

7 Key survey findings of 2019

1. AIA Vitality Age

98% Malaysian employees have an AIA Vitality Age higher than their actual age (2018: 98%).

What does AIA Vitality Age show?
AIA Vitality Age is your age after including the impact of lifestyle, clinical and mental wellbeing risks on your long-term health.

AIA VITALITY AGE GAP = The difference between a person's AIA Vitality Age and his/her actual age.
"The bigger the gap, the healthier they are"

Malaysian employees have an AIA Vitality Age Gap of **5.8 years** (2018: 5.9 years)

2. Lifestyle health

i. Physical activity
66% of employees do less than the recommended 150 minutes of physical activity per week

Like last year, most organisations indicate that their employees are sedentary (sitting, inactive) for a large part of their working day. Sedentary time increases a person's risk of disease, beyond the negative impact of insufficient physical activity.



ii. Nutrition
90% are not eating a healthy diet (2018: 92%)

But overall, 100% of the employees are at risk of at least one nutrition element. Within key nutrition elements, employees' diets are poorest in the area of fruits and vegetables.

Data collected through Malaysia's Healthiest Workplace by AIA Vitality has shown that fruit and vegetable intake is the nutritional element which can be most easily addressed in the workplace, with 32% of organisations across the Healthiest Workplace study in Asia Pacific indicating that they offer fresh fruit and vegetables.

iii. Smoking
9% are current smokers (2018: 11%)

Besides the detrimental effects on employee health outcomes, the costs due to productivity loss contribute to the global economic cost of smoking. Combined, productivity loss and healthcare expenditure amount to 1.8% of the worldwide GDP.

3. Employees' health perception

16% of employees have 4 or more risk factors, (2018: 13%)

- What are the risk factors?**
- Body Mass Index
 - Physical activity
 - Nutrition
 - Smoking
 - Alcohol

however, **51%** believe they are in 'good' or 'very good' health. (2018: 62%)

Awareness is a start...
People are less likely to make changes to their lifestyles if they perceive themselves to be healthy.



MALAYSIA'S HEALTHIEST WORKPLACE | AIA Vitality

AIA chief: Malaysians struggle to prioritise health over work

The annual Malaysia's Healthiest Workplace by AIA Vitality Survey returned for the third time this year with almost double the participation rate. A record 230 organisations and 17,595 employees participated, versus 117 organisations and 11,551 employees previously. The strong participation, AIA Bhd's new CEO Ben Ng says, shows that Corporate Malaysia is increasingly aware of the need to understand the state of employees' health.

The survey findings highlight that mental health, workplace bullying, sleep deprivation and musculoskeletal conditions continue to affect the productivity and overall health of employees. In particular, 51% of Malaysian employees suffered from at least one dimension of work-related stress while 53% got less than seven hours of sleep in a 24-hour period. It is also found that financial concerns continue to contribute to underlying mental health problems, with 22% reporting that they had a lot of financial burdens.

Additionally, a majority of them suffer from shoulder and neck pain, with 84% of employees reporting one or more musculoskeletal conditions.

It is undeniable that Malaysians struggle to prioritise their health over work, especially compared with their Western counterparts, Ng says. "Long hours at the office, increased after-hours work connectivity and the glorification of overworking have all manifested in clinical health conditions, mental health problems and sleep deprivation."

About 15.3 million of Malaysia's labour force spend

the majority of their time at work, Ng notes, yet there has been little focus on the role of employers in promoting workplace health.

Research, however, has shown that the proactive management of employees' physical and mental health can produce a range of important business benefits — including a reduction in absence, greater staff engagement and productivity, and a reduction in staff turnover.

On that note, Malaysia's Healthiest Workplace by AIA Vitality Survey measures the state of overall wellbeing in the workplace and takes stock of employee's mental and physical health, work engagement, as well as its impact towards workplace productivity. Through the findings reported from the survey results, employers are empowered with the right knowledge and strategies to invest in the health and wellbeing of their employees.

It is hoped that employers will, through the survey's findings, recognise that a happier and well-rested workforce is more productive and that there is a need to invest in interventions that promote a more balanced lifestyle as part of their workplace culture, Ng says.

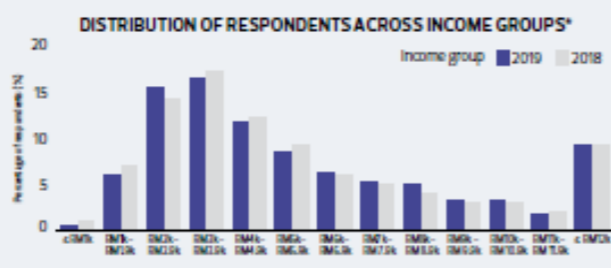
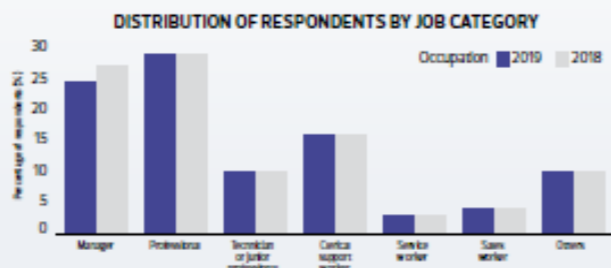
"As one of the leading providers of life and health insurance in Malaysia, we are always challenging ourselves to develop innovative solutions that meet the evolving needs of our customers. In addition to that, we're always on the lookout for new ways for us to fulfil our promise of helping Malaysians live 'Healthier, Longer and Better Lives'. It was only natural for us to look into the health and wellbeing of the Malaysian workforce, where there remains much work to be done on this front," Ng adds.



“Long hours at the office, increased after-hours work connectivity and the glorification of overworking have all manifested in clinical health conditions, mental health problems and sleep deprivation.”
— Ben Ng

This is the third year of Malaysia's Healthiest Workplace by AIA Vitality Survey

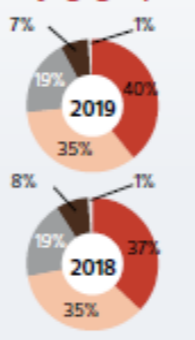
Who took part?



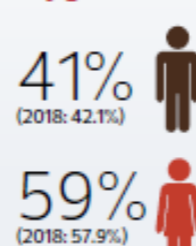
MALAYSIA
230 organisations (2018:117)
17,595 employees (2018:11,551)

ASIA PACIFIC
426 organisations across Australia, Hong Kong, Malaysia, Sri Lanka and Thailand (2018:340)
26,456 employees (2018:24,187)

Distribution of respondents by age group



Distribution of respondents by gender



* Percentages have been rounded up, so they may not add up to 100

How was the survey conducted?

- EMPLOYEES**
 - 30-minute online assessment by individuals
 - Immediately receive a personal report outlining their AIA Vitality Age, key lifestyle and health risks and suggestions for improvements
- EMPLOYERS**
 - 20-minute online assessment on organisation by a HR representative
 - Obtain a comprehensive organisational report outlining the health of the organisation, with benchmarking information to enable more targeted workplace interventions

4. Working days lost per employee

How does the survey measure productivity at work?
ABSENTEEISM refers to the actual absence of employees from work. It is a good indicator of the health of an employee, taking into account absences due to sickness or health problems.

PRESENTEEISM refers to a scenario when an employee docks in but is unable to perform work due to health issues, loss of concentration from lack of sleep or stress, among others.

For Malaysia, the estimated average monthly cost of health-related absence and presenteeism per organisation is estimated at

RM1.46mil



5. Clinical health

What is clinical health?
Clinical risk factors can refer to either a range of indicators that act as precursors to disease or to existing health conditions. Chronic conditions include kidney conditions, high blood pressure, high cholesterol, diabetes, heart disease, stroke or cancer.



42% are either overweight or obese (2018: 45%)
32% reported one or more chronic conditions (2018: 32%)
84% suffer one or more musculoskeletal conditions (2018: 85%)

6. Mental health

MENTAL HEALTH and WELLBEING is related to a wide range of factors such as poor lifestyle behaviours, health concerns and financial concerns. Other workplace issues such as stress, organisational culture, leadership and bullying can also impact the mental health and wellbeing of staff.

20% are bullied at work (2018: 20%)
22% have a lot of financial concerns (2018: 18.2%)
51% are at risk of at least one work-related stress (2018: 50.2%)

Increasingly, mental health is being recognised as one of the key drivers of general health and wellbeing, and has been found to substantially impact productivity and engagement in the workplace.



7. Sleep

Long working hours, increasing after-hours work connectivity and work-related stress are all factors associated with sleep problems in workers who would not normally be classified as being at risk for sleep disorders. Sleep problems have been shown to increase the probability of developing severe mental health conditions. Workers who report shorter amounts of sleep are also more likely to avoid social interaction at work.



53% of employees report getting less than 7 hours of sleep per night. (2018: 54.4%)