



GLOBEX UPDATE

HEALTH & BENEFITS

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Events, developments, and opportunities in the international marketplace

UAE EMPLOYERS LOOK TO IMPROVE BENEFITS FOR EXPATS

According to a 2015 survey, the UAE is considered among the top destination for expat workers. Expats cited generous employment packages and high levels of health and medical benefits as main reasons for choosing employment in the region. However, expatriate workers still feel that employers fall short in some areas, specifically around communication and an emphasis on language and cross-cultural training, which they feel would improve the overall experience. A study conducted by a leading expatriate benefits provider revealed that expat workers don't feel there is enough proactive communication at each level of the international assignment and that this lack of communication was critical to their job success. Many of them requested that more frequent and personalized communication which included periodic updates on any changes in benefits. More than half of the expats surveyed said they valued employer sponsored web resources, however about 44% of respondents stated that they were not aware of employer-sponsored online resources or stated that their employer didn't offer one. In addition respondents revealed that work needs to be done in the area of language and cultural awareness training to increase sensitivity to local customs and traditions which can have a profound impact on expatriate assignments in the Middle East.

MALAYSIA EMPLOYERS EXPECTED TO INCREASE SALARIES FOR KEY TALENT

A recent global salary revealed that Malaysian employers are looking to recruit top-tier skilled talents in accounting, finance, banking, human resources, IT, legal and compliance, supply chain, procurement and engineering fields and those positions can expect a 10%-25% increase in salary. The survey also indicated that candidates in the sales, marketing, IT, accounting and finance fields and will be in the highest demand as more multinational companies move to Malaysia. Employers also anticipate that recruiting talent will be more costly as companies look to be creative with their benefit packages. For example, some multinationals are offering free housing to employees as an extra incentive to recruit top talent. Corporations looking to recruit and retain key employees are starting to focus on monetary benefits for their lower level staff while engaging their leadership candidates on professional and career development.

Success Stories

- Launched new help desk to help financial services company understand and control employee benefits in their overseas locations
- Implemented medical benefits for small financial services firm in Puerto Rico

EMPLOYEES IN PUERTO RICO NOW ABLE TO USE PAID SICK LEAVE TO CARE FOR FAMILY MEMBERS

Employees in Puerto Rico now have the ability to use accrued paid sick leave to care for qualified family members. A new law recently passed allows employees to use up to five days of accrued sick leave per year to care for qualified family members who are ill. Qualified family members are the employee's sick children, spouse, or parents. Sick minors, persons of advanced age or individuals who are disabled who are under the employee's legal custody are considered qualified family members under this law. Caregiver's Leave is required to be offered only by employers with 15 or more employees. To be eligible, employees must both a) have more than five accrued paid sick days and b) be able to retain a minimum of five accrued sick days after they take the leave to care for and attend to the illness of the qualified family members.

Recruiting and retaining key talent around the world remains a formidable challenge for HR management. More and more, a company's success depends on the ability to offer a competitive benefits package while remaining within budget. Globex Partner Brokers can offer their clients access to a range of products, capabilities and resources custom-tailored to helping multinationals optimize their employee benefits around the world. Contact any member of the Globex Health & Benefits Team to learn more.

PLEASE NOTE OUR NEW TELEPHONE AND FAX NUMBERS



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