

Overcoming Wellbeing Budget Concerns 2024:

A Strategic Approach for HR Professionals in the UAE



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Understanding the Wellbeing Landscape in the UAE



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The UAE, known for its thriving business landscape, has witnessed a notable increase in stress-related health issues among employees. **The annual report reveals a 15% rise in reported cases**, highlighting the pressing need for proactive long-term wellbeing initiatives.

Statistics Source: UAE Ministry of Human Resources and Emiratization, 2023 Annual Report



Employee Wellbeing Trends

IN THE MIDDLE EAST & GLOBALLY



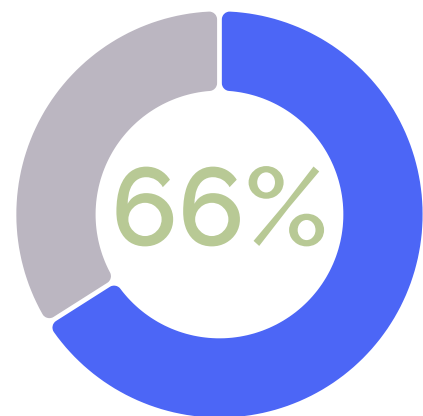
of employees said they experienced burnout in the Middle East vs 94% globally

Source: "Cigna 360 survey 2022"



of employees in the Middle East feel engaged vs 21% globally

Source: "Gallup State of the Global Workplace 2022"



of respondents from GCC reported symptoms of poor mental health and physical wellbeing

Source: "Better health among Middle Eastern employees can start with awareness" - McKinsey Health Institute 2023

Great workplace wellbeing solutions can deliver:

14%

↓ reduction in burnout

< who.int >

28%

↓ reduction in absenteeism

< mentalhealthamerica >

3X

↑ increased engagement

< apa.org >

30%

↓ reduction in healthcare costs

< mentalhealthamerica >



A background image showing a person's hand writing in a notebook with a red pencil. A laptop is open in the background, and another laptop keyboard is visible in the foreground. The scene is set on a wooden desk.

2

The Hidden Costs of Neglecting Employee Wellbeing

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Absenteeism

According to SHRM, companies with poor wellbeing initiatives witness a **42% higher rate of absenteeism**. Investing in employee wellbeing can significantly reduce unscheduled leaves.



Employee Turnover

High turnover rates cost companies in recruitment, onboarding, and training. SHRM reports a **28% decrease in turnover among companies prioritizing employee wellbeing**.



Health Insurance Claims

Neglecting wellbeing can lead to increased health insurance claims. A study by Willis Towers Watson reveals a **20% reduction in health-related claims** when comprehensive wellbeing programs are in place.



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Strategies for Maximizing Wellbeing Budgets



Diversify Funding Sources

Look beyond the HR budget. Collaborate with departments like **Marketing** (for wellness challenges), **Operations** (for ergonomic workspaces), **Finance** (for cost-sharing arrangements) or **Learning & Development** (for career development or one-to-one, team or leadership team coaching). Pooling resources from various departments can bolster your wellbeing initiatives without straining the HR budget.



Demonstrate ROI:

Use data to showcase the financial benefits of wellbeing programs. Present a case that highlights how a small investment in wellbeing can lead to substantial savings in reduced absenteeism, lower turnover, and decreased health insurance claims.





Tap into Corporate Social Responsibility (CSR)

Align wellbeing initiatives with your company's CSR goals. Many companies in the UAE view employee wellbeing as a strategic CSR investment, thereby providing additional funding avenues.



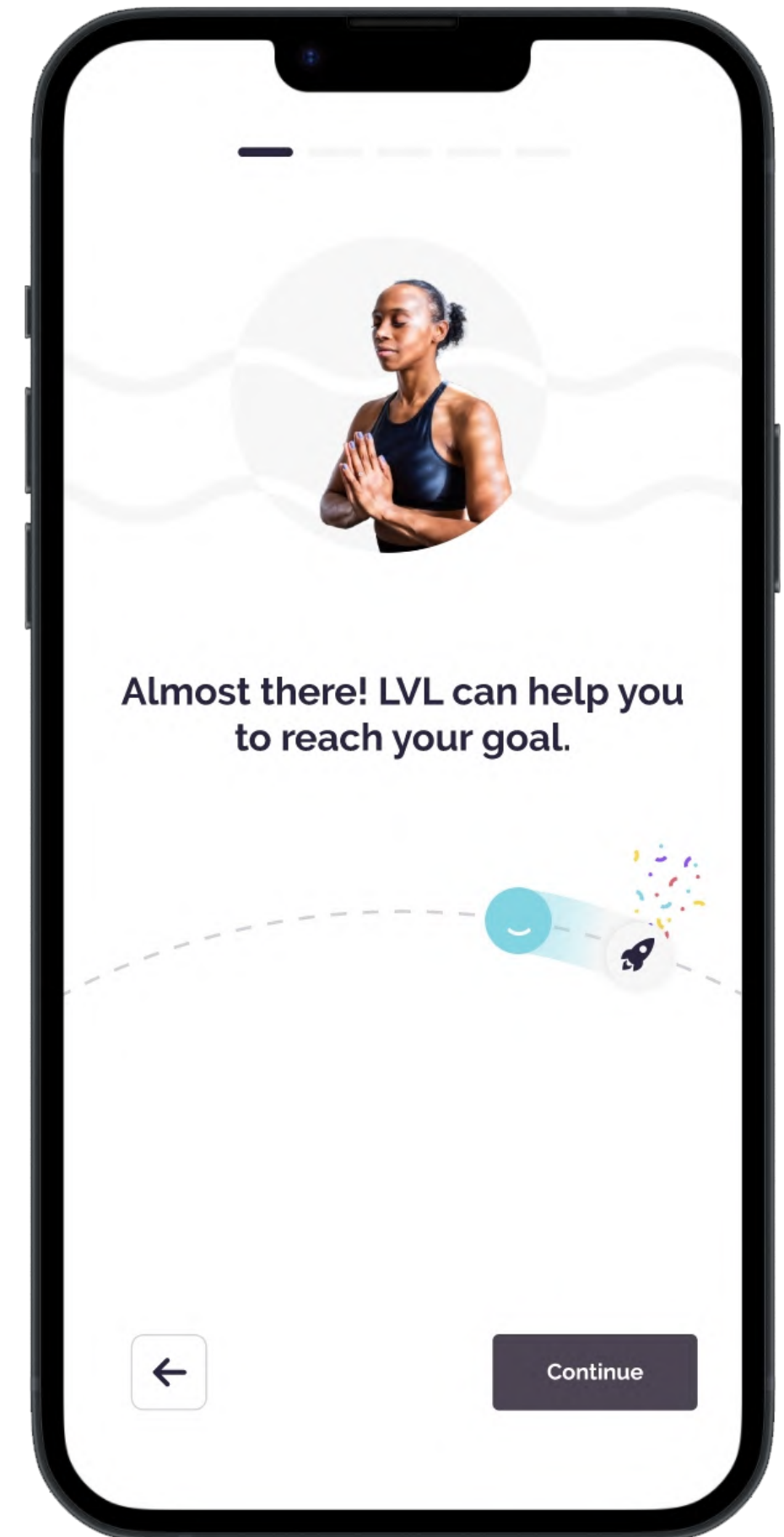


Overcoming wellbeing budget concerns requires a strategic and collaborative approach.

By understanding the specific challenges in the UAE and leveraging data-driven insights, HR professionals can make a compelling case for increased wellbeing budgets.

The investment in employee wellbeing not only improves the overall work environment but also yields substantial financial returns through reduced absenteeism, lower turnover, and decreased health insurance claims.

Embrace these strategies, empower your workforce, and ensure a prosperous and healthy future for your organization.





To learn how LVL Wellbeing can help you maximize your employee wellbeing & engagement budget, **get in touch with a member of our team for a demo.**

lvl-wellbeing.com

