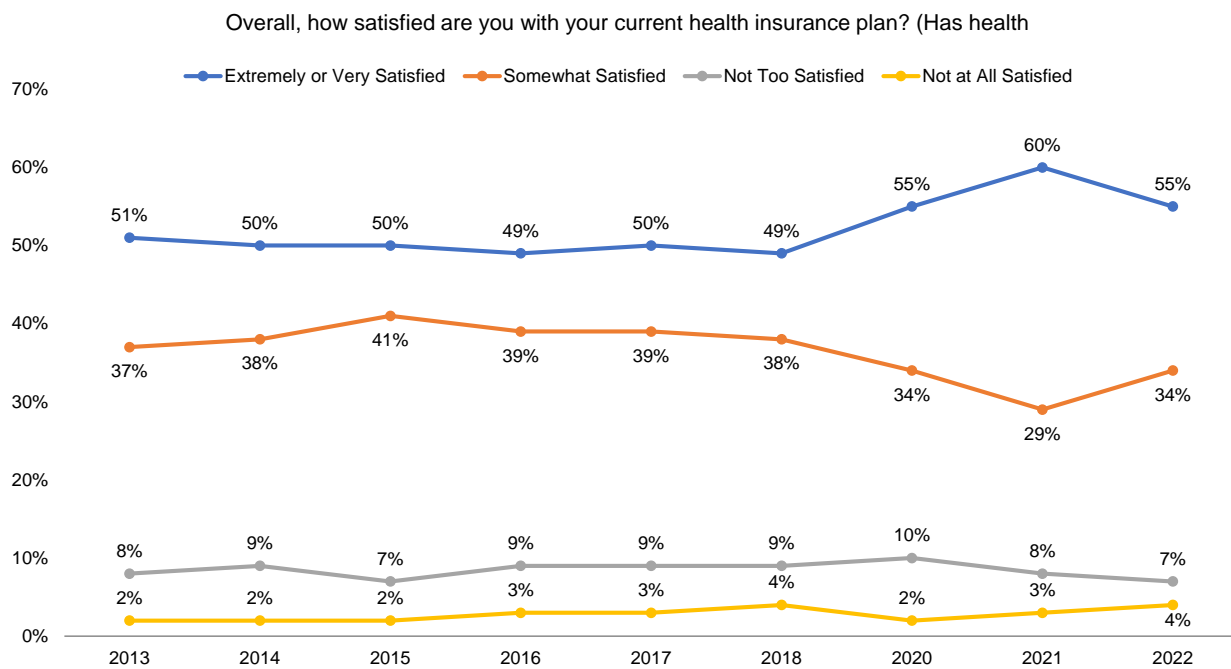


Worker Satisfaction With Health Benefits Is Lower; Mental Health Is More Important

Worker satisfaction with health benefits shifted materially in 2022: The percentage of workers reporting that they were extremely or very satisfied with health benefits fell from 60 percent to 55 percent between 2021 and 2022, returning to its 2020 level (Figure 1). Satisfaction shifted to somewhat satisfied. These changes occurred after a period in which the proportion of those extremely or very satisfied was essentially flat between 2013 and 2018.

Figure 1
Nearly all employees continue to be at least somewhat satisfied with their current health plan. Down from 2020, more than one-half are very or extremely satisfied.



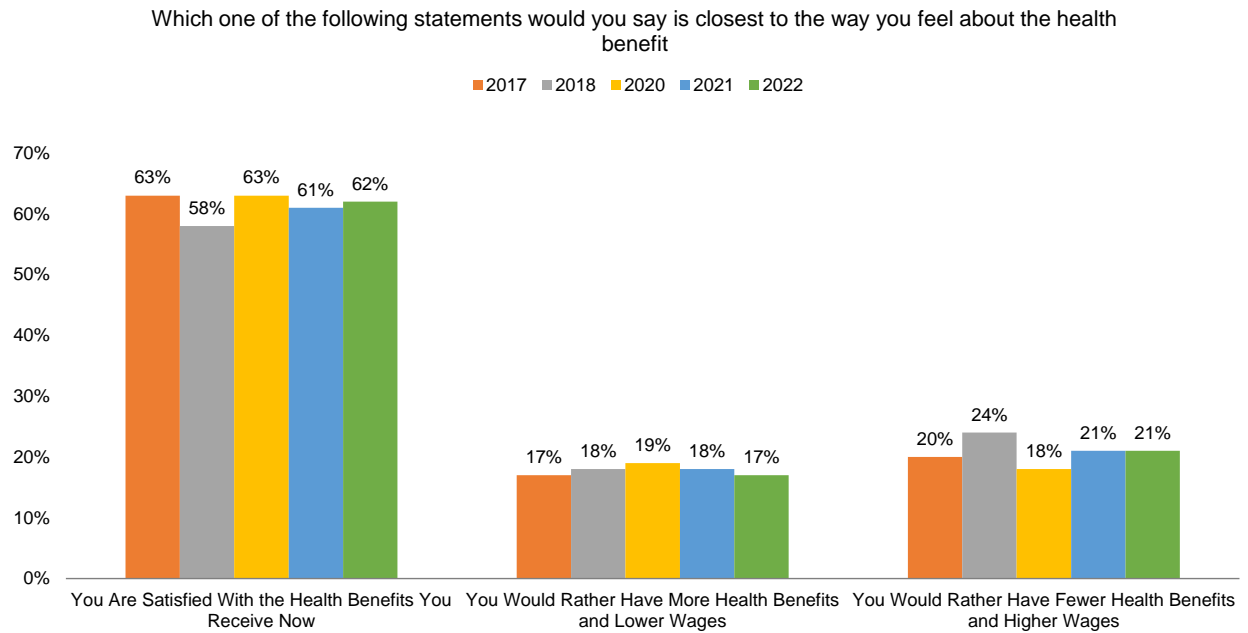
Source: Employee Benefit Research Institute and Greenwald Research, 2013–2022 Workplace Wellness Surveys.

In the recently released [Workplace Wellness Survey](#), 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. The survey found that although many employees are satisfied with their health benefits, some are willing to make tradeoffs.

- Nearly 1 in 5 workers would rather have more health benefits and would accept lower wages in return.
- In contrast, about the same number of workers would rather have higher wages and would give up some health benefits in return.

- There has been little change in the percentage of employees willing to make such tradeoffs since 2017 (Figure 2).

Figure 2
Six in ten employees continue to be satisfied with the health benefits they have now; one in five would prefer to have higher wages instead.



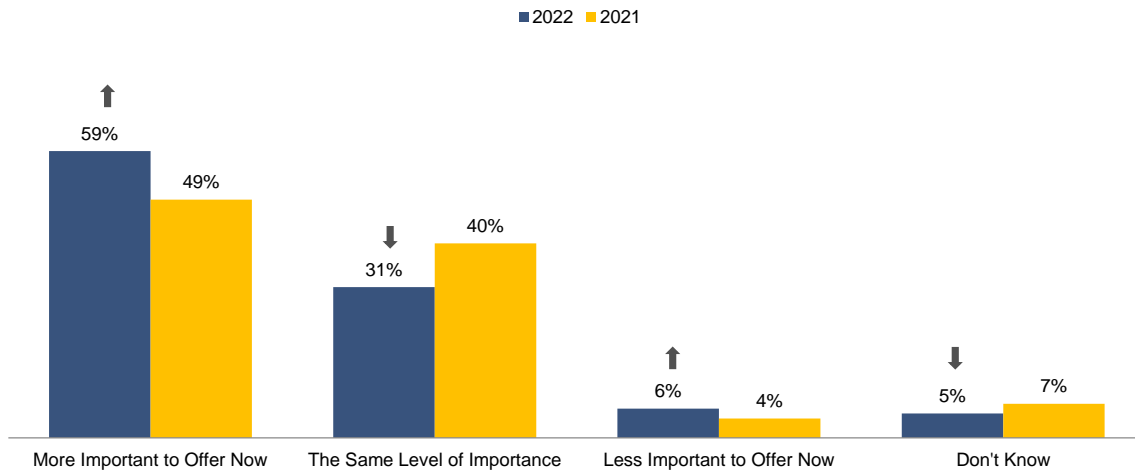
Source: Employee Benefit Research Institute and Greenwald Research, 2017–2018 and 2020–2022 Workplace Wellness Surveys.

Mental health benefits are increasingly important.

- Six in ten employees say mental health wellness programs are more important for employers to offer now, higher than the one-half who said so in 2021 (Figure 3).

Figure 3
Six in ten employees say mental health wellness programs are more important for employers to offer now, which is significantly higher than the half who said so in 2021.

In the past year, do you feel that mental health wellness programs have become more or less important for employers to offer?* (2022 n=1,518)



Source: Employee Benefit Research Institute and Greenwald Research, 2021-2022 Workplace Wellness Survey
 *Revised in 2022

The EBRI report, “2022 Workplace Wellness Survey,” was published as the October 2022 EBRI Chartbook, and is available online [here](#).

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