

PRACTICING MINDFULNESS IN LMICS

YOUNG WORKERS IN HOSPITALITY & TOURISM



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WORKPLACE MINDFULNESS BASED INTERVENTIONS (MBI) IN LMICS

MBIs are **standardised programs** based on Mindfulness Based Stress Reduction (MBSR), to train staff in **mindfulness practices**.

We investigated whether MBI can help **reduce anxiety and depression** among **18 to 24 year old** hospitality and tourism workers in **Low and Middle Income countries (LMICs)**.

This industry is **high-stress** and young workers may be at **higher risk** of mental illness like anxiety and depression, particularly during COVID-19.



Mindfulness programmes are effective in reducing anxiety and depression of workers in high-income countries. They also improve wellbeing and job-related outcomes.

ARE WORKPLACE MBI EFFECTIVE?

Nine mindfulness interventions for workers in LMICs show results consistent with HICs.

No evidence was located for 18-24 year old workers in the hospitality and tourism sector in LMICs.

Consultees indicate that mindfulness practices used outside of standardized MBIs might be effective for use with young workers in LMICs.

INDUSTRY RISK FACTORS

- LONG, UNPREDICTABLE HOURS
- ABUSE & HARASSMENT
- JOB INSECURITY & UNCERTAINTY

WHY MBI?

- LOW COST
- LOW STIGMA
- DONE OUTSIDE CLINICAL SETTING

WHAT DID WE DO?

Informal, confidential consultations to sense-check idea (with **5** managers, & **1** young worker)

Screening of **116** empirical studies resulted in (**9** MBI studies, being included)

Included studies: **6** systematic reviews (incl. 7 RCTs in LMICs), **1** evidence-mapping article, **2** grey literature (in LMICs).

Member checks for validation (**4** mental health/ mindfulness experts & **1** young worker)

MINDFULNESS PRACTICES IN MBI

What helps bring attention to physical sensations, emotions and thoughts?

- WEEKLY GUIDED TEAM MEDITATION
- YOGA
- JOURNALING
- BODY SCAN EXERCISES

GOING FORWARD

RECOMMENDATIONS FROM THE EVIDENCE

- Recognise that the limited evidence on young workers in hospitality and tourism in LMICs is both a challenge and opportunity.
- Mindfulness training is not one size fits all. MBI should be tailored to contexts and needs.
- Partner with researchers to validate ongoing interventions in your organisation.

RECOMMENDATIONS FROM CONSULTEES

- Managers should aim to create 'safe spaces' at work and promote simple mindfulness routines.
- Sensitise persons on potential benefits before roll-out. Target those at home & at work.
- Integrate mindfulness with professional development to expand staff's skill-base.
- Package mindfulness as a stress-reduction and wellness tool to help reduce stigma.