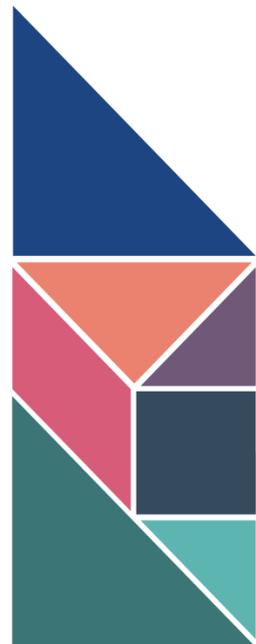


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Place  
To  
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# HEALTH AND WELLNESS BENEFITS IN INDIA INC.



# ABOUT THE REPORT

Employee Wellbeing is a key priority for every People Leader, as they plan their people strategy for business success. Research by WHO and across the globe has established that good employee health directly impacts productivity at work, leading to economic development and prosperity.

Through our Wellness Benefits Survey, we asked organizations across industries to share their wellness programs and benefits, and how they planned for the same. We are happy to share the key findings of our study. This report aims to understand the Wellness Programs and Benefits designed by India Inc. for its employees, focusing on a holistic approach to employee wellbeing.

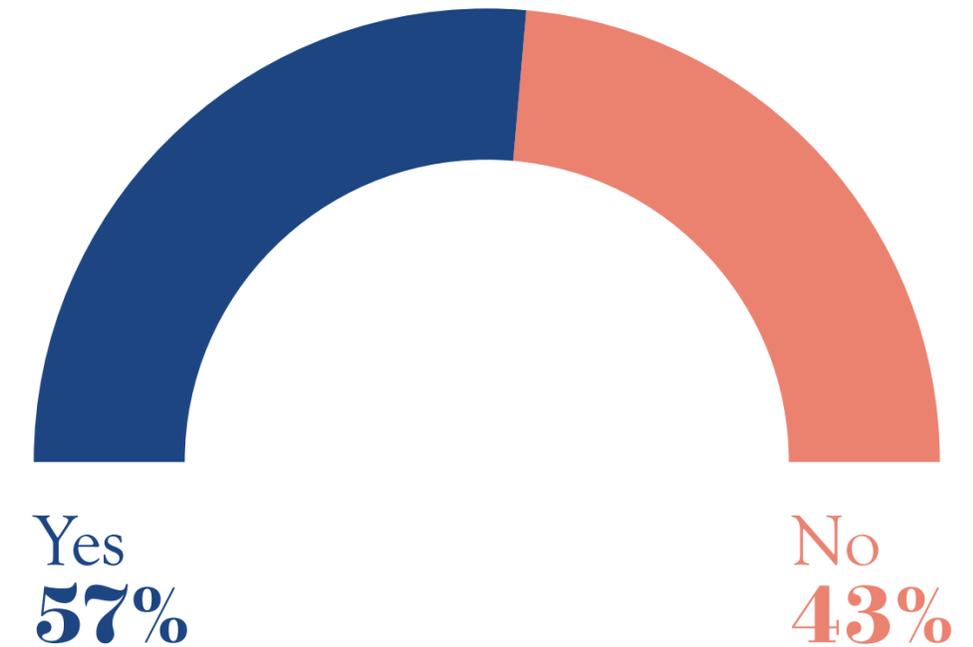
# WELLNESS BUDGET

When organizations plan their business strategy, they allocate a budget for all key people initiatives. It was heartening to see many workplaces take the same approach while designing a culture fostering holistic employee wellbeing and allocating a dedicated budget for employee wellbeing.

In our study we saw that 57% participants had a defined Wellness Budget to cater to their employees' healthcare needs. Various ways in which organizations defined their Wellness Budget are:

- Percentage of revenue per year
- Percentage of employee compensation
- Lump sum amount

Some mentioned that their spends were on ad hoc basis as required as it was not planned.



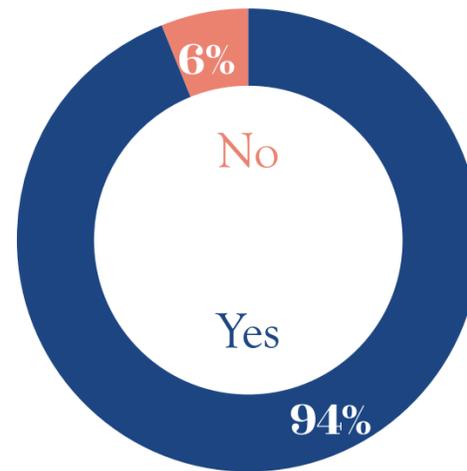
57% of total respondents had a Wellness Budget.

# HEALTH INSURANCE

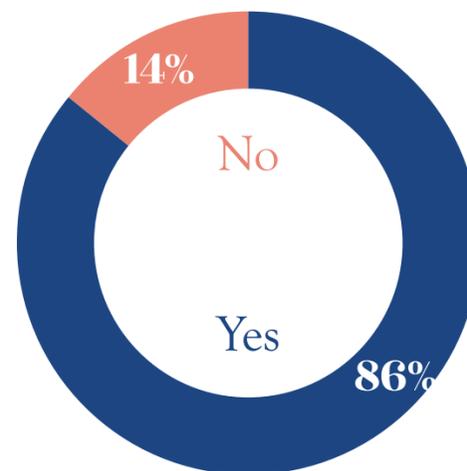
Organizations that had Health insurance for their employees.



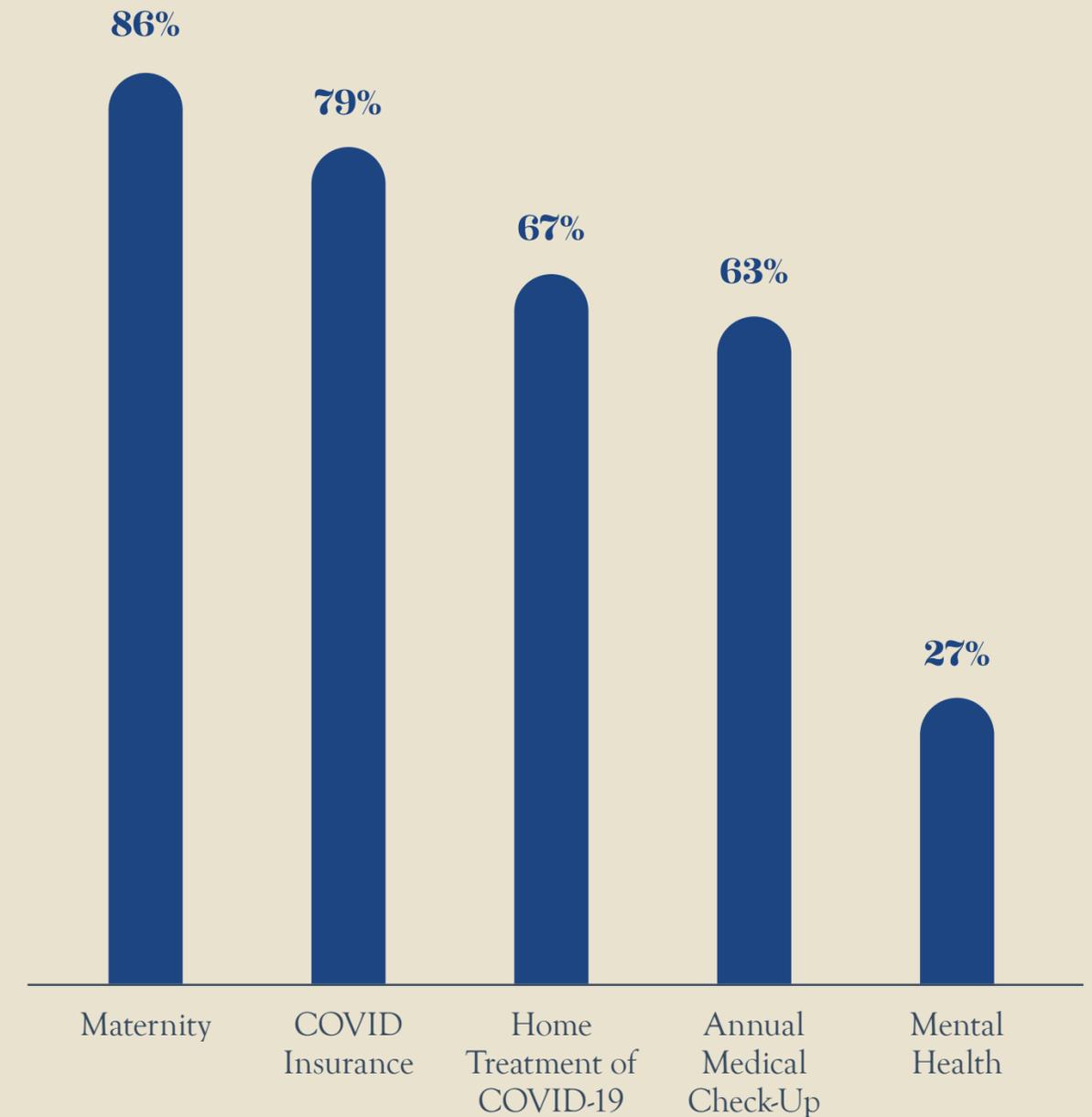
Organizations that offered Health Insurance to ALL their employees



Organizations that extended Health Insurance to employees' family members



## Health Insurance coverage



Not surprisingly, 79% of the organizations went ahead and provided COVID insurance benefits to their employees during the pandemic.

# PHYSICAL AND MENTAL HEALTH BENEFITS

According to Section 21 (1) of the Mental Health Care Act, 2017, “Every person with mental illness shall be treated as equal to persons with physical illness in the provision of all healthcare”.

However, what we see in practice is totally different. The stark difference between insurance benefits for physical health and mental health concerns calls for a change in the system. It is the need of the hour to include mental health in insurance coverage.

We are happy to see that organizations are providing access to experts for both physical and mental health requirements. However, there is still a huge scope of improvement in these benefits.

A similar trend is reflected in the health and wellness sessions being conducted by organizations. The percentage of organisations organising sessions for mental health definitely saw an increase during the pandemic, however it is still much lower than sessions conducted for physical health.

## Insurance

Physical Health



Mental Health



## Access to help from certified professionals

Doctor's availability



Counselor's Availability



## Health Sessions

Physical Health Sessions



Mental Health Sessions



# WELLBEING SESSIONS

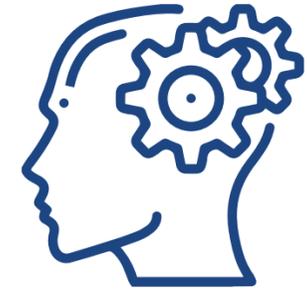
In creating an ecosystem of health at the workplace, organizations conducted wellbeing sessions for their employees. Sessions on some of the following wellbeing fostering themes were conducted:



Stress  
management



Work-Life  
Balance



Mindfulness



Coping and  
resilience



Handling  
grief



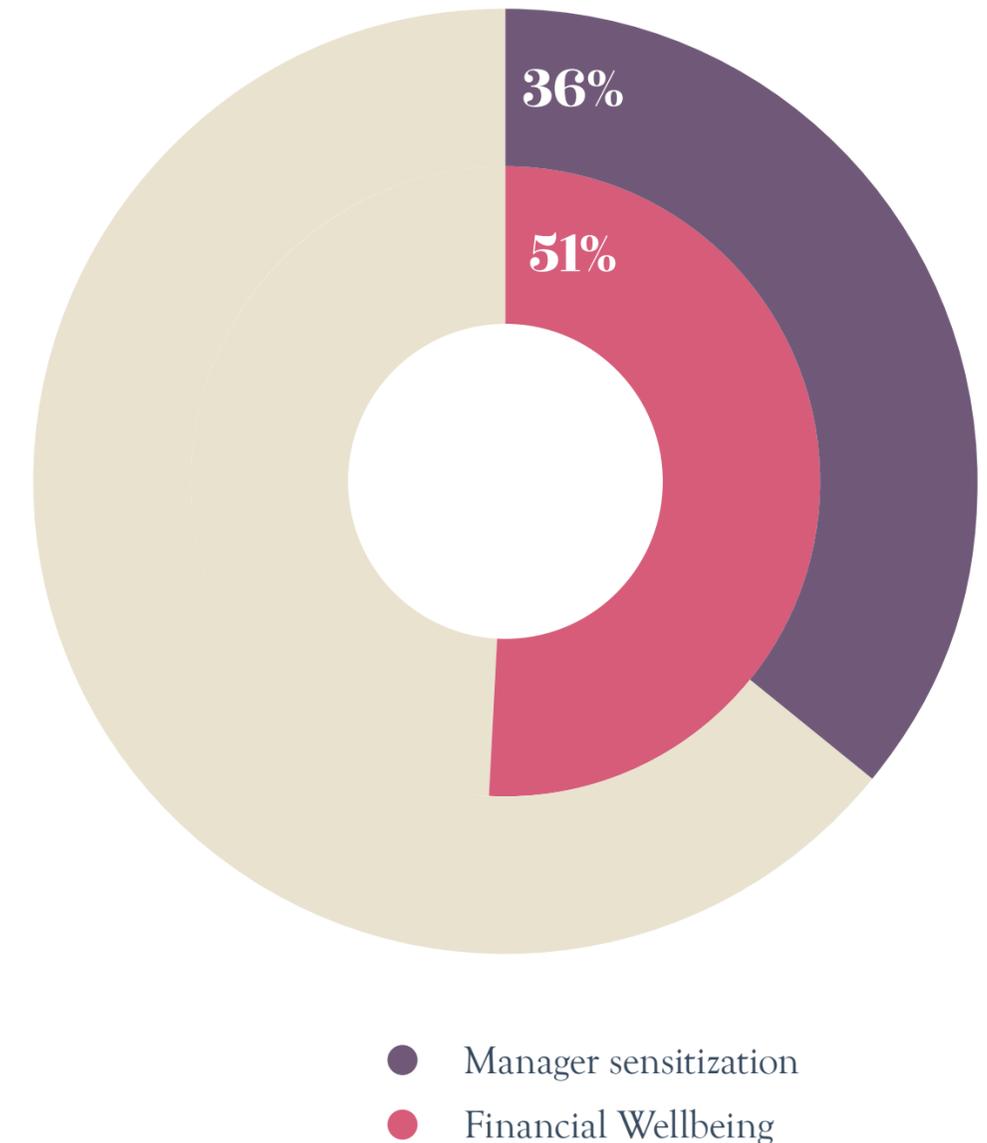
Strengthening  
relationships

# WELLBEING SESSIONS SPOTLIGHT

One of the key aspects of holistic wellbeing is financial wellbeing. 51% of the organizations conducted sessions on financial wellbeing for their employees.

Through our research, it is established that Responsible Leadership and 'Supportive Managers' are two key levers impacting employee health and wellness at the workplace. While organizations conducted sessions on health, fitness, nutrition, resilience, work-life balance; it became a necessity to organize sessions to sensitize and enable the managers who were managing teams and responsible to take care of the wellbeing of their team members.

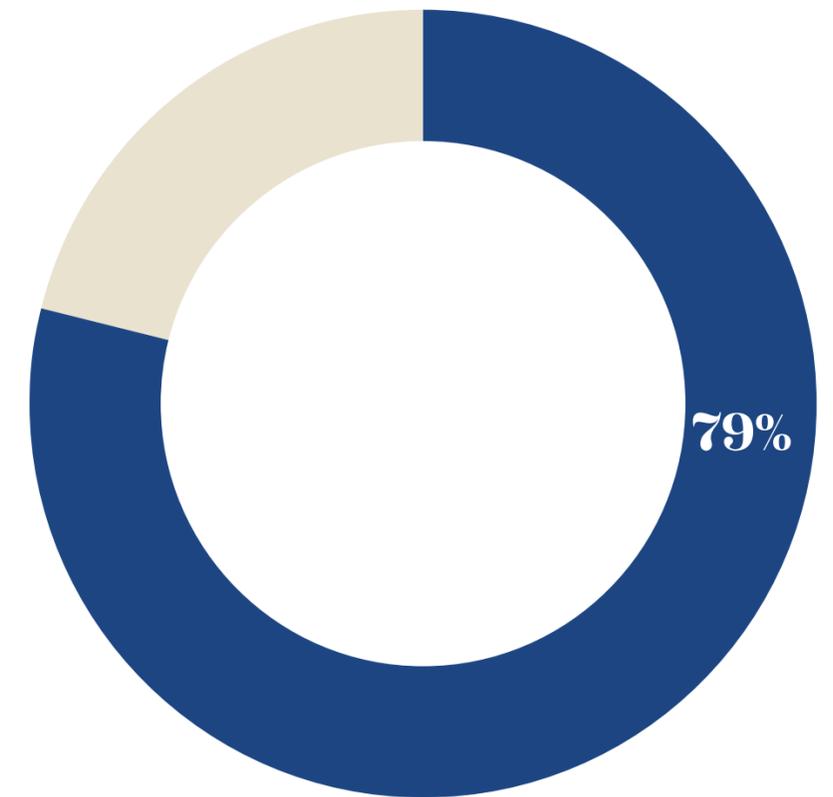
36% of the organizations conducted sessions on Sensitization of managers. This included coaching, training and developmental sessions. This is an area of priority identified by most great workplaces especially considering the hybrid and remote working environment.



# FLEXIBILITY @ WORK

Flexibility in the current context has become a norm. Pandemic has taught us to take care of work along with multiple other responsibilities that the employee is fulfilling. With flexibility, an employee feels a sense of comfort and autonomy.

We asked the participants, “Does your business allow you to provide a remote working option to your employees?” and 27% of them responded that their business did not allow for remote working options. However, it is good to see that despite the constraints, 79% organizations created for flexibility options for their employees, in some way or the other. Most preferred ways were providing flexible working hours and Work from home on select days or need-based situations.



Most preferred ways are providing flexible working hours and Work from home on select days or need-based situations.

# EMPLOYEE WELLBEING TRACKER

“  
**What gets  
tracked, gets  
managed**

- Peter Drucker

**58%**

of organizations are  
tracking work productivity.

**55%**

of organizations are tracking  
employee wellbeing.

Organizations have realized the necessity of employee wellbeing and have begun to track the usage of their healthcare initiatives, as much as tracking the work performance and employee productivity. 71% of organizations that had a Wellness Budget, tracked their employees' wellbeing.

Interestingly, 34% of organizations that did not track work productivity, tracked employee wellbeing. Some common ways of tracking wellbeing shared in the study were Real-time feedback, internal periodic surveys, and external periodic surveys.

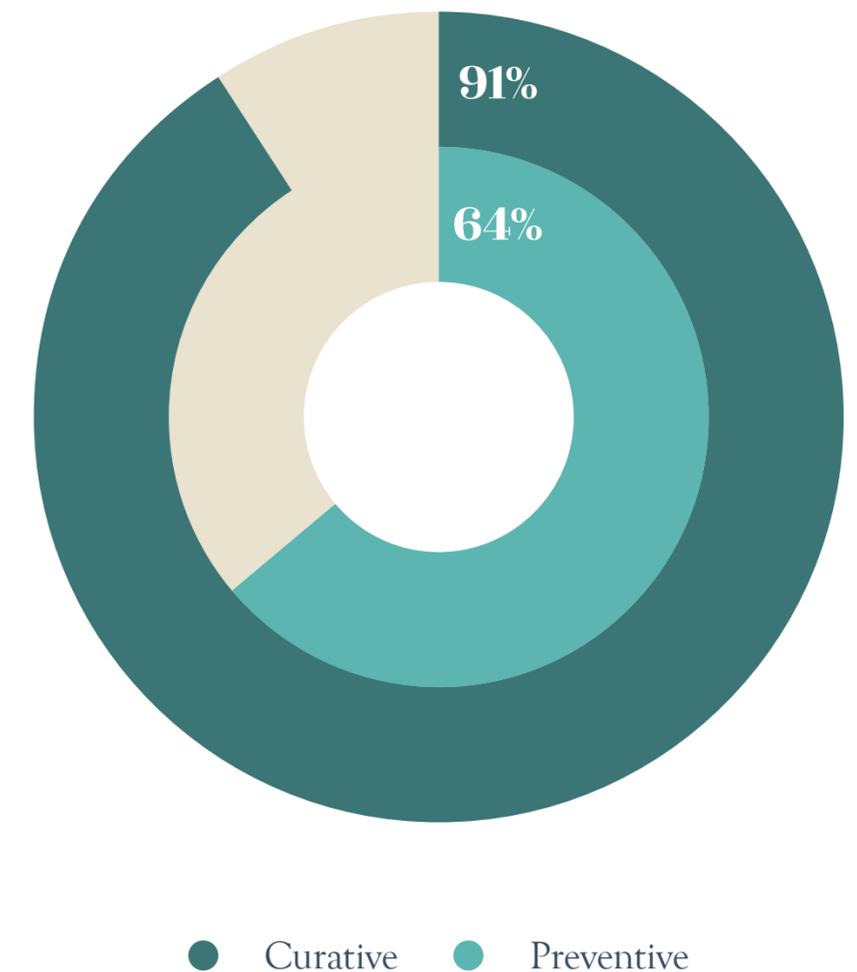
Great workplaces ensure that they track their employees' wellbeing and keep a pulse on the health of the organization.

To know your Workplace Wellness Index<sup>®</sup>

# NATURE OF HEALTH BENEFITS AND APPROACH

The dual-lens approach to healthcare calls for preventive and curative health benefits. While preventive health benefits are targeted towards the improvement and maintenance of health, curative health benefits focus on creating an ecosystem to restore ill-health. The approach that has been prevalent is the curative approach. The study also showed that organizations provide more benefits for curative health over preventive health. 91% of the organisations provided health insurance which is a curative benefit, and 64% provided a Health Check up to their employees which can be the first step towards a proactive preventive approach. Our data also shows us that though many organisations provide the annual health check-up, the usage of the same at an average ranges from 65% to 70%. The pandemic has given us an opportunity to prioritise health and adopt a preventive approach to wellbeing.

In addition to encouraging employees to be regular with their annual check-ups, the sessions organisation's conduct can also be preventive in nature focussing on building awareness and tracking consistent action.



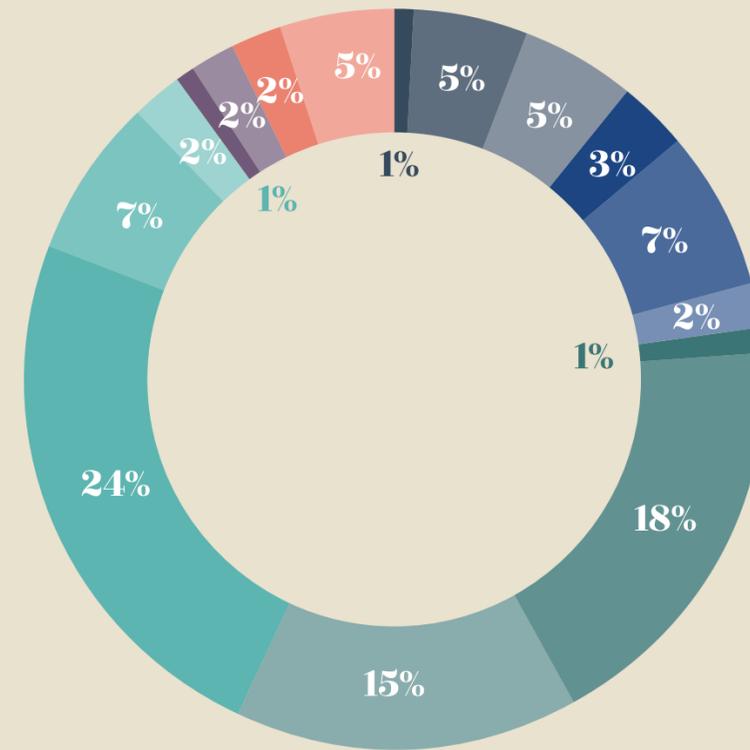
# THE WAY FORWARD

Employee Wellbeing is definitely not an Option any more for Workplaces of Future. It is a Must-Do when organisations plan for their business and people strategy. In the current context, When employees join a new company, they consider the wellness benefits offered by the organization as a key deciding factor for their employment. A proactive approach towards wellness can save huge cost burden to the business and also helps to enhance employee productivity.

Some things that organisations can keep in mind while planning for their wellness benefits apart from taking a proactive approach are:

- Using a research framework based approach as against a calendar of wellness activities
- Including Mental health in insurance coverage and while planning sessions
- Role modelling by leaders on desired behaviours and actions.
- Access to certified counsellors, Creating safe spaces for conversations
- Sensitising and equipping managers through structured programs
- Creating a sense of community at the workplace
- Keeping a track on employee wellbeing consistently and taking action

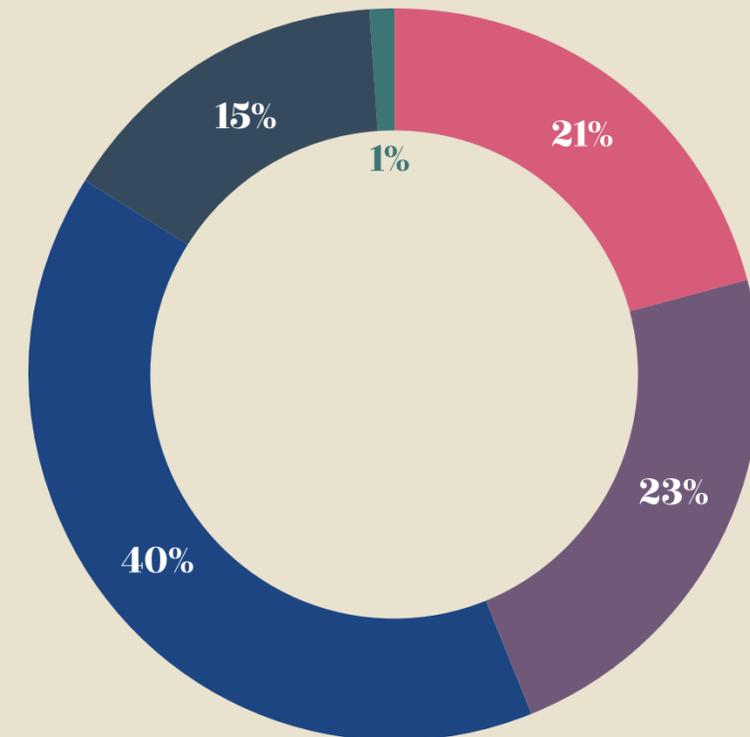
# PARTICIPANT PROFILE



## Industry representation

- Advertising
- Biotechnology and Pharmaceuticals
- Construct and Infrastructure
- Education and Training
- Financial Services and Insurance
- Healthcare
- Hospitality
- Information Technology
- ITES
- Manufacturing and Production
- Professional Services
- Real Estate
- Retail
- Social Services and Government Agencies
- Transport and Logistics
- Other\*

\* Others include- Laboratory, Facilities Management, Engineering Services etc.



## Employee strength representation

- Below 100
- 100-499
- 500-4999
- 5000-49999
- More than 50000

Great  
Place  
To  
Work®



# Wellness Masterclass

3 Days of Learning  
4 PM – 6.30 PM IST



**Only 30 seats**  
per Masterclass

Professional fee:  
**Rs.15,000/-**  
+ taxes per person

## Masterclass Objectives:

- Going beyond fitness and assistance programs to take a holistic look at Workplace Wellness
- How to drive ownership for self-care across your workforce
- How to use basics of neuroscience to understand stress and create effective well-being rituals and practices
- Learning from the Best Workplaces in Employee Wellbeing: practices that promote and foster workplace wellbeing

### Day 1:

Wellbeing - A  
competitive Advantage

### Day 2:

Managing Self-  
Understanding  
Fitness, Resilience and  
Social Indices

### Day 3:

Managing Teams and  
Creating Action Plans

This Masterclass is specially designed for all People Managers and Leaders who recognize well-being as an important pillar of business performance and are looking to institutionalize practices that will enable them to create a culture of holistic well-being in their teams and organization.

Note: Connect with us to design customized batches for your organisation.  
Shambhavi Agrawal, [shambhavi.agrawal@greatplacetowork.com](mailto:shambhavi.agrawal@greatplacetowork.com)



# ABOUT GREAT PLACE TO WORK<sup>®</sup> INSTITUTE

Great Place to Work<sup>®</sup> Institute is the global research and consulting authority on workplace culture, that helps organizations identify, create and sustain a High-Trust, High-Performance Culture<sup>™</sup> at their workplaces. The Institute has crafted its perspective by learning from great leaders, surveying millions of employees, and examining thousands of best workplaces around the globe. Great Place to Work<sup>®</sup> believes that all organizations can become great workplaces and hence, highly productive organizations, by fostering trust within the ethos of their culture – referred to as High-Trust, High-Performance Culture<sup>™</sup>. The Institute serves businesses, non-profits and government agencies in more than 60 countries and has conducted pioneering research on the characteristics of great workplaces for over three decades.

Every year, Great Place to Work<sup>®</sup> Institute partners with more than 10,000 organizations and analyses perspectives representing the voice of over 12 million employees around the world. This helps organizations create and sustain a High-Trust, High-Performance Culture<sup>™</sup>. In India, the Institute partners with around 1000 organizations annually to work towards the mission of ‘Making India a Great Place to Work FOR ALL’. The Institute thrives on sharing insights gleaned from the work done with organizations belonging to all industries and of all sizes. This is done to help organizations become a Great Place to Work<sup>®</sup> by recognising them through the Great Place to Work<sup>®</sup> Certification and thorough research-based annual lists of Best Workplaces. The Institute’s proprietary and globally validated framework is considered the ‘Gold Standard’ in workplace culture assessment and is endorsed by business leaders, academic scholars and government organizations around the world. They have also adopted the Institute’s models and methodology as a valuable way to measure and create great workplaces. The Institute partners with leading media houses like Fortune in the USA and The Economic Times in India to publish its findings.

The Institute’s research shows that great workplaces are characterised by great leadership, consistent employee experience, and sustainable financial performance. These organizations are able to deliver a consistent experience to all their employees irrespective of their role, gender, tenure or level in the organization. Their leaders believe in the vision of creating and sustaining a Great Place to Work FOR ALL and role model being ‘FOR ALL’ Leaders.



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