

Health on Demand 2025
Smarter Benefits, Stronger Workforce

Philippines Highlights



Market Highlights | Philippines

Health is wealth



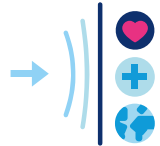
- Retirement is a major concern for employees, as many lack the financial resources for it. There is a notable gap in confidence about healthcare affordability between those with below-median and above-median incomes.
- Boomers+ are currently experiencing the highest levels of stress and are actively seeking new job opportunities. Similar to Gen Xs, they prioritise flexible working arrangement.

Health is personal



- While caregivers are given time for caregiving, they are concerned about affordability in quality childcare and eldercare.
- 1 in 3 employees feel stressed in daily work life, with over half reporting a decline in personal safety and mental or emotional health. Supporting the mental health and well-being for Gen Z employees in this cohort is also crucial.
- Employers can play an active role in providing coverage for mental health screenings and related resources on self-care and resilience to address mental health challenges.

Health is security



- With the Philippines being most impacted by climate change, employers can assess ways to manage the cost-of-living and anxiety for the workforce.
- Majority of employees are also delaying seeking healthcare due to financial reasons.
- Employers should adopt engaging benefits communications, as it positively impacts workers' perception of care for their health and well-being.



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.

Philippines

Asia

78%

77%

72%

67%

69%

79%

69%

53%

62%

65%

43%

48%

91%

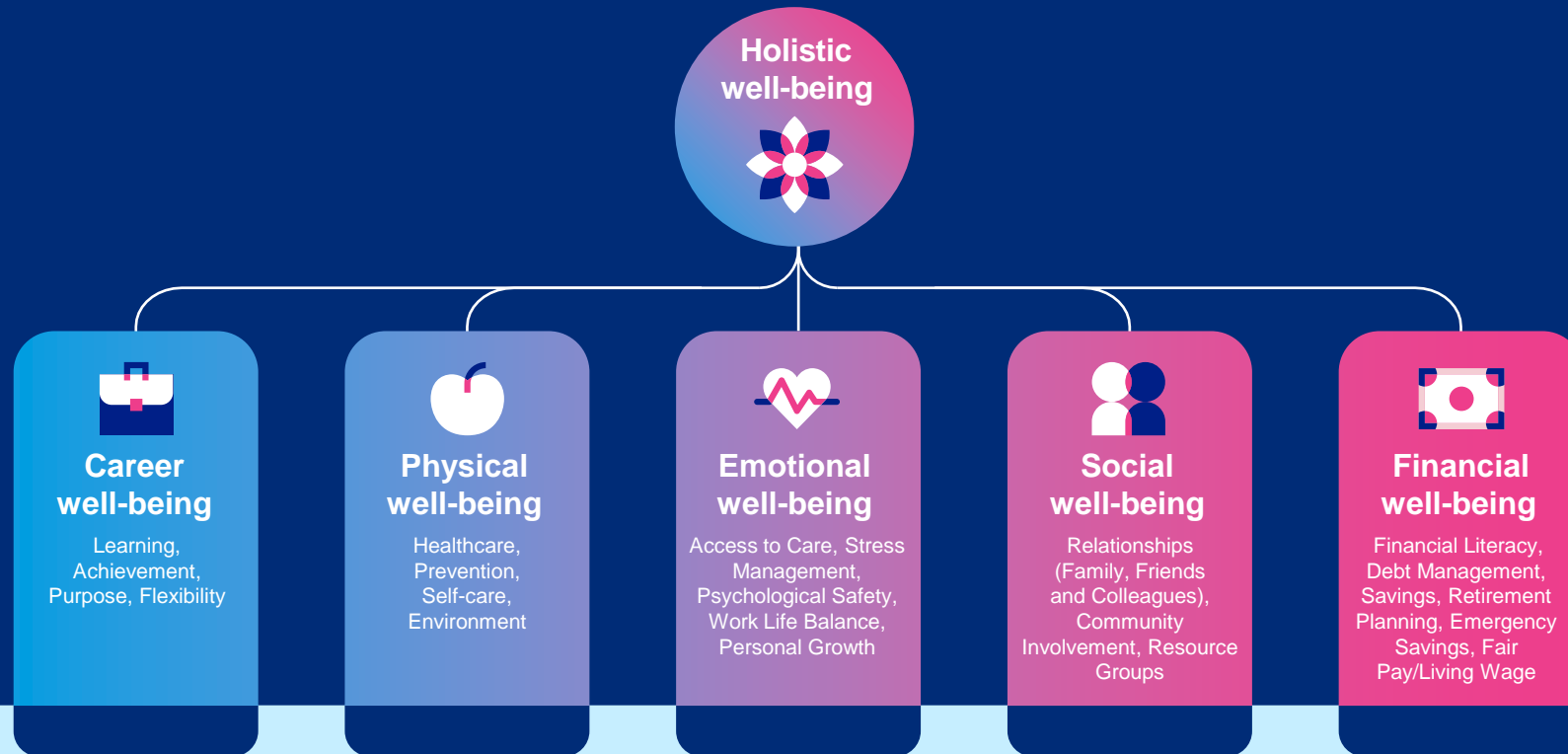
81%

89%

78%

Key takeaway

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



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

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



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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