

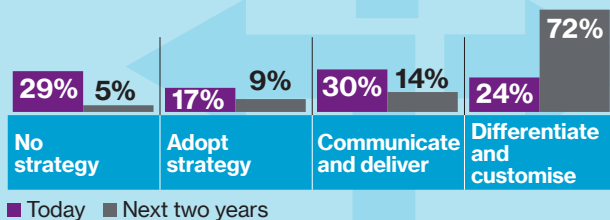
Technology and customisation drive Asia Pacific benefit trends

Highlights from the 2021/2022 Benefit Trends Survey — Asia Pacific



Asia Pacific employers are getting more strategic around benefits

72% of employers plan to customise their benefits strategy in the next two years, compared to 24% today



Wellbeing, flexibility and technology are the top strategic benefits objectives for employers

Focus on integrating wellbeing into the benefits package:

65%



Increase flexibility and choice:

52%



Enhance tools and technology to support employees when choosing and using benefits:

45%



Asia Pacific employers measure improvements in wellbeing as the most critical benefits outcome



56%

Improved employee wellbeing (physically thriving, emotionally balanced, socially connected and financially secure)



51%

Improved employee experience (engagement with employees, how they use their benefits)



43%

Effectively managed costs and risks of benefits programmes

Decision-making becomes more complex as employers are pulled in different directions

#1 Tight labour markets

57%



#2 Increased focus on inclusion and diversity

53%



#3 Increased remote working



50%



#4 Advances in technology for benefits

47%



#5 Increased costs

44%

Diversity, equity and inclusion top the list of influences globally.



The percentages above comprise those who said these were external influences to a great or very great extent.

Key considerations for employers

Adopt a digital strategy



75% of employers plan to have an enhanced digital strategy in the next two years. Don't get left behind – take action now and adjust as needed.

Innovate



Wellbeing, inclusion and diversity – benefits are becoming broader and more inclusive. What does that mean for your organisation?

Listen and communicate



Stress and the impact of remote working are taking a toll on your workforce. With a listening strategy, you can be more confident that your programs are making the intended impact on your employees.

About the survey: Asia Pacific findings are based on responses from a total of 1,247 employers representing 3 million employees in the region. The survey was conducted between May 10 and June 25, 2021.

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