



The Impact of Telework on Employee Health and Productivity

Among employees who transitioned to telework after the pandemic, lower back pain increased, and body weight increased due to more sedentary activities. Self-reported productivity was higher while working from home, but a declining trend in employee health was observed.

+Find out more about the effects of telework: IBI's [latest research](#) on mental health describes how transitioning to telework in the household during the pandemic affected workers' mental health.

The Impacts of Body Mass Index on Work Hours

A study on obesity among British employees suggests that work hours decline as BMI increases. This pattern differs by gender and skill-level providing perspective on the need to design gender-specific BMI-based strategies, particularly for women in blue collar jobs, to mitigate productivity loss from obesity.

How Do Various Activities Relate to Presenteeism and Absenteeism?

The time engaged in work, leisure, car-sitting, and total physical activity among 2,500 Japanese employees has varied impacts on absenteeism and productivity. For example, leisure-related physical activity was positively associated with better productivity. A change in work culture and programs that support active behaviors may significantly improve productivity.

Implications of Providing Informal and Formal Care to Adults with Dementia in the US

A study on adults over 50 years of age with dementia revealed that the availability of family caregivers has significant consequences across racial, ethnic, and socioeconomic groups. Findings suggest paid and unpaid care should be integrated into a sustainable health care system, and careful consideration should be given to the potential vulnerability of people with dementia who have limited family availability (e.g., employed adult children).

+Caregiving is especially tough on employees: IBI's [research](#) shows employees that balance caregiving and performing household activities have more emotional stress, physical and financial strain, and increased work absences.

Study of Direct and Indirect Costs Associated with Headache Disorders

Among 11 European companies, more than half of employees suffering from headaches had decreased work productivity. As each employee with a headache disorder totals \$769 in direct and indirect costs, the researchers advise that employers should offer access to care and provide coping strategies aside from medication use to support employees.

Inequalities Remain Among US Eligibility Rules for Sick Leave

Ninety three percent of countries mandate paid sick leave, while the US is just one of 11 countries that do not. The US is the only country to mandate unpaid leave only – through the Family and Medical Leave Act (FMLA) - and has requirements on company size, duration of employment, and hours worked that creates racial and gender disparities in qualifying to receive FMLA.



Upcoming Events

POSTPONED: [IBI/Conference Board Health and Productivity Forum \(Chicago\); new dates set for September 28-29, 2022](#)