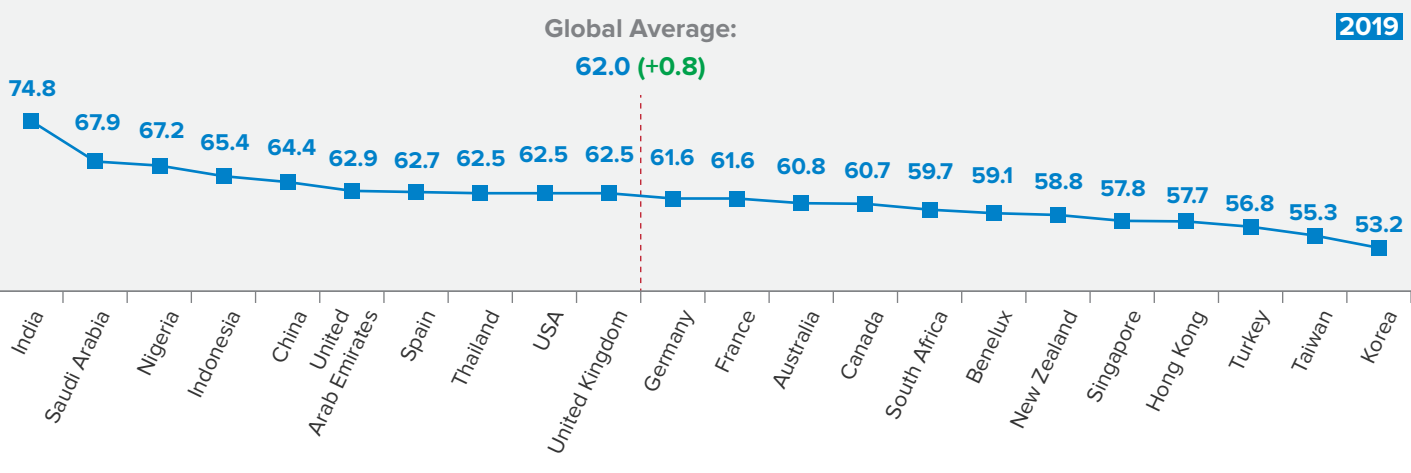


# INFOGRAPHICS

2019 vs. 2018 change



## THE SANDWICH GENERATION



Out of all the demographics surveyed, the sandwich generation (defined as those between 35-49) scored lowest in most dimensions, underlining the fact that this group's worries are on the rise while the response rate to their needs has been slow. Given that this segment is the core talent group driving businesses, their general well-being will impact the way businesses operate.

## STRESS AND WORKPLACE WELLNESS

- Stress in General:** 84% of those surveyed say they are stressed, with 13% considering their stress unmanageable.
- The top stress triggers are:** Personal finance 17%. Workload 16% and personal health concerns 14%.
- Stress at Work:** 87% of workers say they are stressed, 12% feel their stress is unmanageable, with 64% claiming to be in an "always on" environment.
- Lack of Employer Support:** 46% received support but only 28% felt it was adequate. 38% claim no stress management support was provided at all.
- Time-poor mentality:** 26% of those who feel time-poor experience unmanageable stress compared to only 9% of those feel otherwise.

## WORKING WOMEN



While stress continues to be an issue for everyone, women report higher stress levels than men:

- 88% of working women stressed compared to 85% of working men
- 13% of women claim unmanageable stress compared to 11% of men
- 61% of working women feel that workplace wellness programmes need to better address the specific needs of each gender

## AGEING

- Active Ageing:** Approximately half of the respondents feel ready to face old age-financially, physically, mentally and socially, with millennials feeling most positive about ageing.
- Insurance ownership:** Insurance owners are more positive and ready to face old age: 54% of insurance owners feel ready to look after the financial well-being of their family, versus 38% for non-insurance owners. 59% of insurance owners feel more financially independent vs 42% of non-insurance owners.
- Opportunities (or Lack thereof):** While 54% of respondents anticipate working at old age, only 49% are ready to enter or remain in the workforce. 64% are willing to work with older people but only 32% think companies will hire them.

## AFFORDABILITY & ACCESSIBILITY



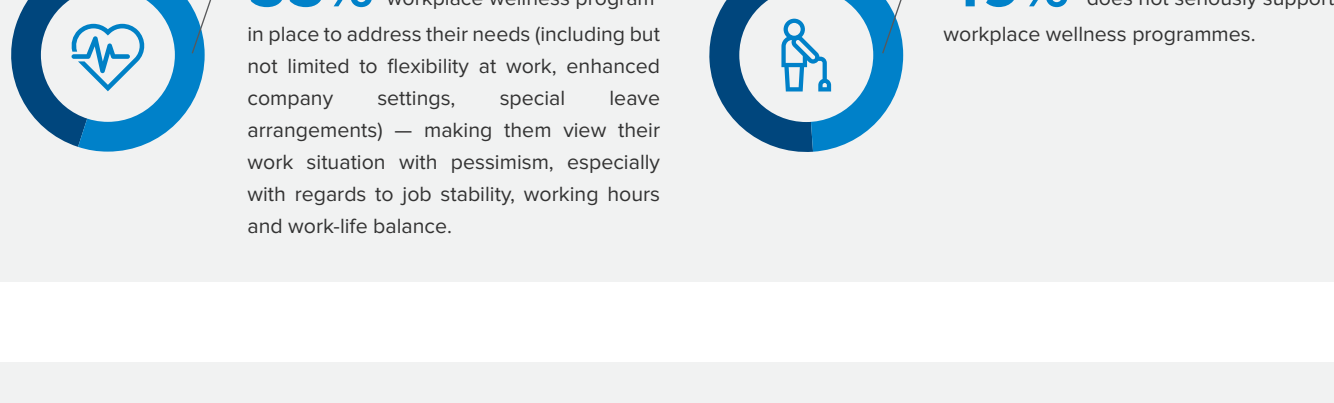
59% expressed a willingness to consult a doctor, get a diagnosis and access different clinics through their mobile devices or computers. Only 1 in 5 respondents see it as beneficial, perhaps due to a lack of familiarisation and understanding of how it works.

## HEART HEALTH



77% agree that lifestyle changes can help heart health but 1 in 6 have not done anything about it. 23% of millennials have experienced symptoms that may indicate potential heart problems in the past 6 months compared to 17% of those aged 50+.

The top concerns of this segment centre around their ability to care for their parents' financial needs, medical needs, and their spouse's health.

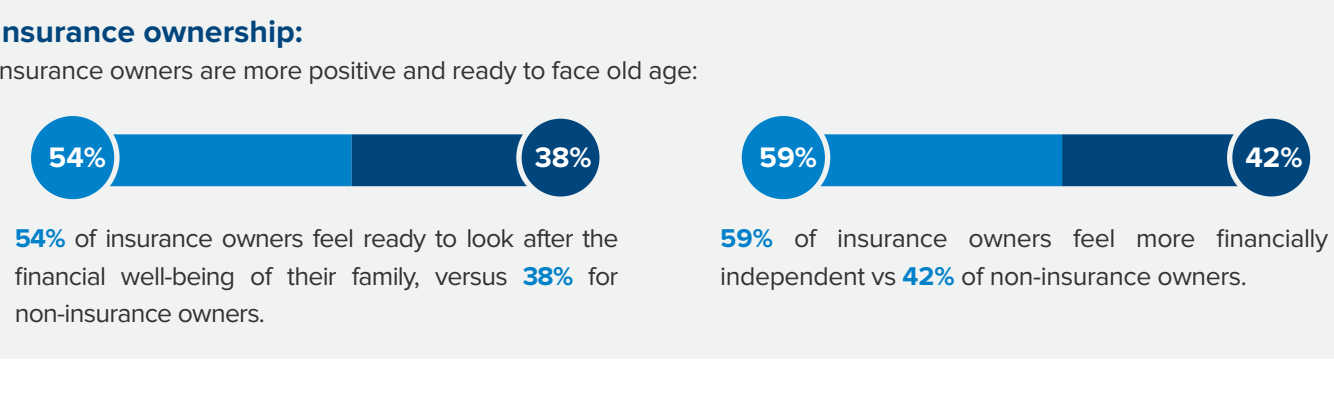


	Total	Millennials (18-34)
Flexible working hours	29%	29%
Job/ Employment security	22%	21%
Special paid leave, eg. stress leave, days off for overtime work, birthday leave	21%	22%
Setup rooms where you can relax/ take a break/ play music	19%	21%
A shorter working week (e.g. from 5 days to 4 days)	18%	19%
Time off for personal interests	17%	18%
Employer sponsored physical activities	17%	17%
Flexibility to work from home/ elsewhere outside of office	16%	17%
Employer sponsor activities to manage mental health	14%	15%
Company culture of not disturbing colleagues during holidays	14%	14%
Increased social activities in the office	13%	14%
Easy access to HR/ management to discuss about stress	11%	12%
Increased childcare benefits/ parental benefits	10%	11%
Company medical professional for confidential discussion	9%	9%
Others	4%	2%

**NET - Work Arrangement** 50%  
**NET - Company Environment / Culture** 47%  
**NET - Leaves / Benefits** 42%  
**Net - Sponsored Activities / Wellness Program** 34%

## Key Gaps in Employer Support

	SINGLE	MARRIED	WORKING MOM
Flexible working hours	28%	29%	29%
Special paid leave	23%	22%	21%
Job/Employment security	21%	19%	19%
Setup rooms where you can relax/ take a break/ play music	21%	20%	21%
Flexibility to work from home/ elsewhere outside of office	/	18%	/
A shorter working week	19%	/	/
Employer sponsored physical activities	/	/	18%

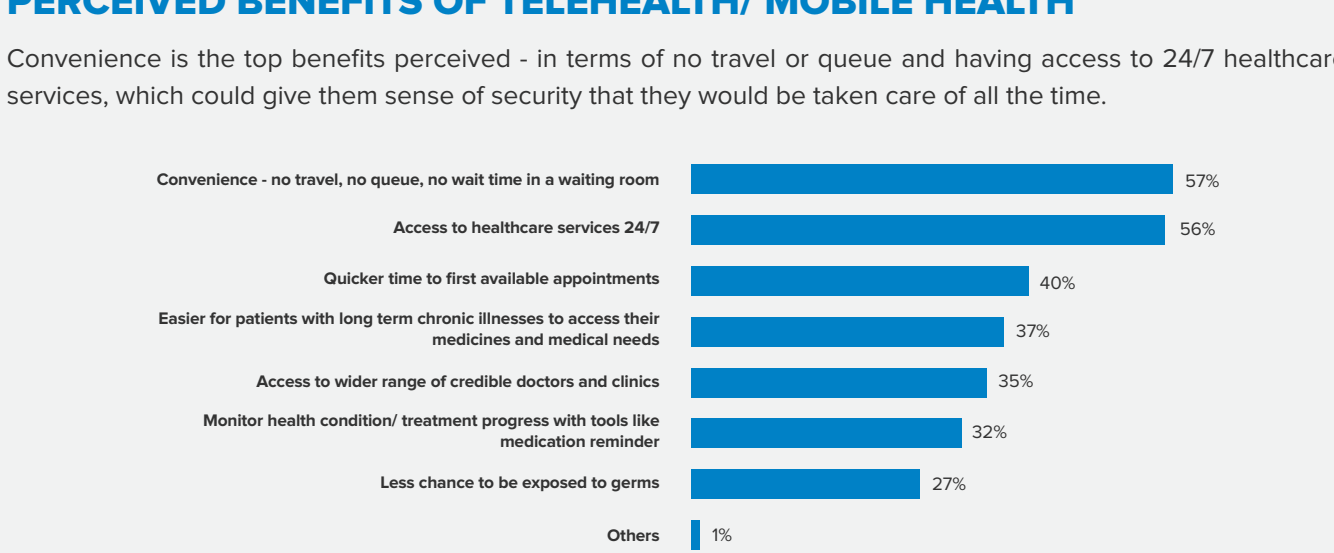


**Are companies willing to hire though?**

64% of respondents are willing to work with older people. 32% think companies will hire them.

This gap highlights the need for employers to communicate their willingness to employ older people and be ready to provide adequate work-life support. The active ageing market is here to stay, and they want to be progressive and fully functional.

## PERCEIVED BENEFITS OF TELEHEALTH/ MOBILE HEALTH



## ARE WE HEART SMART?

77% agree that a lifestyle change is necessary for heart health, yet 18% of those who have experienced symptoms have chosen to ignore it. 23% don't believe lifestyle changes can cure high blood pressure at all. Of those who do take action, only opt to self-manage through exercise, attempts at reducing stress and changing their diets, and only 24% use wearables to track and manage heart health, highlighting the need for better understanding before we can fully claim to be heart smart.

