

2022-2023

Aflac WorkForces Report

Well-being and mental health

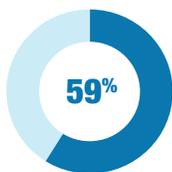
The importance of employees feeling that they are cared for in the workplace is more critical than ever. Mental health concerns take a toll on American workers and their families, which was exacerbated due to the global pandemic. The mental health crisis is not only impacting employees' home lives, but also their work lives and productivity.

Almost half (46%) of workers state that mental health challenges had a negative impact on their productivity in the past year, a significant increase over 2021 (34%).

Employers agree: Half (51%) recognize that employee mental health issues have impacted their organizations over the past year.

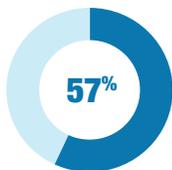


About 80% of employees agree that mental health coverage is critical, yet only **61%** state they have access to this benefit.



More than half (59%) of all American workers currently face at least moderate levels of burnout, a significant increase over 2021 (52%) and on par with (2% higher) the levels of burnout reported in 2020 at the height of the COVID-19 pandemic.

And yet, employers are no more likely this year (45%) than last year (43%) to view burnout as a problem for their organization.

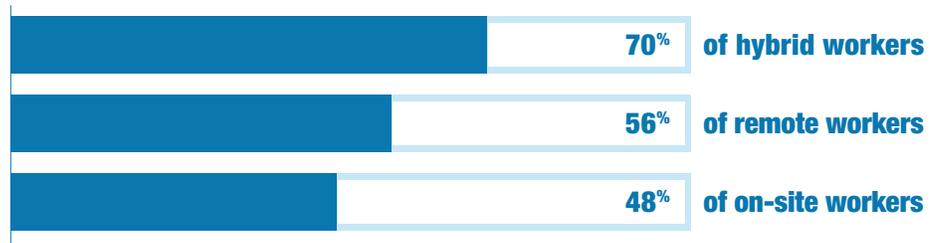


Burnout, unsurprisingly, is associated with job satisfaction and loyalty, as well as how much employees believe their employers care about their well-being.

More than half (57%) of employees believe that their organizations care about them at least a moderate amount, and this sentiment is strongest among those with a hybrid working arrangement (70%).



**PERCENT OF
WORKERS WHO
BELIEVE THEIR
EMPLOYERS CARE
ABOUT THEIR
WELL-BEING**



About the Study

The 2022-2023 Aflac WorkForces Report is the 12th annual Aflac employee study examining benefits trends and attitudes. Conducted by Kantar on behalf of Aflac, the employer survey took place online between Sept. 7, 2022, and Sept. 22, 2022, and the employee survey took place online between Aug. 31, 2022, and Sept. 20, 2022. The survey captured responses from 1,200 employers and 2,001 employees across the U.S. in various industries.