

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



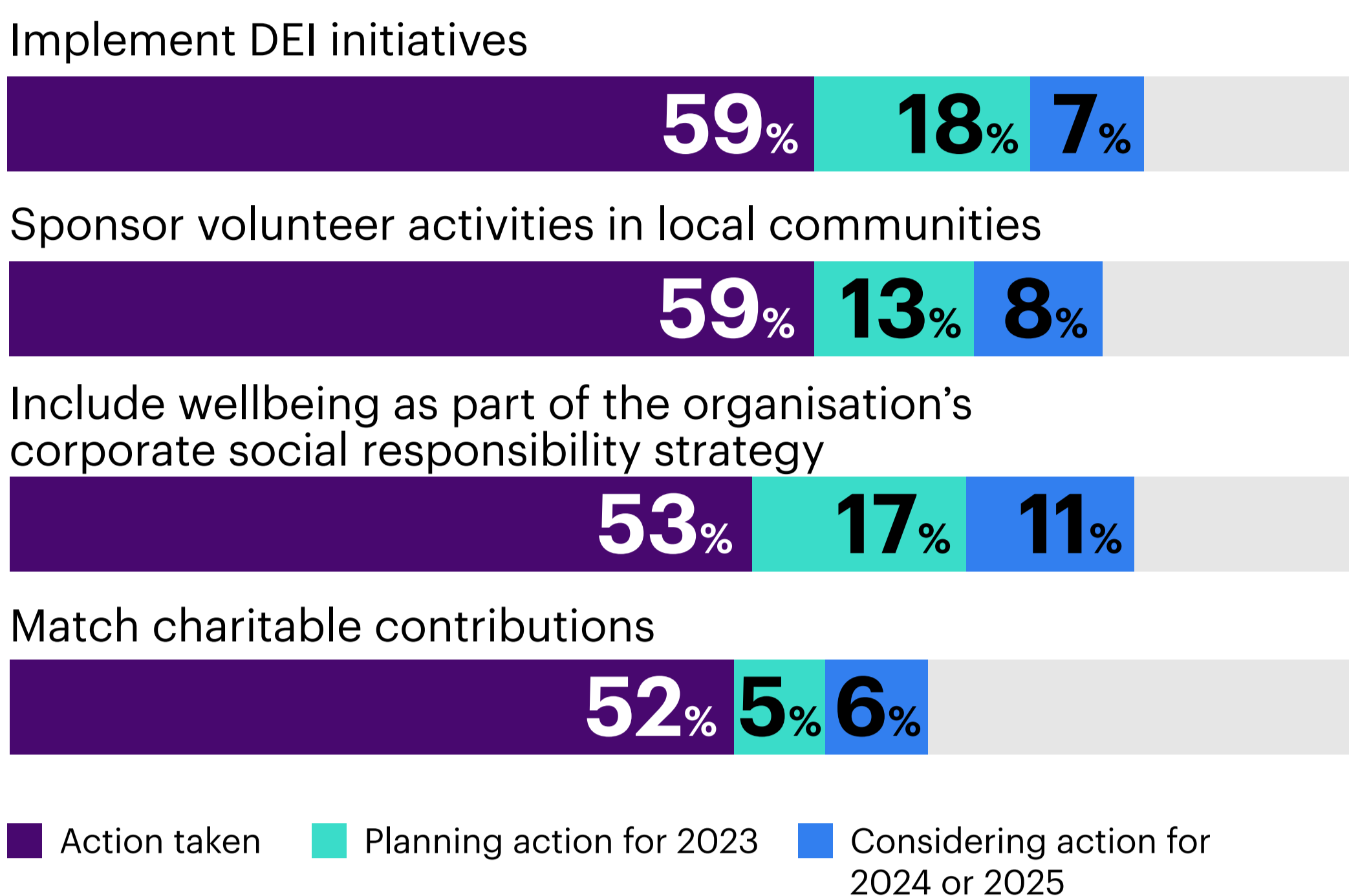
**73%** of employers say employees' **social wellbeing** is an important priority over the next three years

## Today

**64%**  
Foster social connections virtually or in small groups through regular events

**60%**  
Provide and communicate a diversity, equity, and inclusion (DEI) strategy

## Other actions employers are taking to improve employees' social wellbeing

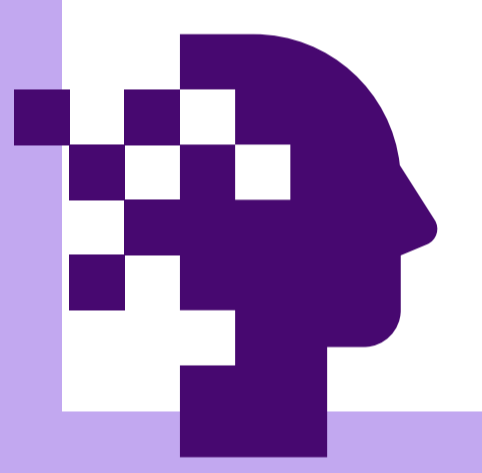


**67%**  
of employers say employees' **financial wellbeing** is an important priority over the next three years

**21%**  
of employers report that they are **effective** in driving desired wellbeing outcomes

**38%**  
of employers are concerned about **poor financial wellbeing** of their employees

Employees living paycheck to paycheck are **less engaged** (+1.8 days lost per year due to presenteeism) and **2x** as likely to experience **burnout, depression, anxiety, or loneliness**

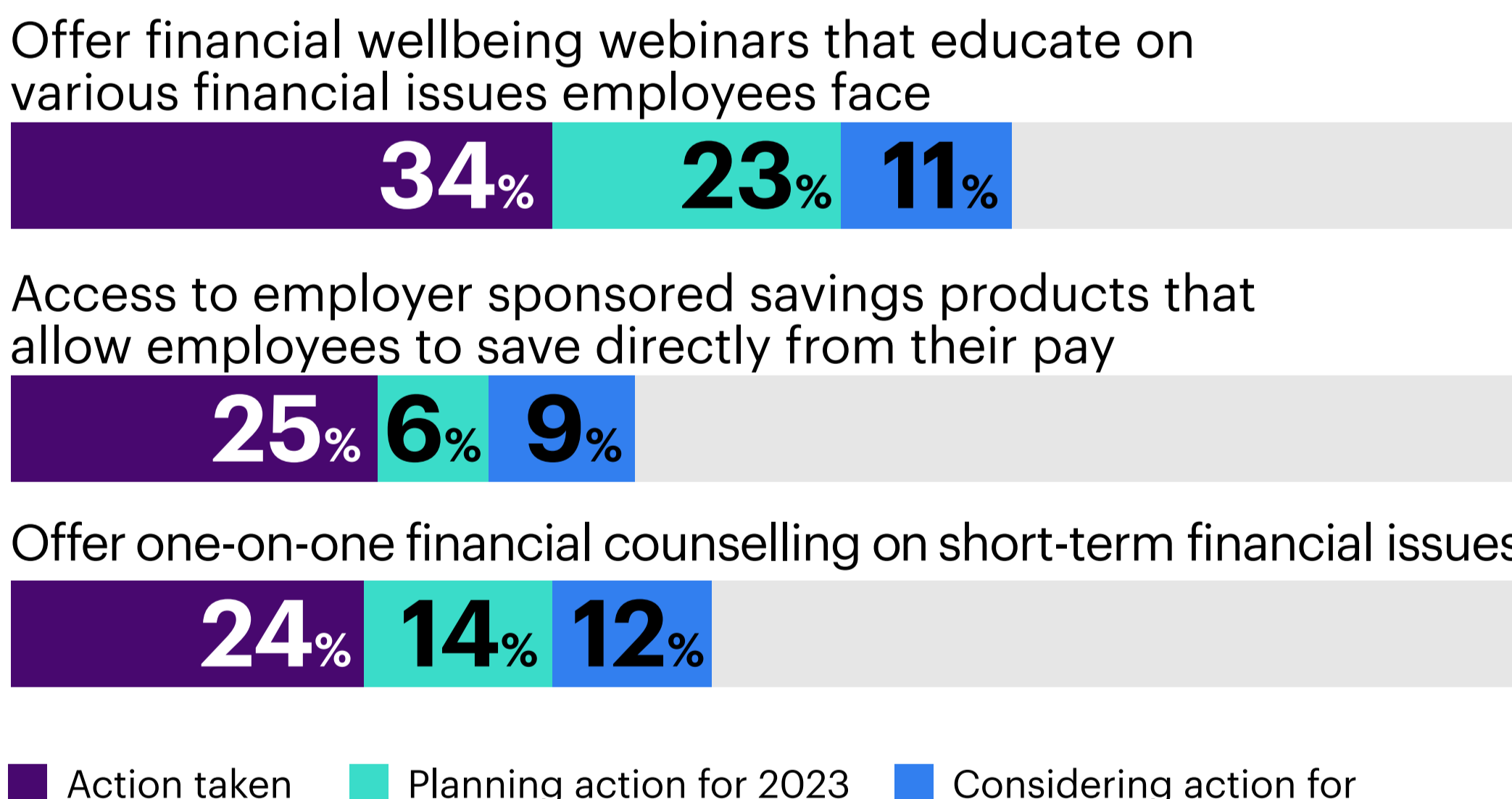


## Today

**47%**  
Offer an employer paid life and disability plan

**37%**  
Provide financing or loans for education

## Other actions employers are taking to improve employees' financial wellbeing



**65%** of employees say their retirement plan meets their needs, but **69%** say they save less for retirement than they think they should\*

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**49%** of employees think financial apps should be a core part of their employer's benefits\*

\*Excludes U.S. and Canada

## Actions to take now!

- 1** Regularly **communicate** with employees about the importance of their wellbeing, sense of belonging, and available resources
- 2** Use employee **listening** strategies to identify the consistent and diverse needs of your specific population
- 3** Build a social wellbeing strategy that **connects stakeholders** across your organization to form benefits, talent, DEI, and manager effectiveness
- 4** **Train managers** to identify employees who may be feeling lonely, disconnected, or are actively withdrawing
- 5** Identify and implement solutions to **improve** the financial health of employees
- 6** For help in developing a wellbeing strategy or refreshing your current approach, contact WTW