



GLOBAL EMPLOYER INSIGHT SURVEY:

Health and wellbeing

How has programme strategy 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 is what they said regarding programme strategy at their companies.

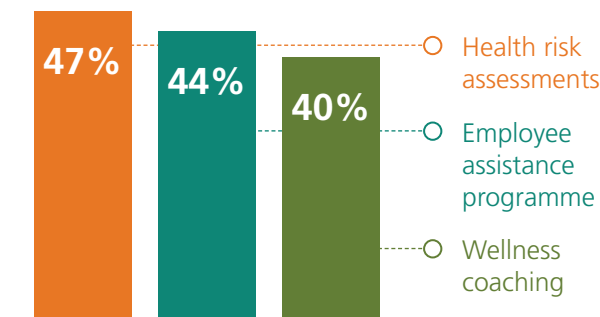
Programme movement at the regional level

Globally, the average number of programmes offered by employers is seven, the same as in prior years, however, movement has occurred at the regional level. In EMEA, the average number of programmes remained steady, whilst the number has grown in the other regions. Last year, LATAM lagged behind; now its average number is seven. APAC's average is eight and has trended up from last year. Almost half of employers in APAC (48%) offer eight or more programmes.



Q: Which of the following types of wellness and health management programmes/activities do you currently offer?

Health risk assessments and EAPs are most commonly offered.



40%	H&W site/portal	31%	access to on-site health specialist
39%	health pregnancy programmes	30%	on-site/worksite medical clinics
37%	health/fitness challenges	29%	health biometric screenings
36%	on-site stress reduction activities	29%	health advocacy service
35%	financial wellbeing	29%	on-site/worksite fitness center
34%	gym membership discounts	24%	sleep health programme
34%	relationship with a "near-site" medical clinic	23%	tobacco cessation programme
33%	weight management programme	21%	case management programmes
31%	disease management programmes	18%	musculoskeletal or orthopaedic programmes
31%	flu shots		

EMPLOYER INSIGHT SURVEY

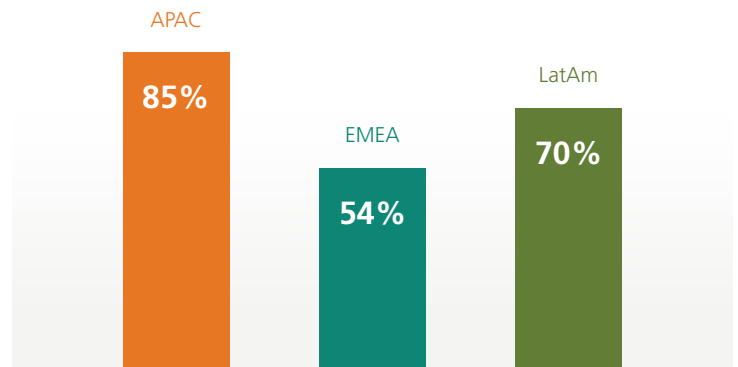
Q: For each of your company's wellness and health management programmes, what percentage of your eligible workforce participates in the programme?

Participation rates are similar to last year but appear to generally be trending up.



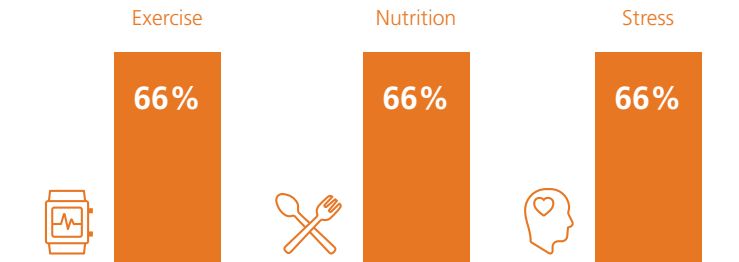
Q: Do you offer wellness & health management programmes to family members of employees?

Roughly 7 in 10 companies offer H&W programmes to family members. EMEA is least likely to do so.



Q: What areas does your wellness coaching programme address?

Exercise, nutrition and stress are most common.



2020

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**.](https://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. WF3382345 9/20