

**Health on Demand 2025**  
**Smarter Benefits, Stronger Workforce**

# Hong Kong Highlights



# Market Highlights | Hong Kong

## Health is wealth



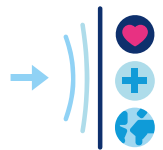
- Health enables productivity, but Hong Kong employees lag the global average when it comes to confidence in affording healthcare. This disparity is particularly pronounced among those who identify as physically or mentally unwell.
- Health management is very important as lifespan increases (Hong Kong is the Asian market with the longest lifespan), and people spend more years in poor health.
- Taking care of employees' cognitive, physical and emotional decline are equally important.

## Health is personal



- Approximately 60% of employees feel stressed daily, yet most employers do not offer the mental health benefits they value.
- Employees want their employers to support social issues, including both men's and women's health, as well as the needs of caregivers.
- Personalised benefits drive higher confidence in employer support.

## Health is security



- The majority of employees say they have delayed seeking healthcare, with anticipated long wait times and financial reasons being the most cited reasons.
- Employers have an opportunity to explore novel ways to provide care and adopt more engaging benefits communication strategies.



Overall, I am physically and mentally well.



My employer cares about my health and well-being.



I am confident that I can afford the healthcare that my family or I may need.



I am concerned about my financial ability to retire.



I can personalise my benefits package to meet my personal needs.



I feel stressed in everyday life.



My family member or myself have been impacted by climate change (excl anxiety).



I have delayed seeking healthcare in the past two years.

Hong Kong

Asia

69%

77%

60%

67%

67%

79%

48%

53%

62%

65%

58%

48%

77%

81%

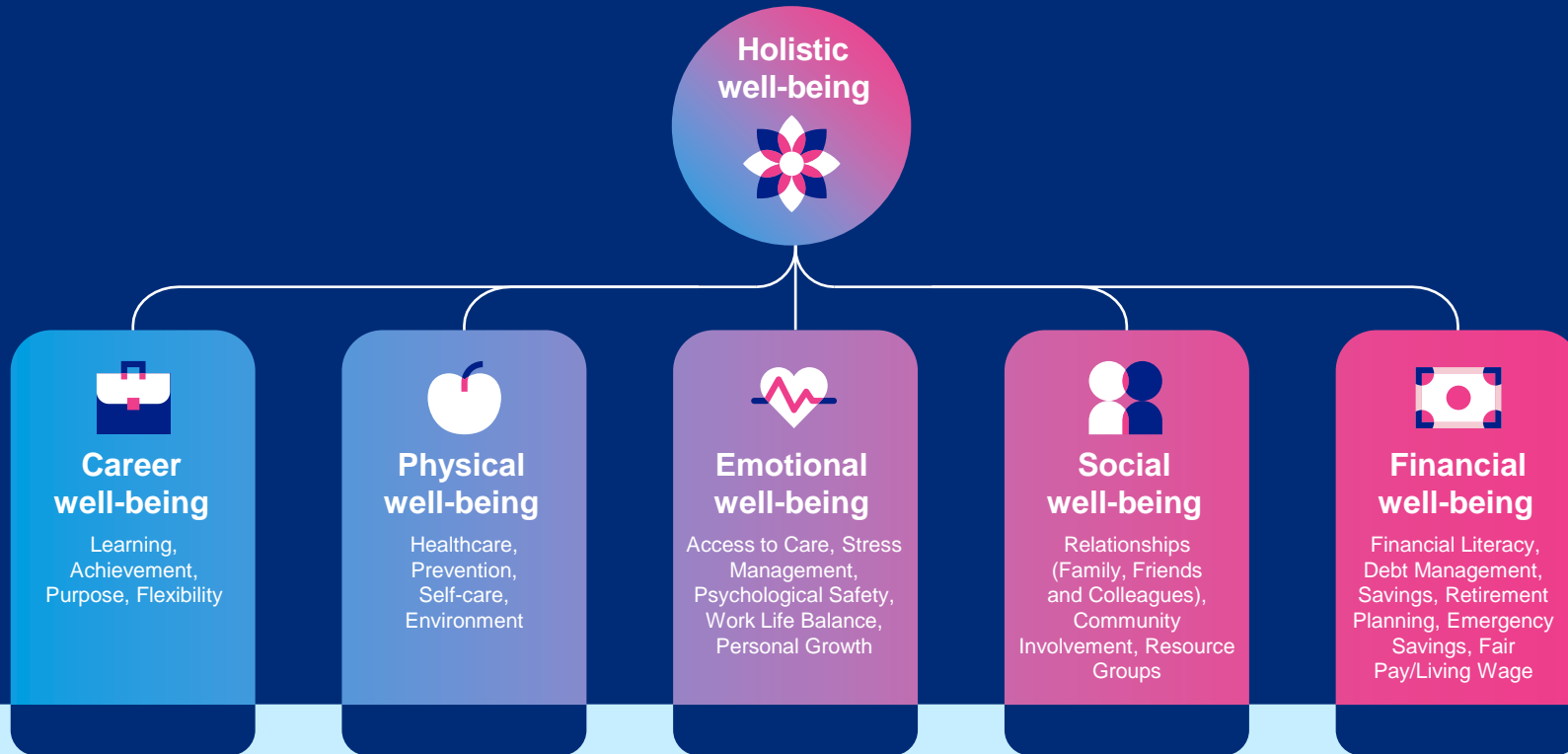
78%

78%

# Key takeaway

Move towards smarter benefits to improve the resilience of your workforce by focusing on a holistic well-being strategy.

Discover the 6 actionable recommendations in our Health on Demand Asia snapshot now.



A human centered design approach to strategy, underpinned by organisational leadership, support and culture



For further information, please contact your local Mercer Marsh Benefits office.

Mercer Marsh Benefits provides a range of solutions to help you manage workforce health and well-being, including:

- Brokerage of core employee benefits as well as plan design.
- Advice and support for health and well-being, including telemedicine, mental health support, diversity and inclusion, environmental/social/governance, flexible benefits, and plan member communications.
- Digital solutions to engage plan members in their health and benefits.

#### About Mercer Marsh Benefits™

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