



Global Trends in Workplace Health Promotion

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Where do we stand globally?

- Exposure to long working hours was linked to approximately 750,000 deaths (WHO)
- Poor mental health amongst employees costs Indian companies a combined \$14 billion a year due to absenteeism, attrition and other reasons (Deloitte)
- 23% of employees engaged, 35% thriving in overall wellbeing (Gallup)
- Increase in (work-related) substance abuse and suicides
- 70% of working population exposed to excessive heat: 18,970 fatalities annually, 22,8 million injuries



Health & Wellbeing Programming

63%
globally

say employee wellbeing is more important to their company since 2020

87%
globally

have a wellbeing initiative in place

47%
globally

say employee wellbeing has increased as a priority since 2020

83%
globally

have a wellbeing strategy in place, a 28 point increase from 2020



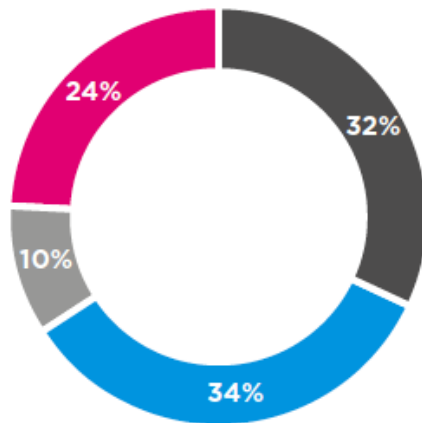
SUSTAINABLE DEVELOPMENT GOALS



Investor Demands



Weighting by assessment pillar
(% of points available)



- Management commitment and policy
- Governance and management
- Leadership and innovation
- Performance reporting and impact



Tier	Overall performance score range	Tier description
	81%-100%	Companies are leading the way on workplace mental health management and disclosure
	61%-80%	Companies are well on the way to demonstrating a strategic approach to workplace mental health management and disclosure
	41%-60%	Companies are on the way to developing robust systems for workplace mental health management and disclosure
	21%-40%	Companies are on the journey and have begun to formalise their approach to workplace mental health management and disclosure
	0%-20%	Companies are at the start of the journey to adopting a formal approach to workplace mental health management and disclosure

Employee Expectations



My work environment feels inclusive and respectful of all people.

1 2 3 4 5

Strongly disagree Strongly agree

My work has the time and location flexibility I need.

1 2 3 4 5

Strongly disagree Strongly agree

In most of my work tasks, I feel energized.

1 2 3 4 5

Strongly disagree Strongly agree

I am achieving most of my goals at work.

1 2 3 4 5

Strongly disagree Strongly agree

I often learn something at work.

1 2 3 4 5

Strongly disagree Strongly agree

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Wellbeing Drivers

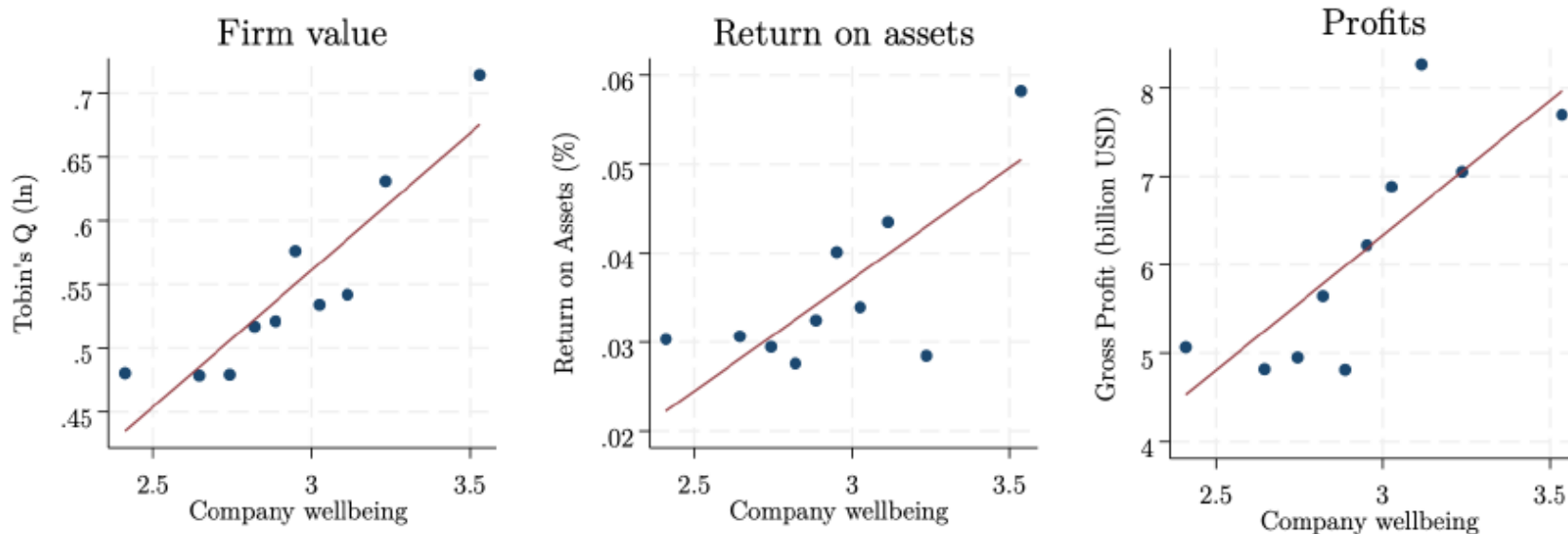
- Achievement
- Appreciation
- Belonging
- Compensation
- Energy
- Flexibility
- Inclusion
- Learning
- Management
- Support
- Trust

Good Health is Good Business



Working Paper Series

Figure 2: Company wellbeing and firm performance



By Katherine Baicker, David Cutler, and Zirui Song

CME AVAILABLE FOR THIS ARTICLE AT ACOEM.ORG

Workplace Wellness Programs Can Generate Savings

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NO. 2 (2010): -
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ABSTRACT Amid soaring health spending, there is growing interest in workplace disease prevention and wellness programs to improve health and lower costs. In a critical meta-analysis of the literature on costs and savings associated with such programs, we found that medical costs fall by about \$3.27 for every dollar spent on wellness programs and that absenteeism costs fall by about \$2.73 for every dollar spent. Although further exploration of the mechanisms at work and broader applicability of the findings is needed, this return on investment suggests that the wider adoption of such programs could prove beneficial for budgets and productivity as well as health outcomes.

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Zirui Song is a doctoral candidate at Harvard Medical School.

Tracking the Market Performance of Companies That Integrate a Culture of Health and Safety

An Assessment of Corporate Health Achievement Award Applicants

Raymond Fabius, MD, Ronald R. Loeppke, MD, MPH, Todd Hohn, CSP, Dan Fabius, DO, Barry Eisenberg, CAE, Doris L. Konicki, MHS, and Paul Larson, MS

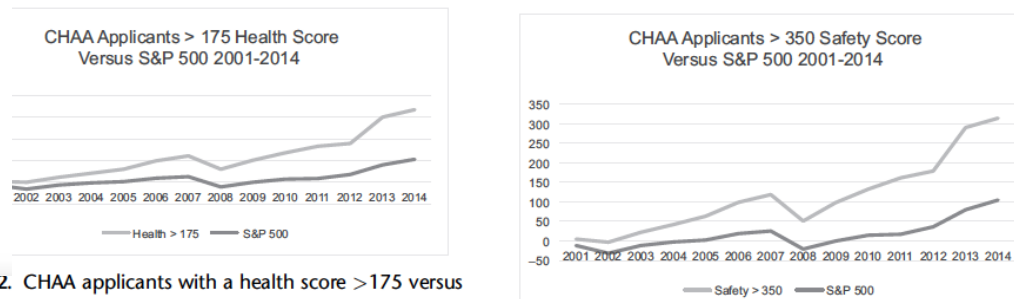
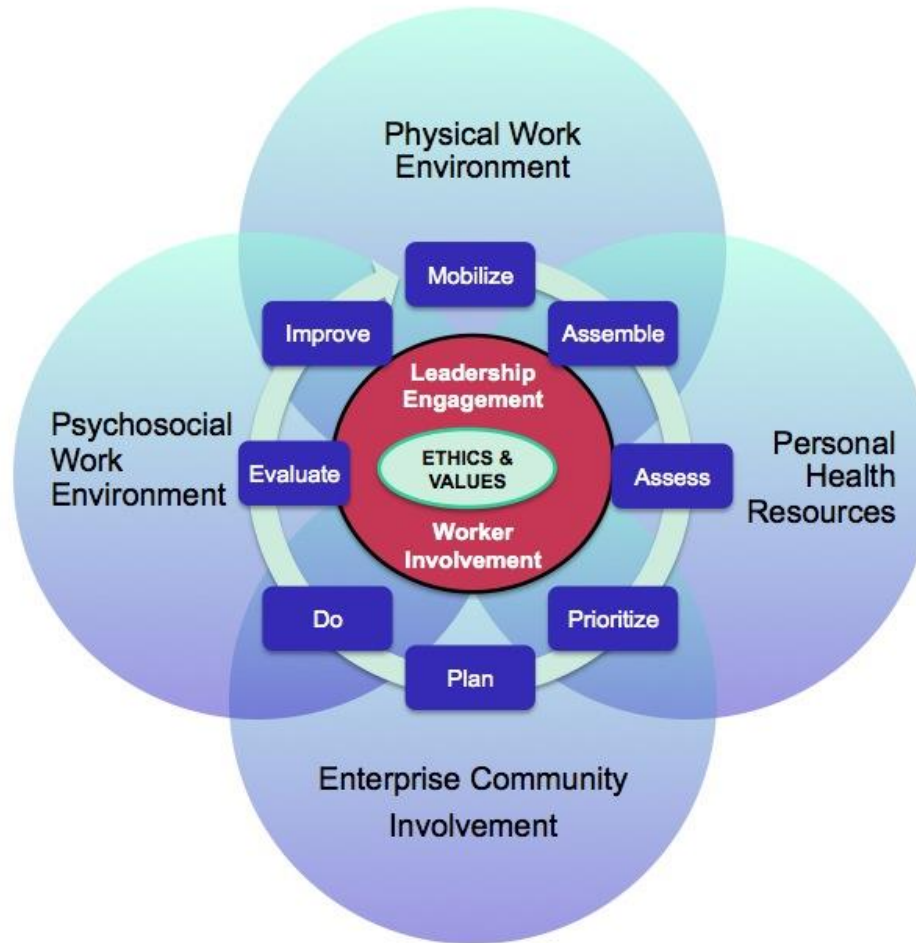


FIGURE 2. CHAA applicants with a health score > 175 versus

WHO Healthy Workplaces: A Global Model for Action



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Healthy Workplaces

A Selection of Global Good Practices

- only global award
- aligned with WHO Healthy Workplace model
- 36 questions in 6 main areas
- documentation/evidence required
- Healthy Workplace certification
- all sizes, all sectors/industries
- 390 applications from 60+ countries
- 12 years of data



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