



How do you ensure
wellbeing is at the
core of workforce
resilience?

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The better the question. The better the answer.
The better the world works.



EY
Building a better
working world

Protecting workers' physical and mental health during the pandemic

According to researchers, health s play a significantly larger role in a person's health than access to, and quality of, care. As the physical return to workplaces begins, employers can use data, technology and human-centered policies to empower their people to make lasting behaviour changes that improve health.

44.4%

of people now working from home say their mental health has declined since COVID-19.

Source: Qualtrics survey, March/April 2020

Failure to address employee mental health issues could prove costly

Promoting workers' health and safety will be critical for long-term value creation. Employers that fail to invest in employees' health and wellbeing will struggle to retain their most productive staffers.



Why EY

EY knows that people matter most.

We'll help you put humans at the center of your approach to physical return, facilitating a trusted transition to new ways of working as you transform to succeed in the next normal.

Navigating a saw-toothed economic recovery

As the world's economy recovers, we envision a slow-paced, uneven recovery trajectory with varying rates of growth for sectors and geographies, and periods of acceleration offset by setbacks. This saw-toothed shaped return to growth demands organizations be more flexible, resilient and adapt fast. As global focus turns to addressing mental health and wellbeing during the crisis, organizations must plan now for the longer-term implications.



Key actions to recover stronger

Adapt operations

1. Listen to employee concerns and make use of available data to respond quickly and appropriately – customizing your approach where possible.
2. Address employee mental health and wellbeing issues including awareness and utilization of employee health benefits, isolation and change management.
3. Design flexible and immersive change programs and related policies to support longer-term transitions and shifts in working practices including new work arrangements, remote working and travel.

66.9%

of people now working from home have reported increased stress since COVID-19 began.

Source: Qualtrics survey, March/April 2020

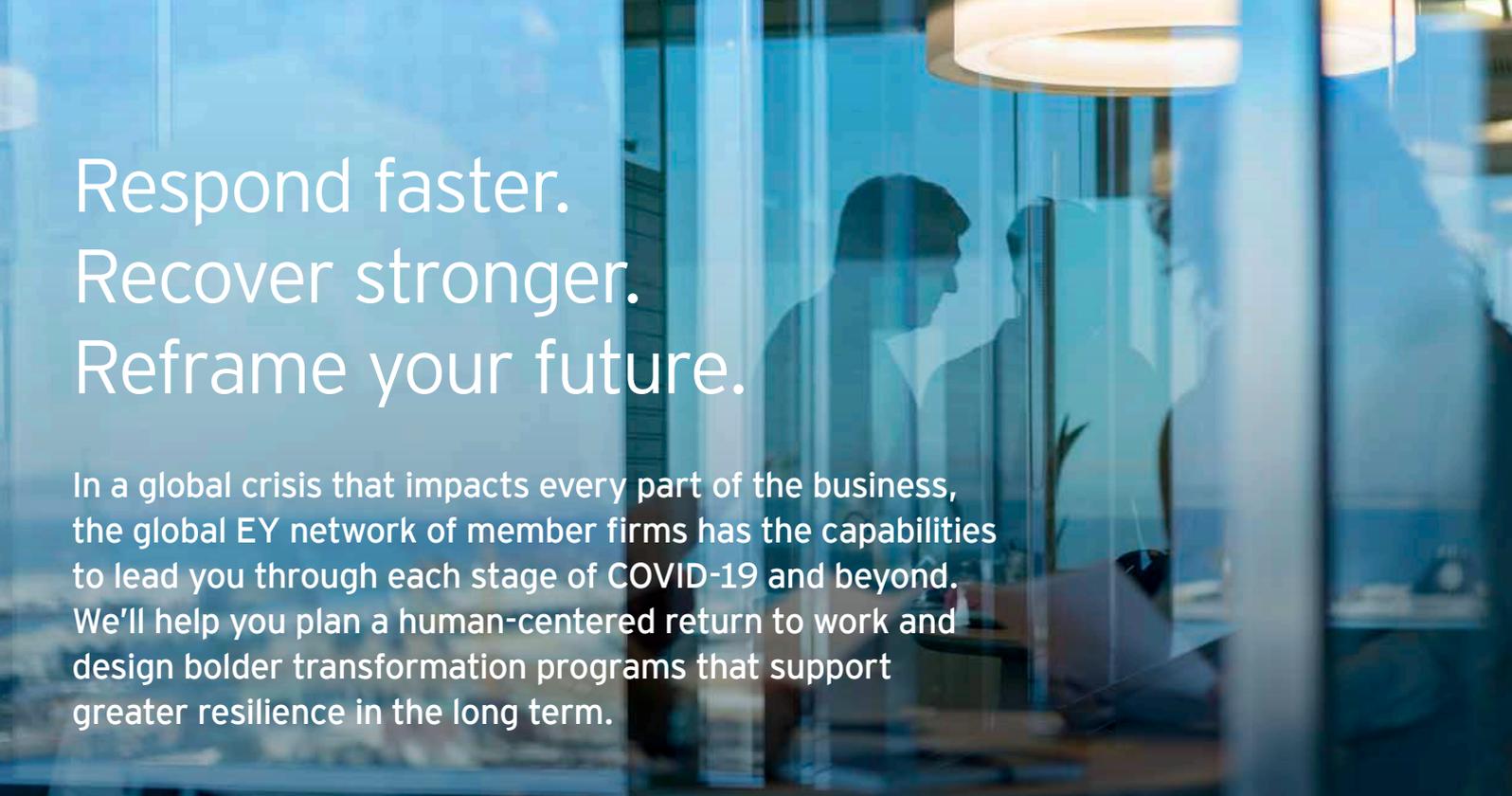
Increase resiliency

1. Adopt an integrated suite of technology solutions to monitor and enable workforce health and safety.
2. Reinforce listening channels to determine what issues workers face, including bias/discrimination.
3. Review your digital transformation strategy and adapt it to include digital tools that can be adopted now to support your workforce.

80%

of the global workforce has been affected by COVID-19 lockdowns.

Source: International Labor Organization, April 2020



Respond faster. Recover stronger. Reframe your future.

In a global crisis that impacts every part of the business, the global EY network of member firms has the capabilities to lead you through each stage of COVID-19 and beyond. We'll help you plan a human-centered return to work and design bolder transformation programs that support greater resilience in the long term.

Key actions

- ▶ Create a location-specific, cross-functional plan for a physical return; taking a humans-at-center approach, enabled by technology.
- ▶ Adopt an integrated suite of technology solutions to monitor and enable workforce health and safety – single apps often require multiple inputs or present just a small part of the bigger picture.
- ▶ Build a data capture strategy to facilitate listening to employee concerns and enable real-time interventions.
- ▶ Protect mental health by fostering a culture of inclusion and belonging; mitigate unconscious bias and stigma associated with the pandemic.
- ▶ Design flexible, scalable and immersive change programs and policies to support longer-term shifts in working practices.

The global EY network of member firms has the capabilities to lead you through COVID-19 and beyond. Connect with EY People Advisory Services team to learn more.

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About EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

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