



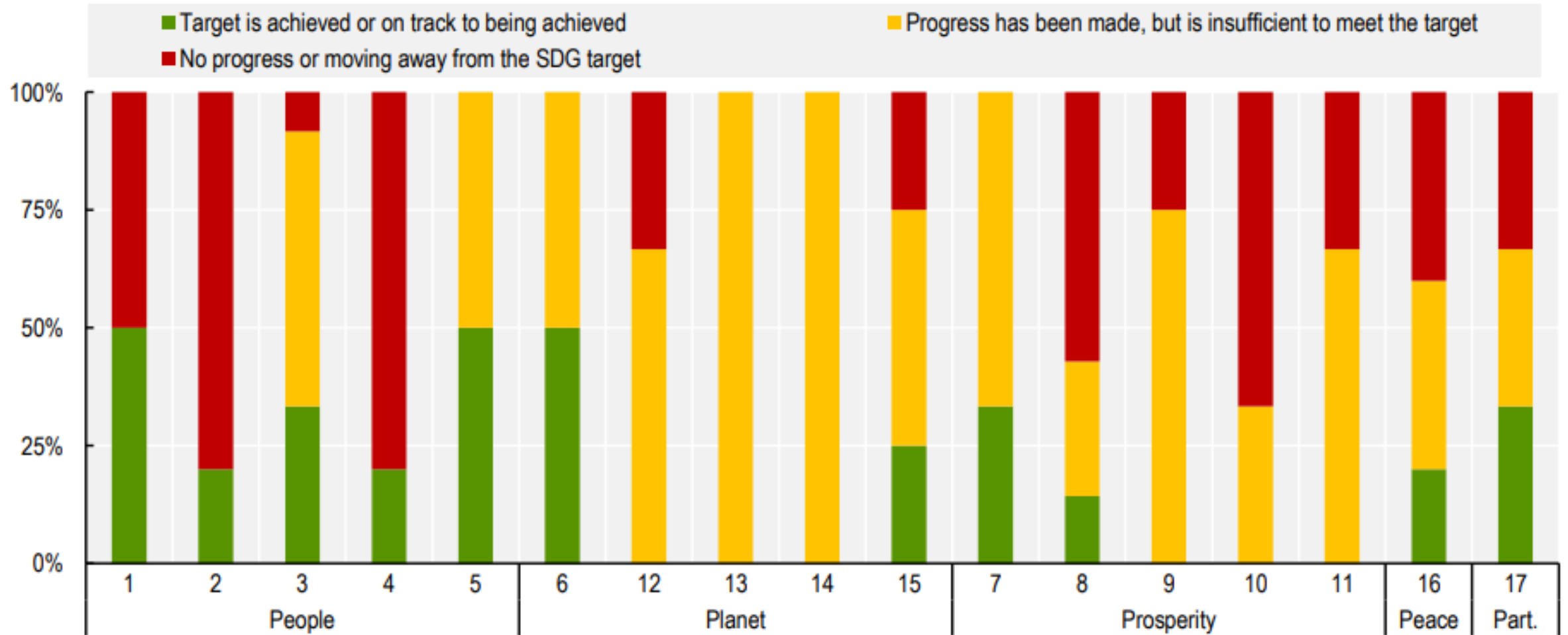
GLOBAL HEALTHY WORKPLACES SUMMIT

ESG ACCOUNTABILITY: MEETING STAKEHOLDER EXPECTATIONS WITH HEALTHY WORKPLACES

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Progress on “People” related SDG targets is as poor or worse than progress on “Planet” related SDG targets (in OECD countries)



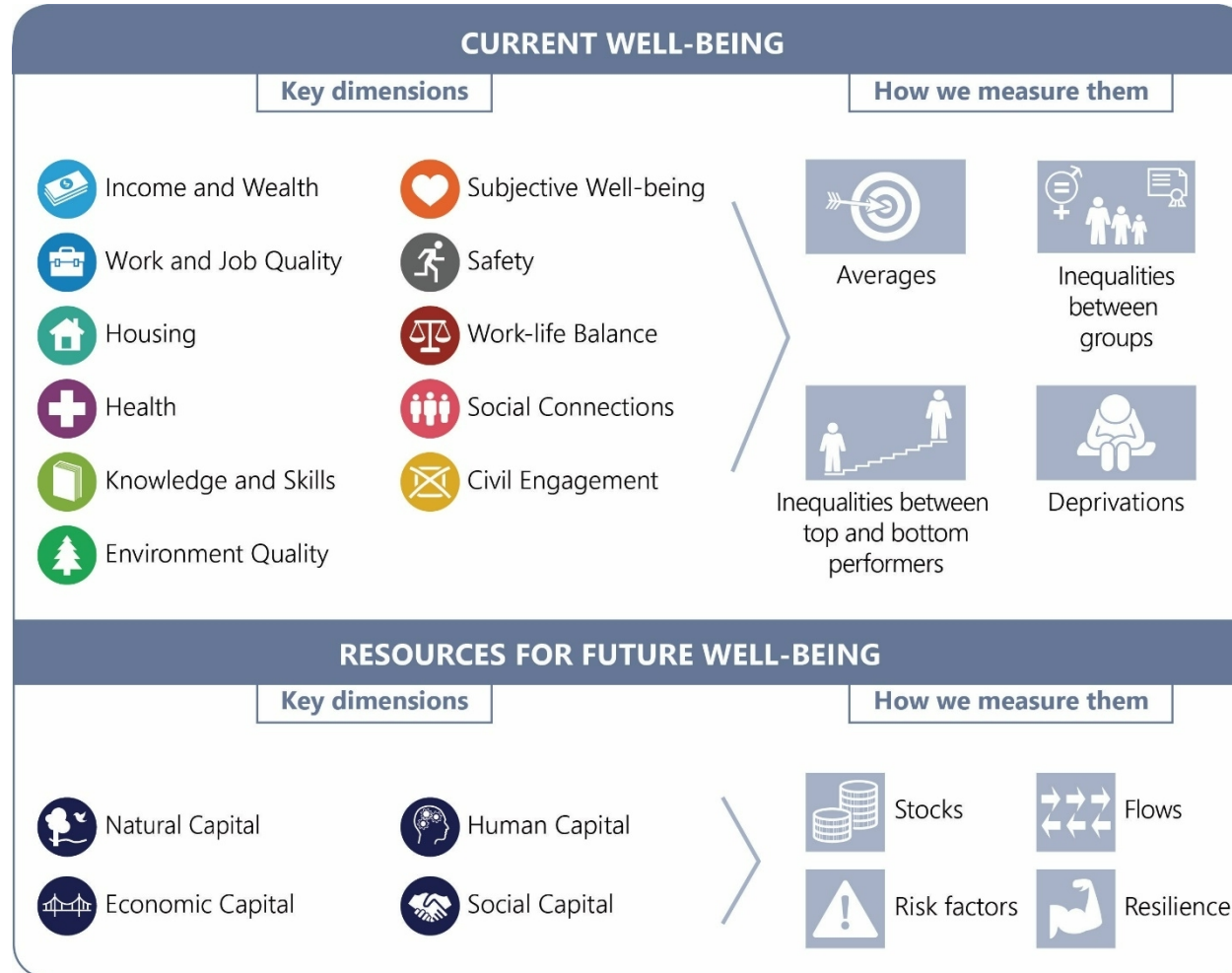
The state of measurement practices on outcomes and impacts remains lacking in business and finance

- There is **no agreed conceptual framework** to assess business impacts on people
- Poor coverage of **outcomes** that matter to people
- Insufficient use of **quantitative data**
- Hampered **comparability**

OECD Well-being Framework

Outcomes












Risk factors,
stocks, flows,
resilience



- A focus on **people** rather than the economic system or GDP
- Measures **outcomes** rather than inputs and outputs
- Examines both **averages** and **inequalities**
- Considers both **objective** and **subjective** aspects
- Concerned with well-being both **today** and **tomorrow**



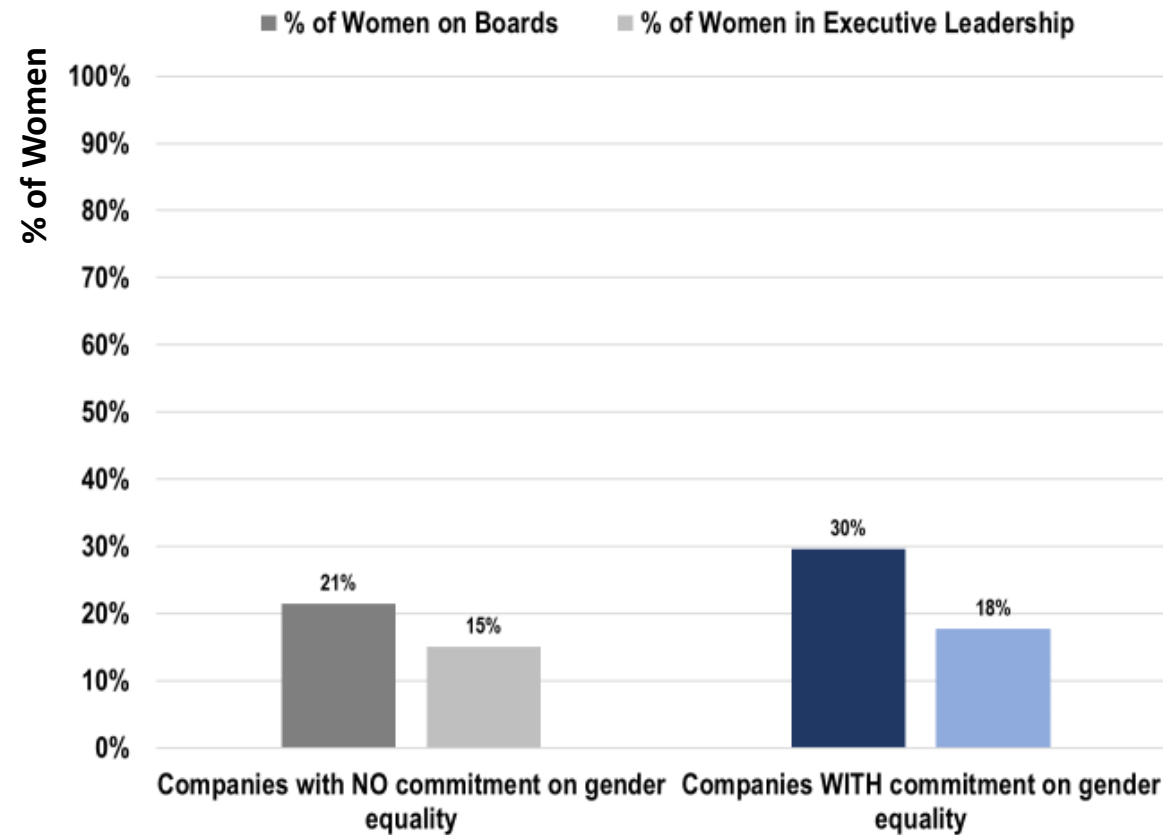
Assessment of selected business frameworks against OECD Well-being Framework

Well-Being Dimension	Address the dimension	Quantitative measures of the dimension	Lack of measurement of multi-dimensional well-being
 Environment	91% (31)	47% (16)	
 Governance	91% (31)	38% (13)	
 Jobs and Earnings	79% (27)	38% (13)	
 Health	71% (24)	32% (11)	
 Education and skills	65% (22)	32% (11)	
 Social connections	53% (18)	21% (7)	
 Income and wealth	38% (13)	18% (5)	
 Work and life balance	38% (13)	15% (5)	
 Personal security	21% (7)	6% (2)	
 Subjective well-being	21% (7)	0% (0)	
 Housing	3% (1)	0% (0)	



Good intentions do not necessarily equal good performance

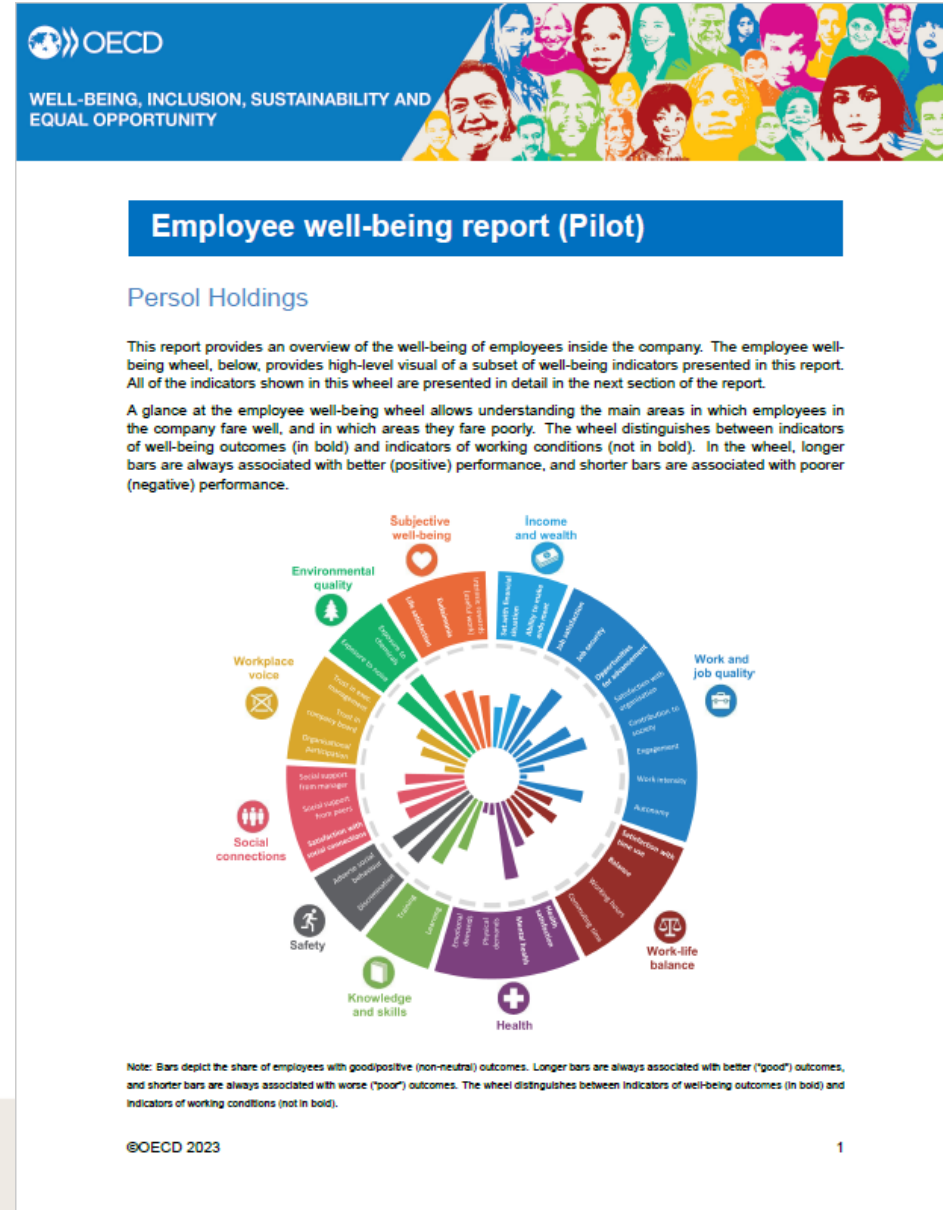
Gender equality at executive and board level among companies that have a stated commitment to gender equality and women's empowerment



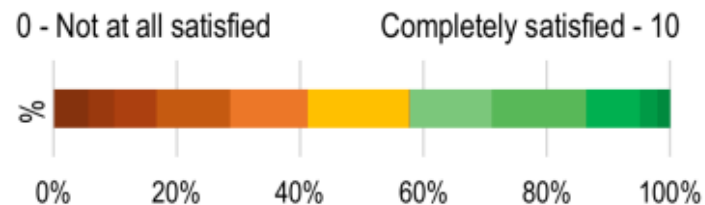
OECD Employee Well-being Survey (pilot)

Information about:

- ♣ Working conditions
- ♣ Well-being outcomes
- ♣ Context
- ♣ Demographics



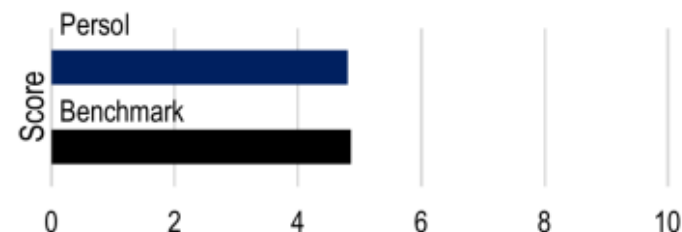
Income and wealth



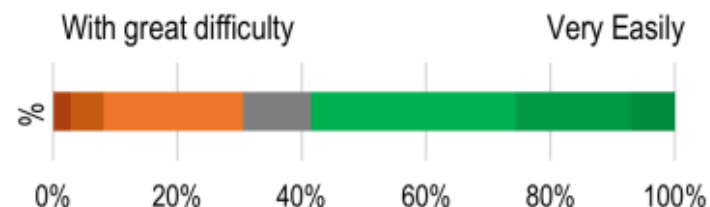
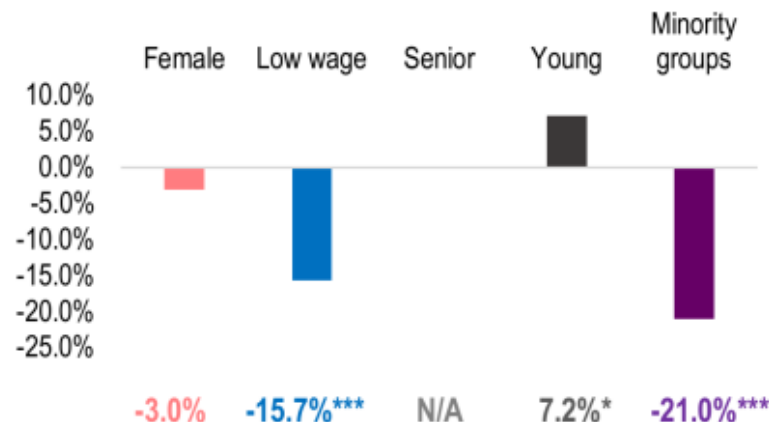
Satisfaction with financial situation

4.8 Satisfaction with financial situation, on a scale from 0 to 10

4.9



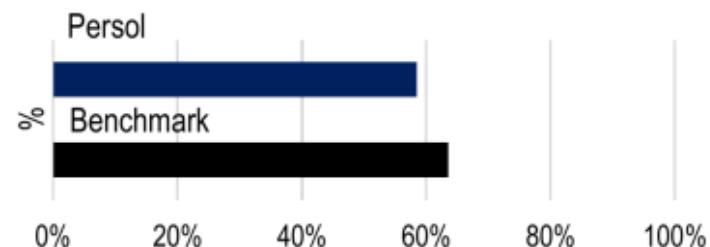
Note: "Poor" outcomes (orange) capture scores from 0 to 4, "good" outcomes (green) capture scores from 6 to 10, and "neutral" outcomes (yellow) capture scores equal to 5. Inequalities refer to differences in the % of people with "poor" outcomes, where negative values imply a higher % with "poor" outcomes.



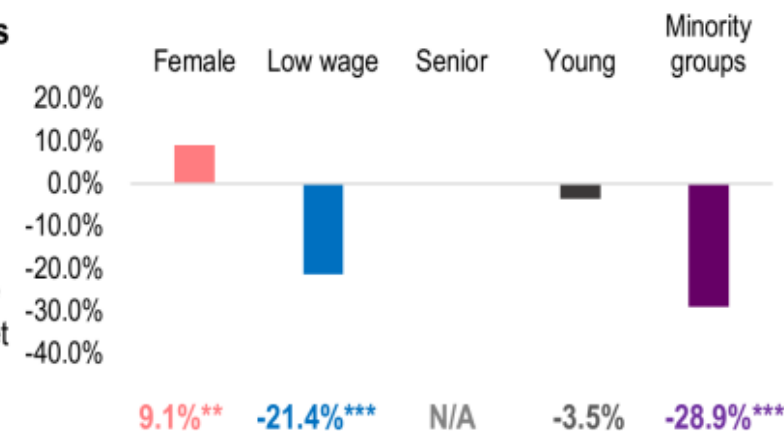
Ability to make ends meet

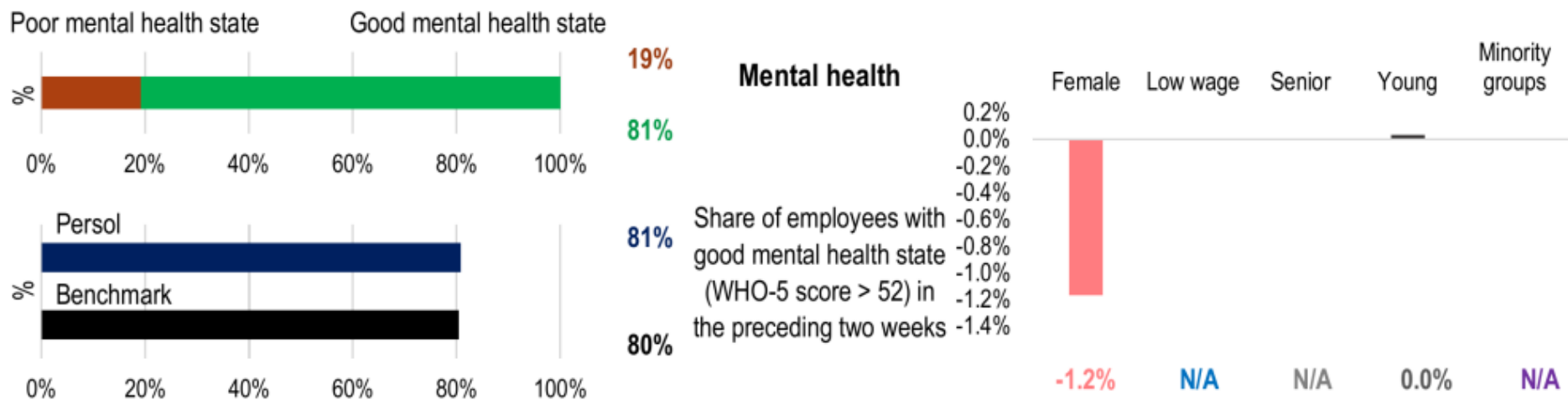
58% Share of employees whose households are able to make ends meet

63%

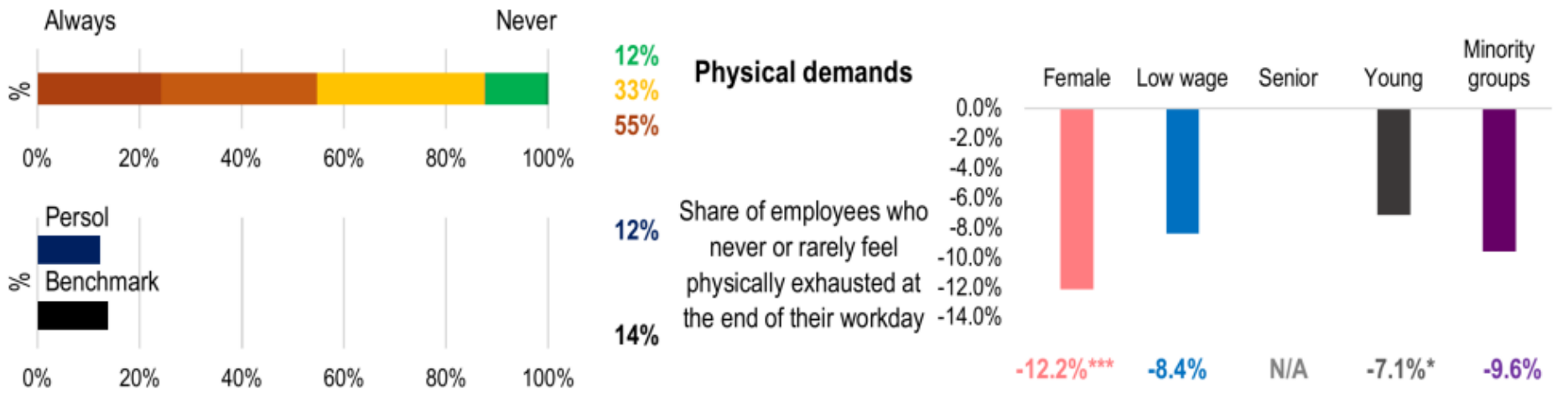


Note: Response scale ranges from "with great difficulty"/"with difficulty"/"with some difficulty" ("poor" outcomes, in orange) to "fairly easily"/"easily"/"very easily" ("good" outcomes, in green).





Note: A good mental health state (green) is defined as a score of 52 or above on a set of five questions (WHO-5).



Note: Response scale ranges from "always"/"often" ("poor" outcomes, in orange) to "rarely"/"never" ("good" outcomes, in green), with the neutral response option "sometimes" depicted in yellow.

