

HEALTH AND WELLBEING CHALLENGES AFFECTING THE MODERN WORKFORCE

LIFESTYLE CHOICES **30%** of employees believe employers have a moral responsibility to help them lead a fit and healthy lifestyle

OBESITY



say their job hinders weight loss

WHY? Top 3 reasons



Long working hours prevent gym visits



Work-related stress prompts unhealthy food choices



Sedentary job



believe their weight negatively impacts their job/career



% of employees who have been in their current role for two years or more that have put on weight within the last two years

18 to 24-year-olds	25%
25 to 34-year-olds	34%
35 to 44-year-olds	32%
45 to 54-year-olds	29%
55 and over	31%

NEURODIVERSITY*



% of employees who have, or work with someone with, a neurodevelopmental disorder

(It should be noted that this statistic should not be interpreted as representing the total number of workers with neurodevelopmental disorders in the UK)



who work with a colleague with a neurodevelopmental disorder say they have received advice from their employer on the condition

ALCOHOL



say they have taken at least one sick day in the last 12 months due to a hangover



say at least one hangover a month has an effect on productivity

VAPING/SMOKING/BREAKS

58% say they or their colleagues smoke or vape during working hours



of non-smokers or vapers don't take regular breaks from working tasks

40% males take breaks
33% females take breaks



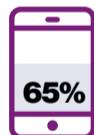
WHY?

- 48%** Too busy
- 16%** Forget
- 13%** Worry may be negatively judged by colleagues

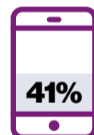
ALWAYS ON CULTURE



say mobile and remote working technologies have led to them doing work outside of their contracted hours



Higher earners

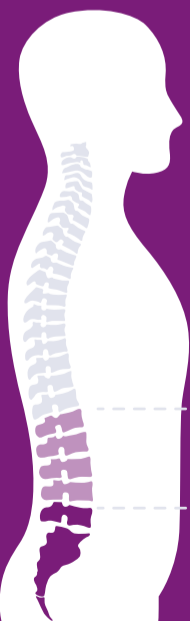


Lower earners



said this increases stress

MUSCULOSKELETAL CONDITIONS**



23%

suffer with a musculoskeletal condition

68% say their job was a contributing factor
22% say it was the main reason



51% believe their condition has an impact on their ability to do their job



71% say they are concerned that future NHS treatment may be restricted

33% 55+ years

18% 18-24 years

TELEMEDICINE



14% have missed a scheduled GP appointment without cancelling it beforehand



29% would rather use telemedicine services than visit their GP

FERTILITY TREATMENT



believe fertility treatments should be offered by employers

31% 18-24
5% 55+



WHY?

- 52%** High cost of private treatment
- 36%** Concerned about restricted fertility treatment via the NHS
- 30%** Improved career opportunities

*Neurodevelopmental conditions are impairments of the growth and development of the brain or central nervous system. Examples of neurodevelopmental conditions include Autism, Aspergers, Dyslexia, Dyspraxia, ADHD, Tourette's, and Dyscalculia.

**Musculoskeletal conditions affect the joints, bones and muscles, and also include rarer autoimmune diseases and back pain. Examples of musculoskeletal conditions include back pain, tendinitis, osteoarthritis and rheumatoid arthritis.