



PROMOTING HEALTH & WELL-BEING AT WORK

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OECD Health Policy Studies

**Promoting Health
and Well-being at Work**
POLICY AND PRACTICES





Ageing, chronic diseases, and unhealthy lifestyles affect the health and productivity of workers



Workers with mental distress are **56%** more likely to be **absent from work** than those with no mental distress



Women with obesity are **68%** more likely to **miss work** than women with a healthy weight



Current smokers in the US have **28% more absenteeism** than former smokers; the difference is **18%** in 5 European countries



The productivity losses associated with obesity-related diseases are equivalent to **54 million** fewer full-time workers across 52 OECD, EU, G20 countries, similar to the number of employed persons in Mexico



People with diabetes have **2-10 more days** of sickness absences

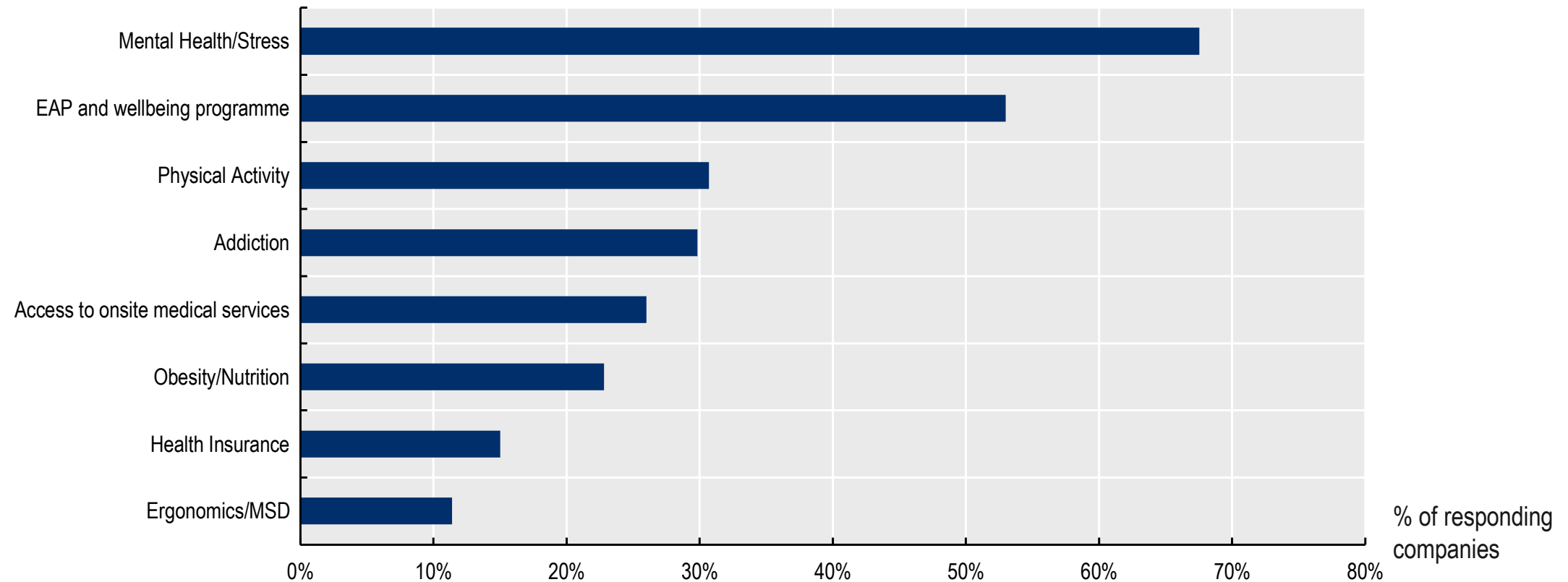


The productivity losses due to NCD-related **presenteeism** tend to be **2 to 3 X higher** than that of absenteeism



Workplace health promotion programmes usually offer support for various risk factors for chronic diseases

Data from the 2020 Workforce Disclosure Initiative survey show that 68% of responding companies reported offering stress and mental health programmes



% of responding companies

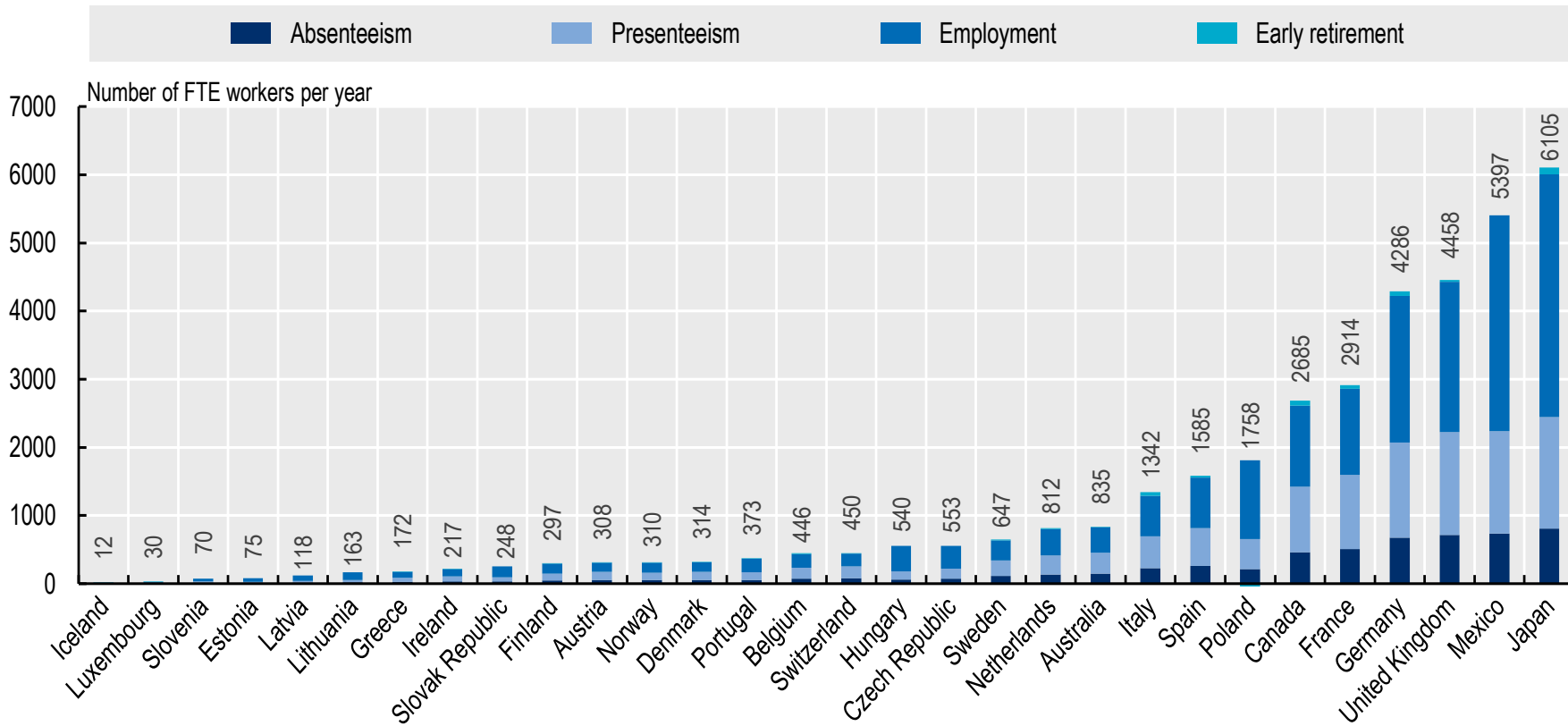
Note: MSD: musculo-skeletal disorders. EAP (Employee Assistance Programme) are employee-benefit programmes aiming to address a wide range of issues (e.g. mental and emotional well-being, financial). Well-being programmes include financial counselling, various leave options, additional services to accommodate particular needs. As companies may offer several answers, the sum is higher than 100%.

Source: OECD (2022), *Promoting health and well-being at work*.



Workplace health promotion programmes are worth the investment

Workplace sedentary behaviour programmes increase the number of full-time equivalent workers per year by improving workforce's health



In total in **30 OECD countries:** employment and productivity would be improved by



Additional **37 000** FTE workers per year



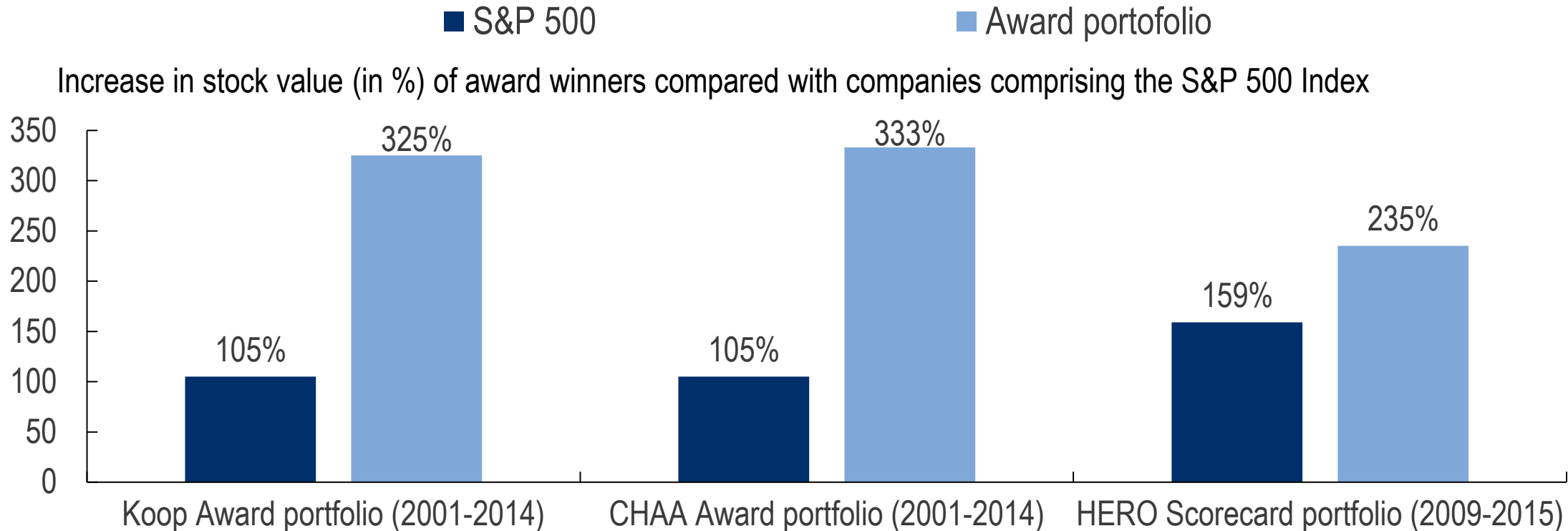
Economic return of **USD 4:1**

Note: FTE stands for full-time equivalent.
Source: OECD (2019), *The Heavy Burden of Obesity*.



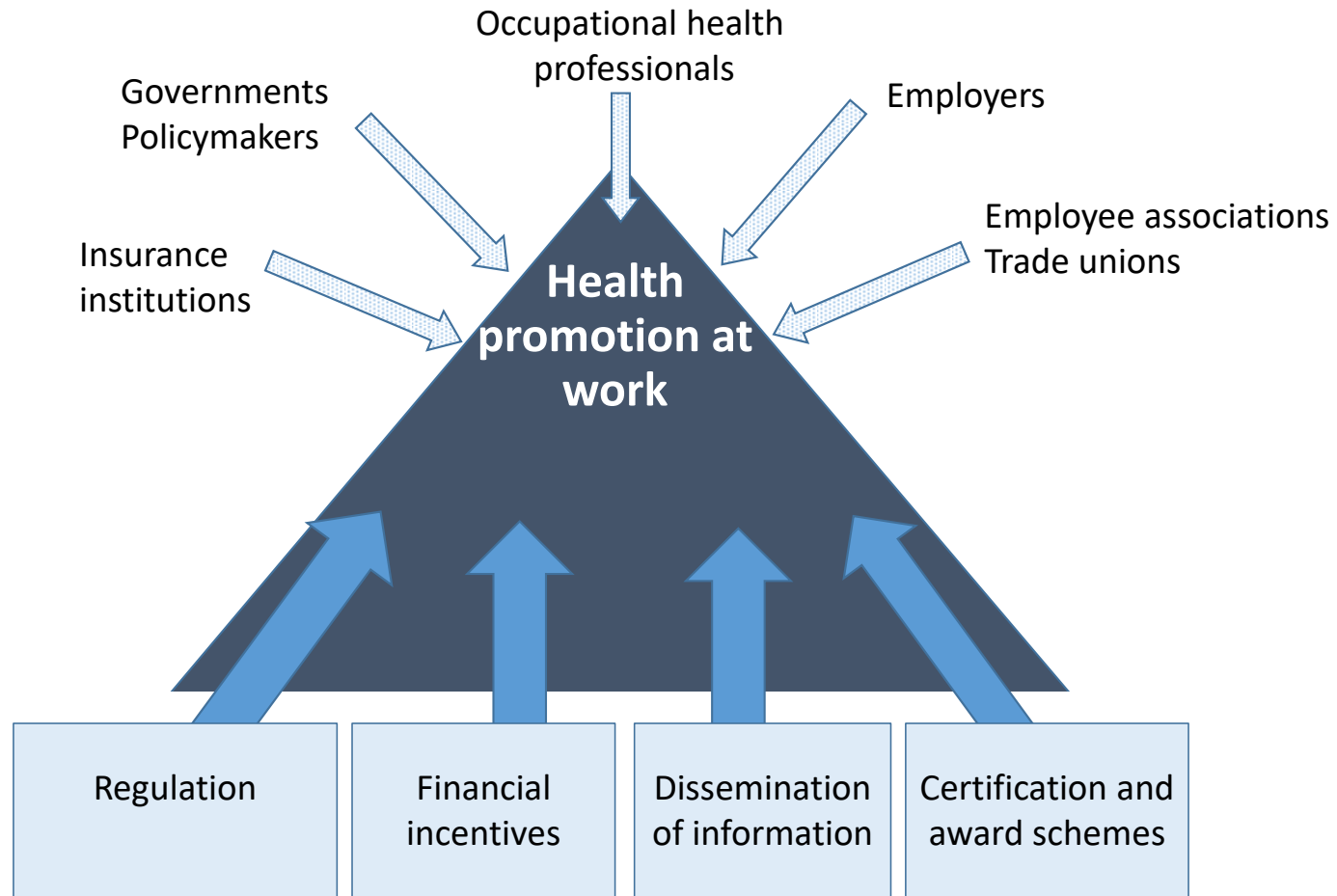
Employer's efforts can be further rewarded with an increased likelihood of ESG investments

Companies receiving awards for workplace health programmes in the US have seen a greater rise in their stock value compared to companies in the Standard & Poor's 500 Index





Governments use policy levers to further support employers to promote employee health and well-being



Labour and workplace legislation

Health system organisation and financing



Main Messages

- Workplace health promotion programmes are worth the investment (ROI 4:1)
- Companies that promote employee health and well-being can be rewarded not only with a healthier workforce, but also with an increased likelihood of receiving ESG investment
- Government's policy levers help to further support employers to realise the benefits of promoting employee health and well-being



Contact Us

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