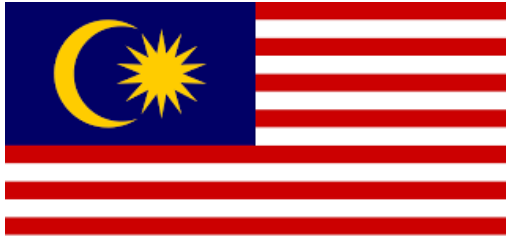


*Events, developments, and opportunities in the international marketplace.*

### Malaysia



Employer-sponsored healthcare benefit costs are expected to increase by 7.6% on average in Asia Pacific (APAC) in 2022, according to a recent survey. This is a continuing trend as the projected healthcare benefit costs declined in 2020, before rebounding to 7% in 2021. The reasons why employee healthcare costs are expected to rise include the following: Overuse of care (64%) due to medical professionals recommending too many services or overprescribing, excess of care by insured members (59%), and underuse of preventive

services (38%) due to the avoidance of medical care during the pandemic. The report stated: "With COVID-19 surging in different countries at various times in 2020 and 2021, survey results showed the pandemic's asymmetrical arc created considerable volatility in healthcare utilization and costs around the world."

### United Kingdom

New data has revealed that 59% of employers felt an increased responsibility for supporting the mental wellbeing of staff as a result of Covid-19 (Coronavirus). Group Risk Development (Grid), the industry body for the group risk protection sector, conducted research among 501 HR decision-makers and found that 57% felt the same increased responsibility for physical wellbeing of staff, 56% felt the same for supporting staff social wellbeing and 50% thought employees' financial wellbeing should be prioritized. Two-fifths (40%) increased their communication about wellbeing support available to workers and 34% encouraged engagement and utilization of support. Employees feel most vulnerable in terms of their mental wellbeing, and employers have rightly assessed this as being an area in which they can step up and take more responsibility, as evidenced in the research.



### Canada



Nearly a third (31 per cent) of employees believe flexible hours and more sick days are the support tools they need most from employers as they endure the ongoing coronavirus pandemic, according to a survey conducted in Canada. The survey, which polled more than 1,500 working Canadians, found hazard pay for essential workers (27 per cent), flexible working locations (22 per cent) and opportunities to take time off work without losing their position (21 per cent) were ranked as required support tools.

The survey found a gender divide in terms of the supports Canadians want. Female respondents were more likely than their male counterparts to want an increase in the number of sick days (35 per cent, compared to 27 per cent) and hazard pay (30 per cent, compared to 24 per cent). And although more male respondents said they need flexible working hours compared to women (33 per cent versus 28 per cent), more female respondents said they need the ability to take time off from work without losing their position (24 per cent, compared to 18 per cent of men).

### Recent Success Stories

- Secured group travel policy for a large manufacturing company.
- Implemented local benefits package for a hospitality company in the Netherlands
- Implemented group expatriate policy for a mid size construction 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.*

Contact us

Visit our website