



#GlobalBenefitsBulletin Highlights

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 Retirement	 Talent	 Health	 Risk
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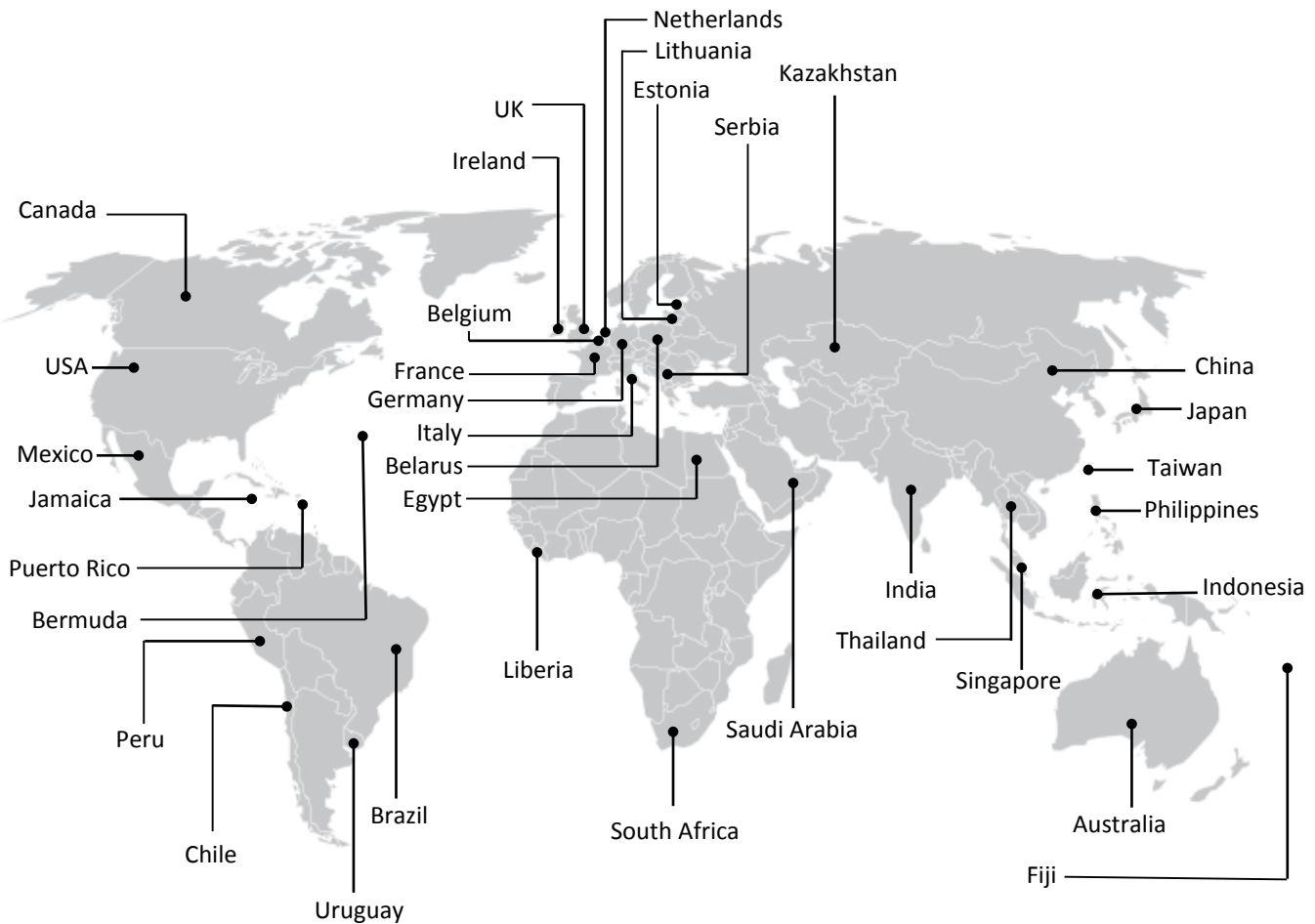
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Key Updates

Australia: Respond



New recordkeeping obligations

Stakeholders are warning affected employers that the recent Fair Work Commission decisions [2019] [FWCFB 4368](#) and [2019] [FWCFB 1289](#) introduce new administrative and recordkeeping requirements for annualized wage provision and expand on existing ones. From March 1, 2020, these employers will face difficult and onerous new responsibilities. Employers are urged to review their annualized wage arrangements in light of these two FWC decisions.

Australia: Watch



Traffic light model proposed for super funds

The deputy chair of the Australian Prudential Regulation Authority (APRA) has reportedly advised the House of Representatives Economics Committee that APRA will be employing a traffic light model for rating individual superannuation funds. The red, amber, and green light system would be applied separately to net returns, fees and costs, insurance and "sustainability". In this case, "sustainability" would indicate stability of finances. There has been no mention of a timetable, but the first stage of this initiative will be the approximately 100 MySuper products.

Belarus: Note



Telework law

The President has signed the new law providing a regulatory framework for remote work (#GBB May 31, 2018). Telecommuting workers would have a significant degree of autonomy. They will have all the rights available under employment law, but they will be able to arrange alternative terms for paid leave and working conditions. The law will come into force six months after its imminent official publication.

Key Updates

Belgium: Respond



Corporate Governance Code revised

The new [Corporate Governance Code](#) will come into effect on January 1, 2020. Among the highlights:

- Executive directors will have a three-year minimum vesting period for stock options.
- Executive director contracts must include claw back and malus clauses for variable remuneration.
- It transposes the requirement from the EU's shareholder rights' directive for non-binding shareholder "say on pay" votes.
- Nonexecutive directors must receive part of remuneration in company stock, but they may not receive stock options. The stocks must be held for at least three years.

Bermuda: Watch



Proposal to require pension participation for foreign workers

The Finance Minister's [speech](#) to the House of Assembly on planned amendments to the National Pension Scheme (Occupational Pensions) Act 1998 featured a proposal to require that all foreign workers except those on short-term work permits be enrolled in a registered pension plan. Their contribution rates would gradually rise during a transition period to match those of local workers (5% ER/5%EE). Other amendments would expand member withdrawal options.

Brazil: Watch



Occupational safety reform consultation

The Secretary of Labor has [unveiled](#) plans for a modernization of occupational health and safety rules. A result of tripartite permanent joint commission negotiations, the new rules aim to both upgrade worker protection and "unlock the economy" by simplifying complex requirements. This is part of a larger initiative to revise and consolidate 160 labor decrees into four texts. A public consultation will close on August 30, 2019.

Key Updates

Brazil: Watch



Proposal to cap medical expense deduction

The Federal Reserve Secretary has backed away from a plan to eliminate all medical expense deductions from income tax. He will instead add a measure to tax reform legislation that would set a ceiling for medical expense deductions. He explained that a full deduction would disproportionately subsidize heavy use of health insurance by the affluent.

Canada: Respond



New standards for accommodating disabled workers

Employment and Social Development Canada is posting [resources](#) on compliance with An Act to Ensure a Barrier-free Canada (Accessible Canada Act), which has recently received Royal Assent but does not yet have a date of entry into force. Federally regulated employers will have to collaborate with affected employees on a plan for removing impediments to workers with disabilities and on subsequent progress reports. These include barriers in employment, the physical plant, transportation and communication technology.

Key Updates

Canada: Watch



Federal employment equity regulations

On August 10, 2019, draft Regulations Amending the Employment Equity Regulations were published in the Canada Gazette (related, in part, to the pay transparency measures announced in the 2018 Federal Budget and set out in Bill C-97). The proposed changes to the Employment Equity Regulations (Regulations) address the following matters:

- Salary calculation (i.e., in order to support pay transparency, these regulatory amendments seek to modify the current salary reporting requirements to collect information in support of determining an hourly rate of pay, hours of work, bonuses, overtime pay, and overtime hours, information that will be used to publicly report on the wage and bonus gaps of employers).
- Incorporation by reference (e.g., The Statistical Area Classification — Variant of Standard Geographical Classification (SGC) 2016 and North American Industry Classification System).
- Removal of outdated requirements and systems.
- Mandatory use of designated group definitions.
- Salary sections.
- Recordkeeping requirement - to reflect the changes to what is being reported to the Government of Canada, in addition to the current list of records, employers would be required to maintain the following:
 - A record of each of their respective employees' salary and salary increases including, where applicable;
 - their salary, not including any bonus pay or overtime pay;
 - their salary, not including any bonus pay or overtime pay;
 - the number of hours worked that can be attributed to the salary earned;
 - the bonus pay paid during the reporting period; and, the overtime pay and overtime hours in the reporting period.
 - A record of each employee's occupational group classification and code.
- Amended forms

Comments on the proposed changes to the Regulation can be submitted within 30 days of publication in the Canada Gazette.

Source: [Regulations Amending the Employment Equity Regulations](#)

Key Updates

Chile: Watch



Bill would shorten workweek

The Labor Committee of the Chamber of Deputies has approved a measure that would reduce the standard working week from 45 hours to 40. The bill is popular but the Labor Minister has warned that it would entail government financing and has not secured government approval so any resulting law would be vulnerable to a constitutional challenge.

China: Note



Internal mobility boost

The Ministry of Human Resources and Social Security has set out to [relax](#) domestic migration restrictions under the "hukou" home registration permit rules. Full resident entitlements for college graduates who move from small towns to large cities enhances worker mobility and makes it easier to post skilled workers where they are most needed. This move accompanies a set of measures on improving the job market for new college graduates as well as supporting start-ups and rural enterprises.

Incidentally, the State Council has agreed at an executive meeting to go nationwide with a pilot program on the transfer of 10% of the equity in state-owned companies to the national social security fund and relevant local entities. This will be a significant factor in maintaining the sustainability of the state pension system.

Egypt: Note



Social security reform passed

Parliament has passed a new Social Insurance and Pensions Act under which:

- The retirement age, now 60, will climb to 62 in 2034; 63 in 2036; 64 in 2038, and 65 in 2040.
- Pensions are slated to rise by 15% on July 1 of each year for an indeterminate period.
- The employee contribution will start at 21% then rise by 1% every seven years until it reaches 26%.
- The minimum contribution period is 120 months.
- Survivor benefits are introduced.
- The minimum pension will be 65% of the minimum wage.
- A new unemployment benefit will be financed by an employer contribution of 1% of a worker's salary along with any investment income it generates.

The law still awaits the President's signature.

Key Updates

Estonia: Note



Paternity leave extended

The Minister of Social Affairs has [signed](#) a decree extending paternity leave from 10 days to 30. The benefit will now be fully financed by the Social Insurance Board and the breaks may be taken in installments between birth and age three. The decree will come into effect for children born on or after July 1, 2020.

Fiji: Note



Tax relief on severance pay

The Fijian Revenue and Customs Authority has published Income Tax (Exempt Income) (Amendment) [Regulations 2019](#) which features the introduction of a tax break on redundancy payments. From August 1, 2019, redundancy payments of up to 15,000 Fijian dollars (US\$6,904) are tax-exempt.

France: Watch



Pension reform proposal

The President's special advisor on pension reform has [broached](#) a scenario in which the retirement age would remain 62 but it would take an additional two years to qualify for a full pension. In addition, 42 different pension schemes would merge into a single plan. The 28.12% contribution would be split 60% ER/40% EE. Parents would receive a shared 5% bonus for each child and the survivor's pension would be 70% of the total of the two partners' pensions. There will be stakeholder consultations for the balance of this year and the legislation should be produced early next year. The new system would come into effect in 2025.

Key Updates

France: Respond



Three new retirement savings products unveiled

The Ministry of Economy and Finance has [introduced](#) a trio of new retirement savings products, all set to debut on October 1, 2019:

- A collective corporate retirement savings plan will be widely available and will replace the Perco scheme.
- Another corporate plan, designed to replace the article 83 contract, is for limited categories of workers.
- The third is an individual retirement savings product taken as a securities account or insurance contract.

All three are designed to be simple and highly portable. The superseded products will wind down by October 1, 2020 and a tax benefit for transferring from a life insurance product to a retirement savings product will lapse on January 1, 2023.

Germany: Watch



Riester review

The government has tasked a tripartite commission with conducting a review of the Riester retirement savings scheme. The 2018 coalition agreement had mentioned a more standardized Riester product entailing a simplified system of subsidies and broader eligibility. Eliminating the Riester model will be one of the options considered. A report is expected in March 2020. Riester plans are heavily regulated and government-subsidized without employer obligations.

India: Note



Broader definition of 'worker' under Employees' Provident Fund (EPF) Act

A recent Supreme Court [judgment](#) significantly expanded the definition of "worker" under Employees' Provident Fund and Miscellaneous Provisions Act, 1952. A company paid "women workers" to do piecemeal work on garments in their own homes. The Court determined that under the terms of the EPF Act, the definition of employee is wide enough to include these workers who might otherwise be classified as independent.

Key Updates

India: Note



Wage bill clears Parliament

Both houses of Parliament have now [passed](#) the Code on Wages Bill and it now awaits Presidential assent. It features a 'mandatory national wage floor' to be set by a Tripartite Committee. The states will be obliged to observe it but they will be free to fix variations based on region, occupation or skill level. The floor wage will be reviewed at least once every five years.

Indonesia: Watch



Levy on health insurance contributions proposed

The government is reportedly preparing legislation that would subject health insurance premiums and other insurance contributions to income tax. Stakeholders object that insurance premiums cannot be considered income and warn that employee benefits would be adversely affected.

Ireland: Respond



Parental leave law passed

Parliament has passed, and the President has signed Parental Leave and Benefit Bill [2019](#) which will extend the unpaid parental leave entitlement from 18 weeks to 26. The law will come into force on September 1, 2019 with the first tranche of the increase raising the leave period to 22 weeks. It will increase to 26 weeks on [September 1, 2020](#). A two-week paid parental leave benefit will launch on November 1, 2019 and the government aims to raise that period to seven weeks for each parent from 2021. The Department of Employment Affairs and Social Protection will pay the EUR 245 per week benefit and employers will be encouraged, but not required, to top it up. Employers must be notified of parental leave periods at least six weeks in advance.

Italy: Watch



The Social Security Institute (INPS)-managed second-pillar scheme proposed

The head of the Social Security Institute (INPS) has [proposed](#) adding an INPS-managed "good alternative" to second-pillar pension schemes. The sector, while recognizing the need for occupational pension reform, has [expressed](#) misgivings that INPS is not cut out for the task and that this approach "runs the risk of compromising any initiative aimed at relaunching the system, creating further confusion among potential members."

Key Updates

Jamaica: Watch



National Health Insurance Plan (NHIP) consultations

Last May, the Ministry of Health and Wellness published a [Green Paper](#) on a National Health Insurance Plan (NHIP) for Jamaica. It has since held public consultations on a scheme that would advance its goal of universal health care by establishing a basic package of covered health services, coordinating public and private resources, extending coverage to all legal residents and pooling risk. The NHIP would set quality standards for providers and negotiate their reimbursement on a capitation basis. Consultation topics include financing options, the level of involvement for private health insurers and whether enrolment should be mandatory.

Japan: Note



Fair pay for temps

The Ministry of Health, Labor and Welfare is circulating guidelines for temporary worker compensation under the "Equal Pay for Equal Work" regulations. During a temporary worker's three-year term, the first year's salary must fall within a range reflecting the worker's skills. Pay would rise by 16% in the second year and it would be 31.9% higher than the first year in the third year. The rules will come into effect in April 2020.

Kazakhstan: Note



Pension contribution hike

Under a 2015 law, the contribution to Unified National Pension Fund (UNPF) was slated to increase from 10% to 15% at the start of 2018. That increase is now scheduled to come into effect on January 1, 2020. It will add a 5% employer contribution to the 10% employee contribution.

Liberia: Note



Contributions rate rose

A straggling update on the social security system flagged National Pension Scheme (NPS) contribution hikes that went into effect in the third quarter of last year. The 3% employee contribution to NPS that is fully matched by the employer has risen to 4%. An employer-only contribution to the Employees' Injury Scheme (EIS) rose from 1.75% to 2%. Both employer and employee contributions are tax-deductible.

Key Updates

Lithuania: Note



Stock option scheme tax break

Parliament has passed an [amendment](#) to the Law on Individual Income Tax that would provide tax relief for stock options. Now taxed as income when exercised, stock options would be exempted from both income tax and social security contributions if they are held for at least three years after they were granted. The law will come into effect on February 1, 2020.

Mexico: Note



Protocol for legitimizing collective bargaining agreements

Under a [decree](#) that came into effect on August 1, 2019, a process is set out for legitimizing existing collective bargaining agreements (CBA) in light of the labor reforms (#GBB May 30, 2019) that were gazetted on May 1. The union that negotiated the CBA must confirm it with workers subject to the agreement and submit details to the Ministry of Labor and Social Welfare ("STPS") [website](#), including documentation of the CBA, a list of the workers affected and an account of the employee consultation process. There is a May 1, 2023 deadline for completing this process.

Mexico: Respond



Reminder of employer obligations under psychosocial risk factor law

Mexico passed legislation near the end of 2018 to assess psychosocial risk across employee populations. The regulations are known as "Norma Oficial Mexicana NOM-035-STPS-2018 sobre los factores de riesgo psicosocial en el trabajo" ("NOM"-035). They establish the necessary elements to identify, analyze, and prevent psychosocial risk factors, as well as to promote a favorable organizational environment within workplaces.

Here is what you need to know:

Definition of Psychosocial Risk Factors, according to the NOM legislation: Psychosocial risk factors are those that may cause non-organic anxiety disorders to the sleep-wake cycle, as well as severe stress and adaptation disorders derived from the nature of the job functions arising from the type of work shift and the exposure to traumatic events or acts of violence towards employees.

What are the employer obligations for NOM-035?

Employers in Mexico must implement:

- A psychosocial risk prevention policy considering the prevention of the above-mentioned factors.
- Prevention of violence at work.

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- The promotion of a favorable organizational environment at the workplace.
- Development of a mechanism that allows employees to raise complaints against practices that oppose a favorable organizational environment, and that reports acts of violence at work.
- Identification of employees who suffered any type of traumatic events for work-related reasons, so they can be taken care of by the medical personnel of the workplace or by a social security or private institution.
- Performance of medical and psychological evaluations for employees who experienced violence and/or psychosocial risk factors at their workplaces.

What is the deadline for employers?

NOM will be effective October 23, 2019. This is exactly one year after the legislation came out, giving employers one year to become compliant. The absolute deadline for having a program in place is October 2020.

Does this apply to all employers in Mexico?

Yes. Compliance with the NOM-035 is mandatory for all workplaces within Mexican territory. However, its implementation depends on the number of employees at each workplace. There are different obligations for the following three employer sizes:

- 15 employees or less;
- 16 to 50 employees; and
- More than 50 employees.

How do employers obtain these surveys?

NOM has provided sample surveys as a guide.

What topics and questions does the survey cover?

There are dozens of questions suggested and some of them include:

- Questions about the conditions of the work environment, workload, interference with family, negative leadership, workplace violence, a sense of belonging in the workplace, and more.

Are there any other countries doing something similar?

- Japan requires mandatory stress checks for employers with 50 or more employees; and
- Belgium employers are also required to assess the workplace for burnout and assess/treat employees accordingly.

How can employers prepare?

While only a few countries across the globe are making a move like this, there is some speculation that more countries will do something similar in the upcoming years. Clients can partner with their EAP, or other vendor who is familiar with this space, to start to develop surveys, metrics, and audits, that will help them be compliant down the road. We have reached out to our Global Employee Assistance Program (EAP) vendors and they are already building tools to help with the assessments and treatment for employees in Mexico.

What happens if employers are not compliant by October 2019?

This is still to be determined. We do not know who will be auditing these companies to make sure an employer is compliant as well as if there will be fines and other penalties.

Aon Mexico has a full [solution](#) to help companies comply with NOM-035.

Key Updates

Netherlands: Watch



Posted worker bill

The public [consultation](#) on the revised Posting of Workers Directive has closed. It is expected to clear Parliament in the second quarter of 2020 and, except where noted, come into effect in August 2020:

- Employers of posted workers will have to register them with the Inspectorate of Social Affairs and Employment (SZW) online government notification system as soon as it launches, tentatively October 2019.
- Allowances for accommodations, travel and food could be counted towards minimum salary requirements.
- Full application of employment law to posted workers may be deferred by no more than 18 months and if the posted worker is replaced by another during that period, the deferral is only for the balance of that 18 months.

Peru: Note



New caregiver leave

The Ministry of Labor and Employment Promotion (PETM) Supreme [Decree No. 009-2019-TR](#) grants parents or guardians up to 56 hours of paid leave per year to assist a disabled person with medical and rehabilitation appointments. If additional hours are needed, the worker may negotiate reasonable accommodation with the employer to offset these hours with overtime work. The decree went into effect on June 28, 2019.

Philippines: Watch



New security of tenure bill

House Bill [3381](#) An Act Strengthening the Worker's Right to Security of Tenure, replaces the security of tenure bill recently vetoed by the President. The bill would establish a total ban on agency-based hiring and put atypical workers on "a clear path to regular status, with no role for intermediaries." The Philippines' Department of Labor and Employment (DOLE) is drafting an alternative security of tenure bill that would empower DOLE to enforce compliance with measures protecting contract workers and entrust the labor secretary with determining whether a job is part of a company's "core function or activity", which would disqualify it for outsourcing. The Trade Department is preparing amendments to this bill that would boost pension portability when people change jobs.

Key Updates

Puerto Rico: Note



"Special Leave" entitlement

At the start of this month, the outgoing governor [signed](#) a measure entitling workers to 15 days' unpaid leave per year in a variety of circumstances. These include when the worker or a close family member has experienced:

- domestic violence;
- workplace sexual harassment
- sexual assault; or
- felony stalking.

The Puerto Rican Department of Labor was given a 90-day deadline to produce implementing regulations.

Saudi Arabia: Watch



Severance pay upgrade formula proposed.

The Shura Council is reportedly preparing an amendment to the Labour Law that would increase the default severance pay for Saudi nationals. Those who are dismissed while on a permanent employment contract are currently entitled to a termination benefit of two months' salary. An upgrade, which has been under consideration since May, would require one month's pay per year of service.

Saudi Arabia: Respond



Electronic portal for employment contracts

The Ministry of Labor and Social Development (MLSD) has introduced a requirement to load all employment contracts onto the General Organization for Social Insurance's (GOSI) electronic portal. The aim is to ensure better compliance with employment laws via more standardized and transparent contracts. A staggered transition will see enterprises of 3,000 or more workers registering 20% of the in the third quarter of 2019 and reaching 100% in the first quarter of 2020 while those with fewer than 50 workers will hit 20% in the second quarter of 2020 and 100% in the fourth quarter.

Key Updates

Saudi Arabia: Respond



Workplace gains for women

The Council of Ministers has approved new [rules](#) improving the rights of women. Under regulations set to come into effect at the end of this month, women will be allowed to work in many more sectors and will have protection from employment discrimination. Their workday must end at 11PM, 6PM in the industrial sector and there must be private workspaces as well as separate prayer and bathroom facilities. Many of the details will come in the amendments to the relevant laws. Women will also be able to obtain passports and other travel documents without the permission of a male relative.

Serbia: Respond



Guidance on tax exemption for employee activities

The Finance Ministry has published a [rulebook](#) on tax exemptions for employer provision of organized recreation, sporting events, and team-building exercises. Effective July 20, 2019, a range of employer-sponsored activities boosting employee health and interpersonal relations could qualify for tax breaks. If at least 70% of employees are entitled to take part in these activities and 70% of those end up participating, the cost of carrying out the activity and constructing any facilities is tax-exempt. Employers are also required to maintain an internal document on employee recreation policy.

Serbia: Watch



Agency worker bill

The Draft Law on Temporary Work Engagement, a measure that just passed its first reading in Parliament, would do much to bring Serbia into harmony with the EU's Agency Work Directive. Under this bill:

- Enterprises with 50 or more workers could obtain no more than 10% of their workforce through temporary employment agencies.
 - In most cases, a temporary worker could not be posted with the same company more than 24 months, even if it's through different agencies.
 - A seconded worker could not be paid a lower basic salary than that paid a permanent worker with the same duties.
 - There would be parity in working hours, holidays, supplemental payments, and other employment rights.
 - Agency workers could not be laid off then re-hired under less favorable terms.
-

Key Updates

Singapore: Watch



Worker's Compensation bill

The Ministry of Manpower (MOM) has [delivered](#) the Work Injury Compensation (WIC) Bill 2019 for its first reading in Parliament. Among the highlights:

- Compulsory coverage would extend to nonmanual workers.
- Workers' compensation insurance policies would be standardized.
- The compensation threshold would rise, and injury assessment procedures would be revised.
- There would be higher penalties for noncompliance.
- Claims processing would be refined.
- Penalties for noncompliance would increase.

A second reading is scheduled for next month.

South Africa: Watch



Health system financing plan

The Health Minister has advised the press of the Cabinet's approval of the National Health Insurance [Bill 2019](#) which has been forwarded to the National Assembly where it was [referred](#) to the Portfolio Committee on HEALTH. The bill includes an overview of covered services. The funding for the national health insurance system is now slated to feature a social solidarity model with a fixed surcharge on personal income tax (PIT).

A detailed [bulletin](#) from Aon South Africa is appended.

Taiwan: Watch



Bill to promote retirement deferral

The Executive Yuan has [approved](#) a Labor Ministry measure on promoting the employment of seniors in a "super-aged society." It would:

- End mandatory retirement at age 65, allowing employers to offer employment contracts to workers over that age.
 - Relax rules on hiring contract workers over age 65.
 - Ban age discrimination in hiring, performance evaluation, promotion, pensions, and severance benefits.
 - Entitle senior workers to unemployment benefits.
 - Introduce financial incentives for employer to keep workers on past age 65.
 - Require employers to maintain minimum 6% monthly contributions to older employee pension plans, even if they are already collecting benefits.
-

Key Updates

Taiwan: Note



Overtime cap exemption

The Ministry of Labor recently [announced](#) that the Labor Standards Law allows "supervision and management personnel" some exemption from the eight-hour day and 40-hour week. Those earning at least NT 150,000 (US \$4,820.83) per month may work up to 12 hours per day under terms proposed by the employee, agreed with the employer, and approved by local labor authorities. Women in this exempt group are no longer barred from working between 10PM-6AM.

Thailand : Watch



Health insurance standardization plan

The Office of the Insurance Commission is [preparing](#) a refinement and standardization of health insurance products. Consumers would be protected by more consistent levels of coverage and a ban on denying renewals to members who have fallen ill. The standards will be published this year and are expected to come into force in 2021.

United Kingdom: Watch



Draft regulations on IR35 for the private sector

HM Revenue & Customs has posted [draft legislation](#) on applying the IR35 "off-payroll working rules" to the private sector from April 6, 2020. The burden of proof for determining whether a worker engaged through a personal service company (PSC) is truly an independent contractor would fall on the customer. HMRC has an online [tool](#) to help determine IR35 status. Small companies would be exempt.

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United Kingdom: Watch



Measures to curb work-related absences

The Secretary of State for Work and Pensions has posted a [consultation](#) on a set of proposals for reducing health-related job loss. Among the highlights:

- The right to request health-related workplace modifications would extend beyond the legal definition of "disabled person." This would apply to working hours, physical accommodation and employee duties.
- Sickness absences would have to be logged in the employer's payroll system.
- Employers would have more detailed guidance on assisting a sick employee's return-to-work process.
- The Statutory Sick Pay (SSP) scheme would be more flexible and better enforced.
- Occupational health services would be more sustainable for small and medium enterprises (SME).

The consultation will run through October 7, 2019.

United Kingdom: Watch



Flexible Working Bill

Flexible Working [Bill 2017-19](#) is a private member's bill so it's prospects are basically dependent on securing support in the new government, but it has been cleared for second reading and it has a fairly audacious premise that could ultimately influence the global debate. The bill would make flexible work the default option for all employment contracts, requiring employers to provide a business reason if a fixed schedule or location is necessary for performance of a given job. Job posting would include mention of whether a position is "suitable for flexible working."

United Kingdom: Watch



Consultations on workplace sexual harassment

The Government Equality Office is holding a consultation on sexual harassment in the [workplace](#). It seeks public input on proposals for combating sexual harassment in the workplace. These include imposing a preventative duty on employers and drafting a statutory Code of Practice on sexual harassment and harassment at work. Comments are welcome through October 2, 2019. On a separate track, the Department for Business, Energy & Industrial Strategy recently concluded a [consultation](#) on measures to prevent the misuse of confidentiality clauses in cases of workplace harassment and discrimination.

Key Updates

Uruguay : Watch



Outsourcing bill

A [bill](#) offering draft amendments to the law on outsourcing is now before Parliament. Outsourced workers would receive a written statement establishing their compensation and all other entitlements to ensure that a subsequent contract does not diminish their rights. An Annual Licensing Plan would set out the terms of annual statutory leave for these workers.

United States of America: Note




President Trump Signs Executive Order on Improving Health Care Price and Quality Transparency

President Trump signed an Executive Order on June 24, 2019, instructing various departments of the federal government to issue regulations over the next few months mandating transparency in the prices of health care treatments and services, and in data on the quality of care provided by hospitals and doctors. Additionally, the Executive Order requires agencies to issue guidance that would provide more flexibility with respect to certain health savings account and flexible savings account requirements.


The Executive Order addresses five areas of federal health care policy.

The Aon bulletin on the Executive Order can be found [here](#).

Other Notable Updates

Area	Country	Date	Name
	Bermuda	8/1	Package of health reimbursement measures
	Canada	8/29	New Federal Rules for Patented Drug Pricing Announced
	United States of America	8/8	The Internal Revenue Service (IRS) Expands List of Preventive Care Benefits High-Deductible Health Plan (HDHP) Can Pay Before Deductible Is Met.


	Australia	8/1	Deeming rates cut
	Azerbaijan	8/1	Another pension rise
	Belgium	8/15	Withholding tax quick reclaim process for foreign pensions suspended
	Canada	8/29	Ontario pension plan funding disclosure requirements
	Ecuador	8/8	Ruling asserts right to same-sex marriage
	Greece	8/29	Guidance on pension thresholds
	South Africa	8/15	Pension transfer ruling
	Spain	8/8	Unfair benefit formula for part-timers
	United Kingdom	8/1	Supreme Court upholds discrimination ruling
	United Kingdom	8/1	Pensions Regulator updates guidance for DC investments
	United Kingdom	8/1	Call to Action on Good manufacturing practice (GMP) Equalization
	United States of America	8/29	Employee Benefits Security Administration (EBSA) Publishes Final Regulation on Small Employer Retirement Plans

	Austria	8/15	"Daddy Month" bill passed
	Belarus	8/8	Fixed-term contract measure signed
	Belgium	8/1	Walloon immigration policy changes
	Botswana	8/8	Minimum wage hike
	Brazil	8/1	Revised data protection law signed.
	Brazil	8/15	Fundo de Garantia do Tempo e Serviço (FGTS) withdrawals allowed

Other Notable Updates

Area	Country	Date	Name
	Canada	8/8	An Act to Make Alberta Open for Business
	China	8/1	Permanent residence more accessible
	China	8/8	Barriers to foreign roles in financial markets reduced
	Colombia	8/8	Incentives for hiring disabled workers
	Czech Republic	8/1	Amendment to Act on the Residence of Foreign Nationals
	Czech Republic	8/15	Ruling on noncompete clauses
	EU/Spain	8/29	Ruling on severance pay disparity
	Finland	8/29	Stock plan guidance
	France	8/15	Ruling upholds cap on benefits in unfair dismissal
	Ghana	8/15	Public holiday trade-off
	India	8/1	Final tranche of creche obligation
	Israel	8/8	Equal pay ruling
	Italy	8/29	Tax treatment of personal data protection perk
	Kuwait	8/8	Online portal for foreign worker health insurance contributions
	Netherlands	8/1	Fringe Benefits Tax (FBT) hike for meal benefit
	New Zealand	8/29	Wages may be paid in cryptocurrency
	Norway	8/1	New regulations on employer-provided discounts
	Peru	8/1	Guidance on tax treatment of foreign workers
	Philippines	8/1	Special work permit limits
	Philippines	8/29	Service charge sharing requirement
	Poland	8/1	Tax exemption for younger workers
	Romania	8/8	In-vitro fertilization leave
	Rwanda	8/8	Green light for secondment
	Serbia	8/29	Guidance on stock scheme taxation
	Singapore	8/15	Compliance certification for cross-border data transfer
	South Korea	8/15	Personal questions barred from hiring process
	United Kingdom	8/8	Disguised remuneration schemes targeted
	United Kingdom	8/29	Ruling on working time parity for agency workers

Other Notable Updates

Area	Country	Date	Name
	Ukraine	8/29	Withholding tax guidance for foreign workers
	United States of America	8/1	Equal Employment Opportunity Commission (EEOC) Provides Materials and FAQs on EEO-1 Pay Data Collection; Launches New Website



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