

GLOBAL HEALTHY WORKPLACES

SUMMIT

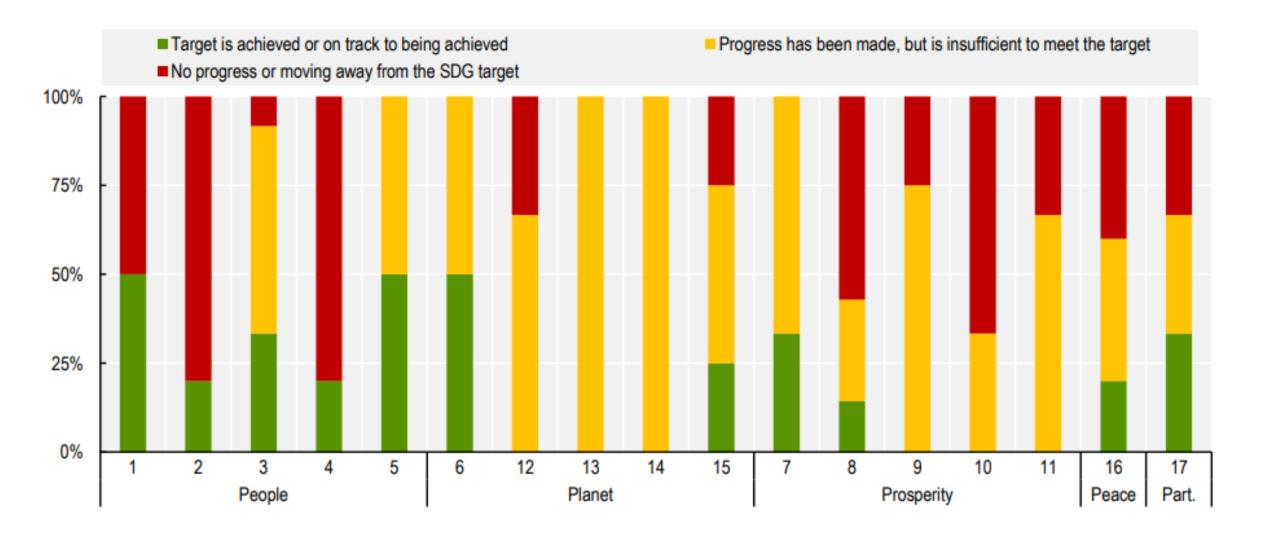
ESG ACCOUNTABILITY: MEETING STAKEHOLDER EXPECTATIONS WITH HEALTHY WORKPLACES

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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)

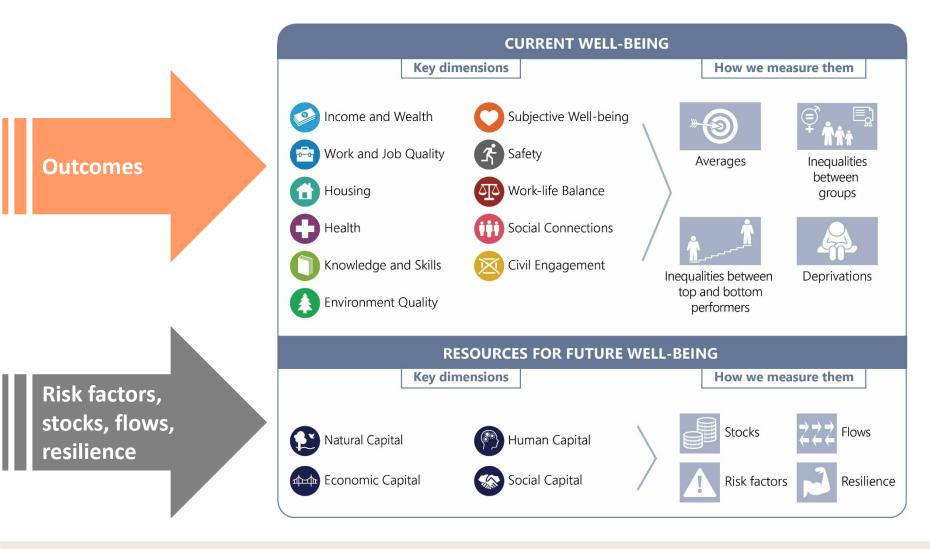


Source: OECD (2022, forthcoming), "The Short and Winding Road: Measuring Distance to the SDG Targets", OECD Publishing, Paris.

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



- 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 wellbeing both today and tomorrow

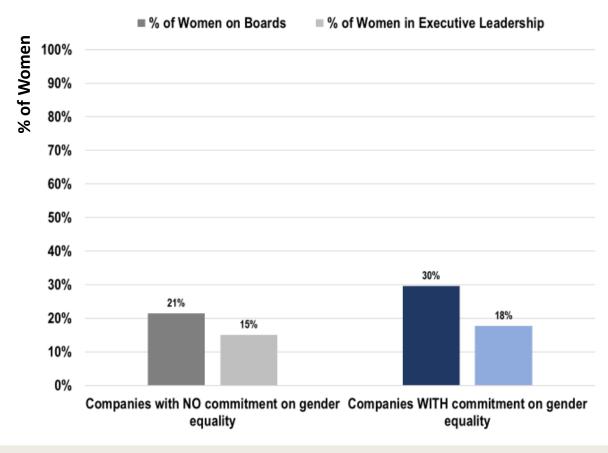


Assessment of selected business frameworks against OECD Well-being Framework

Well-Being Dimension	Address the dimension	Quantitative measures of
		the dimension
Environment	91% (31)	47% (16)
Governance	91% (31)	38% (13) Lack of
Jobs and Earnings	79% (27)	38% (13) measurement
Health	71% (24)	32% (11) of multi-
Education and skills	65% (22)	32% (11) dimensional
Social connections	53% (18)	21% (7) well-being
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





Employee well-being report (Pilot)

Persol Holdings

This report provides an overview of the well-being of employees inside the company. The employee wellbeing wheel, below, provides high-level visual of a subset of well-being indicators presented in this report. All of the indicators shown in this wheel are presented in detail in the next section of the report.

A glance at the employee well-being wheel allows understanding the main areas in which employees in the company fare well, and in which areas they fare poorly. The wheel distinguishes between indicators of well-being outcomes (in bold) and indicators of working conditions (not in bold). In the wheel, longer bars are always associated with better (positive) performance, and shorter bars are associated with poorer (negative) performance.

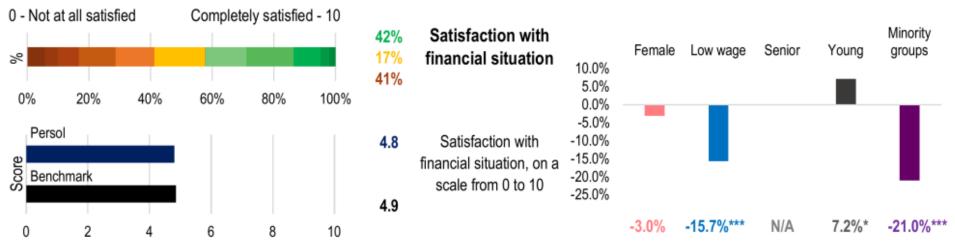


Note: Bars depict the share of employees with goodlyositive (non-neutral) outcomes. Longer bars are always associated with better ("good") outcomes, and shorter bars are always associated with worse ("poor") outcomes. The wheel distinguishes between indicators of well-being outcomes (in bold) and indicators of working conditions (not in bold).

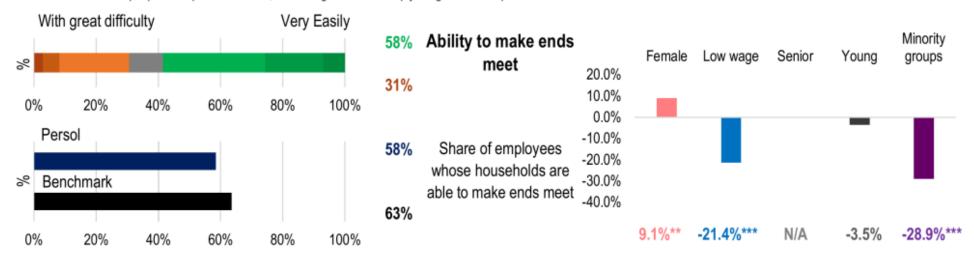
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Income and wealth



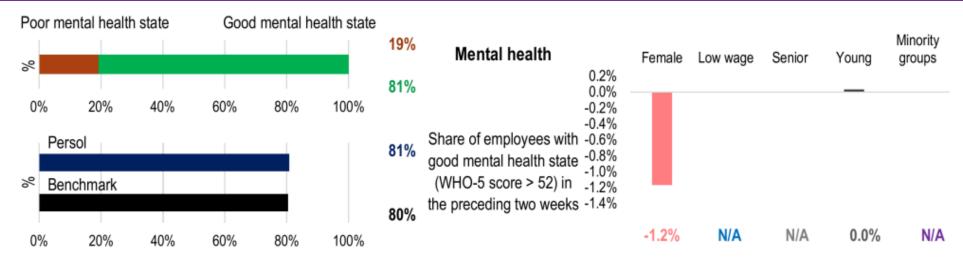
Note: "Poor" outcomes (orange) capture scores from 0 to 4, "good" outcomes (green) capture scores from 6 to 10, and "neutral" outcomes (yellow) capture scores equal to 5. Inequalities refer to differences in the % of people with "poor" outcomes, where negative values imply a higher % with "poor" outcomes.



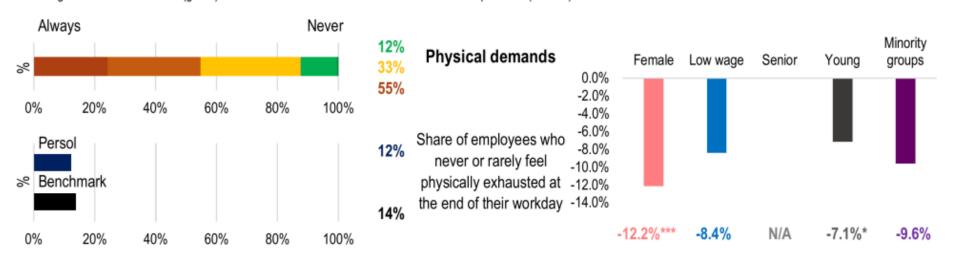
Note: Response scale ranges from "with great difficulty"/"with difficulty"/"with some difficulty" ("poor" outcomes, in orange) to "fairly easily"/"easily"/"very easily" ("good" outcomes, in green).



Health



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.

