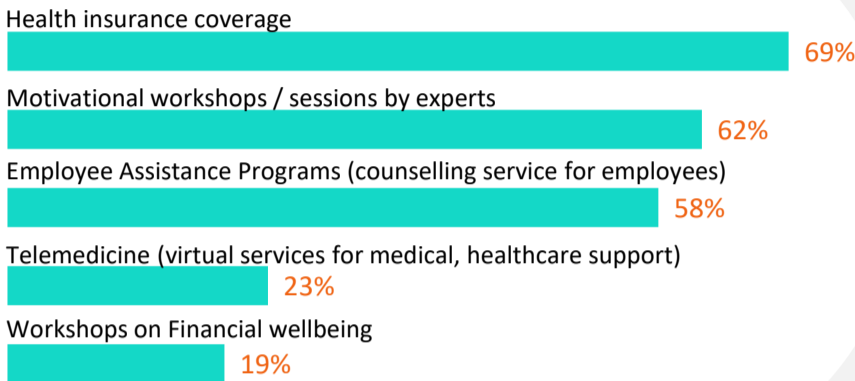


# Employee wellbeing during COVID-19 & Beyond

On the path to a healthy business recovery



## Protecting both mental and physical health



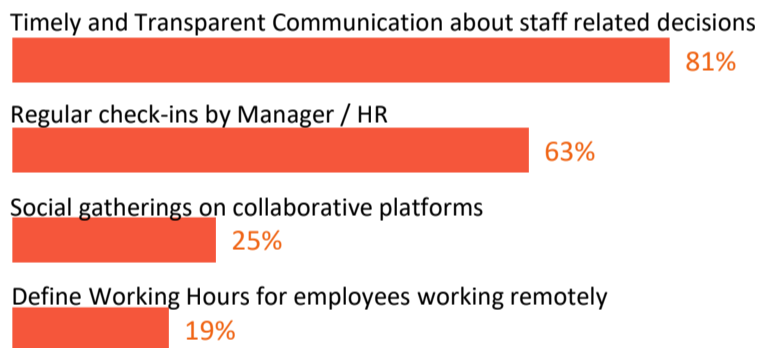
**69%** businesses responded to having offered corona specific health insurance coverage to their employees. While an insurance plan takes care of the basic COVID-19 related needs of employees, businesses are complementing this with proactive measures to address mental health by offering personal counselling sessions (**58%**) and organizing talks by health specialists (**62%**).

There has been a shift in the attitude of India Inc. towards the emotional and mental wellbeing needs of employees. Businesses are rethinking their employee-wellness strategies to accommodate changes in people's habits as a result of prolonged phase of working from home due to COVID-19.

## The Work-Life Struggle

Acknowledging that the pandemic has shifted working hours and priorities, resulting in deep fatigue and stress, employers have introduced various measures to reduce the impact of a demanding workplace.

**81%** of businesses surveyed have recognised the importance of timely and transparent communication about workforce related decisions like salary cut, layoffs, furloughs etc. to keep their staff informed about business realities. Furthermore, **63%** businesses responded to an emerging need for a more empathetic leadership by asking people leaders to make themselves available to talk to employees about their fears and work-related worries.



## Special leave to show you care

**More than half (56%)** of the businesses surveyed have announced fully or partially paid special leaves for COVID-19 affected employees. The aim is to offer solutions that secure physical protection needs and support this with a holistic approach towards employee wellbeing.

