



## Puerto Rico Results

# Global Wellbeing Survey



Despite companies facing increasing volatility and uncertainty in the form of inflation, a global pandemic, changing workforce patterns and geopolitical conflict, the latest Global Wellbeing Survey demonstrates that employers are still focused on wellbeing, now more than ever.

**Employee wellbeing has risen in importance and prioritization since 2020.**

**83%** say wellbeing has become more important since 2020

**48%** say prioritization of wellbeing has increased

**More companies are taking a strategic approach to wellbeing.**

**87%** say wellbeing is fully or slightly integrated into their overall business and talent strategy

**Employers are allocating more overall company benefits funding to wellbeing.**

**39%** have increased their investment in wellbeing

**Annual benefits funding for wellbeing:**

**31%** are allocating 4% or more



### Top 5 employee wellbeing issues:

- Mental and emotional health
- Burnout
- Financial risks and stress
- Physical health
- Virtual and hybrid work environment



### Conditions or risks that have the biggest impact on company performance:

- Musculoskeletal conditions
- Diabetes
- Cancer
- Obesity
- Physical inactivity



### Most important emotional wellbeing issues

- Work/life balance
- Stress
- Burnout
- Financial struggles
- Sleep



### Top 3 Physical wellbeing initiatives provided:

1. Tobacco-free workplaces
2. Immunizations and Vaccinations
3. Virtual Care (Telehealth)



### Top 3 Emotional wellbeing initiatives provided:

1. Employee Assistance Program (EAP)
2. Access to maternity/breastfeeding rooms
3. Stress, anxiety, depression support programs/education



### Top 3 Social wellbeing initiatives provided:

1. Employee recognition awards
2. Flexible work arrangements
3. Shared collaboration spaces



### Top 3 Financial wellbeing initiatives provided:

1. Financial wellbeing education
2. Saving for retirement
3. Discounts on products and services through benefits



### Top 3 Career wellbeing initiatives provided:

1. Flexible work arrangements
2. Developments plans
3. High potential talent training and development

# Employers Focused on Wellbeing Now More Than Ever

## Summary of Global Results

Employee wellbeing has risen in importance and prioritization since 2020.



**63%**

say wellbeing has become more important since 2020



**47%**

say prioritization of wellbeing has increased

More companies are taking a strategic approach to wellbeing.



**80%**

say wellbeing is fully or slightly integrated into their overall business and talent strategy



That's an increase of

**13%**

since 2020

Employers are allocating more overall company and benefits funding to wellbeing.



**43%**

have increased their investment in wellbeing

Annual benefits funding for wellbeing:

**38%**

are allocating **≥4 percent**

**25%**

are allocating **2-3 percent**

Source: Aon's 2022-2023 Global Wellbeing Survey

## For more information

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