

the business case for covering obesity care



Obesity is a serious, chronic disease with more than 200 health complications.¹ Employers are already absorbing many of its costs through higher healthcare spending, reduced workforce participation and poorer employee health. Covering comprehensive obesity care can help employers move from managing costly complications to supporting evidence-based care that helps employees stay healthier.

employers are already paying for obesity

\$425.5B

Estimated annual cost of obesity and overweight to US businesses and employers²

annual cost per employee²

\$4,958 in productivity costs

\$2,427 in reduced performance while at work

\$1,755 in days missed due to obesity-related illness

\$1,514 in direct medical costs

Obesity contributes to numerous health complications, including cardiovascular disease³, diabetes⁴, cancer⁵, fertility challenges⁶ and mental health conditions⁷.

comprehensive obesity care supports employee health

Because obesity is a chronic disease, employees may need different evidence-based care options over time. And no single treatment is right for everyone. Comprehensive obesity care gives patients and providers the flexibility to choose the most appropriate treatment approach.

Covering comprehensive obesity care can help employees manage the disease and help reduce the downstream consequences.

An analysis by Aon found several potential health benefits associated with providing coverage for second-generation GLP-1 medications for employees, including:

comprehensive obesity care includes:

- ✓ Counseling or intensive behavioral therapy
- ✓ Nutrition or dietitian services
- ✓ FDA-approved medications
- ✓ Bariatric surgery
- ✓ Behavior modification and physical activity

47%

Reduction in hospitalizations for major adverse cardiovascular events among women GLP-1 users⁸

50%

Reduction in ovarian cancer among women GLP-1 users⁸

14%

Reduction in breast cancer among women GLP-1 users⁸

16%

Reduction in osteoporosis among women GLP-1 users⁸

employees value obesity care coverage

Access to obesity care is becoming part of how employees evaluate workplace benefits. Covering comprehensive obesity care can help employers respond to employee demand while supporting a healthier workforce.

73%

Of employees say obesity management medication coverage is important when taking or staying at a job⁹

54%

Of workers would give up at least one workplace perk to get employer-covered obesity treatment¹⁰

employers can act now

✓ Build the business case

- Take stock of how obesity and its related health complications may be affecting your workforce through factors like absenteeism, presenteeism, healthcare spending and employee health.

✓ Review your current coverage

- Determine whether your plan covers the full continuum of comprehensive obesity care.

✓ Understand employee access

- Work with your health plan, PBM or benefits partners to understand how employees access obesity care benefits and where barriers may exist.

✓ Support evidence-based care

- Treat obesity like other chronic diseases by supporting access to evidence-based care, continuity of care and patient-provider decision-making. Coverage criteria should be supported by clinical evidence and employee needs.

ready to support employees living with obesity?

review the [everyBODY covered employer principles](#) to guide your next conversation.

The EveryBODY Covered campaign is a program of the [Alliance for Women's Health and Prevention](#). Support for the campaign has been provided by Eli Lilly and Company.

1 <https://www.ama-assn.org/topics/obesity>

2 <https://www.nature.com/articles/s41387-024-00352-9>

3 <https://nru.uncst.go.ug/server/api/core/bitstreams/1718a244-a86b-4c34-877e-b8c77731c8ba/content>

4 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3066828/>

5 <https://www.cancer.gov/about-cancer/causes-prevention/risk/obesity/obesity-fact-sheet>

6 <https://www.nhlbi.nih.gov/health/overweight-and-obesity/women>

7 <https://www.nature.com/articles/s41398-023-02447-w>

8 <https://www.aon.com/en/insights/articles/workforce-focused-analysis-on-glp-1s>

9 <https://join9am.com/hubfs/Press%20Releases/021825-9amHealth-Trend%20Report-Press%20Release.pdf>

10 <https://blog.ziphealth.co/glp1-coverage-workplace-benefits-demand/>

learn more at
www.everyBODYcovered.org

follow the campaign

