

Harnessing Health

Measuring the impact of employee health and well-being benefits Hong Kong

Asia Pacific is one of the most diverse regions in the world, where talent is highly mobile. According to the World Economic Forum, 64% of companies in this region view talent acquisition as the main barrier for them to transform.

To find out how health benefits, and workplace health and wellness offerings impact organizations' ability to attract and retain talent, we surveyed 1,000 HR leaders globally, including 200 in Hong Kong, about the positive impacts observed by employers who incorporate health and well-being benefits as part of their Employee Value Proposition (EVP).



Health benefits are the most important EVP among employees in Hong Kong

Flexible time off and working arrangement, according to HR leaders, are not as well liked in Hong Kong relative to other markets.

EVPs most preferred by employees, according to HR leaders



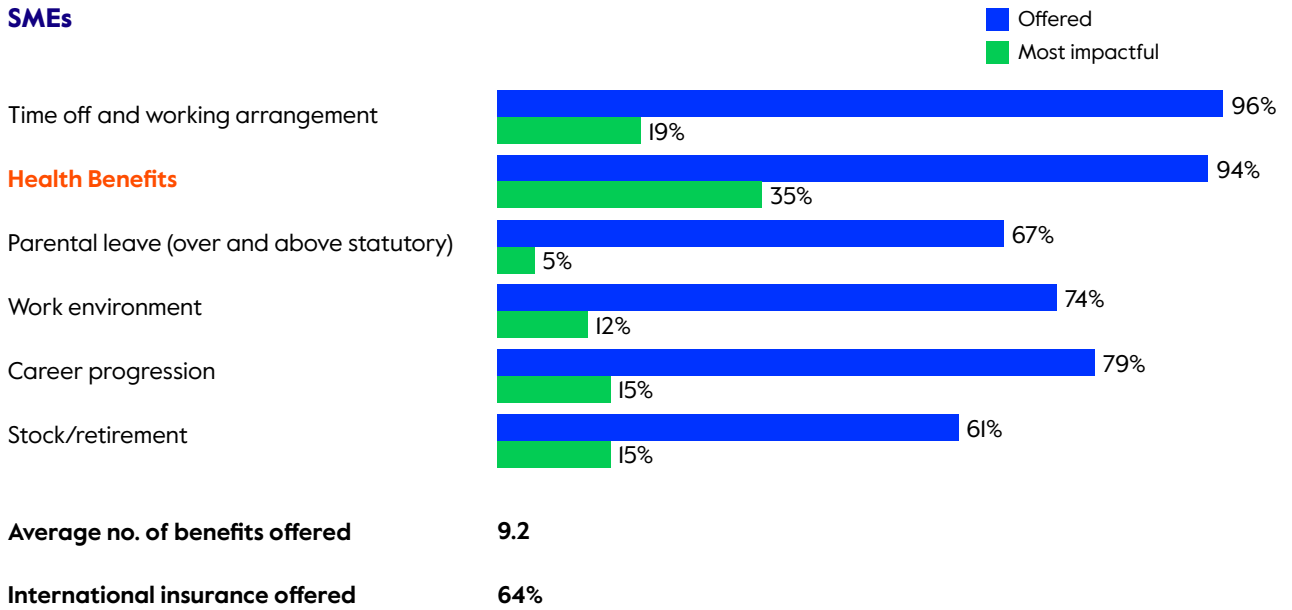


Health benefits are considered the most impactful in attracting new talent in Hong Kong

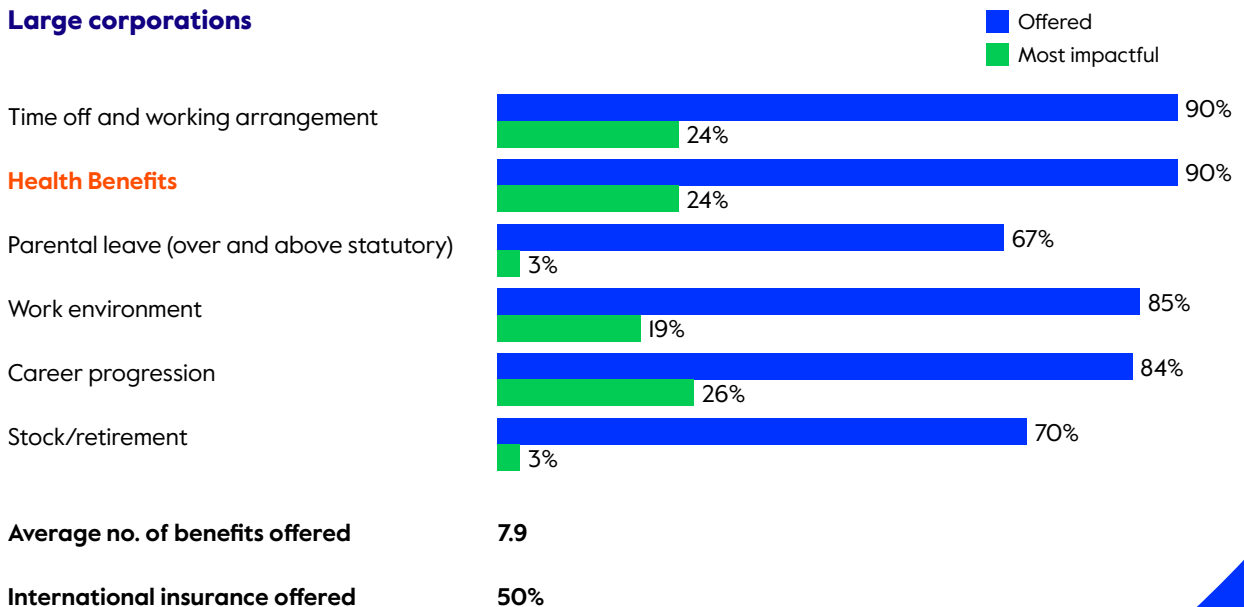
This is especially important among SMEs and remains important for large corporations as well. Two out of three SMEs in Hong Kong offer international insurance plans, much higher than average.

Currently Offered EVP and % stating most impactful in attracting talent

SMEs



Large corporations





Well-being is a critical HR strategy for companies of all sizes in Hong Kong

Poor employee health is expensive, and health-related productivity losses can cost employers millions. Prioritizing employee health with comprehensive protection is no longer a good-to-have, but a must-have.

Top three HR priorities - % stating most important

SMEs



Employee well-being 15%



Employee retention 15%



Attracting talent 14%

Large corporations



Employee well-being 14%



Compensation & benefits 11%



Attracting talent 11%



Cigna Healthcare Hong Kong – your health benefits partner

At Cigna Healthcare, we serve many global clients regardless of the scale of their operations in Hong Kong, and have the experience and capability to manage highly complex and bespoke group health plans at scale.

Cigna Worldwide General Insurance Company Limited

Tel: (852) 2560 1990

Email: enquiryhk@cigna.com

Website: www.cigna.com.hk

Confidential, unpublished property of Cigna Healthcare. Do not duplicate or distribute.

Use and distribution limited solely to authorized personnel.

© 2024 Cigna Healthcare

