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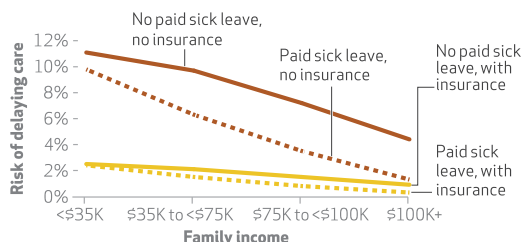
Workforce Health and Productivity

Work and health are inextricably linked. Most American adults spend nearly half of their waking hours at work. Poor physical and social working conditions are associated with chronic illnesses such as hypertension, and work-related accidents and illnesses claim billions of dollars in health care costs and lost productivity annually. Racial and ethnic minorities disproportionately work in low-paying jobs and face increased risks of work-related injury or disability. Policies and benefits such as paid sick leave and unemployment compensation are associated with improved health outcomes. Employment is also the source for most nonelderly Americans' health insurance coverage. Some companies promote healthy lifestyle choices through wellness and other programs, understanding that healthy, productive workers contribute positively to the bottom line.



Sick leave and medical care

Risk of delaying medical care in the last 12 months due to cost, by income levels, 2013



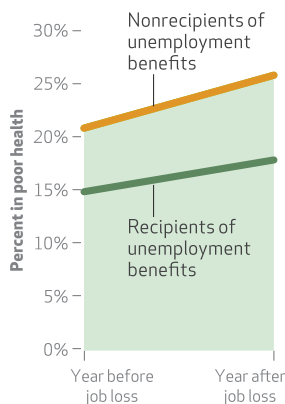
70%

of the U.S. civilian population working full time (but only 19% of part-time workers) have paid sick leave benefits

See DeRigne et al, Health Affairs, March 2016

Unemployment benefits and health

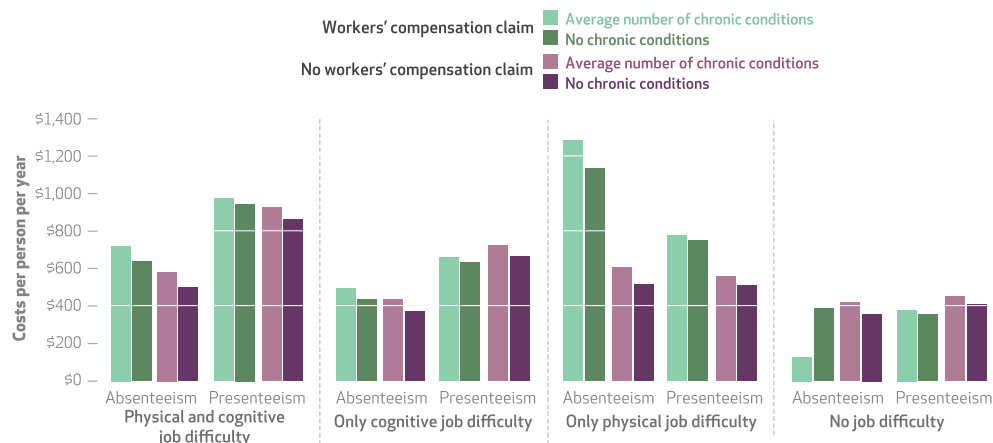
Percentages of individuals reporting poor health, before and after job loss



See Cylus and Avendano on page 293

Absenteeism and presenteeism costs

In a study of nearly 17,000 workers at 314 diverse companies in Colorado, absenteeism costs were highest among those who reported having only physical job difficulty. Presenteeism (job performance) costs were greatest among employees who reported having both cognitive and physical job difficulty, regardless of their chronic health conditions or compensation claim history.

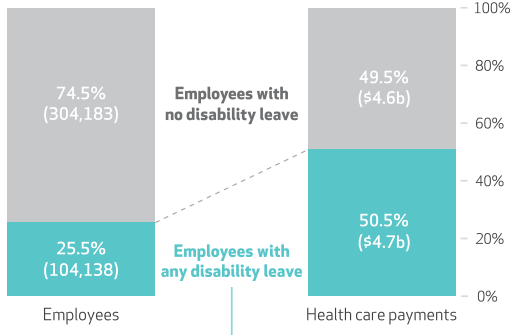
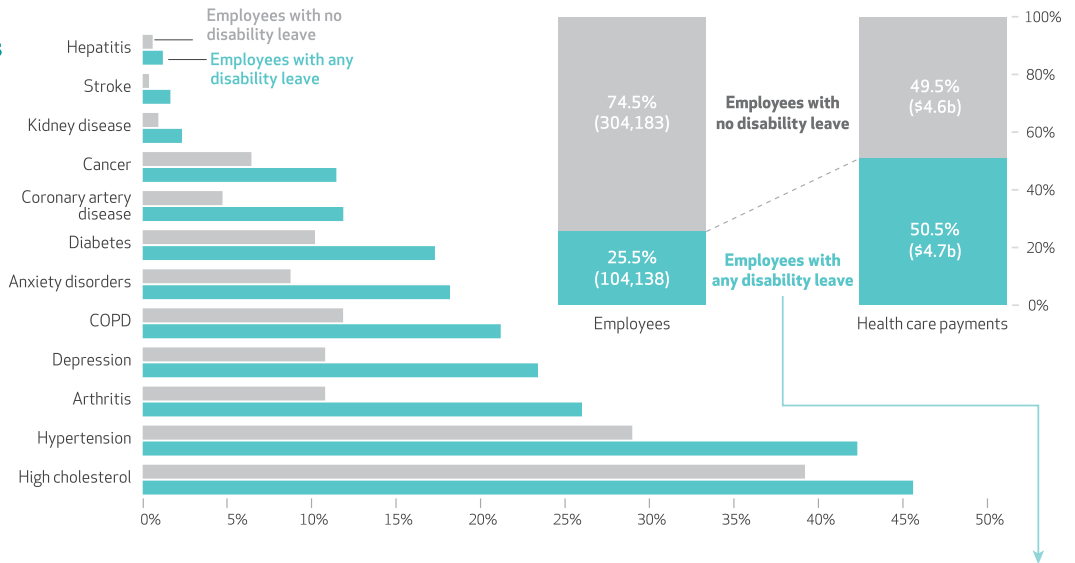


See Jinnett et al. on page 241

Health care cost and disability leaves

2008-12

About one in four employees in a cohort of 408,000 US workers took a temporary leave of absence due to illness or injury in 2008-12. They accounted for more than half of the total medical and pharmaceutical payments made through their employer's health insurance plan. Those who took disability leaves had a relatively higher prevalence of chronic conditions such as high cholesterol, hypertension, arthritis, and depression compared to those with no disability leaves.



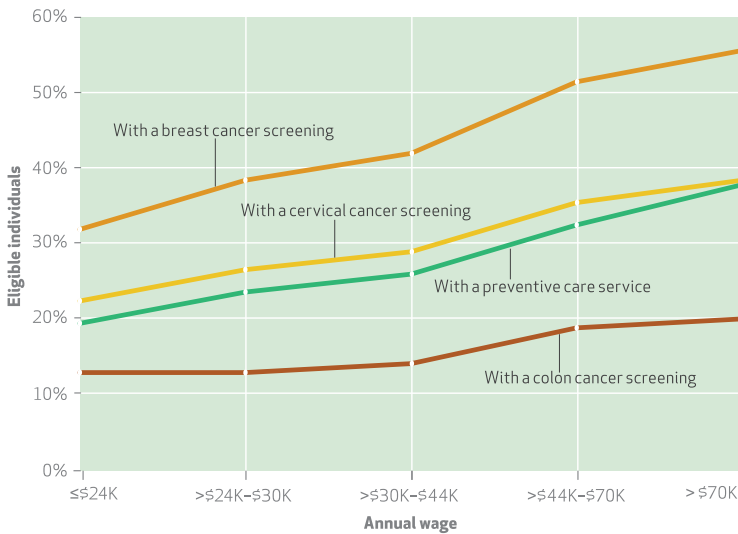
	Employees with leave for occupational injuries and illnesses only	Employees with leave for nonoccupational injuries and illnesses only	Employees with leave for both occupational and nonoccupational injuries and illnesses
Number of employees	5,327	84,038	14,773
Disability days	0.4 million	7.5 million	4.0 million
Disability payments	\$28.1 million	\$742.0 million	\$320.5 million

See Gifford on pages 245-8

\$1.8b
Lost productivity from disability leaves

Preventive care use by wage

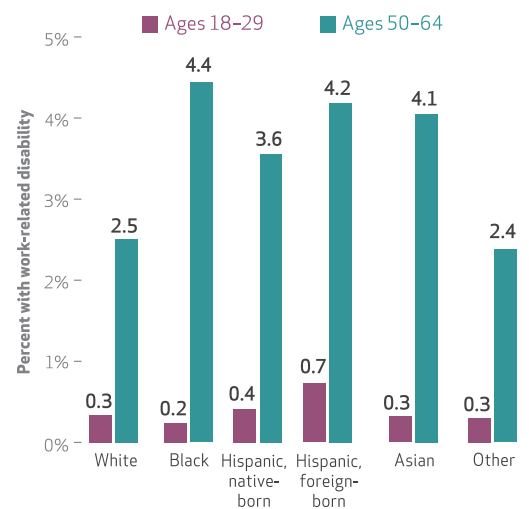
In a study of nearly 43,000 employees with commercial insurance in 2014, those in the lowest wage group have significantly lower rates of preventive care utilization and recommended cancer screenings than those in the highest wage group. Despite having health insurance, low-wage workers still face numerous obstacles to obtaining needed care.



See Sherman et al. on page 255

Work-related disabilities by age and race

Occupational injuries and illnesses lead to significant health care costs and productivity losses. Compared to non-Hispanic whites, ethnic and racial minorities have higher percentages of work-related disability.



See Seabury et al. on page 270

For a full list of sources, click on the Appendix link in the box to the right of the article online.

5W Infographics

