



GLOBEX UPDATE HEALTH & BENEFITS

Events, developments, and opportunities in the international marketplace.

Recent Successes

- **Implemented group expat medical policy for global law enforcement company.**
- **Placed new Italian benefits program for multinational technology client.**
- **Secured group expat package for international manufacturing firm.**
- **Helped multinational manufacturing client enhance benefits offerings for their Brazilian office.**
- **Secured local benefits package in Singapore for large accounting firm.**

Global



A recent global benefits report surveyed leading multinational organizations to uncover evolving trends in employee benefits. Key findings show a decisive shift toward mental health support, flexible work arrangements, and AI-driven personalization. Over 70% of respondents cited mental wellness as a top priority, with many expanding digital therapy and resilience programs. Hybrid work models continue to gain traction, prompting employers to rethink location-based benefits and global mobility policies. Notably, 62% of

companies are now using AI tools to tailor benefits packages by region, generation, and role. Governance also emerged as a focal point, with firms reevaluating retirement oversight and risk management amid geopolitical uncertainty. The survey highlights a growing emphasis on employee experience, with benefits increasingly viewed as strategic tools for retention and engagement. As global workforces diversify, organizations are investing in scalable, inclusive solutions that reflect both local needs and global values

Europe

In 2025, hybrid working has solidified its position as the most widely adopted employee benefit across Europe. According to a recent Compensation Trends survey, 88% of companies now offer hybrid work options, with countries like the Netherlands (97%), France (96%), and Germany (88%) leading the way. This marks a significant shift in workplace culture, driven by employee demand for flexibility and improved work-life balance. Interestingly, 63% of companies surveyed allow employees full autonomy over their weekly schedule, while 37% maintain structured in-office requirements. The rise of hybrid models has also prompted organizations to rethink their benefits strategy—investing more in digital wellness tools, remote onboarding, and location-agnostic perks. As salary budgets tighten, flexible work arrangements are emerging as a key differentiator in talent acquisition and retention.



Asia



Asia's employee benefits landscape has been undergoing a strategic overhaul as employers grapple with skyrocketing medical inflation—projected to reach 12.3%, the highest globally. According to a recent survey, companies across Southeast Asia are shifting from benefit expansion to benefit rebalancing, aiming to deliver better outcomes without inflating budgets. Mental health, financial resilience, and family support have emerged as top priorities, with over 60% of employers investing in digital wellness platforms and AI-powered benefits navigation tools. Countries like Indonesia and Malaysia lead the charge, with 80% and 71% of employers respectively planning to reallocate benefits

over the next three years. This recalibration reflects a broader trend: benefits are no longer viewed as discretionary perks but, increasingly, as strategic levers for talent retention, cost control, and organizational purpose.

[Contact us](#)[Visit Our Website](#)

Globex International | 101 Maple Avenue | Chester, NJ 07930 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!