

RESEARCH REVIEW

Keeping you up to date with the latest peer-reviewed research on workforce health and productivity

[NEWSLETTER ARCHIVE >](#)



Investment in Workforce Health Pays Off

Stock market performance of companies with proven investment in the health of their employees showed a 2% per year advantage over the S&P 500 over a 10-year study period.

+CFOs Care: IBI's [research](#) found that a growing number of CFOs recognize that investments in employee health are important and are incorporating benefit strategy into financial decisions.

A Review into Worker's Stress During First Lockdown and Impacts on Performance

Dissatisfaction in work-life balance, female gender, and marital tensions contributed to employees' stress, while telework and public sector jobs diminished stress during the pandemic. Additionally, stress and telework decreased job performance, while an increase in workload saw an increase in job performance.

Impacts of Childcare Challenges Fall on Women but Account for a Negligible Share of Employment Deficit

Women with young children have exited the workforce at greater rates than any other group, especially women without a bachelor's degree. However, the total employment deficit is caused by factors that affect workers beyond parenting challenges.

+Childcare Woes: IBI's current [research](#) found that women –especially those with children at home – felt the brunt of the COVID-19 mental health toll.

A Look into Absenteeism and Presenteeism among American Workers

Over half of American workers without sick leave do not take leave due to illness, and those with sick leave only take 1-2 sick days per year. However, approximately 70% report that they have worked while sick, and those without sick leave report more than a 25% reduction in productivity when that occurs.

Mental Health Problems Lead to Workplace Bullying, Study Finds

A Swedish study showed that employees with mental health problems were nearly four times more likely to be bullied at work. This association is most pronounced when individuals come into work when they are feeling ill and in organizations that lack clarity around roles and responsibilities as well as division of tasks and procedures.

Low Back Pain Costs Almost \$300 Million

Low back pain among Dutch workers cost 130 total days of sick leave and more than \$19,000 per episode, totaling over \$290 million in 2017.

+Got your Workforce's Back?: For every 1,000 US employees, [back pain](#) costs about \$442,000 in excess healthcare treatments and lost work time.

Flexible Work Arrangements Are Beneficial for Employee Health and Productivity

Several studies demonstrate that flexible work arrangements can support employee health by improving their physical health and decreasing absenteeism.

An Hour on the Treadmill A Day Keeps Sickness and Productivity Loss Away

Employees who used a treadmill for an hour during the workday had higher levels of physical, cognitive, and emotional vigor as well as decreased negative affect and inattention throughout their workday compared to days when they remained at their desks.

Multimorbidity is Costly but is Lessened when Sick Leave is Available

Employees with two or more chronic conditions (multimorbidity) were twice as likely to have missed workdays compared to those without. Multimorbidity costs nearly \$9 billion annually in lost wages. Having sick leave policies mitigated some wage loss among this employee population (\$371 without policies vs \$204 with policies).



Upcoming Events

October 5-6, 2021: [IBI/Conference Board Health and Productivity Forum](#)

Integrated Benefits Institute, 1901 Harrison Street, Suite 1100, Oakland, California 94612

[Manage preferences](#)