



# Ibec Corporate Wellbeing Barometer 2021



Ibec

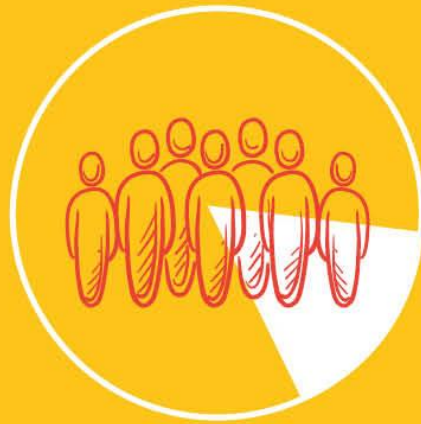
# Who answered the Wellbeing Survey?

242 responses from HR professionals



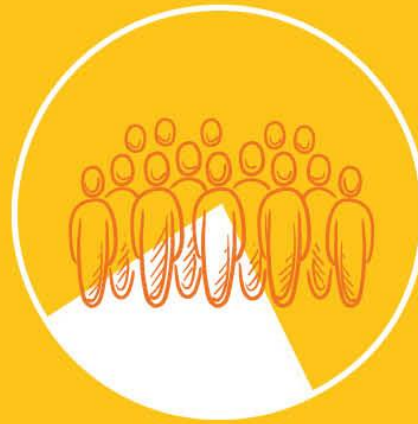
Less than 50  
employees

**27%**



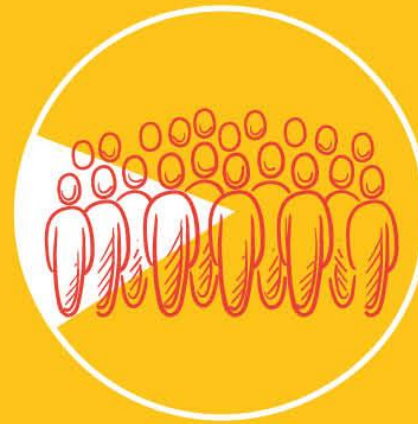
50-99  
employees

**16%**



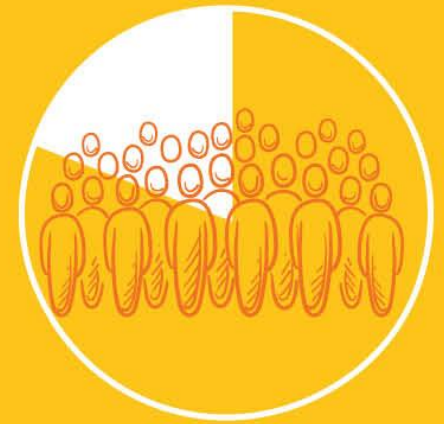
100-249  
employees

**23%**



250-499  
employees

**15%**



Over 500  
employees

**19%**



# Does your organisation have any of the following in place currently?



Support  
at senior  
leadership

**81%**



Dedicated  
team or  
individual

**65%**



Wellbeing  
communications  
plan for all  
employees

**65%**



Reported  
on to  
Senior  
Management

**64%**

# Does your organisation have any of the following in place currently?



Specific  
budget for  
Wellbeing

**46%**



Called out  
explicitly  
in overall  
strategy

**44%**



Aligned  
to overall  
business  
objectives

**44%**



Defined  
Wellbeing  
strategy

**41%**



Forms  
part of line  
manager  
appraisal

**23%**

# Compared to last year?

Covid has accelerated the embedding of Wellbeing in organisations





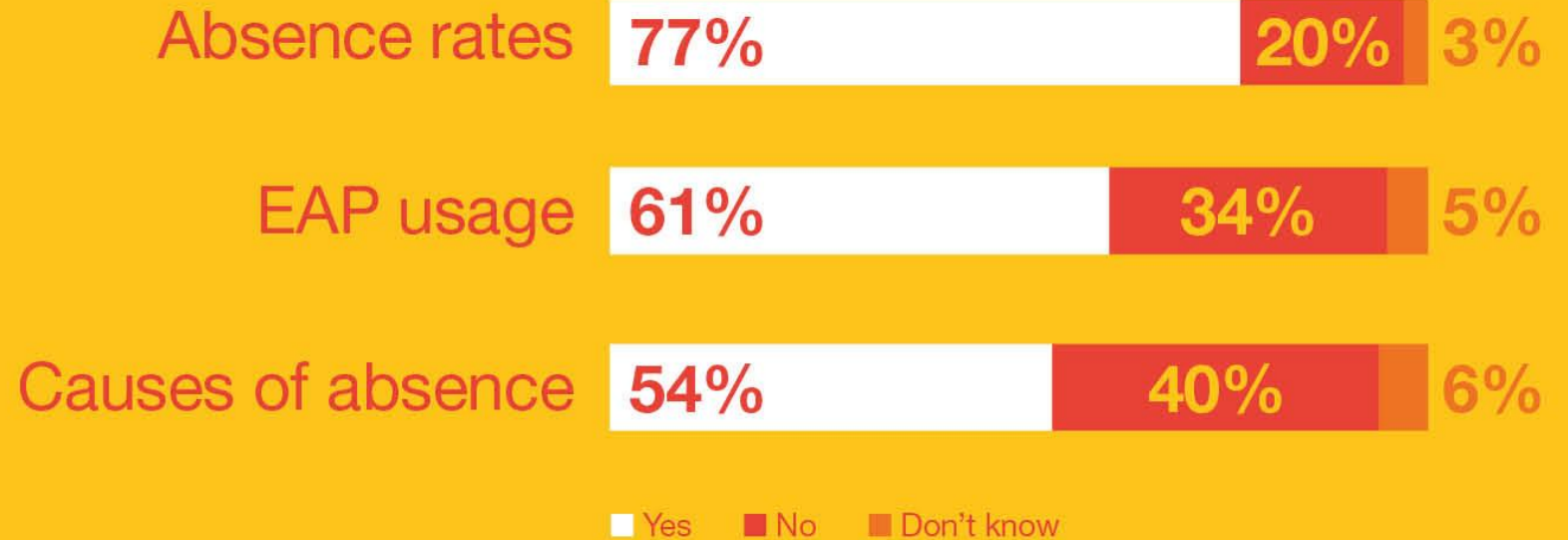
# Are the Wellbeing initiatives evaluated?



# The ROI of Wellbeing



The top three areas of focus to understand employee wellbeing in the organisation



# EAPs were widely used for personal and mental health supports



Personal  
resilience

**54%**



Mental health  
supports  
during  
COVID-19

**49%**



Pregnancy  
loss  
supports

**49%**



Financial  
Wellbeing

**42%**



Domestic  
abuse  
supports

**43%**



Supports for  
employees  
with caring  
responsibilities

**39%**



Mental  
health  
awareness

**37%**



Nutrition/  
healthy  
eating  
supports

**37%**



Supports for  
improved  
sleep

**34%**



# Internal programmes used more for practical supports



Bike-to-Work Scheme

**62%**



Ergonomic assessment and support

**64%**



Flu vaccination

**48%**



Supports for return to work after maternity leave

**48%**



Centrally organised physical activities

**42%**



Access to optical, dental, GP or other health professionals

**32%**

# Areas where changes occurred over the last year





# Areas of expected change over the next 2-3 years

