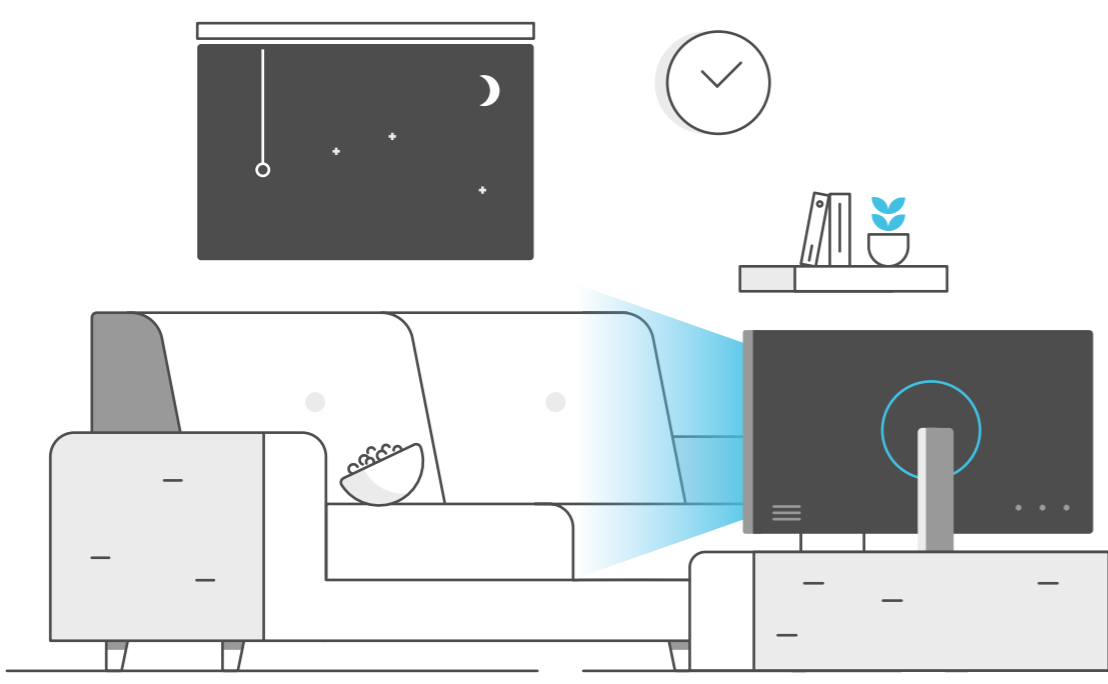


# WHY YOU SHOULD INVEST IN THE HEALTH OF YOUR EMPLOYEES



Launching a good employee health program is a home run for businesses of all sizes, and the right scheme will even pay for itself, directly or indirectly. Learn why companies all over the world are making employee health and wellness a priority.



## CHANGES ARE, YOUR PEOPLE AREN'T VERY ACTIVE - AND THAT COSTS YOUR COMPANY...

**49.8%**  
of European adults  
do not exercise

**50%**  
of Europeans sit for **7.5 hours**  
or more each day<sup>1</sup>

Given that as much as **50%** of your operating budget is invested in your workforce, you want them to be healthy and happy<sup>2</sup>

But do you really care if your employees are healthy and happy?  
**Absolutely. Let us tell you why...**

### HEALTHY EMPLOYEES ARE MORE ENGAGED

**75%**  
of companies say **wellness programs have a positive impact on engagement**<sup>3</sup>

**62%**  
of engaged employees feel their relationship with work **improves their health**<sup>4</sup>

All of which is important because highly-engaged employees are **21% more productive**<sup>5</sup>



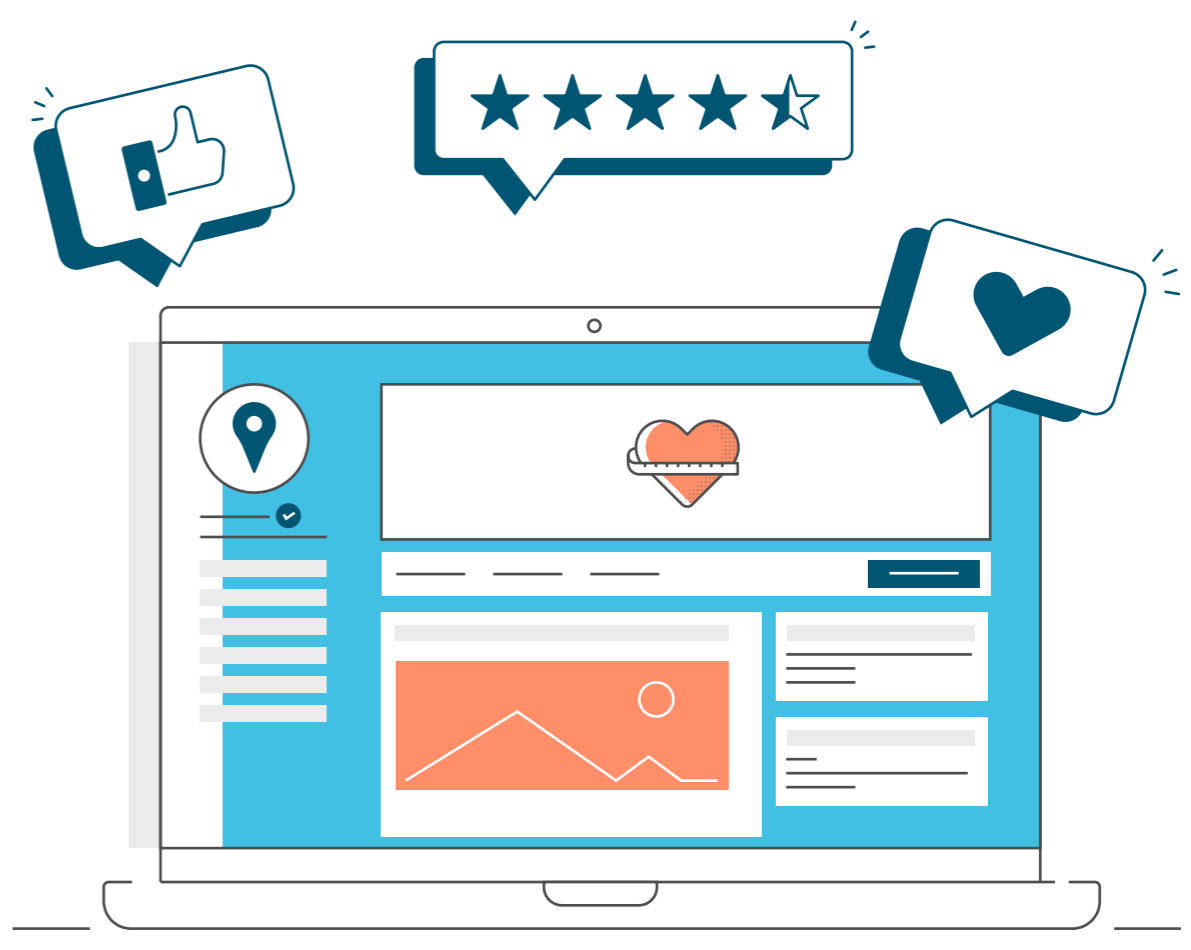
### WHILE WE'RE ON THE SUBJECT OF PRODUCTIVITY...

- ✓ A study of **29,000** participants in **15 countries** discovered that companies which promote health and wellness are also more likely to encourage creativity and innovation<sup>6</sup>
- ✓ **93% of employers** report wellness having a positive impact on productivity
- ✓ People who exercise rarely are shown to be **50%** more likely to suffer from low productivity, while people who exercise for at least 30 minutes, three times a week are **15% more likely to perform well at work**<sup>7</sup>



### PLUS, A HEALTHY WORKFORCE REDUCES YOUR TURNOVER

- ✓ Studies show that it costs **20% of their annual salary to replace a midrange employee**, rising to 213% to replace an executive. High turnover is expensive<sup>8</sup> and should be avoided.
- ✓ The good news is that **60%** of employers report that wellness programs have had a positive impact on employee retention<sup>9</sup>
- ✓ And **80%** of employees would rather stay in a job that offers benefits than leave for one with higher pay but no added extras<sup>10</sup>



### EMPLOYEE WELLNESS PROGRAMS ATTRACT TALENT TOO

**92%**  
of professionals  
consider workplace wellness  
an important benefit

**87%**  
of employees  
consider wellness programs  
when looking for new jobs<sup>11</sup>

### AS WELL AS THE BENEFITS OF A HEALTHY WORKFORCE, IT'S IMPORTANT TO CONSIDER THE DOWNSIDES AND HIDDEN EXPENSES OF AN UNHEALTHY WORKFORCE...

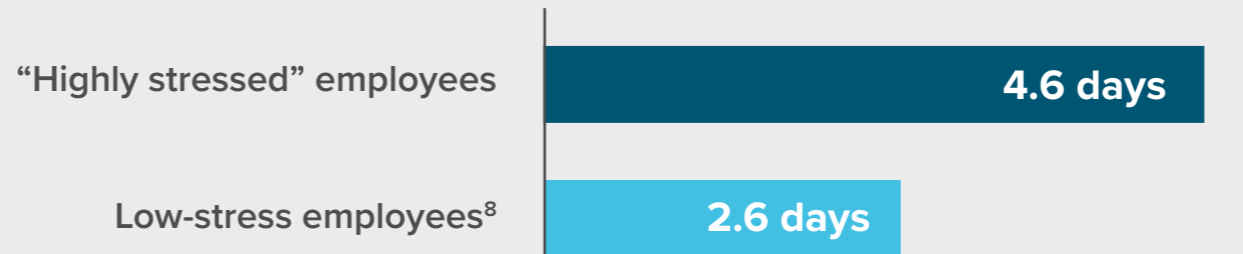
- ✓ Each year, companies lose **€600<sup>12</sup>-€2,700<sup>13</sup>** per employee due to health-related absenteeism
- ✓ Healthy employees are less absent due to illness - **22%** of companies believe a lack of health and wellbeing programs leads to **higher levels of health-related absenteeism**<sup>14</sup> in their organization.



### STRESS HAS AN EVEN GREATER NEGATIVE IMPACT ON YOUR BUSINESS THAN ILLNESS



"Highly stressed" employees take 4.6 sick days per year, compared to 2.6 days taken by employees with low stress<sup>15</sup>



- ✓ **40%** of employees face work-related stress levels high enough to impact their productivity, health, and family negatively<sup>16</sup>
- ✓ **80%** of workplace accidents are attributed to stress<sup>17</sup>
- ✓ **20%** of employees are now at risk of burnout at any time<sup>18</sup>
- ✓ The estimated global cost of workplace burnout is **€270 billion**<sup>19</sup>
- ✓ But it's not all bad news... exercise reduces stress and depression in **65%** of people – the same success rate as antidepressants<sup>20</sup>

OK, cut to the chase, what does this mean to the **bottom line** of your business?

**3:1**

According to numerous studies, the ROI for investment in health and wellness is around 3:1<sup>21</sup>

**6:1**

However, Harvard researchers estimate that for every €1 a company spends on health and wellbeing, they'll get €6 back for all the reasons we've explained above<sup>22</sup>.

**75%**

now provide employees with some health program or benefits for just that reason<sup>23</sup>

Sources

- <https://ec.europa.eu/eurostat/web/products-eurostat/-/DDN-20170302-1>
- <https://smallbusiness.chron.com/percent-business-budget-salary-14254.html>
- [https://communityvirginpulse.com/2017-business-of-healthy-employees?utm\\_campaign=CAM-09-Biz-of-Healthy-EE&utm\\_source=press-release](https://communityvirginpulse.com/2017-business-of-healthy-employees?utm_campaign=CAM-09-Biz-of-Healthy-EE&utm_source=press-release)
- <https://www.forbes.com/sites/alankohl/2018/07/30/your-employee-engagement-strategy-needs-more-wellness/#1559484e42b5>
- <https://engagedly.com/impact-of-employee-engagement-on-productivity/>
- <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/wellbeinginnovation.aspx>
- <https://www.businesswire.com/news/home/20120806006042/en/Poor-Employee-Health-Habits-Drive-Lost-Productivity>
- <https://www.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf>
- <https://www2.deloitte.com/insights/us/en/focus/human-capital-trends/2018/employee-well-being-programs.html>
- <https://blog.accessperks.com/2018-employee-benefits-perks-statistics>
- <https://www.robertwalters.com/content/dam/robert-walters/corporate/news-and-pr/files/whitepapers/health-and-wellbeing-whitepaper-aus.pdf>
- <https://www.cipd.co.uk/knowledge/fundamentals/relations/absence/absence-management-surveys>
- <https://www.cicadian.com/blog/item/43-shift-work-absenteeism-the-bottom-line-killer.html>
- [https://www.cipd.co.uk/images/health-and-well-being-at-work\\_lcm18-40863.pdf](https://www.cipd.co.uk/images/health-and-well-being-at-work_lcm18-40863.pdf)
- <https://www.management-issues.com/news/6954/stress-engagement-and-productivity/>
- <http://eclair.fr/wp-content/uploads/2011/09/RapportsurstressautravaleenEurope.pdf>
- <https://hbr.org/2015/12/proof-that-positive-work-cultures-are-more-productive>
- <https://hbr.org/2018/02/1-in-5-highly-engaged-employees-is-at-risk-of-burnout>
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4393815/>
- <https://www.health.harvard.edu/mind-and-mood/exercise-is-an-all-natural-treatment-to-fight-depression>
- <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/oi-wellness-data.aspx>
- <https://hbr.org/2010/12/whats-the-hard-return-on-employee-wellness-programs>
- <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Pages/2014-shrm-strategic-use-of-benefits-wellness-initiatives.aspx>