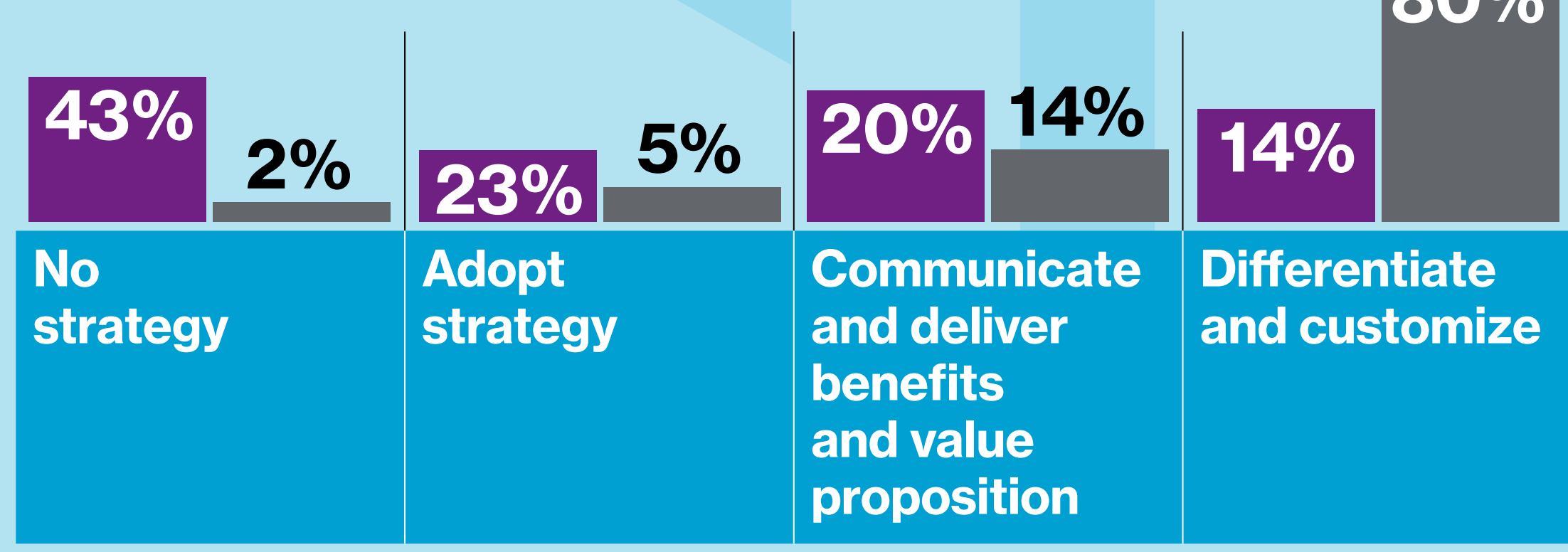


Swiss employers reshape benefit strategy with an increasing focus on wellbeing and employee experience



7 in 10 Swiss employers aspire to differentiate their benefit programs and customize their employee experience within the next two years

But only **1 in 4** do so today



■ Today ■ Next two years

External and internal factors shape employers' priorities and choices

External influences on benefit strategy



	Switzerland	North America	EMEA	Latin America	Asia Pacific
Diversity, equity and inclusion	66%	73%	58%	63%	53%
Tight labor markets	59%	52%	61%	64%	57%
Increased remote working	76%	47%	56%	61%	50%
Rising costs	22%	50%	30%	36%	44%

Diversity, equity and inclusion top the list of influences globally, closely followed by tight labor markets.



Costs remain critical especially in North America as other issues gain in importance.



Stress, burnout and mental health issues exacerbated by the pandemic are key workforce challenges globally but especially in North America and Latin America.

Switzerland	North America	EMEA	Latin America	Asia Pacific
73%	86%	65%	84%	66%

Improved wellbeing and employee experience emerge as key success measures

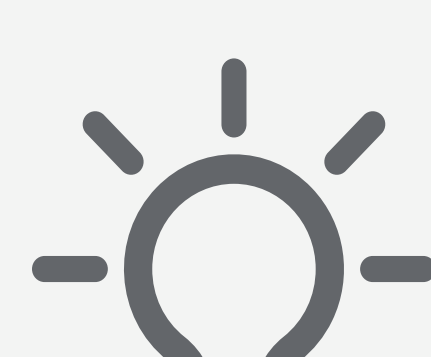
Benefit strategy success measures



	Switzerland	North America	EMEA	Latin America	Asia Pacific
Improved wellbeing	54%	68%	61%	69%	56%
Improved employee experience	49%	60%	44%	46%	51%
Improved retention	39%	20%	43%	48%	42%
Effectively managed costs and risks	32%	67%	34%	27%	43%

What are the strategic objectives that will help Swiss employers realize their aspirations of a differentiated and customized benefit strategy?

Employers are looking to:



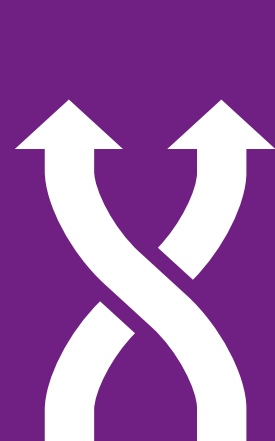
Integrate wellbeing into the benefit package:

52%



Increase flexibility and choice:

50%



Enhance communication:

48%



68% have an enhanced digital strategy to personalize the employee experience of benefits in two years.

About the survey. Global research findings are based on responses from a total of 3,642 employers representing 14 million employees around the world who participated in the 2021 Benefit Trends Survey. The survey was conducted between May 10 and June 25, 2021.

Source: 2021 Benefit Trends Survey

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