



# Wellness@Workplace

**Planet IPE**

June 2022 Edition



# MD Speaks

What is it that makes work culture healthy, equally valuable and, beneficial for both the employees and the company? Organisational research often outlines key areas like employee motivation, incentives, outcomes and, responsibility to enhance work satisfaction and productivity. Complementing this 'employee wellness' that plays a critical role in people and organisational success.

Wellness is more than simply enjoying an illness-free life. Wellness programs support employees' physical, mental, and financial health. Numerous studies have found that companies offering employee wellness programs have a significant gain in productivity. Strategically designed and implemented wellness programmes can lead to increased employee retention and morale, reduced lost workdays, broken work monotony, saved costs and a strengthened employee association with the organisation. A longitudinal study conducted by **Harvard Business Review** has envisioned welfare as an idea that goes beyond tokenistic measures, reinvigorating the way employees look at work by amplifying the connect with upper management as well as their on-hand tasks and responsibilities.

All this becomes even more imperative in today's challenging times. Companies must vow to step beyond a transactional relationship with their workforce, and in the spirit of mutual growth and learning, strive to establish new goals in the making of future leadership capability. The very definition of the term 'wellness' must undergo a transition to address the complete gamut of physical, psychological, social, economic, intellectual and motivational needs and wants of the employees because always remember when **THE "I" of Mental ILLNESS is replaced by "WE" it becomes WELLNESS ...**

Wellness programs support employees' physical, mental, and financial health. Numerous studies have found that companies offering employee wellness programs have a significant gain in productivity.

— Ashwajit Singh



Source: <https://www.unh.edu/health/wellness-wheel>



# Editors Desk

The idea of employee wellness is not new. It has today become the top concern among companies across the board and is closely linked with higher people productivity. A Gallup study concluded the same thing and stated “organizations that are the best in engaging their employees achieve earnings-per-share growth that is more than four times that of their competitors.”<sup>1</sup>

An environment of ever-changing technological developments accompanied by a long-stretched pandemic seems to have made it essential for today’s corporates to pave the way for dynamicity, flexibility and the will to adapt with the ticking clock. The gradual onset of employee-centric policymaking has also recognised the fact that true company potential lies in the hands of a workforce thriving in the verdant fields of a conducive, protective, sensitive and nurturing work culture.

We at IPE Global also realise that wellbeing positively impacts both people and company performance and have taken people-centric initiatives. Our June 2022 edition of Planet IPE highlights the critical role of ‘wellness @workplace’ and reiterates that ‘well-being’ is not just an engagement activity, but rather a mindset, ethos, or a commitment to create a healthier, happier, and more productive world.



With ‘Only One Earth’ as the theme of World Environment Day 2022, the edition captures how steps to restore and protect the planet can contribute to planet wellness at a global scale to help all live sustainably in harmony with nature; improve life and health for all.

We hope you enjoy reading the edition!

– Tanya Singh

<sup>1</sup><https://www.gallup.com/workplace/236927/employee-engagement-drives-growth.aspx>

# Wellness Initiatives @IPE



At IPE we believe in holistic development of our people. Over the years, our wellness initiatives have not only boosted people engagement levels but also pushed productivity. It has empowered them to take care of their health in a way that is well integrated into their busy lives. The result is healthier and happier workplace which is also more productive.

Source: <https://blogimage.vantagefit.io/vfitimages/2020/10/employee-wellness-program-ideas.png>

# IPEans Take The Fitness Challenge...

“



## AND, THE TROPHY GOES TO....

Thanks to HR for this initiative of reviving the IPE-Fitness-Club. Just like the Tag Line “yehi pal to yaad aayenge”, it was such a memorable, fun filled event to cherish. I enjoyed participating, cheering my teammates, which in fact took me back to my good old College Days. The participation from the team inspired me a lot and it has given me a new insight to work towards my fitness goals. Looking forward to many more such initiatives.

**Aishwarya Parattu**  
CRC



## JUST MISSED BY A WHISKER!

The fitness challenge was a great way to promote a healthy and fit workplace, and I feel that a healthy mind and body are essential for being effective at work. The challenge was well-planned and participating in it was entertaining and rejuvenating. Looking at the other participants inspired me to work harder on my fitness, and I’m sure this challenge did the same for others.

**Anish Pandey**  
CRC



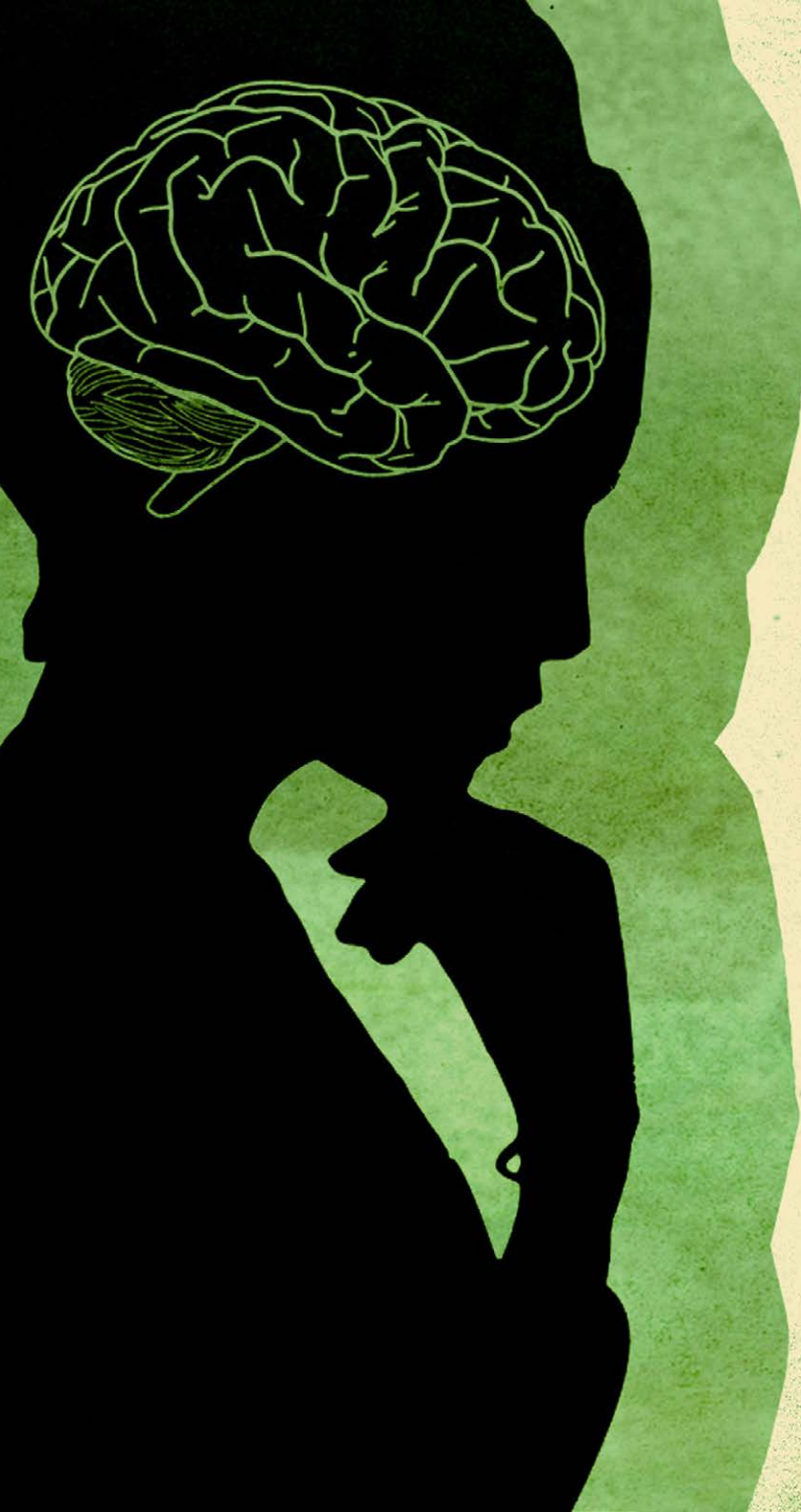
## A TOUGH FIGHT TILL THE END...

In the fast-paced working environment, it is so glad to see that IPE global is promoting both physical and mental wellness clubs. The competitive yet friendly atmosphere of these fitness related activities made me feel healthy, relaxed, and focused, I feel privileged to be part of such an organization.

**Yash Mehta**  
URBAN

”





Mental Wellness Webinar with IPEans organised by The Alternative Story, a mental health organisation to understand why mental wellbeing is important and identify some key symptoms/signs of mental stress which are often ignored.

# DID YOU KNOW?

6

## FASCINATING STATISTICS ABOUT WORKPLACE WELLNESS







1      **61%** of employees are burned out on the job.

2 **\$3.5 billion** The annual cost of stress-related absences to American employers. 


3 

Symptom	Percentage
Constant fatigue	29%
Sleeplessness	26%
Aches and pains	24%
High Anxiety	23%
Weight Gain	16%

 Stress-related symptoms that lead to missed work days. Constant fatigue is a top reason.

4 **53%** of organizations want to create a culture that promotes health and wellness.    

5 The number of employees with standing desks has increased **threefold**.  **13%** 2013  **44%** 2018

6 **48%** of employees say investing in **professional development** is one of the highest-impact strategies to combating stress. 



# Self-Love and Healing Began at Home...

We all have stories inside of us. A mix of happy and sad memories. Acceptance is a big part of these stories. As writers, we are often told to put down our emotions and feelings into writing, especially ones that we are unable to express verbally. So, today, I will try.

This is what my mental health journey has looked like: As a school kid, I was often told I was not good enough. I did not know how to react or what to make of these remarks. I had started to internalize these comments. I used to really believe that I wasn't good enough, then. Self-doubt engulfed my mind. I was always anxious.

But I also believe, today, that I am the master of my mind. That's what has brought me to the other side of fear. To the feeling that I am worthy and can make a difference. The 2020 lockdown was another trigger point that not only worsened these feelings of inadequacy but also made me question my identity. It was during this time I started taking therapy. Acceptability comes when you are ready for the change, and I was: added to other triggers was loneliness and grief — the recent loss of a grandmother was hard to overcome.

One day, I hit the point of inflection. On 15th April 2020, I began a journey of self-love and started loving myself before anything. And at the core, the driving force was my actions for fitness. I made fitness an intentional part of my daily schedule. I meditated to connect with my inner self. Yoga helped me learn emotional regulation.

Everything they say about emerging a stronger person from adversity is true. However, in this journey, we often neglect to mention the role of family and friends. They always had words of encouragement and motivation for me. Even as a silent presence, they were steadfast through all my challenges, cheering me on my positive changes and steps, standing by my side to catch me if I fall. We don't emphasize it strongly enough: community, family, friends... these groups make us whole as a person. When we know we can count on them when we have encouraging forces around, that's when we begin to heal.

Alone, we can try to pick up the pieces. But we begin to heal when we have a safe space, a safe harbor in our people.

My journey to mental wellness would not be possible without the support of my closest allies.

**Ishita Tewari**  
Team Corporate Communication





# Implications of mental health problems at workplace



Absenteeism



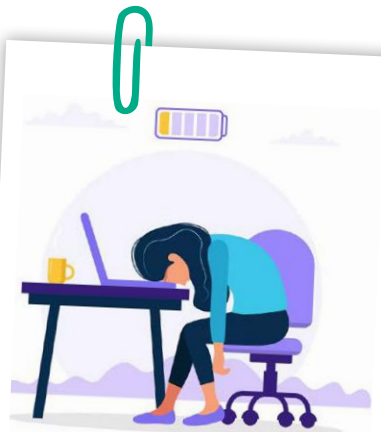
Reduction in work performance and output



Loss of motivation and commitment



Tension and conflicts between colleagues



Burnout



Physical Illnesses

## Yoga se HOGA!

There is nothing like when our wellness initiatives just give a much-needed break at work which let people just roll out a yoga mat with co-workers. Even with the simplest forms of yoga and breathing can melt away the stress and lead to emotional wellness, flexibility, inner strength along other benefits.

**Remember: "When you own your breath, nobody can steal your inner peace!"**







### Fighting for a fitter self...

Feeling fit is way a of life and it is a long journey. I swear by it, everyday no matter where I am. It keeps me grounded, content and mindfull.

Everyone has their own way of feeling fit and once your realise how a simple work out or an activity can make your day, you will never like to be lazy again.

*Pooja Dhooper*  
Team Urban

### Yoga & Me...

Being a mother of a beautiful 7-month old daughter has not deterred me to pursue my fitness goals. And, Yoga gives me the flexibility, freedom and happiness like nothing else...Transition from a wife to a mother has had its share of stress moments and Yoga helped me destress, multi-task and, at the same time, stay healthy. I thank my trainer Akshay Choudhary for constantly pushing me to never give up and I guess, the reason I was able to do do planks for the longest time in the IPE Fitness Challenge!!

*Priyanka Nagpal*  
Team Corporate Communication





We take the Fitness Challenge





# Behind the Doors...



YOGA DAY helped destress us. IPE should have more such events like these. It was good to cheer and motivate our colleague and motivate them. Such events also connect you with new people and help you get to know them better.

*Sukriti Jain*

Team CKD



Seeing everyone participate in fitness challenge was motivating and was a stress buster. It was a great that not only did the trophy came to our 4th floor but also to our TEAM! Well done CRC!

*Lavish Pishnoi*

Team CRC



It was my second day at IPE, and it was great to see such a great team building exercise which not only helped destress but infuse a sense of healthy competitive spirit.

*Riti Sengupta*

Team EPFM

The fitness challenge motivated us. I was excited to see all the fitness enthusiasts competing. It motivated me as well to become fitter and ready for the next challenge. The initiative gave us a chance to meet colleagues and interact with them.

*Niharika Srivastava*

Team EPFM



It was good to see fitness enthusiast having a healthy competition. They motivated a lot of less fitness enthusiast to not make excuses for exercises!

*Sudarshan Panda*

Team CRC



The fitness challenge showcased great sportsmanship and comradeship among all of us. The cheering and the music really motivated all of us throughout the event.

*Sreejita Dey*

Team Corporate





# Behind the Doors...



The fitness challenge brought in fresh energy to start the morning and meet other colleagues who we usually don't meet. It was an engaging participation that brought in a positive environment.

*Kriti Seth*

Team EPFM



It was my first time that I experienced such an informal activity organised in office. I interacted with a lot of colleagues and got to know them better. Met people who were extremely passionate about fitness which also inspired me.

*Shreya Chowdhury*

Team CKD



Fitness challenge was a way to bond with colleagues and break the regular monotony which we all have been experiencing post COVID. It brought in togetherness among colleagues and a healthy competitive spirit that motivated a lot of us.

*Amir Khan*

Team HR

The fitness challenge was a fun and interactive. It was good to see so many fitness enthusiasts participating and making fitness their mantra. The challenge motivated me as well to prep for the next challenge.

*Cheshta Pajaj*

Team NIPI



The fitness challenge brought in freshness and motivated a lot of us to achieve our fitness goals. The fitness challenge organized was a stress buster from the same monotonous life.

*Tarun Bansal*

Team Finance



It was motivating to see a lot of people participating and it brought in a lot of excitement and vigor among all of us. Such events are a way to bond with other colleagues and get to know them better.

*Himanshu Kumar*

Team Health







## Wellness @ Workplace Matters

“**Health and well-being in the workplace**” have been recognised as a priority for India. The national conference of IAOH (Indian association of Occupational Health) 2014 acknowledged the importance of health and well-being in the workplace as a key driver for sustainability. Many organisations and corporates adopted wellness programs to support healthy behaviour among employees to improve health outcomes. However, most of the efforts were limited to one-time employee engagement activities rather than long term strategic commitments.

The activities that attract the younger crowd are often introduced as wellness programs. However, the other groups in the organisation may perceive it as non-engaging, eventually decreasing participation. Anything that remotely connects with health cannot be defined as a wellness program. It should have a scientific as well as a medical background. A well-thought wellness program should be introduced as a strategic initiative with a dedicated financial commitment. The program should include a health risk assessment (HRA) to understand the employees’ health status, risk factors and perceived need for services. For example, the employees who have long term screen exposure will experience a set of health challenges that the other group may not. Similarly, the employees with limited mobility might experience some other difficulties, which are not relevant to the other more mobile group.

Therefore, the HRA will enable the organisation to comprehend the challenges and prioritise the risk factors for individuals or groups. Further, designing integrated wellness programs that address the identified challenges and needs at the individual, interpersonal, organisational, and environmental levels will improve employees’ health outcomes. Periodic reviews and feedback further enhance the program’s efficiency.

**Dr. Amrutha Nair**  
Team SEE



## 5 EASY EMPLOYEE WELLNESS INITIATIVES







# World Environment Day

5 June

## Only One Earth



# Living Sustainably in Harmony with Nature

Sustainable Human Development is crucial for the survival of the human race and the entire ecosystem which sustains life on earth. In 1972, the UN Conference on the Human Environment in Stockholm established that long-term human development depends on our relationship with nature. They highlighted the importance of integrating environmental issues into economic and social planning and decision-making. Since then, there have been commitments and progress to environmental issues and climate change by governments, the private sector and civil society. Yet, despite these advancements, communities, and more crucially governments, around the world still need to do more to address the alarming environmental and climate concerns.

Climate action is needed to reduce the greenhouse gas (GHG) emissions in the atmosphere which is undeniably wreaking havoc across the world and threatening lives, economies and health. We are far from securing a global temperature rise to below 2(degrees) C despite promises in the Paris Agreement, as affirmed at the latest report by Intergovernmental panel on climate change (IPCC)

Moreover, nature action is needed to protect and restore nature, as humans depend on healthy and productive ecosystems to meet their basic needs. When nature is restored and protected, biodiversity returns and our climate becomes markedly healthier, thereby contributing to human wellbeing. **According to United Nations Environment Programme (UNEP) , an estimated 795 million people suffer from hunger and 1.2 billion live in water-stressed areas.** Simultaneously, biodiversity loss and ecosystem degradation are expected to continue, or even accelerate. Therefore, it is crucial that we manage our ecosystems sustainably to meet the increasing demands in natural resources such as water, land, food, and energy.

Within this agenda, IPE Global has been working on both climate and nature actions through partnerships it has developed over the years with governments, the private sector, donors, civil society organizations and communities globally to contribute to sustainable human development. IPE global has applied nature-based solutions in various forms to explore different mechanisms for climate change mitigation and adaptation. This can be observed, for example, in the areas of reducing emissions from deforestation and land degradation, and in helping clients to identify low-carbon, resilient and green options for urban infrastructure. These 'eco-industrial' approaches that manage power and water demand use renewable energy and surface water sources, decreasing the potential for devastation of our earth.

We also support communities in climate adaptation techniques through implementing, for example, resilient infrastructures, improved agricultural techniques and water harvesting approaches. IPE's work ranges from providing technical assistance and helping our clients to develop policies and strategies on sustainable management of natural resources, to setting-up monitoring systems to reduce deforestation and land degradation, hence contributing to sustainable human development - living sustainably in harmony with nature.



**Shoa Asfaha**

Team TripleLine

<sup>1</sup><https://www.unep.org/explore-topics/ecosystems-and-biodiversity/about-nature-action>





# Our Work

# ICRG

Infrastructure for Climate Resilient Growth

2016-2020

ICRG piloted embedding of climate resilient strategies and action within India's (and the world's) largest social protection scheme – Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). Implemented in 103 Blocks across 22 Districts of Bihar, Chhattisgarh and Odisha covering a rural population of 1.8 million, the program aimed to ensure that the poorest and the most vulnerable could tackle impact of climate extremes. Implemented by a consortium led by IPE Global with Ricardo Energy and Environment, University of Manchester and, PricewaterhouseCoopers (PwC) as associates, ICRG was a technical assistance program under a bilateral agreement between the UK government's Department for International Development (DFID) and the Ministry of Rural Development, Government of India.

Facilitated selection and design on 792 climate resilient works which is expected to –

Increase irrigated area by **7,775** hectares benefitting **24,618** households directly

Increase plantation on **366** hectares

Increase Carbon sequestration of **34,000** tonnes over the next 30 years benefitting **1,51,752** households directly





# ROAD TO FAST TRACK DEVELOPMENT IN ETHIOPIA

2021

Fast Investment Projects in Ethiopia aims to accelerate Ethiopia's commitment to building a climate resilient green economy, achieving middle-income status by 2025, with a zero net GHG (Green House Gas) emissions from 2010 levels. IPE Triple Line supported Ministry of Finance (MoF), Ethiopia's CRGE (The Climate Resilient Green Economy) Facility and the Global Green Growth Institute (GGGI) as part of the Green Climate Fund (GCF) Readiness Project to identify achievements made, success stories and lessons that can inform the development of similar CRGE projects and programmes. The Climate Resilient Green Economy (CRGE) Facility in collaboration with the Global Green Growth Institute (GGGI) as part of the Green Climate Fund (GCF) Readiness Project commissioned a final evaluation of Fast Track Investment (FTI) projects to identify achievements made, success stories and lessons that can inform the development of similar CRGE projects and programs.

Sustainable energy access for rural communities through the dissemination of solar energy technologies

Opportunity for children and women to pursue education & other productive activities

Reduction of Emission & Air Pollution

Climate Resilient Green Economy

Diversified Crop & Livestock Production





# Our Initiatives for a GREENER Tomorrow...

To meet the commitment for Carbon Reduction Plan by reducing greenhouse gas emissions, tackle climate change and support clean growth to achieve Net Zero by 2050. We as an organisation are committed to operate in an eco-friendly manner with abiding concern for the environment and society.

Segregation of waste on each floor by setting up of dedicated dustbins for dry and wet waste and removing individual bins from desk.

Increasing daylight penetration through infrastructural design to reduce energy consumption and CO<sub>2</sub> emissions.

100% use of LED lighting to save energy and reduce CO<sub>2</sub> emissions.

Adoption of the '3-R' (reduce, reuse, and recycle) philosophy for all types of wastes towards prevention of pollution and dispose of 'inevitable' wastes, especially electronic waste, in line with regulatory requirements or industry best practice.

Disposal of e-waste in an environment friendly manner as per government norms.

Encourage colleagues to avoid using plastic bottles & glasses and rather use personal water bottles, which will help to eliminate plastic from organization.





# Congratulations!

## World Environment Day

Quiz Winners



**Jagandeep Singh**



**Utpal Maity**



**Anurenj P Kumar**



## Salar Jung Museum, Hyderabad



The **Salar Jung Museum** was established in the year 1951 and is located on the southern bank of the River Musi in Hyderabad, Telangana State of India. The Salar Jung family is responsible for its collection of rare art objects from all over the world. The family is one of the most illustrious families in Deccan history, five of them having been prime-ministers in the erstwhile Nizam rule of Hyderabad-Deccan. Nawab Mir Yousuf Ali Khan, popularly known as Salar Jung III was appointed prime minister by Nawab Mir Osman Ali Khan Nizam VII in 1912. Salar Jung III relinquished the post of dewan or Prime Minister in November 1914 and devoted his life in enriching his treasures of art and literature. The news of his passionate love for art had spread far and wide and his ancestral palace, the Dewan Deodi was forever thronged with sellers of wares from all corners of the world. He also had agents abroad who sent him catalogues and lists from well-known antique dealers. He did not limit his purchases only to these sources but also made purchases personally during his tours abroad to Europe and the Middle Eastern countries. Not only was he a great collector of antiques, art and rare manuscripts he also patronized poets, writers and artists, encouraging literary and cultural activities. He was responsible for the publication of many books on his own family members. This went on for forty years till he passed away on 2nd March 1949., the entire collection was left behind without an inheritor. It was the family members of the late Nawab who got together to gift the fabulous collection to the nation as there could not have been a better proposal.



Nawab Mir Turab Ali Khan,  
Salar Jung I



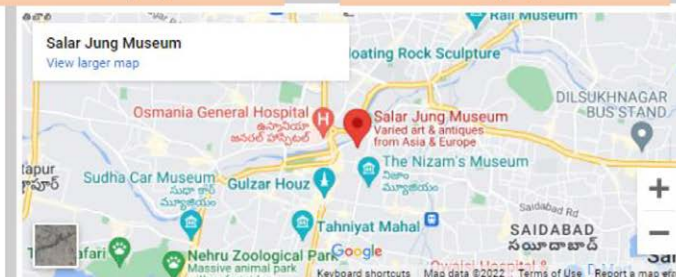
Nawab Mir Laiq Ali Khan,  
Salar Jung II



Nawab Mir Yousuf Ali Khan,  
Salar Jung III

### Location

Situated on the southern bank of the river Musi, the Salar Jung Museum is not far from the other important monuments of the old city. The historic Charminar, Mecca Masjid, High Court, State Central Library and the Osmania General Hospital are all within a radius of one mile from the Salar Jung Museum.



**Ankita Adhikary**  
Team Urban (Ujjain)



### At the Museum...

There are 39 galleries in the Museum spread over in three buildings viz., Central Block, Eastern Block (Mir Laiq Ali Khan Bhavan) and Western Block (Mir Turab Ali Khan Bhavan) on two floors. The Central Block with 26 galleries (ground floor 13 galleries, first floor 13 galleries), the Western Block with 7 galleries and the Eastern Block with 6 galleries. The museum has many coordinating sections such as the Education Wing, Chemical Conservation Laboratory, Photo section, Display section, Reception and a Sales counter. The museum security is being looked after by the Central Industrial Security Force.

### Facilities and Services



### Rules



## At Museum

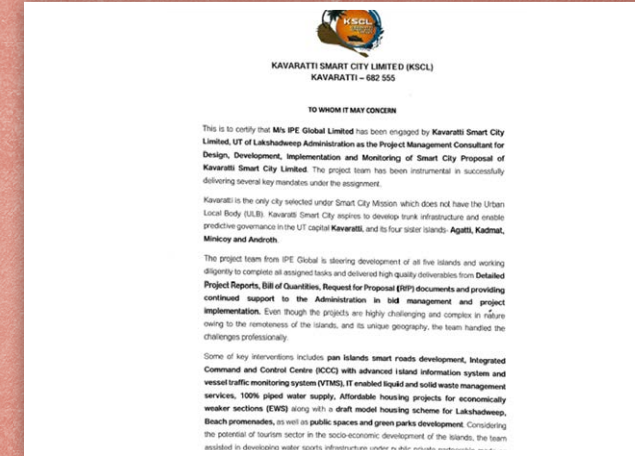




# Congratulations!



Appreciation letter for supporting in organising the Guinness World Record of Divya Deeputsav event in Ujjain by Culture Department, Madhya Pradesh



Appreciation letter from Kavaratti Smart City Ltd. (KSCL), UT of Lakshadweep Administration on successfully delivering several key mandates under the assignment



Centre for Knowledge and Development (CKD) signs MoU with GAIL for their CSR work



IPE Global State Technical Support Unit (STSU) opened their new office in Chennai



# Events

## SAMRIDH Offsite @ Udaipur

What began in April 2020 as a closed room discussion between USAID India and IPE Global Limited today, is a \$250+ million healthcare blended finance facility, supporting 24+ high impact health solutions and reaching over 23 million people. And this is just the beginning! Onwards and upwards to this winning team that is on the path to re-shape development finance to improve healthcare services for vulnerable communities!





Carbetocin implementation model pilot launched in Dewas MP!



Workshop on Preparation of Tourism Master Plan (Phase 2) @ Dhaka, Bangladesh.



**L for Learning L for Lecture**

Ashwajit Singh delivered a lecture at the National Defence College, comprising of 120 participants including Brigadiers, Joint Secretaries, and diplomats from 22 countries.



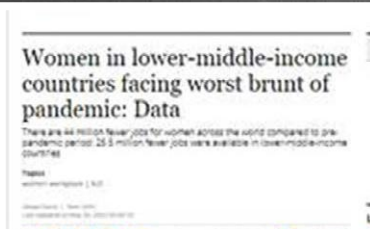
Fire Safety & Emergency Response Training (ERT) held at Head Office



*Happy Birthday Padma Sir!*



# NEWS



## Business Standard

How Covid has disproportionately impacted women especially in lower middle countries: ILO Report

- Ashwajit Singh



## New Age Business, Dhaka based daily publication

For designing the Tourism Master plan for Bangladesh

- IPE Global



## Financial Express

Opinion on "May is the Mental Health Awareness Month"

- Ashwajit Singh



## Financial Express & ET HealthWorld

Opinion on Mental Health Awareness month

- Seema Gupta



## The Mint & Business World

Amazon Web Services (AWS) company, IPE Global, and AISECT collaborated to launch two re/start cohorts specifically targeted toward women in Rajasthan.

- IPE Global



## India Educationdiary.com

Inspires Young Girls to Seek Aspiring Careers With 21st Century Employability Skills

- Project Manzil



## Business Today

India's COVID-19 death count: Experts divided over WHO report

- Himanshu Sikka



Sewer System benefits were told in the door-to-door awareness program at Makrana.

- Team Urban





An orientation workshop was organized by the CAPP, RUIDP for the Councilors, Officers of the Urban Local Body, and other stakeholders at Kuchaman

- Team Urban



Safety lessons taught to labourers at project city Kuchaman

- Team Urban



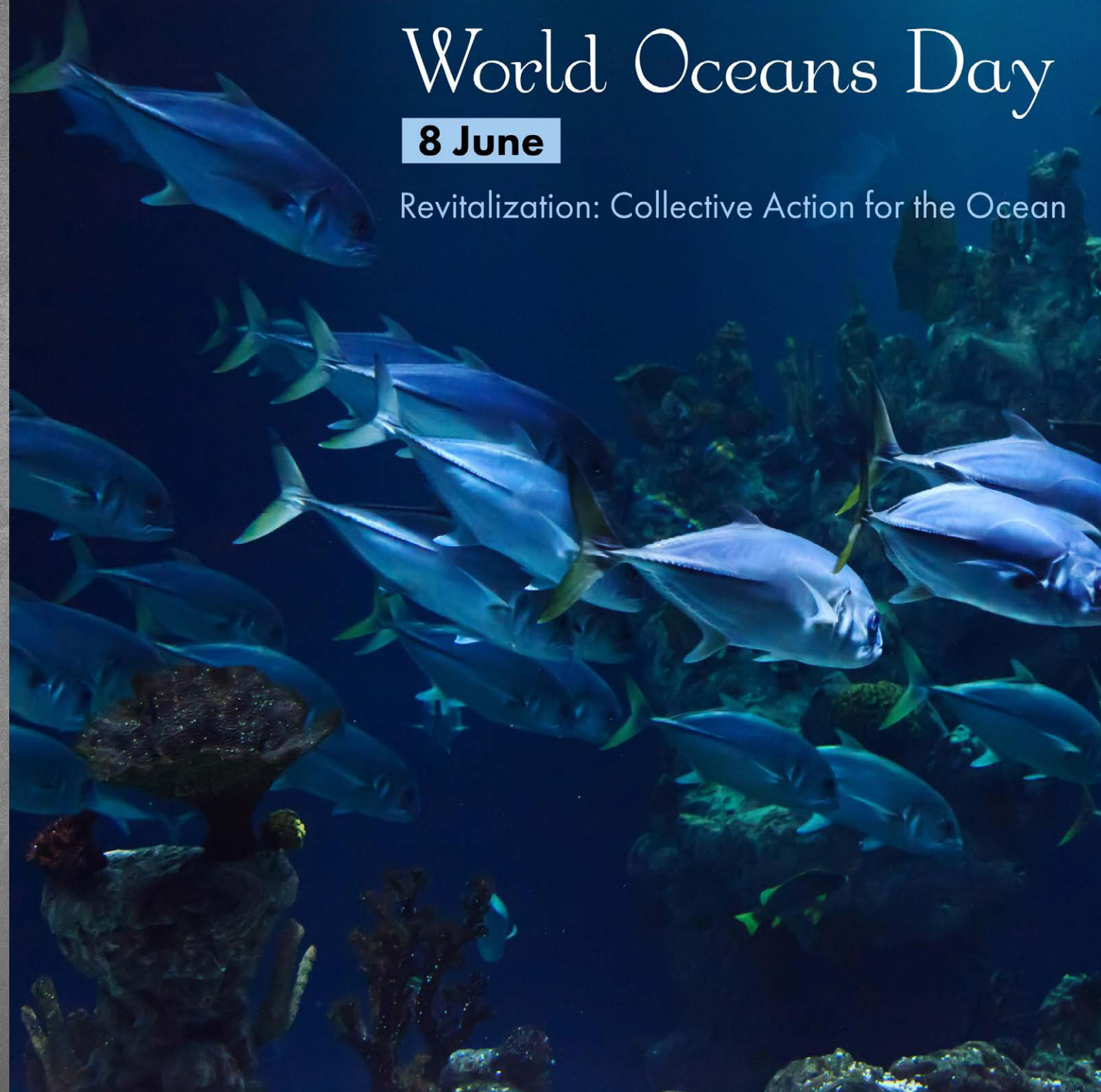
Pledge administered to project laborers on No Tobacco Day

- Team Urban

# World Oceans Day

8 June

Revitalization: Collective Action for the Ocean





“It is health that is real  
wealth and not pieces of  
gold and silver.”

- MAHATMA GANDHI



**Credits: Team Corporate Communication**

Tanya Singh, Shilpi Jain, Ishita Tewari, Sapna Subba, Priyanka Nagpal, Aradhana Mathur

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<https://goo.gl/bhjaXJ>



<https://goo.gl/vTg8Cj>



<https://goo.gl/09oTR9>



<https://goo.gl/Xllyj5>