



# GLOBEX UPDATE

## HEALTH & BENEFITS

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*Events, developments, and opportunities in the international marketplace*

### EMPLOYEES IN THE PHILIPPINES HAVE HIGHEST JOB SATISFACTION RATES

According to a recent employment report, Filipinos have the highest job satisfaction rate among their Asian counterparts which include Hong Kong, Vietnam, Thailand, Malaysia, Singapore, and Indonesia. This report studies the factors that make employees leave or stay in a particular employer along with the benefit programs and systems employers have that enhance a more positive working environment. The employees surveyed placed a high premium on having a great rapport with colleagues, convenient work location, and the company's reputation. Other reasons for employee happiness are salary, benefits, leadership, career development, job security, culture, corporate values, trainings, work schedule, and immediate superior. Conversely, the main reasons that employees consider leaving a company are uninspiring leadership, insufficient salary, lack of benefits, and lack of trainings.

### IRELAND ANNOUNCES NEW IMPROVEMENTS TO ATTRACT FOREIGN EMPLOYEES

With the Irish labor market seeing a steady incline of foreign employees, the Irish government has made plans to renovate their application system to make obtaining work permits a much easier and smoother process for foreign workers and employers. The new changes, set to take effect in September 2016, will help employers who have been hit by worker shortages in certain high-demand professions. Irish employers are finding it difficult to fill certain skilled positions in the IT, engineering and skilled construction job sectors. With the new system, the process for obtain work permits will be much easier and faster for foreign workers. The Employment Permits Online System (EPOS), will provide a more efficient online application completion and filing process for document submission and fee payment for employment Permits in Ireland which will result in faster turn-around time for applicants.

#### Success Stories

- Successfully implemented new Philippines benefits program for local national employees of a multinational IT client's start-up operation.
- Worked with local partner brokers to set up "cloned" employee benefits packages for IT acquisition company in several countries including the UK.
- Acquired local benefits package in Netherlands for tech firm.

### MULTINATIONAL COMPANIES IN ROMANIA FOCUS ON WELL-BEING PROGRAMS

Researchers have found some scientific evidence that can provide a direct correlation to the effect of well-being programs and employee performance. Studies have shown that employees can be 31 percent more productive when benefiting from psychological and physical well-being. Multinational companies in Romania have noticed and are looking to incorporate more work-life integration programs to their employees. Currently, there are over 50 types of well-being programs on the Romanian market that offer a variety of physical and psycho-emotional benefits. For example, some of the more popular programs include parenting, fitness/yoga/massage, nutrition, mindfulness and photography. The concept behind these programs is that companies that invest in their employee's well-being promote a happier work environment which is linked to positive employee engagement, performance and lower levels of conflict.

*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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