

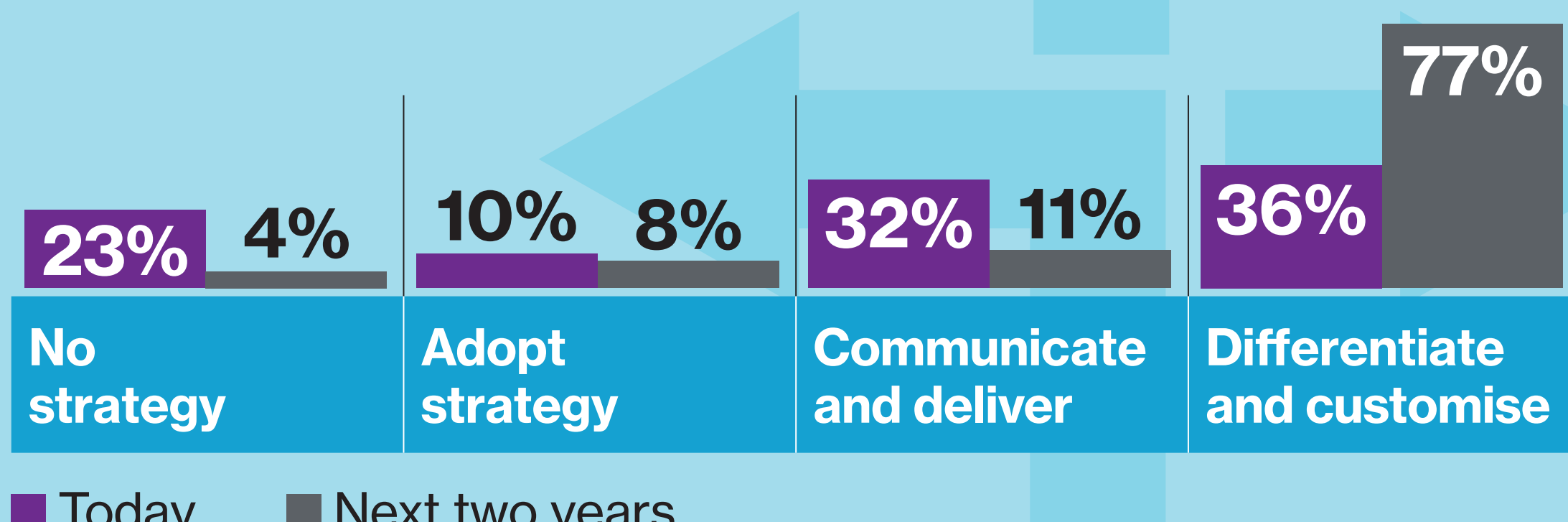
Employee experience and personalisation drive India benefit trends

Highlights from the 2021/2022 Benefit Trends Survey – India



Indian employers want an inward-looking benefits strategy keeping employee experience at the center

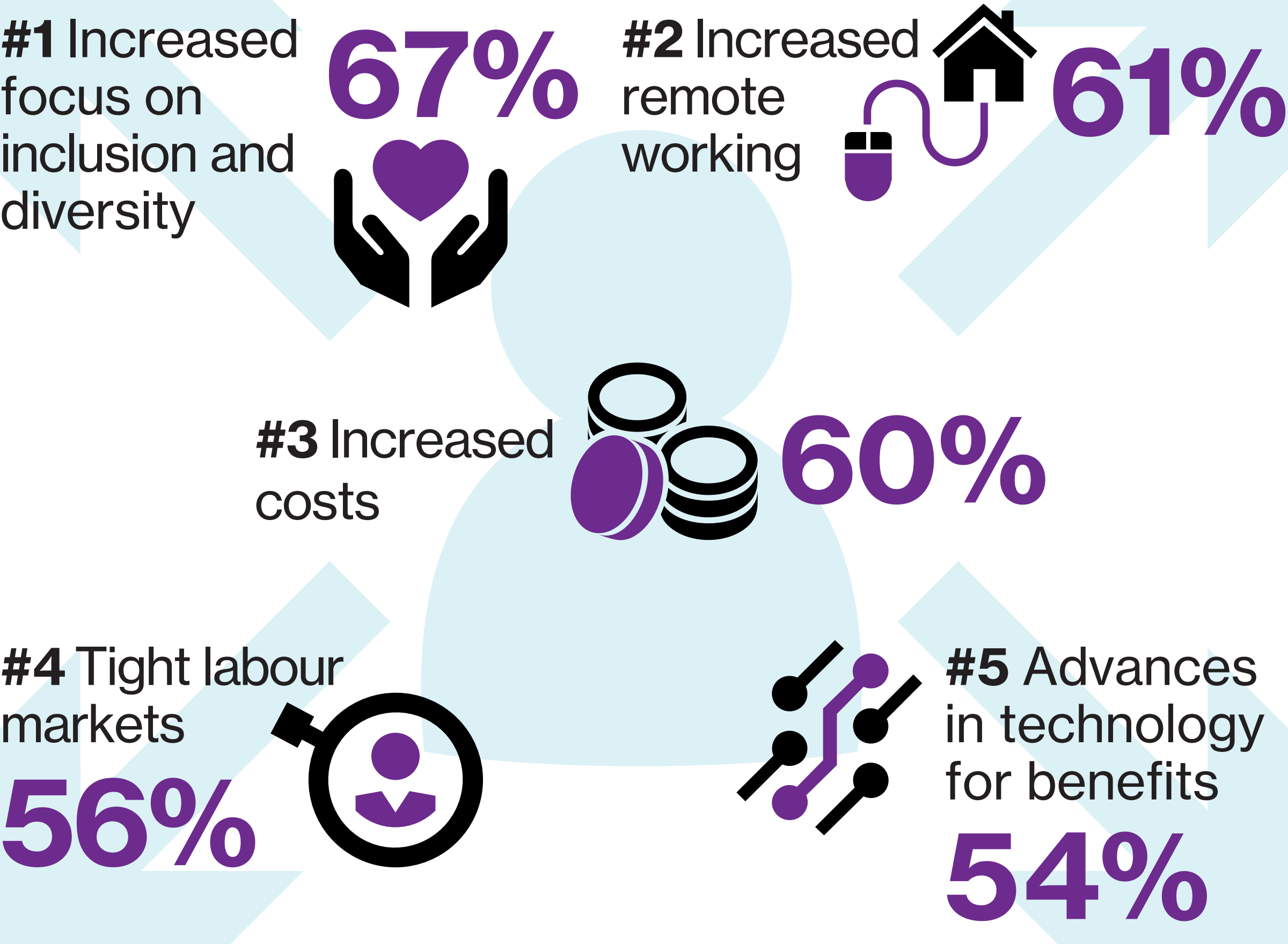
77% of employers plan to customise their benefits strategy in the next two years, compared to 36% today



Wellbeing, flexibility and technology are the top strategic benefits objectives for employers



Decision-making becomes more complex as employers are pulled in different directions



Diversity, equity and inclusion top the list of influences globally.



The percentages above comprise those who said these were external influences to a great or very great extent.

India employers measure improvements in wellbeing as the most critical benefits outcome



63%

Improved employee wellbeing
(physically thriving, emotionally balanced, socially connected and financially secure)



60%

Improved employee experience
(engagement with employees, how they use their benefits)

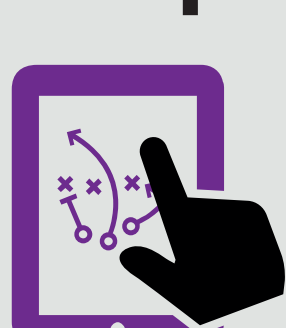


43%

Effectively managed costs and risks of benefits programmes

Key considerations for employers

Adopt a digital strategy



86% of employers plan to have an enhanced digital strategy in the next two years. Don't get left behind – take action now and adjust as needed.

Innovate



Wellbeing, inclusion and diversity – benefits are becoming broader and more inclusive. What does that mean for your organisation?

Listen and communicate



Stress and the impact of remote working are taking a toll on your workforce. With a listening strategy, you can be more confident that your programmes are making the intended impact on your employees.

About the survey: India findings are based on responses from a total of 137 employers representing 879 thousand employees in the region. The survey was conducted between May 10 and June 25, 2021.

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