



# Unlocking Opportunities: Insights into Benefits in Central and Eastern Europe

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# Speaker Information



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Unlocking Opportunities:  
Insights into Employee Benefits in CEE

# Every country is different

## **POLAND**

Very strict abortion regulation  
+ you cannot buy energy drinks under 18

## **CZECHIA**

The lowest unemployment rate in CEE  
+ liberal abortion laws

## **UKRAINE**

Country at war and still fighting

## **TURKIYE**

One of the highest inflation rates in the world

## **ESTONIA**

Same sex marriage is legal under Estonian law as of Jan, 2024  
+ one of the most digitally advanced countries

## **SLOVENIA**

The safest country in the region

## **ROMANIA**

The lowest gender pay gap in the region and EU

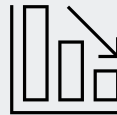
## **AUSTRIA/ LATVIA/ ESTONIA**

Female workers work 1 day in a week for free compared to their male colleagues (~20% gender pay gap)



# Key challenges in the region

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AGEING  
POPULATION

DECREASING  
UNEMPLOYMENT

RETENTION &  
ATTRACTION

GEOPOLITICAL  
SITUATION

SHORTAGE OF  
MEDICAL STAFF  
AND  
INCREASING  
COSTS OF PMI



# CPI vs. expected premium increase

Country	Inflation 2023	Projected inflation 2024	Expected PMI cost increase at 2024 renewal
Poland	12%	6.25%	30%
Romania	11%	5.8%	50%
Czechia	10%	4.13%	15%
Hungary	18%	5.23%	10%
Bulgaria	8%	3.4%	20%
Serbia	12%	4.3%	15%

# Private medical insurance

## Tax incentives

Bulgaria

Lithuania

Latvia

Romania

Serbia

Turkiye

## No tax incentives

Albania

Georgia

Hungary

North Macedonia

Poland

Slovenia

Ukraine

## No PMI or very small

Croatia

Estonia (with incentives)

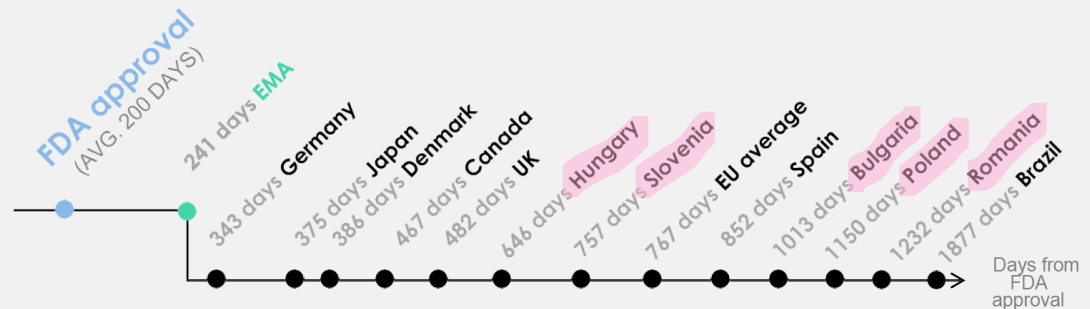
Czechia

Slovakia

# Unequal access to cancer treatment

New oncology therapies receive market authorization in the US earlier than in Europe.

Average time of US Food and Drug Administration (FDA) approved **cancer therapies** to national patients' **treatment access**<sup>2</sup>:



**95% of new cancer drugs are approved first by the FDA before being approved by the European Medicines Agency (EMA)<sup>3</sup>**



# Mental health

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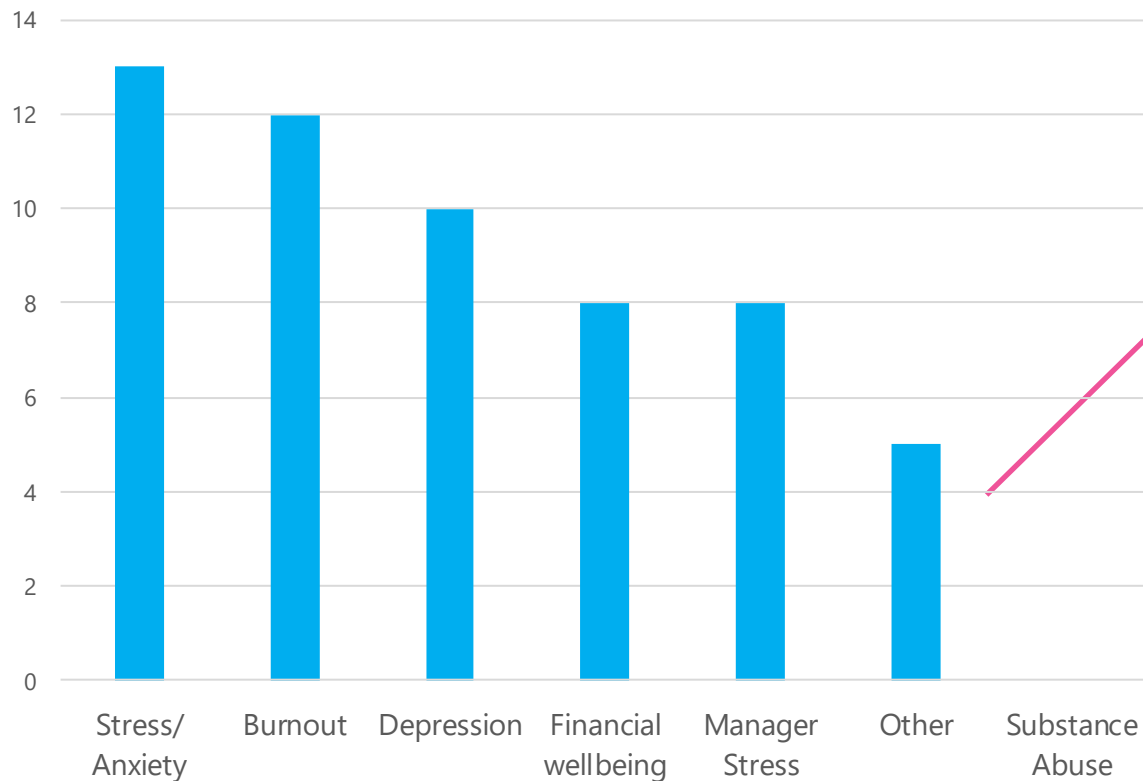
European region suffers from the **highest rate of mental disorders** in the world

**1 in 4** people face a mental health challenge in their life

CEE countries have some of the lowest levels of mental health spending, human resources, and services in the region, as well as the highest rates of suicide

## Consultant's view

What are the main concerns of clients in the region around mental health and how it affects business?



### Other includes:

- War in Ukraine
- Geopolitical situation
- Health conditions



Does my employer really care about my wellbeing?

What are employees requesting?

# Disability

## POLAND

### STD

Covered by social insurance  
Up to 180 days  
80% of salary or 100%  
Companies do not typically offer  
supplemental benefits

### LTD

Low benefits from social insurance  
Companies typically offer  
LTD as a rider under group life

## ROMANIA

### STD

Covered by social insurance  
Up to 183 days  
75% of salary or 100%  
Companies do not typically offer  
supplemental benefits

### LTD

Low benefits from social insurance  
Companies typically offer LTD  
as a rider under group life

## BULGARIA

### STD

Covered by social insurance  
Up to 180 days  
70-80% of salary  
~25% of employers offer  
supplemental cover

### LTD

Low benefits from social insurance  
Companies typically offer  
LTD as a rider under group life



# Better to prepare than to regret

Cash is king?

EU pay transparency directive

Generational differences

EU work-life balance directive

Sources: [https://commission.europa.eu/document/download/61252380-c608-4157-818d-e81619715310\\_en?filename=equal\\_pay\\_day\\_factsheet\\_2022\\_en\\_1\\_0.pdf&prefLang=pl](https://commission.europa.eu/document/download/61252380-c608-4157-818d-e81619715310_en?filename=equal_pay_day_factsheet_2022_en_1_0.pdf&prefLang=pl)





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Happy to answer  
any questions

*Lockton global partnership at a glance*



29,500  
ASSOCIATES

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135+  
COUNTRIES

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4,000  
CLIENTS

ONE  
PURPOSE



*Independence changes everything.*