

GLOBAL EMPLOYER INSIGHT SURVEY:

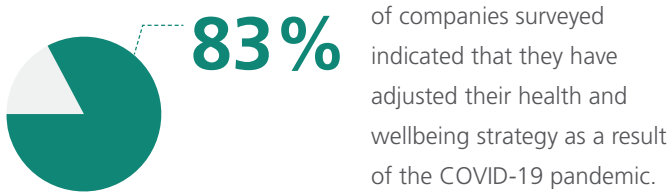
Health and wellbeing

How has the pandemic changed the strategy?

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 how they have adjusted their strategy in response to the COVID-19 pandemic.

Adjusting to meet wellbeing needs

Regions across the globe are in flux, whether emerging out of shutdown, preparing for a second wave or facing new spikes in cases. As a result, many employers have pivoted to meet the changing employee wellbeing needs.



Exploring the types of changes

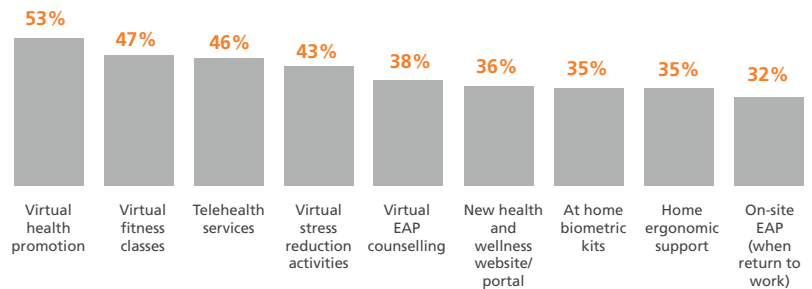
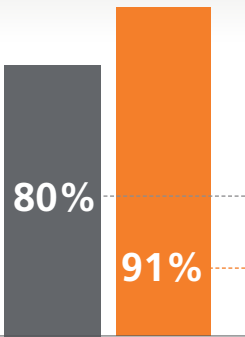
To better understand how companies have pivoted, we asked them the following questions, with responses categorised by size and region.

Q: As a result of the COVID-19 pandemic, have you changed your health and wellness strategy? What types of changes have you made to your health and wellbeing strategy as a result of the COVID-19 pandemic?

Size

X-large companies are more likely to have already adjusted their strategy than large companies

- Large companies (3k to <10k)
- X-large companies (10k to <50k)



Region

Companies in the APAC region are most likely to have already adjusted their strategy while companies in the EMEA region are least likely. Adoption of a new health and wellness portal, at-home biometrics kits and on-site Employee Assistance Programme (EAP) were also higher in APAC. Differences across regions may be reflective of the phase of COVID-19 in the region at the time of the data collection.

Asia Pacific (APAC)
91%



Europe, Middle East (EMEA)
78%



Latin America (LATAM)
84%

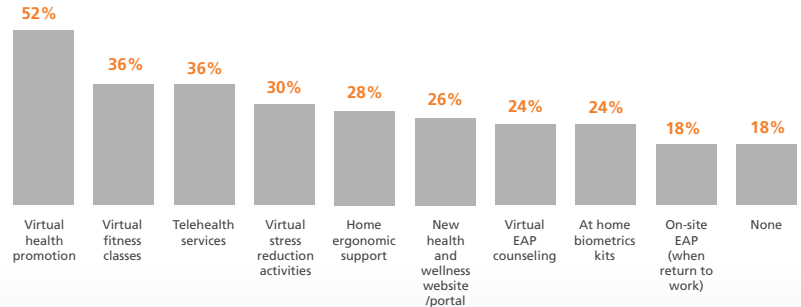


Q: What types of changes might you consider as a result of the COVID-19 pandemic?

4 in 5



of those who have not changed their strategy due to the pandemic are considering doing so — most commonly virtual health promotion.



STRATEGY STARTER

As companies across the globe continue to manage both in office workers and remote staff, it becomes more important to offer a continuum of wellbeing programmes, including virtual delivery. **Workplace wellbeing programmes can help support a culture of health and improve productivity and employee engagement.**

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 out global Employee Assistance Programme. The Optum team can support your objective of engaging members around the world, helping them to manage their personal health and wellbeing.

Learn more by visiting 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



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