

MIGROS TICARET'S FIVE DIMENSIONS OF EMPLOYEE WELLBEING



A healthy workforce means a successful business. The Collaboration for Healthier Lives developed **The Seven Principles of Employee Wellbeing** to improve company culture and help drive the industry forward. Migros Ticaret's "Better Future Plan" is a practical example of **Principle #2, Holistic Health**, implemented and in action. [Click here for more information.](#)

HEALTH



Free, healthy, high-quality, three course meals are provided to employees every day. Dietitian and breathing techniques services are available online for all employees. Migros Ticaret also contributed to private health insurance and check-up facilities.

POSITIVE WORKING ENVIRONMENT



Preliminary examinations and evaluations have been initiated to ensure an ergonomic working environment and to increase the social opportunities of employees. Themes include:

- Organisational climate research
- Store manager development festival
- Intergenerational communication
- Manager-employee relationships

PSYCHOLOGICAL WELLBEING



Video series launched online to support the Five Dimensions of Employee Wellbeing. Employees who are expecting children are supported through 'Happy Family' programme with trainings and videos. Two employee hotlines which includes psychological and medical consultancy as well, have proved to be valuable employee resources.

MOTIVATION



Motivational meetings are organised to **strengthen team spirit** enable employees to come together, play fun games and participate in cultural and art events. These include:

- Hobby Club
- Colours Workshop Art Event
- Talent Hunters Music Competition
- 'Thank-You' Platform on HR portal



FINANCIAL AWARENESS



'My Family and Me' programme provides special discounts to employees by making agreements with various companies in several areas such as health, travel, rental and education. In addition, Migros Ticaret contributes to a private pension fund to support the financial future of their employees.

CGF Healthier Lives calls on companies to commit to the Seven Principles of Employee Wellbeing

Collaborative Partner:
McKinsey Health Institute

[Click here to learn more](#)