#### wtw

### Global employers are increasingly prioritizing employees' social and financial wellbeing





73% of employers say employees' social wellbeing is an important priority over the next three years

# **Today**

Foster social connections virtually or in small groups through regular events

Provide and communicate a diversity, equity, and inclusion (DEI) strategy

## taking to improve employees' social wellbeing Implement DEI initiatives

Other actions employers are

Sponsor volunteer activities in local communities

**18**% **7**%

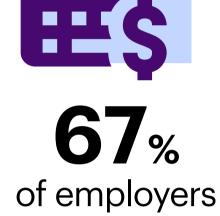
**59% 13% 8%** Include wellbeing as part of the organisation's

**17**% **11**%

Match charitable contributions

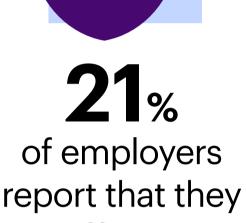
corporate social responsibility strategy

Planning action for 2023 Considering action for 2024 or 2025

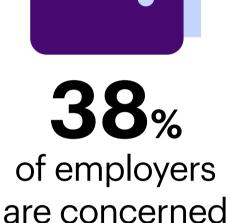


Action taken

say employees' financial wellbeing is an important priority over the next three years Employees living paycheck to paycheck are less engaged (+1.8 days lost per year due to



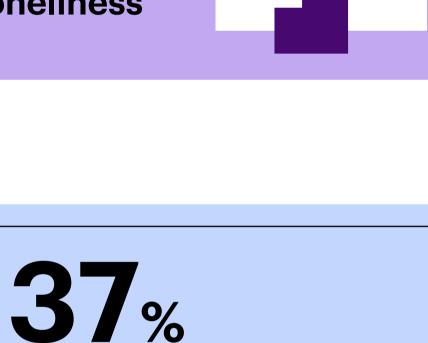
are **effective** in driving desired wellbeing outcomes



about **poor** financial wellbeing of their employees presenteeism) and 2x as likely to experience

Today

burnout, depression, anxiety, or loneliness



## **47**% Offer an employer

paid life and

disability plan

Other actions employers are taking to improve employees' financial wellbeing

Considering action for

2024 or 2025

Provide financing

or loans for

education

#### 34<sub>%</sub> 23<sub>%</sub> 11<sub>%</sub> Access to employer sponsored savings products that allow employees to save directly from their pay **25% 6% 9%**

Offer one-on-one financial counselling on short-term financial issues

Offer financial wellbeing webinars that educate on

various financial issues employees face

Planning action for 2023

#### 49% of employees think financial apps should be a core part

**65**%

they should\*

Action taken

of their employer's benefits\* \*Excludes U.S. and Canada

of employees say their retirement plan meets their needs,

but 69% say they save less for retirement than they think

Actions to take now! Regularly **communicate** with employees about the importance of their wellbeing, sense

of belonging, and available resources

the consistent and diverse needs of your specific population Build a social wellbeing strategy that **connects** 

stakeholders across your organization to form benefits, talent, DEI, and manager effectiveness

**Train managers** to identify employees who

Identify and implement solutions to **improve** the

refreshing your current approach, contact WTW

Use employee **listening** strategies to identify

may be feeling lonely, disconnected, or are actively withdrawing

For help in developing a wellbeing strategy or

financial health of employees