

# 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



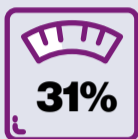
Work-related stress prompts unhealthy food choices



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	<b>25%</b>
25 to 34-year-olds	<b>34%</b>
35 to 44-year-olds	<b>32%</b>
45 to 54-year-olds	<b>29%</b>
55 and over	<b>31%</b>

## 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



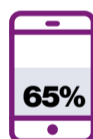
### WHY?

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

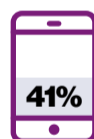
## ALWAYS ON CULTURE



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



Higher earners

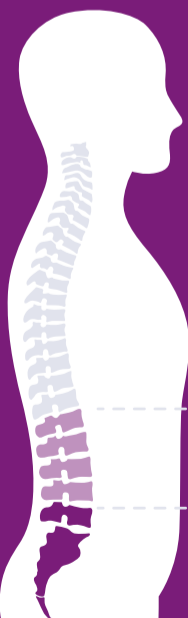


Lower earners



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.