



GLOBAL EMPLOYER INSIGHT SURVEY:

Health and wellbeing

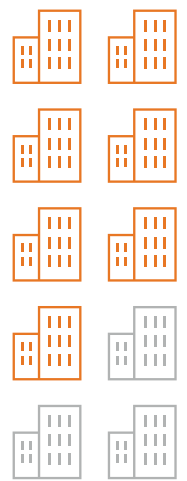
How have employee wellbeing and culture of health changed?

As part of our annual international wellbeing survey, Optum surveyed 350 employers across a spectrum of health and wellbeing topics to understand current practices and how trends have changed over time. Here's what they said regarding employee wellbeing and culture of health at their companies.

The importance of creating a culture of health ownership hasn't wavered

Since the inception of the Optum IWIW Benchmark Study, global companies have affirmed the importance of creating a culture of health. This year, in the midst of tremendous disruption that threatens productivity, and for some, financial solvency, 7 out of 10 companies re-emphasised the importance of having a culture of health. In LATAM, the number was even higher, with almost 8 in 10 employers (79%) underscoring the importance. Whilst organisations of all sizes agreed on the importance, large companies (74%) were more likely to recognise health culture as important than extra-large companies (61%). And some regions are focusing more on financial health. In APAC, 65% of companies reported their health and wellness strategy addresses financial health, up from 45% last year. In LATAM, 57% of employers are addressing financial health compared to 39% in 2018.

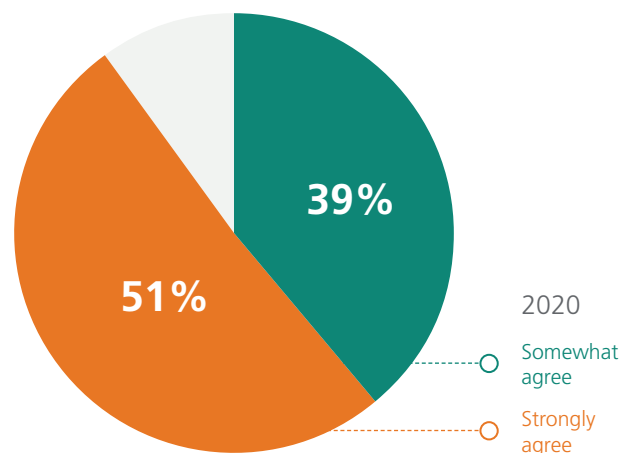
7 out of 10 companies re-emphasised the importance of having a culture of health.



Q: To what extent do you agree with the following statement about your company's health management and wellness programmes?

Company takes a genuine interest in employee wellbeing

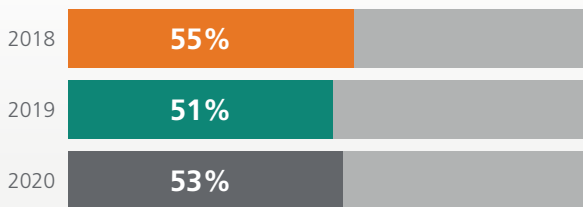
90% somewhat or strongly agree



GLOBAL EMPLOYER INSIGHT SURVEY

Q: To what extent do you feel your company has established a culture of health ownership amongst employees in the workplace?

More than half of employees say they've established a culture of health ownership. But over the past three years, that number has failed to rise. Neither region nor company size appear to influence an organisation's ability to establish a culture of health, and that's good news.



Q: How would you rate your employees' overall wellbeing?

Down from last year, only half of employers rate employee overall wellbeing as *outstanding*. This number is lowest amongst EMEA companies.

Asia Pacific (APAC)



56%

Europe, Middle East (EMEA)



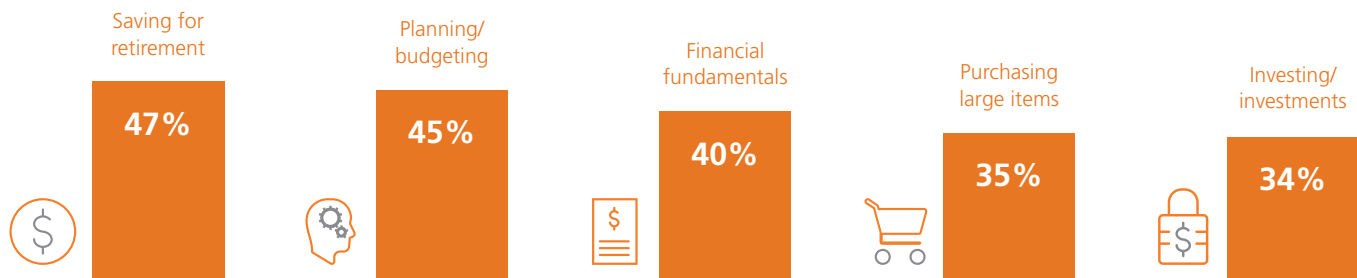
40%

Latin America (LATAM)



60%

Q: When it comes to financial health, in what areas do your employees need the most help?



Saving for retirement and planning/budgeting are the areas of financial health where employees need the most help.

Optum support

Whether extending your health and wellbeing programme globally or expanding the services available in your programme, Optum has a suite of international health solutions, including our global Employee Assistance Programme (EAP). The Optum team can support your objective of engaging members around the world, helping them to manage their personal health and wellbeing.

Learn more at optum.com/globalemployers.

Survey methodology

- 350 international employers located in APAC, EMEA or LATAM regions
- Global companies with >3,000 employees
- Decision-makers in human resources, executive, management or administrative role
- Online survey administered 21 April–28 May 2020



11000 Optum Circle, Eden Prairie, MN 55344

Optum® is a registered trademark of Optum, Inc. in the U.S. and other jurisdictions. All other brand or product names and trademarks or registered marks are the property of their respective owners. Because we are continuously improving our products and services, Optum reserves the right to change specifications without prior notice. Optum is an equal opportunity employer.

© 2020 Optum, Inc. All rights reserved. WF3734302 12/20