

Global Employee Benefits Trends 2020



Top 6 employee benefits trends to watch out for this year



1. Refinement and reassessment of group health insurance

Healthcare costs and health insurance premiums are **rising** year-on-year.

Employees have always and continue to desire access to healthcare, so the **cost-saving approaches** of employers leads to innovative ways to **adjust and optimize group health insurance plans**.

2. Adoption of technology

HR Technology

Improves **efficiency** and the **employee experience** through:

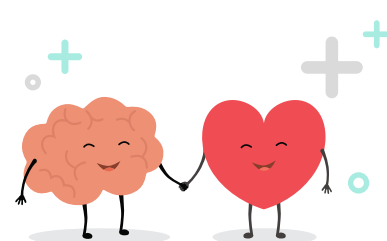
- Personalization
- Flexibility
- Empowerment

Telemedicine

Gives employees remote access to healthcare, in a time-saving and convenient manner, which keeps offices **productive** and **disease-free!**

3. Mental health benefits

Employees' heightened **stress** and **anxiety** makes the following benefits helpful: EAPs, mental health coverage, substance abuse treatment, and more.



4. Family-friendly benefits

Balancing **work** and **family responsibilities** is not easy. That's why paid caregiving leave and childcare benefits will be all the rage.

5. Flexible working arrangements

We're facing the **largest remote work shift in history**, with companies like Twitter and Microsoft Japan leading the way on flexible working arrangements such as:

- Remote work
- Flexitime
- Four-day workweek

6. Financial wellbeing

Employees want financial benefits because of **economic uncertainty**.

On the other hand, employers find them to be a solution to **absenteeism** and **presenteeism**. Some examples include:



Student debt relief



Investment advice



Pension schemes



Loans

Want to go deeper into the factors shaping the above trends?

Our **Global Employee Benefits Trends Report 2020** is filled with analysis and insight relating to the role of:

- The COVID-19 pandemic
- The multi-generational workforce
- Soaring unemployment
- Diversity and inclusion

Get practical tips on how to implement the benefits in question!

Download the full report on employee benefits today!

<https://www.pacificprime.com/corporate/global-employee-benefits-trends-2020>

