



**Chairperson**

National Committee on Population & Health

## FOREWORD

*'If we want to create a workplace that values idealism, human connection, and real, in-depth learning, we will have to create it ourselves.'*

- Peter Block, author and consultant

A healthy workplace assumes more relevance in today's scenario where we have a booming economy where a growing number of young people are spending longer hours at their workplace in a competitive environment.

In the last few decades or so, the workplace has changed drastically, and it continues to evolve. Also, there can be no template of healthy workplace practices that can be followed. While there are a few basic guidelines that every organization needs to follow, the concept of an ideal workplace will differ from industry to industry and company to company. A healthy workplace strategy must be designed to fit the unique history, culture, market conditions and employee characteristics of individual organizations.

There is no doubt whatsoever that the lack of a comprehensive workplace health strategy to deal with these issues on a preventive basis is causing a significant negative impact on productivity. A strategic focus on a healthy workplace is therefore essential for corporates in today's environment.

Hence, this study conducted by the CII comprising of 'operational research' across 10 industries in various regions, is significant. The study was conducted keeping in mind variations in the nature of work undertaken by industries and the existing literature on health and stress at the workplace. The study is designed to represent industries based on principal activities such as manufacturing, construction, pharmaceuticals and consultancy.

The pursuit of a comprehensive approach by organizations to workplace wellness that extends beyond the traditional approach to occupational health and safety is healthy and worthwhile.

It is my privilege to extend my thanks to the various companies for associating with us in the study. I am also grateful to the World Health Organisation (WHO) for supporting this endeavour.

(Naina Lal Kidwai)