

Health on Demand 2025
Smarter Benefits, Stronger Workforce

Singapore Highlights



Market Highlights | Singapore

Health is wealth



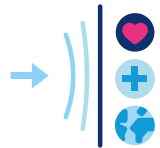
- Life expectancy in Singapore reached 83 years in 2023, but residents face around 10 years of ill health. Improving health outcomes and quality of life for Singaporeans is crucial.
- Employees highly value traditional benefits related to mental health and physical well-being, but emerging benefits like flexible work locations and schedules are becoming increasingly important.

Health is personal



- Most companies recognise flexible benefits, but true personalisation requires understanding the specific needs of different employee groups to deliver meaningful options in a timely manner.
- Nearly 1 in 2 men are stressed in terms of mental health and psychological safety. Men are also likely to delay seeking healthcare due to the inability to take time off work, and face challenges in navigating the healthcare systems, areas where employers can provide support in.

Health is security



- Employees with more benefits typically have a more positive view of their employers and better health outcomes, yet they are more likely to delay seeking healthcare.
- Engaging communications can greatly enhance the perception of employees, with 78% of them sharing that their employers care when communications are engaging.



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.

Singapore

Asia

77%

77%

64%

67%

80%

79%

62%

53%

60%

65%

45%

48%

75%

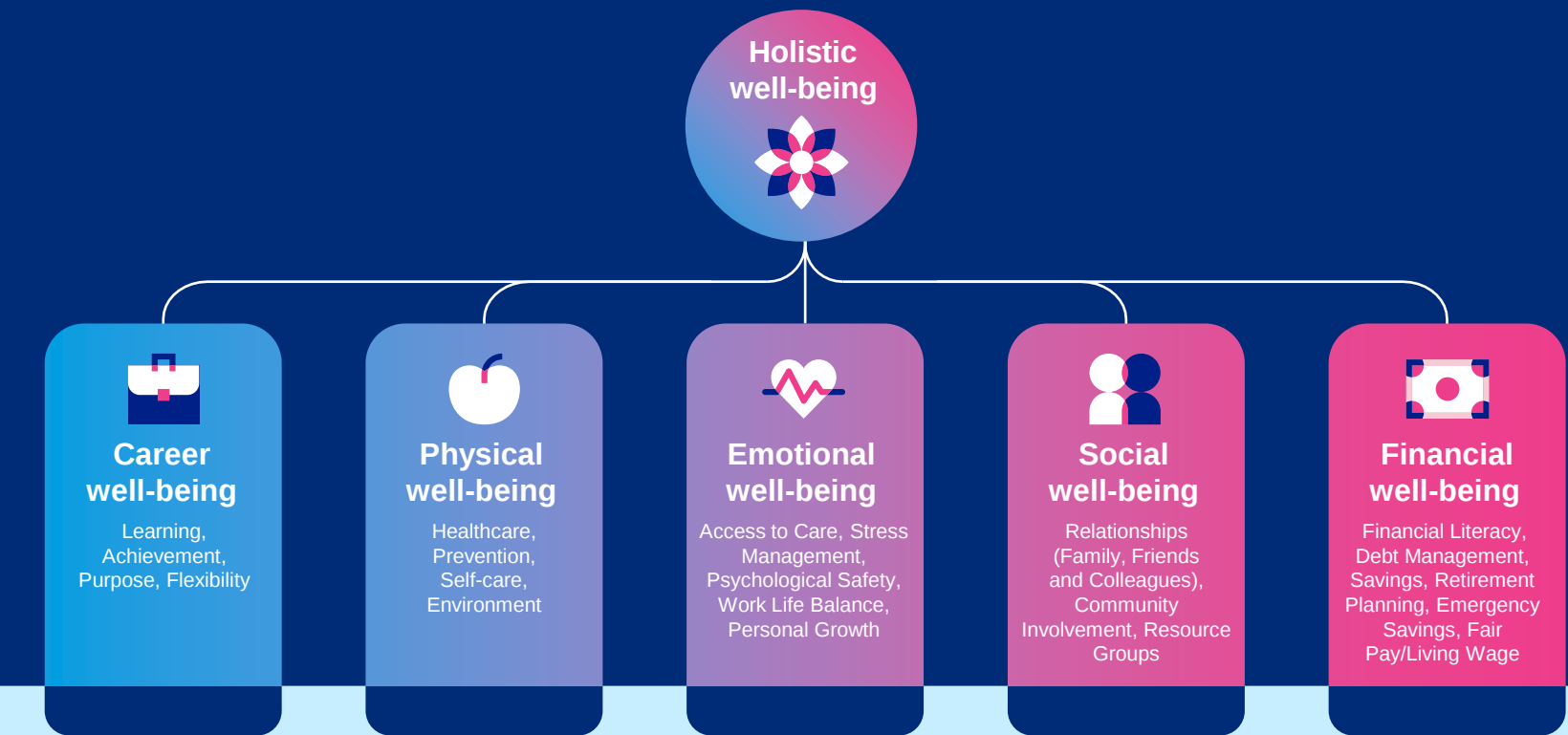
81%

71%

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.

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