

# Asia employers take a strategic approach to improve employee health and well-being programs



**1** Employee health and well-being has broad reaching business implications.



Employees in good health have **fewer days lost**

They are almost three times as likely to be **highly engaged**



Healthy employees are **less stressed**

**2** Both employers and employees consider health a top priority.

Employers:



**78%**

Increasing employee engagement in health and well-being is a top priority

Employees:



**67%**

Managing health is a top priority

**3** How are employers responding to this need? Many are looking beyond traditional benefits.



Activity-based well-being programs



Behavioural/emotional health management



Lifestyle risk management programs



Financial well-being programs



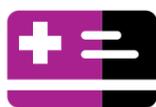
Chronic disease management programs

	In place today	By 2019*
Activity-based well-being programs	49%	↑ 17%
Behavioural/emotional health management	42%	↑ 17%
Lifestyle risk management programs	25%	↑ 19%
Financial well-being programs	20%	↑ 13%
Chronic disease management programs	16%	↑ 16%

\*Including 'Planned for 2018' and 'Considering for 2019'.

**4** However, these programs remain fragmented and employees are not connecting to them.

Overall, my employer's benefit plan meets my needs:



**63%**

Health care plan

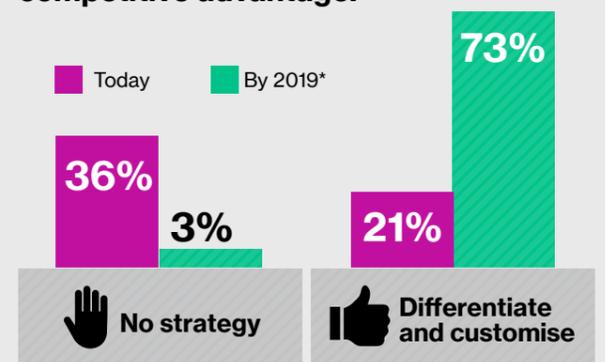


**41%**

Health and well-being initiatives

**5** Employers are planning to take a more strategic view of their health and well-being programs.

By next year, far fewer employers will have no health and well-being strategy, and three-quarters of those who have them plan to make them a key competitive advantage.



\*Including 'In place in 2017', 'Planned for 2018' and 'Considering for 2019'.

**6** As employers strive to take a more strategic view of health and well-being, what should they consider?

**Measure to evaluate success.**

**You can't manage what you don't measure.** Employers should use medical claims and health risk data to establish a baseline and test the effectiveness of health care and well-being programs through financial and non-financial metrics. This approach ensures relevant changes to make programs effective.



**Introduce programs that are relevant to your workforce.**

Employers should find out which programs would be most relevant to their organisation, and therefore **most valued by the workforce**. When implementing, avoid fragmentation and keep the larger picture in mind.



**Optimise use of technology and tools.**

**Six in 10 employees use technology to manage their health.** While appetite for technology may vary, online tools can provide better choice architecture, personalisation and decision support.



Sources: 2017/2018 Global Benefits Attitudes Survey, Asia Pacific and 2017/2018 Asia Pacific Benefit Trends Survey.

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