

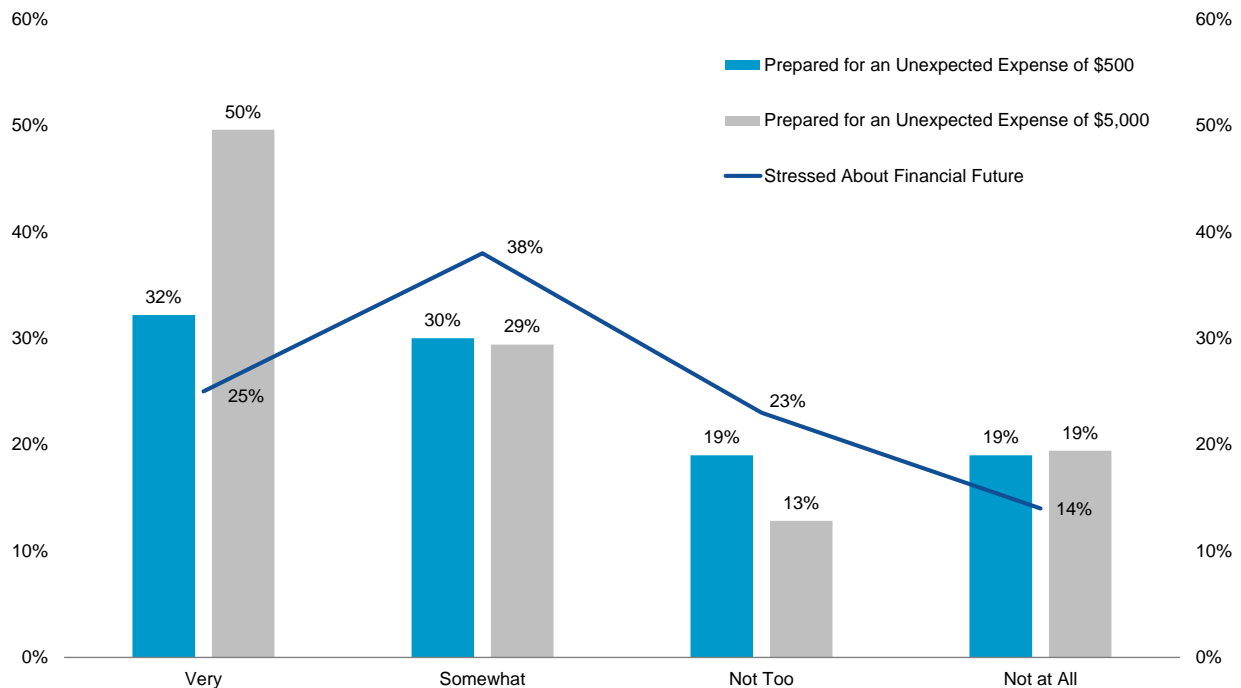
Employees Feel Financially Prepared but Experience Stress and Debt

Two-thirds of workers say they feel they have enough savings to handle an emergency, yet the same proportion say they are stressed about their financial future.

This is according to the recently released [Workplace Wellness Survey](#), in which the Employee Benefit Research Institute (EBRI) and Greenwald Research examined a broad spectrum of worker attitudes toward financial wellbeing, employment-based health insurance, and retirement benefit issues. Specifically:

- Just over 6 in 10 (63 percent) workers feel stressed when thinking about their financial future (Figure 1). Yet 79 percent feel they are prepared for an unexpected expense of \$500, and 62 percent feel they are prepared for a \$5,000 unexpected expense.

Figure 1
Financial Stress vs. Preparedness



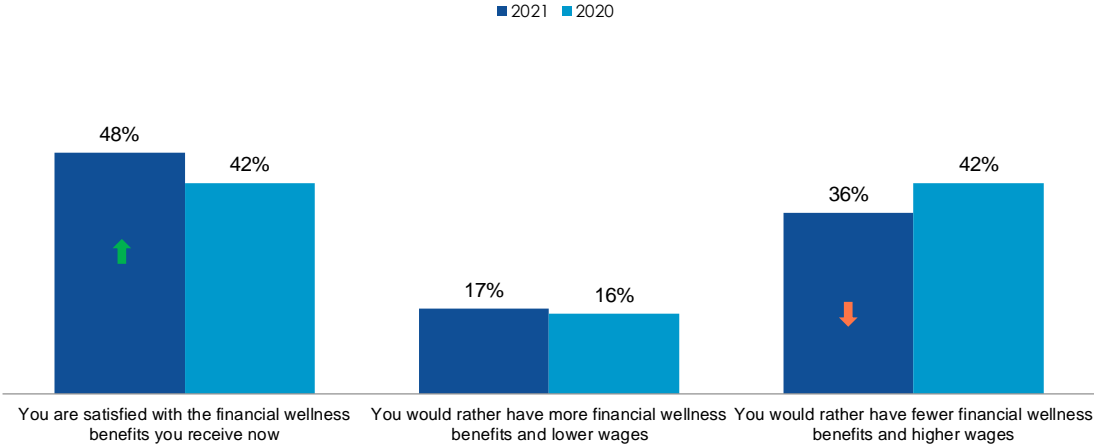
Source: Employee Benefit Research Institute and Greenwald Research 2021 Workplace Wellness Survey.

The survey found that along with reporting financial stress, 65 percent noted that debt was at least a minor problem.

Satisfaction with financial wellness benefits is mixed.

- One-half of workers are satisfied with the financial wellness benefits that they currently receive, up from 42 percent in 2020. (Figure 2).
- Seventeen percent prefer additional financial wellness benefits and are willing to give up wages.
- However, just over one-third prefer higher wages over their financial wellness benefits.

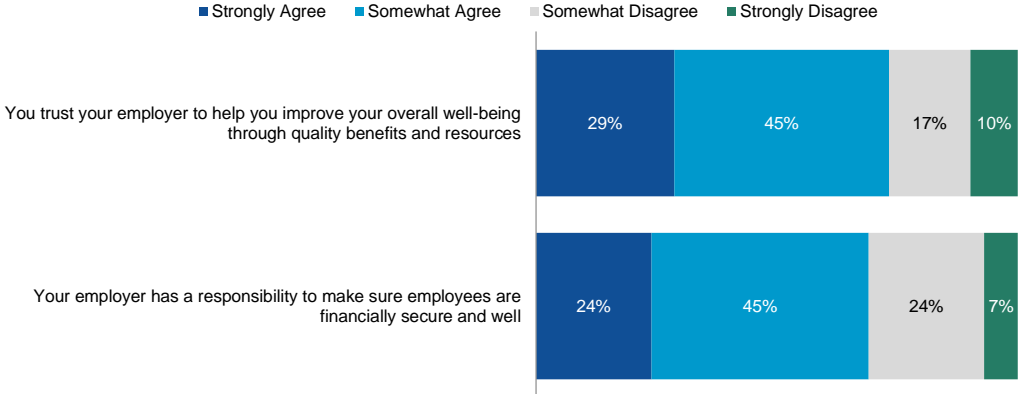
Figure 2
Which one of the following statements would you say is closest to the way you feel about the financial wellness benefits you currently receive through (your/your spouse's/partner's) employer or union? (2021 n=2,016)



Source: Employee Benefit Research Institute and Greenwald Research, 2020-2021 Workplace Wellness Survey

Three in four workers say they trust their employer to help them improve their overall well-being through quality benefits and offerings (Figure 3). Moreover, they believe it is their employer’s responsibility: Roughly 7 in 10 workers say that their employer has a responsibility to make sure employees are financially well.

Figure 3
To what extent do you agree or disagree with the following statements? (2021 n=2,015)



Source: Employee Benefit Research Institute and Greenwald Research, 2021 Workplace Wellness Survey and 2021 Financial Wellness Survey. New question in 2021

The EBRI report, “2021 Workplace Wellness Survey,” was published as the September 2021 EBRI Chartbook, and is available online [here](#).

The 2021 Workplace Wellness Survey is made possible with funding support from the following organizations: AARP, Cigna, Fidelity Investments, Lincoln Financial, Mercer, Morgan Stanley, NRECA, Unum, Voya Financial, and Wells Fargo.

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