

## New Work Models and Changing Employee Benefits: How Is Finance Adapting?

The global financial sector is large enough that the way it adapts to change sets the course for other industries:

**\$22.5 trillion**

Estimated 2021 market size<sup>1</sup>

**\$28.5 trillion**

Projected market revenue by 2025<sup>1</sup>



## The Top Wellbeing Challenges for Finance Today

### Employee Mental Health

**67%**

Of senior decision-makers would consider quitting within a year if stress levels don't improve<sup>2</sup>

**70%**

Of finance industry workers believe that admitting to having mental health concerns would have negative consequences at work<sup>3</sup>

**74%**

Think their employer should be doing more to help employee wellbeing<sup>4</sup>

<sup>1</sup><https://www.globenewswire.com/news-release/2021/03/31/2202641/0/en/Financial-Services-Global-Market-Report-2021-COVID-19-Impact-And-Recovery-To-2030.html>

<sup>2</sup><https://thefinancialbrand.com/61903/banking-manager-work-stress>

<sup>3</sup>[https://get.lyrahealth.com/rs/359-GOR-502/images/finance-trends-report.pdf?mkt\\_tok=MzU5LUdRUI01MDIAAAGAFPluCYDh8hCB7gypkBOotQlWRItJMIboFfP6xoLQ3fOp94b7xa8H0Sz\\_BGN-T09kLA5EiYIBV92ik\\_QgsWquQVvWwFKdj348gjfQMJo](https://get.lyrahealth.com/rs/359-GOR-502/images/finance-trends-report.pdf?mkt_tok=MzU5LUdRUI01MDIAAAGAFPluCYDh8hCB7gypkBOotQlWRItJMIboFfP6xoLQ3fOp94b7xa8H0Sz_BGN-T09kLA5EiYIBV92ik_QgsWquQVvWwFKdj348gjfQMJo)

<sup>4</sup><https://www.worldfinance.com/strategy/mental-health-issues-continue-to-plague-the-financial-services-sector>

## Complex Wellness Program Management in a Changing Environment

A new world of remote work for HR to grapple with

# 69% vs. 29%

Financial services companies expect nearly two-thirds of their employees to work remotely now vs. before the pandemic<sup>5</sup>



## A continued world of stress, burnout – and not feeling supported by their employers

During the six months that ended in July 2021, financial sector employees reported<sup>6</sup> ...

# +20%

Increase in “somatic stress” – major emotional distress and problems functioning

# +30%

Increase in feelings of burnout

# -17%

Decline in feeling strongly supported by their employers

## Banking and Finance Need – and Want – Gympass

# 68%

Financial services companies use a third-party wellness platform such as Gympass<sup>7</sup>

<sup>5</sup> <https://www.pwc.com/us/en/industries/financial-services/library/balancing-remote-and-in-office-work.html>

<sup>6</sup> <https://go.mequilibrium.com/rs/553-GRV-433/images/Overwhelmed-Threats%20to%20Employee%20Wellbeing%20Persist%20and%20Employer%20Support%20Remains%20Critical.pdf>

<sup>7</sup> Gympass survey of 300 benefit managers in the finance industry

## Gympass and PwC: Wellness Goals Achieved

Each year, PricewaterhouseCoopers (PwC), the renowned global accounting firm, sets specific goals for supporting and nourishing employees. For 2021, the company identified three pillars to focus on:

- Develop people as diverse leaders
- Ensure HR excellence that is easily identified and experienced by employees in their day-to-day functions
- Develop different, targeted strategies focused on fostering employee wellbeing

It was the last pillar that drove PwC's leadership team to partner with Gympass, along with the firm's commitment to its corporate program, "Be Well, Work Well."

**The challenge:** Develop different, targeted strategies focused on fostering wellbeing among PwC's approximately 500 employees in Chile

**The solution:** "Be Well, Work Well" – a wellness initiative for which

### Why PwC loves Gympass:

**"A great pipeline of different vendors, in different locations, with different characteristics, and different plans that can be customized to suit the unique needs and interests each of our employees has ... They're flexible and can provide a broad range of options."**

– Jose Antonio Candia, HR Director at PwC Chile

To learn more about how Gympass can help you have a happier, healthier, and more productive workforce ...

Contact Gympass now

