

The indirect cost of obesity

A quick look at absenteeism, presenteeism, and more

ABSENTEEISM

Obesity may cause employees to miss more work days¹

Each year, absenteeism associated with obesity can cost^{1,a}:



In 1 study, employees at risk of obesity were 1.23x more likely to be in the “high-absenteeism group”²

^aFor individuals with BMI 30-34.9 kg/m².¹

PRESENTEEISM

Obesity is associated with increased presenteeism in employees¹

	Days of presenteeism per year ¹ :	Cost of obesity-related presenteeism ¹ :
	5.8 for men with BMI 35–39.9 kg/m ²	\$1,010 per male worker with BMI 35-39.9 kg/m ²
	11.0 for women with BMI 35–39.9 kg/m ²	\$1,513 per female worker with BMI 35-39.9 kg/m ²

Presenteeism is the average amount of time between arriving at work and starting work on days when an employee is not feeling well and the average frequency with which an employee engages in 5 specific behaviors¹:

- Losing concentration
- Repeating a job
- Working more slowly than usual
- Feeling fatigued at work
- Doing nothing at work

DISABILITY

Employees with obesity are at a 76% increased risk of having a short-term disability³

According to 1 study, since 1993, the number of disability claims due to obesity has increased by **3,300%**^{4,a}

^aThis statistic is based on a Cigna 2013 internal analysis of data from their Short Term Disability book of business for the years of 1993-2012, excluding maternity claims data.⁴

WORKERS' COMPENSATION

Workers with obesity may file more workers' compensation claims⁵

Employees of normal BMI filed **5.80** workers' compensation claims^b

Employees with class III obesity (BMI ≥ 40 kg/m²) filed **11.65** workers' compensation claims^b

~64% of injured workers were classified as obese (BMI ≥ 30 kg/m²) in a 3-year study of aluminum manufacturer employees^{6,c}

^b Per 100 full-time employees.⁵

^c 28% of injuries occurred in employees of normal BMI (BMI 18.5-24.9 kg/m²), over 28% in employees classified as overweight (BMI 25.0-29.9 kg/m²), 30% among workers in obesity classes I and II (BMI 30.0-39.9 kg/m²), and almost 34% in obesity class III (BMI ≥ 40 kg/m²).⁶

Consider taking a look at your own data to see how obesity affects your organization.
Interested in learning more? Visit www.NovoNordiskWORKS.com

References: **1.** Finkelstein EA, DiBonaventura MD, Burgess SM, Hale BC. The costs of obesity in the workplace. *J Occup Environ Med.* 2010;52(10):971-976. **2.** Hammond R, Levine R. The economic impact of obesity in the United States. *Diabetes Metab Syndr Obes.* 2010;3:285-295. **3.** Arena VC, Padiyar KR, Burton WN, Schwerha JJ. The impact of body mass index on short-term disability in the workplace. *J Occup Environ Med.* 2006;48(11):1118-1124. **4.** Halpern S, Fritsch G, Hart S. We've come a long way on the road to productivity or have we? Life Insurance Company of North America. 2014. **5.** Ostbye T, Dement JM, Krause KM. Obesity and workers' compensation. *Arch Intern Med.* 2007;167(8):766-773. **6.** Pollack KM, Sorock GS, Slade MD, et al. Association between body mass index and acute traumatic workplace injury in hourly manufacturing employees. *Am J Epidemiol.* 2007;166(2):204-211.