	04 December 2026	Office Christmas party Family Day

Conclusion

The concept of employee health and wellness has evolved from basic safety measures to comprehensive programs that address physical, mental, and emotional well-being. Today, organizations recognize that a healthy workforce leads to higher engagement, productivity, and overall job satisfaction, making wellness programs a strategic investment. Investing in the wellness and welfare of employees aligns with the African Development Bank Group's commitment to fostering a thriving work environment. By implementing this program, AfDB will enhance overall workplace satisfaction, leading to a more motivated and efficient workforce.