

MetLife

UNITED ARAB EMIRATES EMPLOYEE BENEFIT TRENDS STUDY

Using benefits to drive better business results

With increasingly scarce talent, employers need to strike a balance, investing in the right levers and trying new approaches, while carefully managing resources.

With a buoyant economy in the UAE, the war for talent is on. This was consistently echoed by employers in our first UAE Employee Benefit Trends Study, and also by employees. An alarming 39% of employees surveyed said that they hoped to be working for another employer within the year.

Benefits are well-established in the UAE, and our analysis confirms that benefits are effective drivers of employee engagement and commitment. However, employees continue to have health and financial security concerns, creating an opportunity for companies to better satisfy these unmet needs. Our UAE Employee Benefit Trends Study indicates that employees will reward them for it.

Relooking benefit design, and including a more holistic approach to healthcare, can have other impacts on the bottom line. In a region where lifestyle diseases are increasingly prevalent, there is a strong interest in an “end to end” approach to health management and our study provides direction on where to focus.



Take a quick look at a few key findings from the recent UAE Study here – and visit [metlife.com](https://www.metlife.com) or speak with your MetLife account executive to get the complete story.

QUICK HIGHLIGHTS

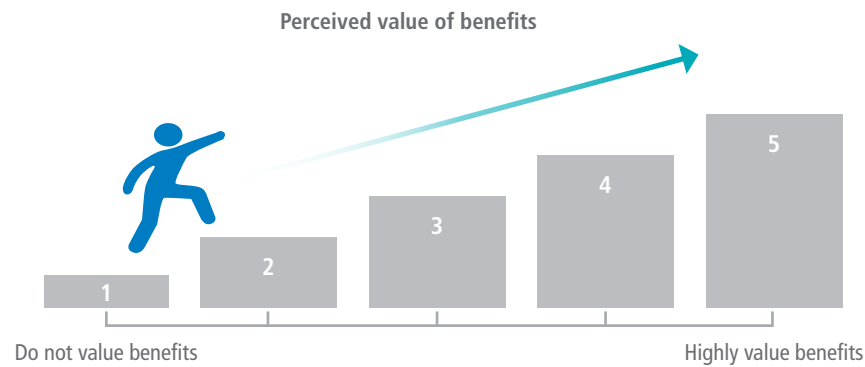
from the United Arab Emirates Report



Benefits lead to commitment

Most employees place a high value on benefits, and the more they value benefits, the more engaged they are with work. Even more compelling is the potential impact on retention.

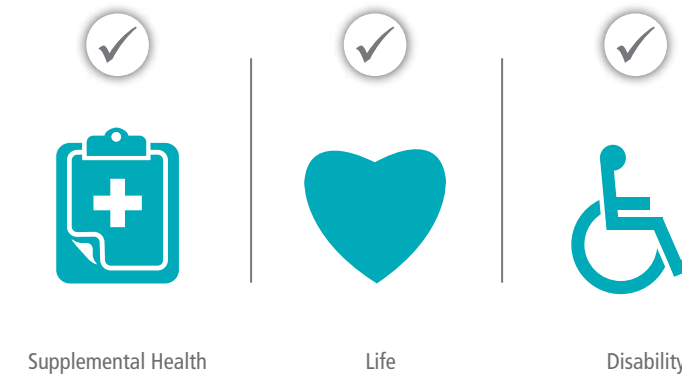
If an employer is able to increase an employee's perceived value of benefits by one point on the 5-point agreement scale that will yield an increase of **12%** in that employee's sense of commitment to the employer.



Financially secure employees can focus on their work

Nearly half of employees said that they spend "more time thinking about personal financial issues at work than I should". One solution to help ease the financial worries of employees could be through offering them protection supplemental benefits.

70% of employees would be interested in the following benefits, even if they paid some of the premium

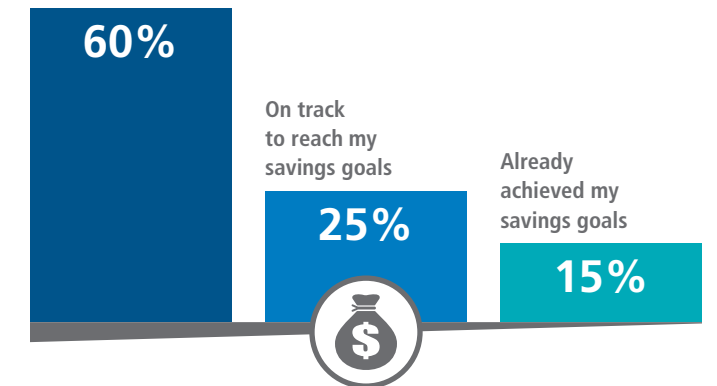


Retirement benefits can fill a critical need

Internationally mobile employees have the same need to prepare for retirement but often miss out on home and host country schemes. As a result, 60% of employees say they are behind in their savings objectives

Employees are not on track with retirement savings

Behind where I want to be/Haven't started saving

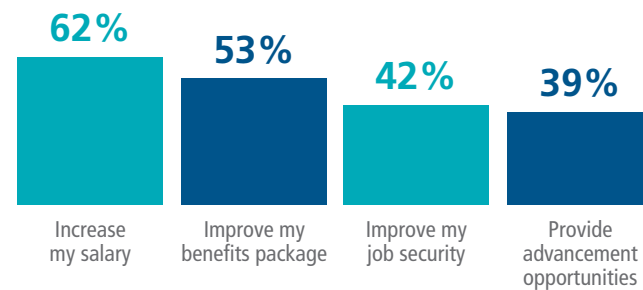


Benefits can help with employee retention

55%

Say they place a high value on benefits they get from their employer

Top reasons to stay with employer



Getting the message across; talking the talk

Only 38% of employees feel that the communications they get effectively educates them on their benefits – dropping to 31% for those who say they are less healthy.

Effective channels of communications as rated by employees



Knowledge is power, prevention is better than cure

Many employees are in denial about the state of their health but seem open to learning more. Employers indicate a desire for an end to end approach to health care, including education and awareness, prevention and screening, behavior change and health management.

Top wellness initiatives desired by Employers



Turning Insights into Action

A well-designed benefits package that has been properly communicated to employees has a real impact on workforce engagement and talent retention. What are ways to build a more effective program?



Address “end to end” health care needs. To impact costs, look at the whole cycle starting with awareness, prevention, and screenings. Use improved analytics and case management to impact costs of serious health events and illness. It’s this broader approach that yields the biggest dividends.



Go “all in” on wellness. Start with simple programs designed with your employees in mind. Think about programs that address both physical health (like weight management) and emotional health (like stress and management).



Boost the value of your benefits. Consider how to evolve your benefit design. Pilot a program where employees can increase their coverage by buying additional life and disability coverage, and supplemental health benefits providing more protection at home and overseas.



Deliver an impactful message. Challenge your insurer to better show employees the unique value that your plan brings – use a blend of channels, good use of digital tools that your employees will respond favorably to.



Create progress on retirement. Retirement is another opportunity where you could differentiate yourself and fill a critical need. In a market where most employees are expatriates, working with your insurer to offer internationally mobile employees retirement planning advice can help with employee retention and demonstrate you care.

MetLife UAE,¹ a pioneer of life and medical insurance, has been helping individuals and businesses with their insurance needs for decades. Through its consultative approach global expertise and local insights, MetLife helps employers of all sizes establish employee benefits schemes that meet their unique needs. It also provides 360 degree healthcare management approach – an extensive network of medical providers, complemented with wellness, prevention and disease management programs that promote wellbeing while helping plan sponsors contain costs.

Contact your MetLife account executive for copies of the UAE Employee Benefit Trends Study and to discuss how we can help you address your company’s employee benefits needs.

¹ American Life Insurance Company, U.A.E. branch (“ALICO”), is licensed to transact insurance business in the U.A.E. and is a subsidiary of MetLife, Inc. ALICO is not licensed or authorized to do business in New York and the policies and contracts it issues have not been approved by the New York Superintendent of Financial Services and are not subject to all of the laws of New York.

* Unless otherwise noted, statistics based on those responding to the UAE Employee Benefit Trends Study survey.

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