



GLOBEX UPDATE HEALTH & BENEFITS

Events, developments, and opportunities in the international marketplace.

59% of expat employees want employers to prioritize physical well-being



More than half (59 percent) of expatriate employees want employers to prioritize physical well-being when constructing or choosing healthcare packages and benefits, according to a new survey by Aetna Inc. The survey, which polled 1,000 expats from Germany, Mexico, Singapore, and the United Arab Emirates, also found that those with children aged 16 and under favored employers focusing on physical well-being more than those without — 65 percent versus 55 percent, respectively. Additionally, 83 percent of survey respondents said they expect their employer to provide full health care for either themselves (39 percent) or both themselves and their partner/family (44 percent). And 87 percent said employment benefits related to family health care were an important factor when considering a job opportunity abroad. Mental-health support was also a key issue for expats. More than a third (41 percent) said workplace healthcare benefits should be focused on supporting mental well-being, compared to only six percent who said the same in 2016.

Half of UAE's professionals plan to switch jobs next year

Half of the professionals working in the UAE want to change their jobs in the next 12 months, a survey has found.

This compares with 31 percent of employees globally who wish to change jobs in a year's time. The trend is more prevalent among the UAE's younger generation of employees, with 57 percent of those aged between 18 and 34 years planning to switch jobs in a year's time. Although workplace well-being in the UAE has returned to pre-pandemic levels, some concerns remain. Only 46 percent of the UAE's workforce said they are satisfied with their salary package and work benefits. This could be because of cost-cutting measures introduced by certain businesses in 2020 because of pressure on their top-line revenue.



China issues medical security plan for 2021 - 2025



China has released its latest medical security plan, issued by the General Office of the State Council, with the aim of benefiting people across all sectors of society. The plan, designed for the 14th Five-Year Plan period (2021-2025), states that China should establish a multi-tiered medical insurance system with universal coverage that benefits both urban and rural residents in a fair and sustainable way. According to the plan, China should enhance the medical insurance system through collaborative governance, optimizing medical insurance payments and the drug pricing mechanism, while strengthening the medical fund supervision

system. Efforts should also be made to build up a strong supporting system with a solid legal basis and better digital services, says the plan. More efforts are needed too to enhance the basic medical security system, improve the mechanism that provides insurance and aid for the treatment of major and serious diseases, and boost the synergy between health insurance and medical assistance.

Recent Success Stories

- Implemented expatriate package for major clothing designer.
- Secured PEO solution for a digital marketing agency.
- Secured travel medical program for a real estate firm.

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.

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