



GLOBEX UPDATE

HEALTH & BENEFITS

Volume 170

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April 2015

Events, developments, and opportunities in the international marketplace

HONG KONG SEES GROWING DEMAND FOR HEALTH INSURANCE FOR EXPATS

A leading health insurer in Hong Kong has revealed that the number of expatriate workers has steadily grown and with the rising cost of living expenses, there has been an increased demand for private medical insurance. Hong Kong is ranked as the 3rd most expensive city to live for expats with the costs of healthcare directly linked and as a result, Hong Kong's private health system is not the second most expensive after the United States. Insurance companies and employers have started to turn to international health insurance policies as a way to mitigate the rising costs and increased number of expat employees. Transferable insurance plans are gaining more popularity as they will cover employers if they move to a different destination and often include other appealing benefits to expats. Experts predict that Hong Kong could see a population increase of about 7% over the next 2 years, which will firmly maintain its position as the top destination for expats.

SINGAPORE EMPLOYEES CITE LACK OF JOB GROWTH NUMBER ONE FACTOR IN STAYING WITH AN EMPLOYER

A recent employee survey has discovered that approximately 40% of employees cite a lack of career growth opportunities as the main reason why they would not stay with their current employer. Employees feel that positions that offer little to no career progression is one of the top reasons they would plan to leave their jobs. Firms that offer a good work-life balance are the most attractive for 48% of employees surveyed. Other factors that were noted to retain employees are a competitive salary and the financial health of the company. The survey also highlighted that all employees, regardless of age, gender or education level, have varying motivations to stay with or leave an employer and stated employees would also consider leaving a position because of low salary, lack of recognition, job disinterest and poor leadership. Although approximately 70% of employees in Singapore list salary and benefits as one of the main reasons for choosing an employer, it is not the main reason they choose to stay once they are in that position.

Success Stories

- Implemented new benefits program in Uruguay and Brazil for rapidly growing multinational client
- Identified cultural awareness and assimilation training solution to meet multinational client's growing needs for their growing expatriate workforce
- Helped multinational client identify and analyze worldwide benefits cost-reduction strategies to meet new corporate mandates

HONG KONG PASSES NEW PATERNITY LEAVE LEGISLATION

Hong Kong approved legislation for new paternity benefits which went into effect February 2015. The new law states that male employees in the private sector are entitled to three days' paternity leave at 80% of their average daily wage. Employees can take these days consecutively or separately at any time from four weeks prior to the expected delivery date, up to 10 weeks after the birth. In order to be eligible, the father of a newborn child has to be employed under a continuous contract for at least 18 hours in each of the previous four weeks and must have given advance notice to his employer. Employers who fail to provide statutory paternity leave or statutory paternity pay could be liable and charged a fine of up to HKD 50,000.

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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