

International Federation of  
Pharmaceutical Manufacturers  
& Associations

# HEALTH

BY THE NUMBERS

SEPTEMBER 2012

Results of the 2011 IFPMA Wellness Survey





# CONTENT

FOREWORD	5
<b>OUR HEALTH BY THE NUMBERS</b>	<b>6</b>
<b>I. Wellness Programs: a living part of our companies' cultures</b>	<b>10</b>
<b>II. A long-standing legacy</b>	<b>11</b>
First wellness programs were established in the 1970s	11
Deciding globally, implementing locally	12
Leading by example: the role of wellness ambassadors	12
<b>III. A win-win investment</b>	<b>13</b>
Impact assessment	14
Communications: a key pillar of wellness programs	16
Most companies offer Disease Management Programs (DMP)	18
Larger companies offer support for family members	20
<b>IV. The fight against NCDs</b>	<b>21</b>
Management of chronic lung disease	22
Asthma	23
Smoking cessation	24
Mental health: an increasing focus in Europe	26
<b>V. Annex</b>	<b>29</b>
When workplace wellness programs (WWP) were established	29



# FOREWORD

In September 2011, world leaders joined health and development ministers in the consensus adoption of a wide-ranging Political Declaration on the prevention and control of non-communicable diseases (NCDs).

As leading partners of the global health community, the IFPMA and its members are playing an active role in the fight against NCDs. Besides doing what we do best, researching and developing new medicines for NCDs, our members also engage in many partnerships with governments, intergovernmental organizations and civil society to help strengthen healthcare capacity in developing countries and educate populations at risk.

In June 2011, the IFPMA published a 10-point framework for action which identifies four pillars where we can make the most significant difference, including: Innovation and Research; Access and Affordability; Prevention and Health Education; and, Partnerships. Within the section on Prevention, we specifically commit to promoting best practices that produce a healthy workforce for our member companies worldwide.<sup>1</sup>

This report presents results of a survey the IFPMA Secretariat conducted in 2011 among member companies about their current workplace wellness programs. The goal was to better understand the extent to which members engage in wellness programs, their scope and structure, and their contributions to employees' well-being.

The IFPMA is committed to sharing its collective expertise as a leader in innovation, to interact with stakeholders to identify effective and sustainable solutions that improve the health of patients today, and to nurture further innovation to meet the needs of tomorrow.

Eduardo Pisani  
Director General

<sup>1</sup> Available at: <http://www.ifpma.org/global-health/non-communicable-diseases/frameworkforaction.html>

# OUR HEALTH BY THE NUMBERS

## IFPMA MEMBERS KNOW THE BEST WAY TO PROMOTE HEALTH IS PRACTICING IT

NCDs are the chief cause of death globally. Incremental, durable changes in employees' lifestyles at the workplace can reduce the burden of NCDs and allay the effects of reduced worker productivity due to illness.



**Over 1.1 MILLION employees**



**worldwide enjoy better lives through  
these wellness programs.**

## HEALTH STARTS AT THE WORKPLACE

Most people spend more of their waking time at work than anywhere else. Because good practices in the workplace extend elsewhere, IFPMA members have made of wellness programs a long-term commitment.



**65%**

of the wellness programs are more than 7 years old.



**90%**

of responding companies conduct on-site health fairs featuring flu vaccination, screenings for cholesterol, blood pressure, and blood glucose, amongst others.



## IFPMA MEMBERS WALK THE TALK

IFPMA members have transformed the workplace into platforms for healthy living: on-site gyms, health education and medical check-ups, and healthy cafeterias are just a few examples of how companies embrace a proactive approach towards health.

**More than half of respondents include employee family members in wellness programs.**



**100%** of companies with more than 100,000 do so.

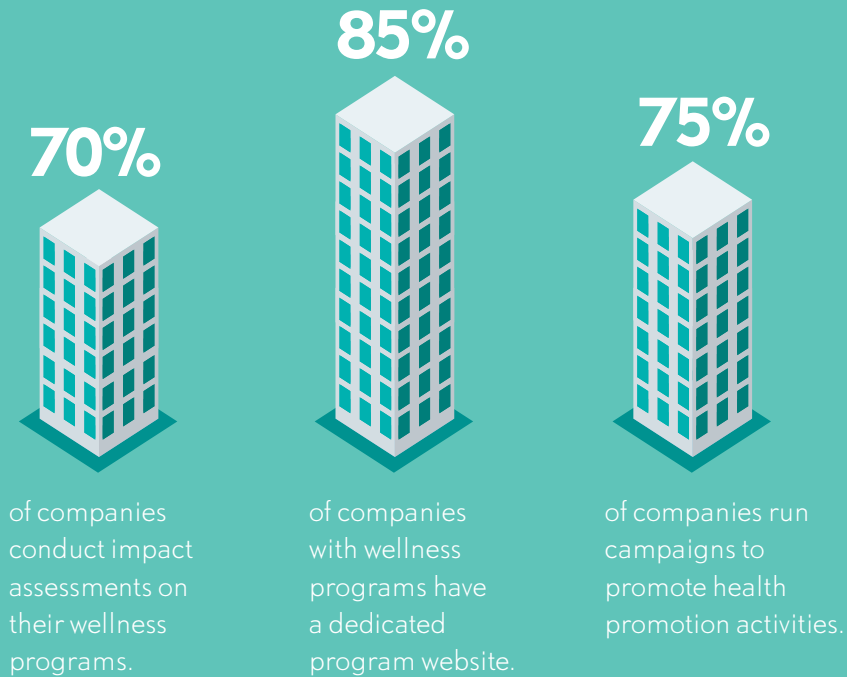


of companies offer mental health prevention and support programs, thereby recognizing increased awareness of the health impact of mental disorders.



## BEING HEALTHY PAYS OFF

Improving employees' health is a win-win investment: employees live better, happier lives and companies perform better.



## HEALTHY LIVING GOES BEYOND A TREND: IT IS THE BASIS FOR A PRODUCTIVE LIFE

Through wellness programs, IFPMA companies provide platforms for employees to manage their health over the long-term.

### Companies that offer smoking cessation programs

85% of those with less than 50,000 employees



90% of those with more than 50,000 employees

# I. WELLNESS PROGRAMS: A LIVING PART OF OUR COMPANIES' CULTURES

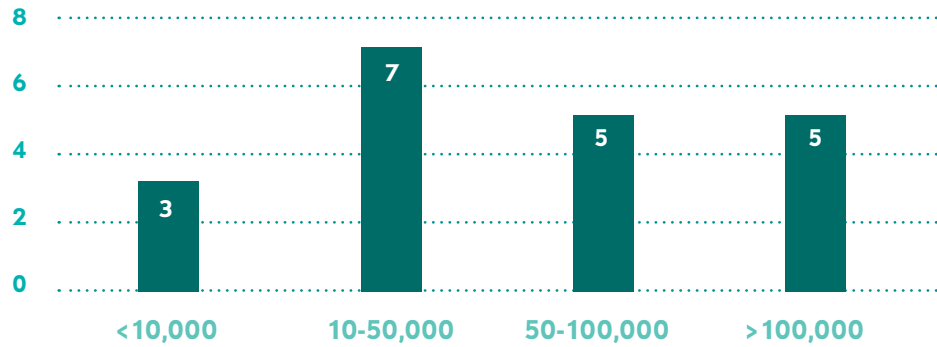
As employees are the most valuable assets of any organization, workplace wellness programs (WWP) are becoming more widespread. In today's world, most employees spend more than half of their waking time in the workplace. Practices at the workplace extend to other areas of our employees' lives. Our members' vision is therefore to have an engaged workforce, with employees who feel energized, and supported in making individual health and well-being decisions. Achieving this vision enables employees to make their best contributions to their companies' success.

Twenty IFPMA member companies participated in our survey throughout 2011. Together, these companies employ more than 1.1 million people worldwide. All responding companies, representing 74% of IFPMA's membership, have solidly established wellness programs.

Headquarters Location	Company	Number of Employees Worldwide <sup>2</sup>
Asia	Astellas Pharma Inc.	16,000
	Chugai Pharmaceutical Co., Ltd.	5,400
	Daiichi Sankyo Co., Ltd.	29,850
	Eisai Co., Ltd.	11,400
	Takeda Pharmaceutical Company Limited	19,650
Europe	AstraZeneca	57,200
	Bayer AG	108,000
	Boehringer Ingelheim Pharma GmbH & Co KG	41,500
	GlaxoSmithKline	97,300
	Lundbeck	5,900
	Merck Serono SA	17,000
	Novartis AG	123,600
	Roche	80,800
	Sanofi	113,700
	sigma-tau Industrie farmaceutiche riunite SpA	2,500
United States	Abbott Laboratories	90,000
	Eli Lilly and Company	38,000
	Johnson & Johnson	110,000
	Merck & Co., Inc.	86,000
	Pfizer Inc.	103,700
<b>Total</b>		<b>1,157,500</b>

<sup>2</sup> Source: 2011 IFPMA Wellness Survey

### RESPONDING COMPANIES BY NUMBER OF EMPLOYEES

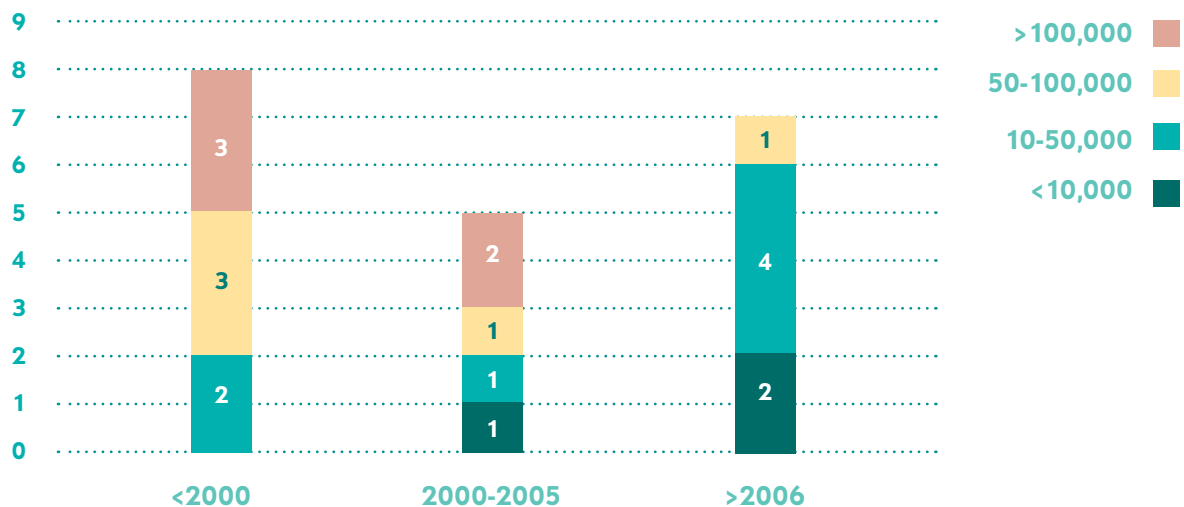


## II. A LONG-STANDING LEGACY

### FIRST WELLNESS PROGRAMS WERE ESTABLISHED IN THE 1970s

Takeda—based in Japan—and Johnson & Johnson—based in the U.S.—were amongst the first companies to establish programs in the late 1970s. Eight of the twenty wellness programs have more than 10 years of experience; the vast majority of programs were established before 2005.<sup>3</sup>

### YEAR WELLNESS PROGRAM WAS ESTABLISHED

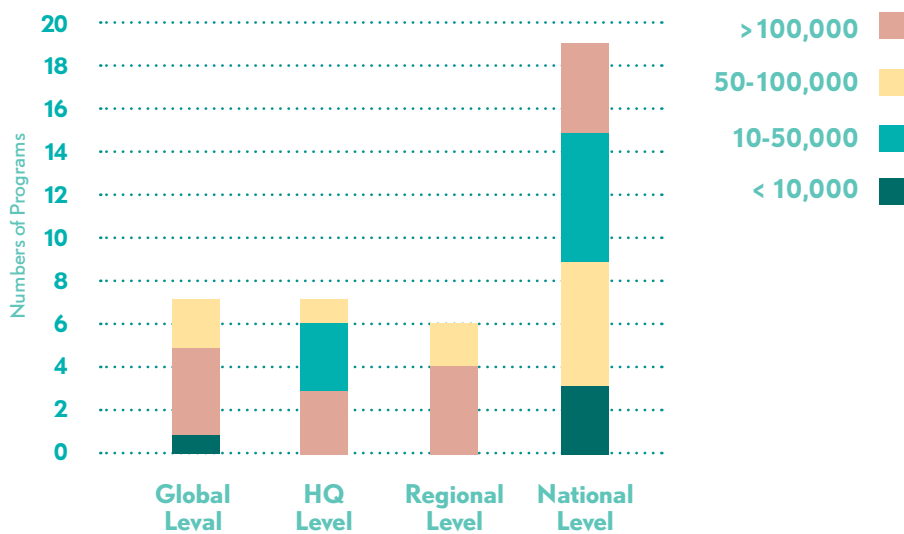


<sup>3</sup> Some companies could not give one single date for the start of their workplace wellness programs (WWP) as different branches started at different times.

## DECIDING GLOBALLY, IMPLEMENTING LOCALLY

IFPMA member companies are active on global markets and employ people all over the world. As such, our members' wellness program activities range from the national and regional to the global and HQ level to ensure all their employees have access to them.

### SCOPE OF WORKPLACE WELLNESS PROGRAMS (N=20)



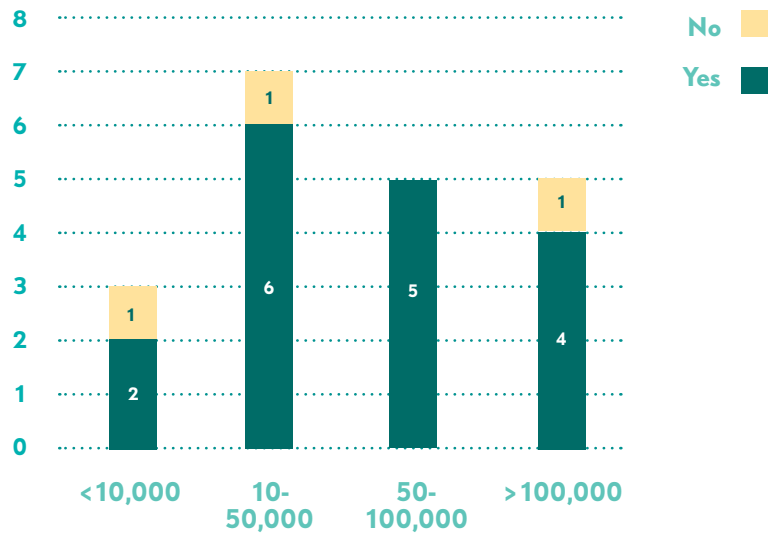
Companies with more than 50,000 employees and particularly those with more than 100,000 employees have additionally set up wellness programs at regional and global levels, allowing a better coordination and sharing of best practice between the individual national wellness programs.

### LEADING BY EXAMPLE: THE ROLE OF WELLNESS AMBASSADORS

CEOs have shown their commitment to workplace wellness programs by publicly engaging in and supporting them. In parallel, a majority of participant companies have designated Workplace Wellness Leaders to do outreach and encourage worker participation. In some companies, population health goals were included in the companies' 2015 sustainability goals.



**NUMBER OF COMPANIES THAT HAVE DESIGNATED A WORKPLACE WELLNESS LEADER**

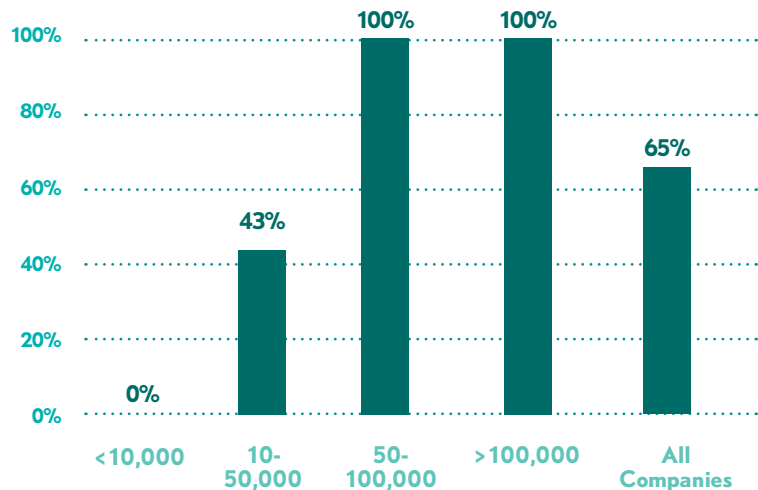


### III. A WIN-WIN INVESTMENT

In many ways, workplace wellness programs act as a two-way street. Through active employee participation, they promote and maintain workers healthier and more productive. In turn, companies can achieve better employee retention and reduce lost productivity at work due to sick leave. To this point, the WHO affirms in its Global Plan of Action on Occupational Health, “the health of workers is an essential prerequisite for productivity and economic development.”

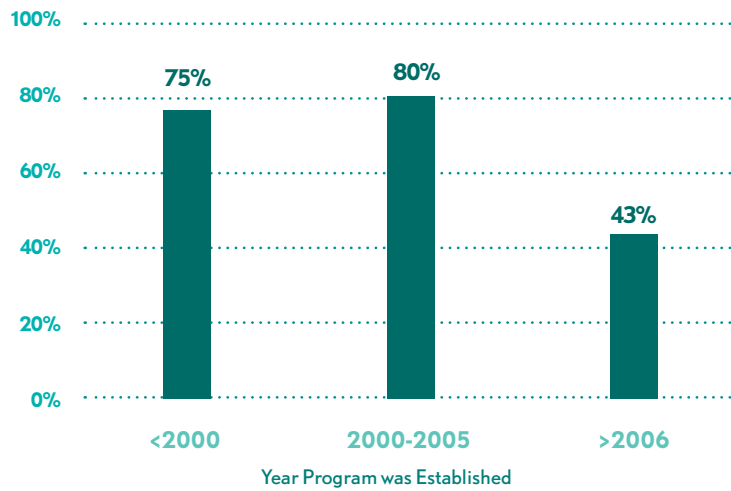
THE LARGER THE COMPANY – IN TERMS OF NUMBER OF EMPLOYEES – THE HIGHER THE PROBABILITY TO HAVE HEALTH PROGRAMS RUNNING. FIRMS WITH 50,000 WORKERS OR MORE OFFER INCENTIVES.

**% OF COMPANIES OFFERING INCENTIVES FOR PARTICIPATION IN WELLNESS PROGRAMS BY SIZE**



IN GENERAL, THE LONGER THE COMPANY HAS RUN WELLNESS PROGRAMS, THE MORE INCENTIVES IT HAS PUT IN PLACE FOR EMPLOYEES. BASED ON THE EXPERIENCE, A COMPANY CAN ALSO DEVELOP BETTER-TAILORED INCENTIVES.

### % OF COMPANIES OFFERING INCENTIVES FOR PARTICIPATION IN WELLNESS PROGRAMS BY TIME IT HAS BEEN RUNNING

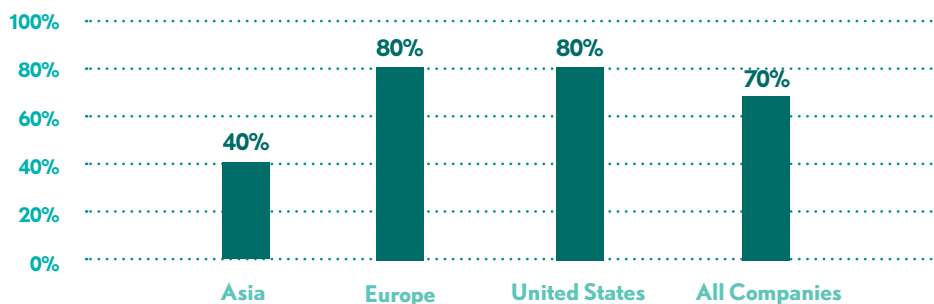


One IFPMA member company recently launched a new dedicated Healthy Living Incentive Policy in the USA. The concept, an innovative incentive-based platform, rewards employees with points for reaching Healthy Living milestones. Each point earned is worth \$1 and employees may earn up to \$550 per year. Furthermore, all employees are provided with a complete health screening, and those who receive a health screening earn 200 points under the new Healthy Living Policy.

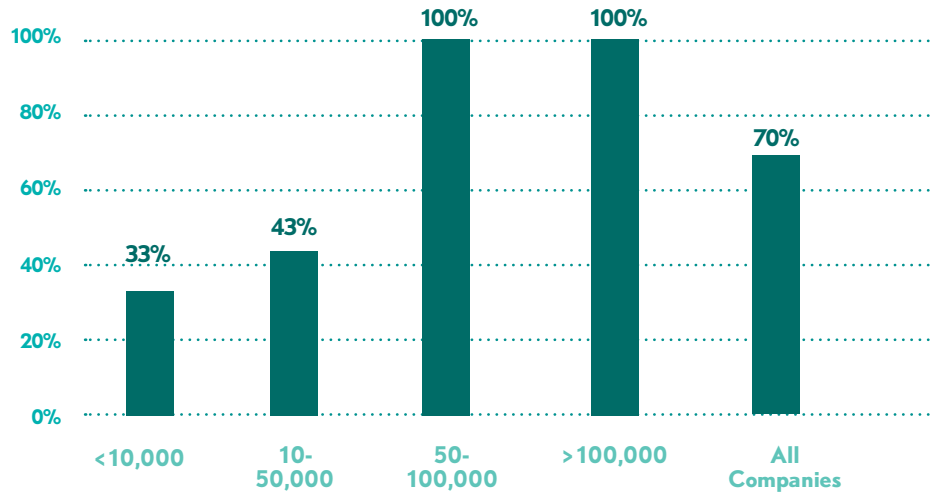
### IMPACT ASSESSMENT

70% of the firms measure the impact and outcomes of their workplace wellness initiatives; the larger the company – in terms of number of employees – the greater the impact resulting from wellness initiatives is considered and examined.

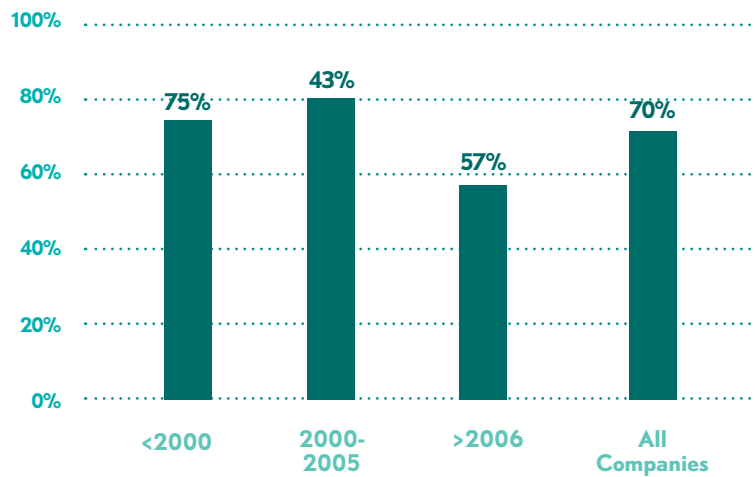
### % OF COMPANIES EVALUATING THE IMPACT OF THEIR WWP BY HQ



### % OF COMPANIES EVALUATING THE IMPACT OF THEIR WORKPLACE WELLNESS PROGRAM VS COMPANY SIZE

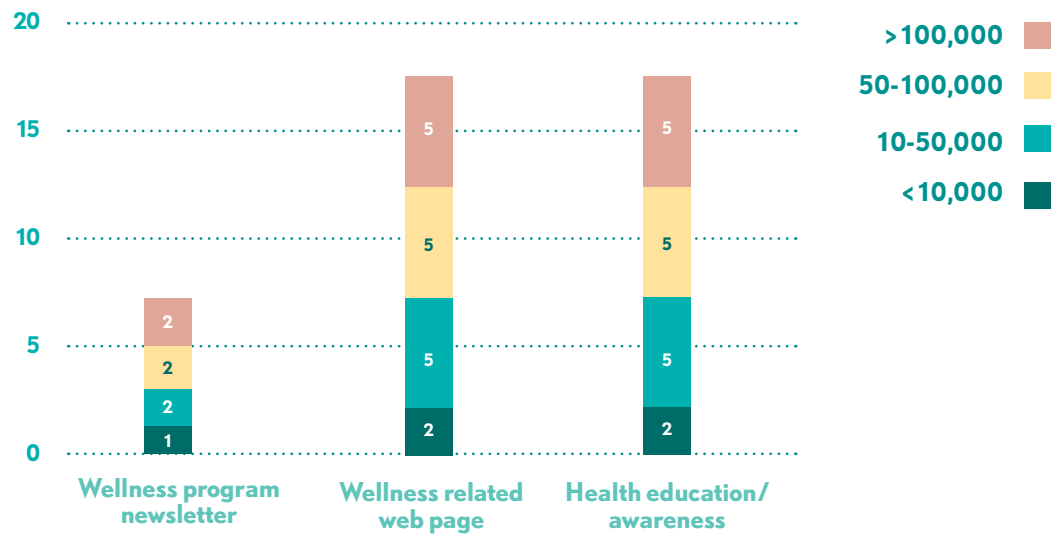


### % OF COMPANIES EVALUATING THE IMPACT OF THEIR WORKPLACE WELLNESS PROGRAM VS YEAR PROGRAM WAS ESTABLISHED



## COMMUNICATIONS: A KEY PILLAR OF WELLNESS PROGRAMS

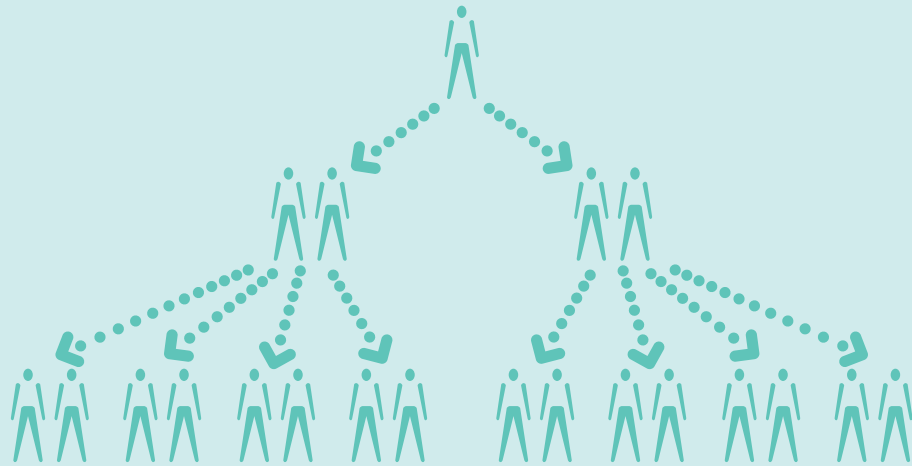
### MEANS OF COMMUNICATIONS CHOSEN BY COMPANIES



An organization's communication with its employees is one of the key factors in establishing a healthy and productive work environment. Employee satisfaction directly results in increased productivity and motivation and strengthens the connection between employees and their organization.

Respondents to the IFPMA Wellness Survey acknowledged this and actively offer health campaigns to improve the health of their employees. 90% of these companies conduct on-site health fairs where workers have the option to avail flu shots, cholesterol screenings, blood pressure readings, and other healthy-living assessments and information.

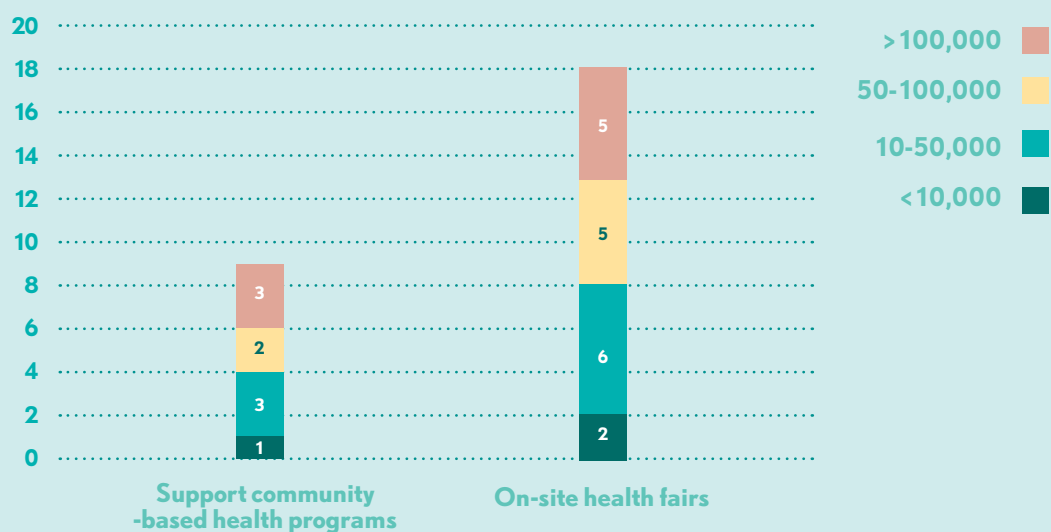


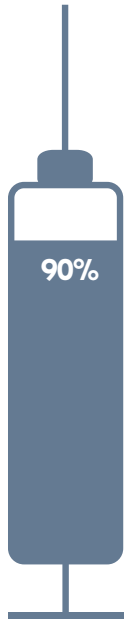


Additionally, 90% of the respondents offer health screenings and 85% offer health education and awareness programs. By giving their employees an option to benefit from such campaigns, including telephonic coaching programs, the research-based pharmaceutical companies are making a considerable effort to promote healthy lives.

85% of the responding companies designed a dedicated webpage to promote their wellness programs and 35% send internal newsletters. Successful campaigns leverage recurring communications: 85% foster physical activity through posters or incentives appearing regularly.

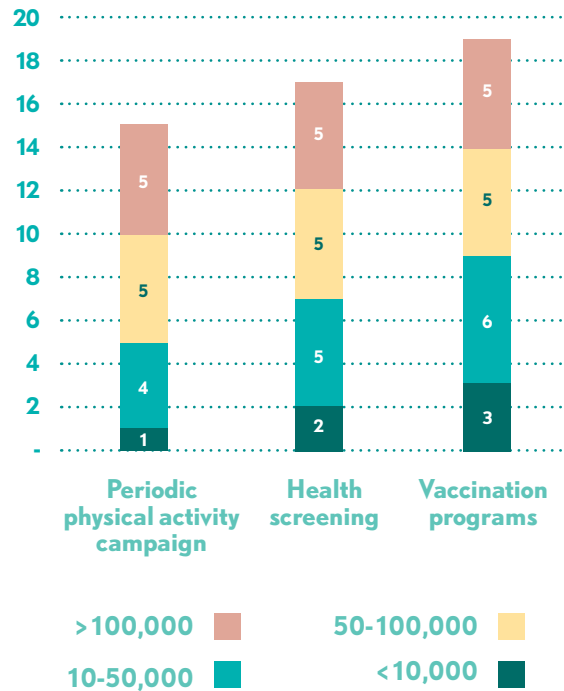
### HEALTH EDUCATION MEASURES WITH PERSONAL CONTACT





90% OF RESPONDENTS PROVIDE HEALTH SCREENINGS AND VACCINATION PROGRAMS, E.G. AGAINST THE FLU.

### COMPANIES THAT OFFER REGULAR CAMPAIGNS, SCREENINGS AND VACCINATIONS

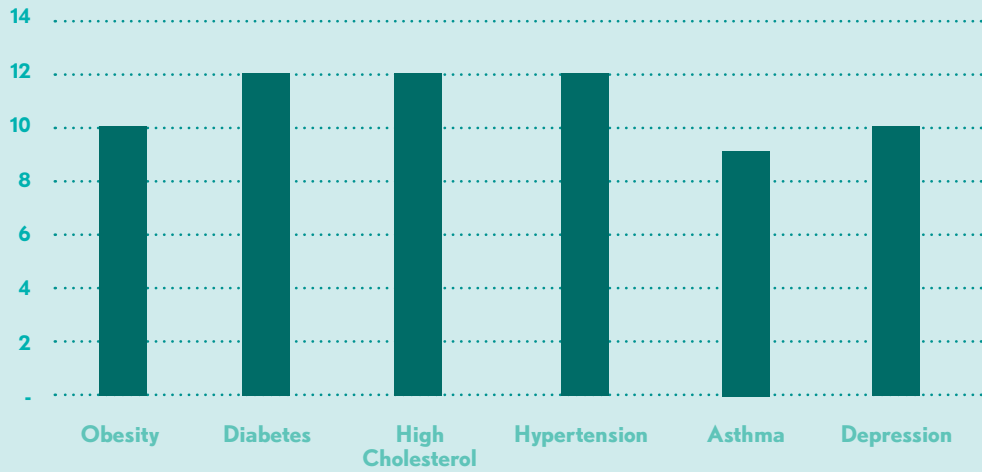


### MOST COMPANIES OFFER DISEASE MANAGEMENT PROGRAMS (DMP)

Most responding companies offer Disease Management Programs (DMPs) to coordinate healthcare interventions and communications for those suffering from chronic diseases. DMPs can reduce healthcare costs and/or improve quality of life for individuals by preventing or minimizing the effects of a disease, especially a chronic condition, through integrated care.

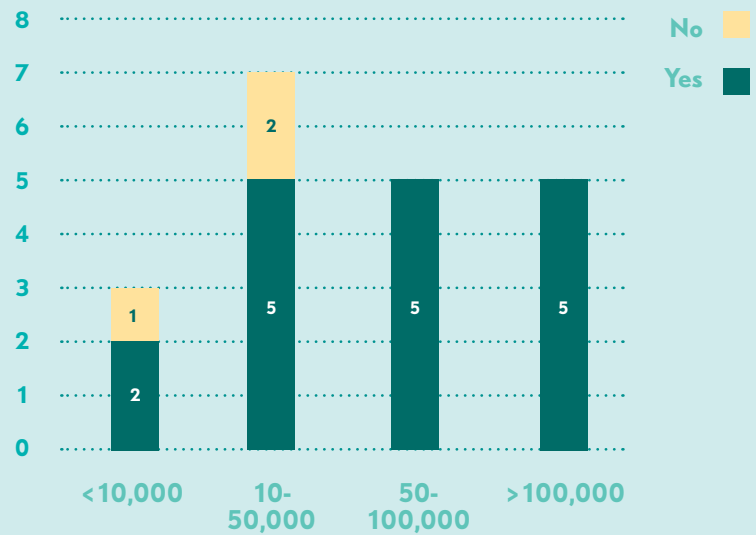
THE MAJOR FOCUS OF THE 17 IDENTIFIED DMPs IS THE PREVENTION OF NON-COMMUNICABLE DISEASES.

### DISEASE MANAGEMENT PROGRAMS (DMP) OFFERED (N=20)

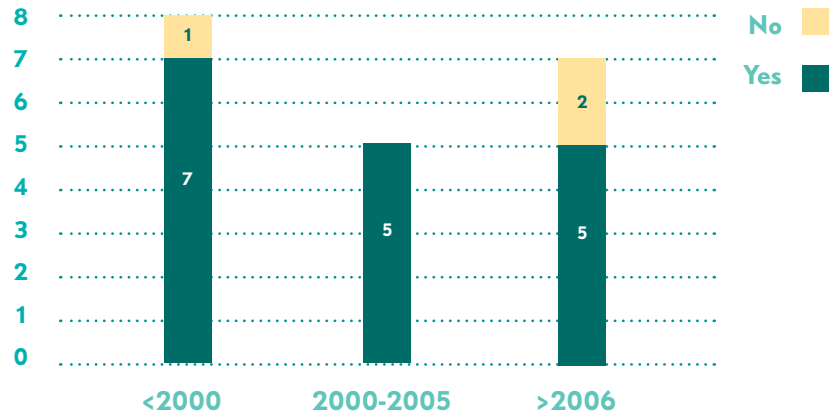


ALL RESPONDING COMPANIES EMPLOYING 50,000 OR MORE PERSONS OFFER DMPs.

### COMPANIES OFFERING DMPs BY THEIR SIZE



### COMPANIES OFFERING DMPs VS THE YEAR PROGRAM WAS ESTABLISHED

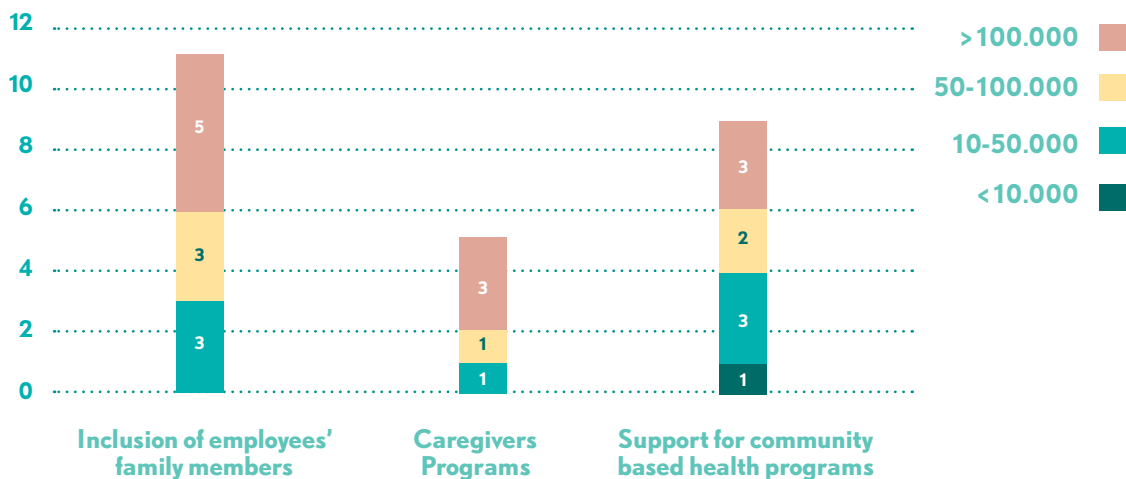


Additionally, a number of companies offer prevention and management programs for cancer, ophthalmology, musculoskeletal disorders, and HIV/AIDS.

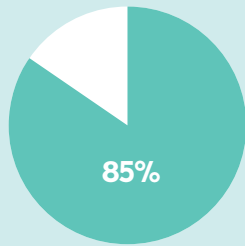
### LARGER COMPANIES OFFER SUPPORT FOR FAMILY MEMBERS

Nearly half of responding companies include employees' family members in their WWP. All responding companies with more than 100,000 employees include family members.

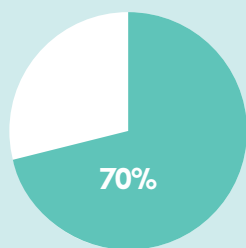
### COMPANIES WITH WELLNESS PROGRAMS THAT GO BEYOND THE EMPLOYEE SOLELY



Four companies support their employees' family members with chronic diseases, such as Alzheimer's, with Caregivers Programs.



**85% OF RESPONDENTS TO THE IFPMA WELLNESS SURVEY FOCUS ON PREVENTING OR MANAGING NCDs.**

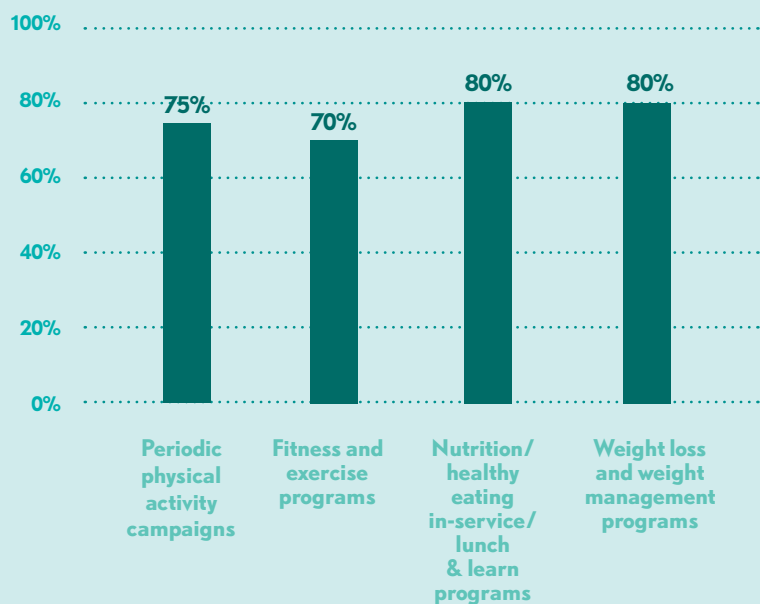


**OVER 70% OF RESPONDING COMPANIES PROMOTE HEALTHY LIFESTYLES THROUGH FITNESS PROGRAMS AND HEALTHY EATING IN SERVICES.**

## IV. THE FIGHT AGAINST NCDs

By offering fitness programs, weight management programs and a focus on healthy eating, respondents to the IFPMA Wellness Survey actively try to prevent chronic diseases. For those employees already suffering from diabetes, hypertension or high cholesterol, 85% of all responding companies have Disease Specific Programs in place. All companies with over 100,000 employees have diabetes-management programs. Additionally, 50% of these companies offer Disease Management Programs for obesity. All medium-sized pharmaceutical companies (50,000-100,000) offer programs for all four diseases.

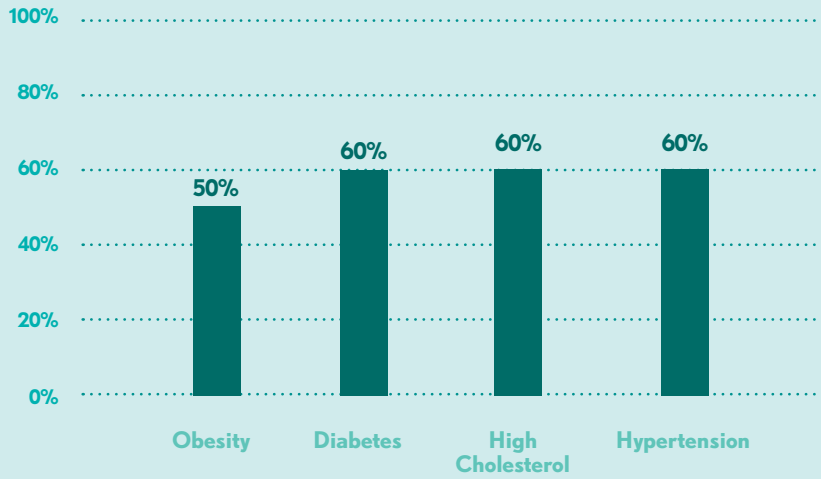
### PERCENTAGE OF COMPANIES WITH WEIGHT MANAGEMENT FOCUSED PROGRAMS



According to the WHO, "44% of the diabetes burden, 23% of the ischemic heart disease burden and between 7% and 41% of certain cancer burdens are attributable to overweight and obesity."<sup>4</sup>

<sup>4</sup> <http://www.who.int/mediacentre/factsheets/fs311/en/index.html>

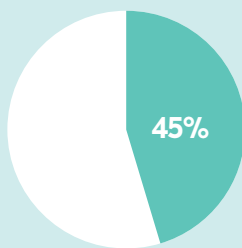
## DISEASE FOCUS + PERCENTAGE OF COMPANIES' DMPs



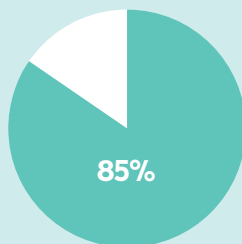
## MANAGEMENT OF CHRONIC LUNG DISEASE

IFPMA member companies acknowledge the importance of managing diseases such as asthma and offer DMPs as part of their wellness programs. Additionally 85% of the companies offer smoking cessation programs.

67% of respondent companies employing over 100,000 employees offer asthma-related DMPs.



**45% OF RESPONDENT COMPANIES HAVE CHRONIC-LUNG DMPs.**



**85% OF ALL RESPONDING COMPANIES OFFER SMOKING CESSATION PROGRAMS**

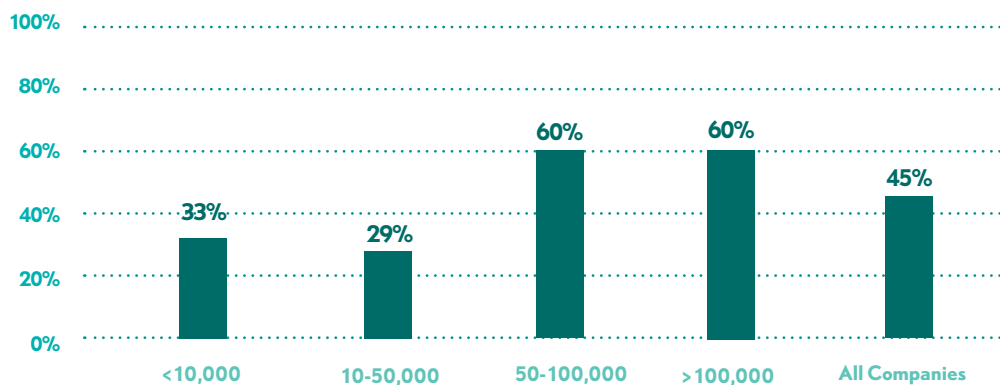


## ASTHMA

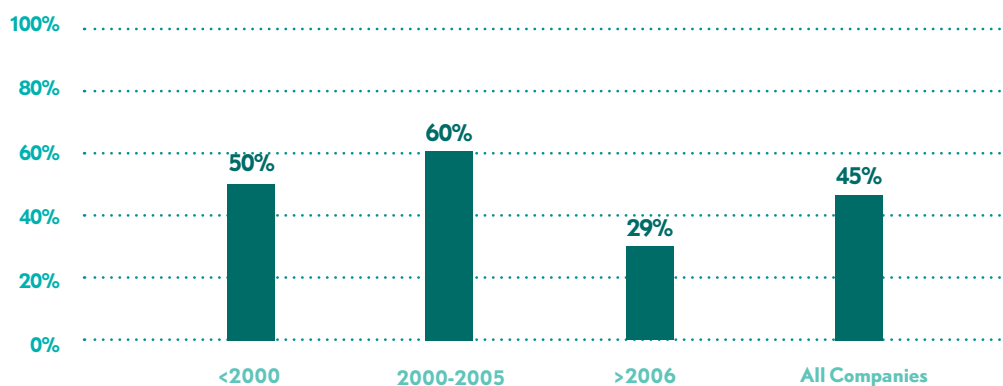
### BETTER QUALITY OF LIFE FOR ASTHMA SUFFERS

As asthma is incurable, effective management is pivotal and can help ensure a healthy and stress-free work force. By being aware of the disease and accessing management programs, asthma sufferers can enjoy a stress- and trigger-factor free lives in their work environment. Additionally, by offering smoking cessation programs in combination with asthma DMPs, the company's wellness program promotes an overall healthy lifestyle.

### COMPANIES OFFERING ASTHMA DMP VS THEIR SIZE



### COMPANIES OFFERING ASTHMA DMP VS THE YEAR THEIR WWP WAS ESTABLISHED

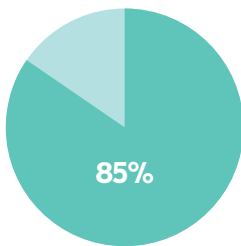




## SMOKING CESSATION PROGRAMS ARE WELL ESTABLISHED

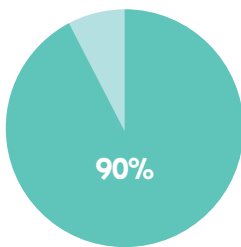
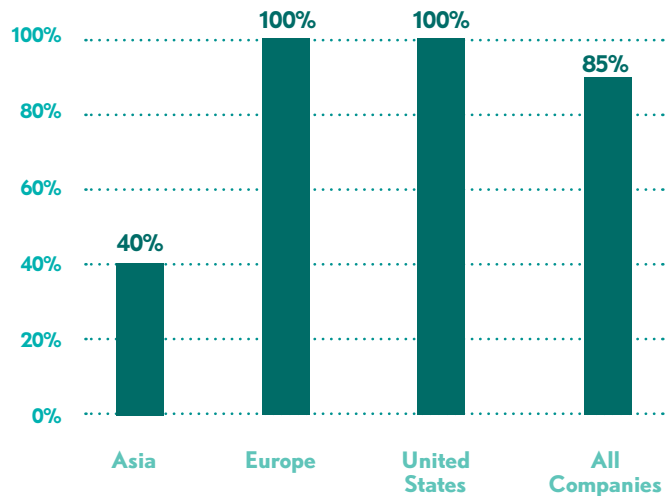
According to IFPMA Wellness Survey findings, smoking cessation programs are offered by a large majority (85%) of IFPMA member companies. Additionally, 90% of respondent companies employing over 50,000 employees offer smoking cessation programs.

Tobacco addiction can lead to numerous health-related problems for both the user and the people around him or her. Passive smoking is as harmful to health as first-hand smoking.



85% OF ALL IFPMA MEMBER COMPANIES OFFER SMOKING-CESSATION PROGRAMS.

### COMPANIES OFFERING SMOKING CESSATIONS VS LOCATION OF THEIR HQ



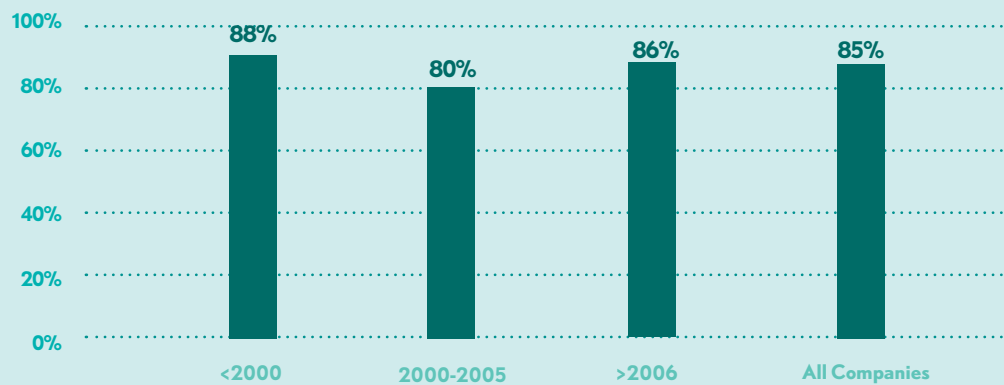
90% OF COMPANIES WITH OVER 50,000 EMPLOYEES OFFER SMOKING CESSATION PROGRAMS.



### COMPANIES OFFERING SMOKING CESSATIONS VS THEIR SIZE



### COMPANIES OFFERING SMOKING CESSATIONS VS YEAR PROGRAM WAS ESTABLISHED

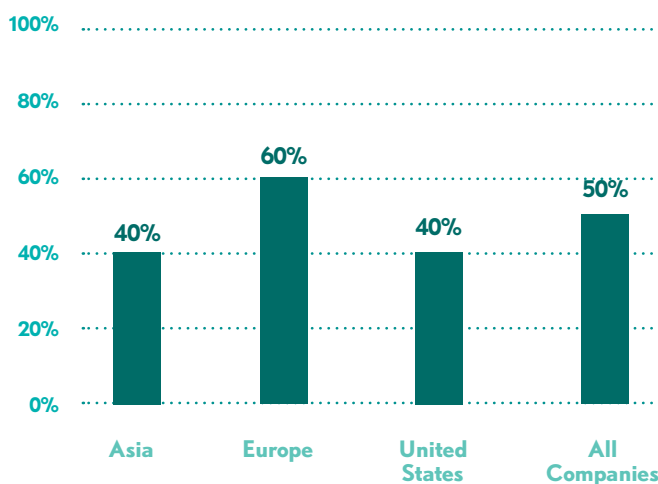




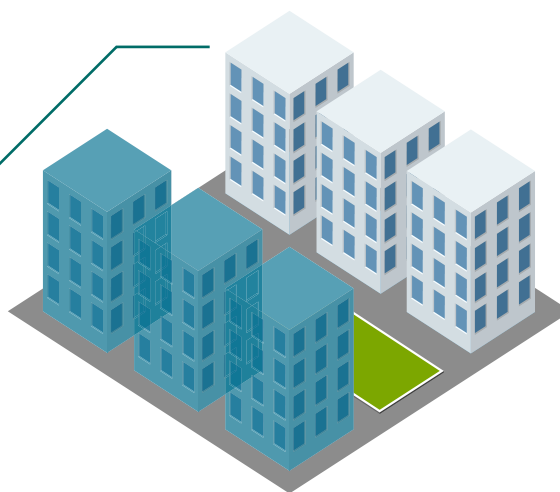
## MENTAL AND NEUROLOGICAL DISORDERS: AN INCREASING FOCUS IN EUROPE

50% of respondent companies with over 100,000 employees offer depression DMPs.

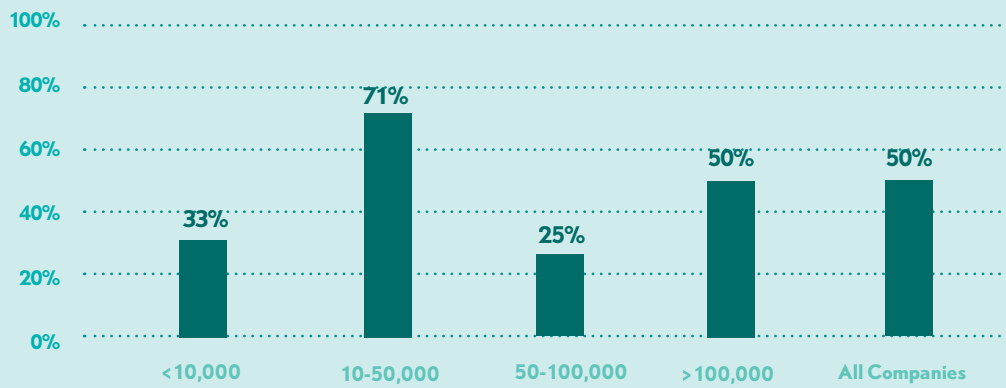
### COMPANIES THAT OFFER DEPRESSION DMP VS LOCATION OF THEIR HQ



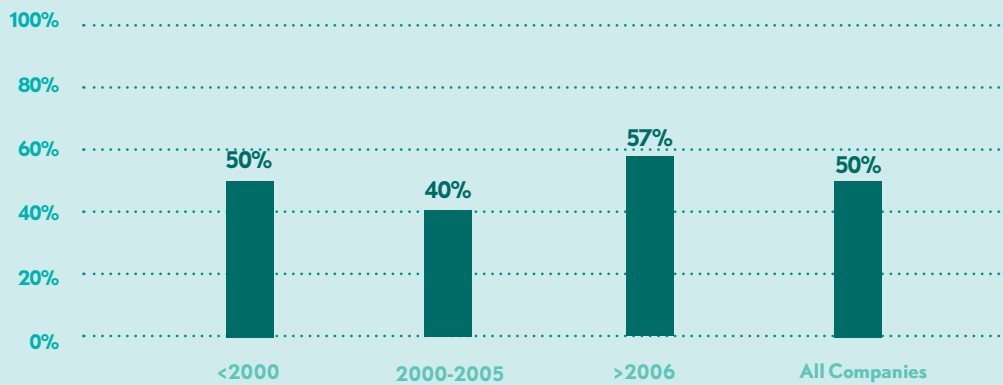
MENTAL HEALTH DMPs SUCH AS THOSE ADDRESSING DEPRESSION ARE OFFERED BY 50% OF RESPONDENT COMPANIES.



### COMPANIES THAT OFFER DEPRESSION DMP VS THEIR SIZE



### COMPANIES THAT OFFER DEPRESSION DMP VS YEAR WWP WAS ESTABLISHED



Additionally, respondents not reporting a current DMP for depression or mental health support have indicated that they will establish one in the near future.



# V. ANNEX

## WHEN WWP WERE ESTABLISHED

### <2000

AstraZeneca

BAYER AG

Eli Lilly and Company

Johnson&Johnson

Novartis AG

Roche

Sanofi-Aventis

Takeda Pharmaceutical Company Limited

### 2000-2005

Astellas Pharma Inc.

Chugai Pharmaceutical Co., Ltd.

GlaxoSmithKline

Merck & Co., Inc.

Pfizer Inc.

### >2006

Abbott Laboratories

Boehringer Ingelheim Pharma GmbH & Co KG

Daiichi Sankyo Co., Ltd.

Eisai Co., Ltd.

Lundbeck A/S

Merck Serono SA

sigma-tau Industrie farmaceutiche riunite SpA





International Federation of  
Pharmaceutical Manufacturers  
& Associations



**IFPMA**

Chemin Louis-Dunant 15  
P.O. Box 195  
1211 Geneva 20  
Switzerland

Tel: +41 22 338 32 00  
Fax: +41 22 338 32 99  
[www.ifpma.org](http://www.ifpma.org)

ISBN 978-2-940498-11-6



9 782940 498116 >

# HEALTH

BY THE NUMBERS

## Results of the IFPMA Wellness Survey

### Acknowledgements

The production of this booklet is the fruit of the labors of many individuals from Members Companies and Secretariat of the International Federation of Pharmaceutical Manufacturers & Associations (IFPMA).

The project was managed by Ali Karami-Ruiz and Mario Ottiglio.

Layout: InArt Design Works