

# #GlobalBenefitsBulletin Highlights

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Talent

**EU :** Revisions to Posted Workers Directive



Talent

**South Korea :** Wage definition broadened

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**Lebanon** : Restrictions on health insurance renewals



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Retirement

**Russia** : Pension reform would feature retirement age hike

## Key Updates

### Australia

#### WATCH

#### Productivity Commission's super review



Retirement

The Productivity Commission has opened a public consultation on the draft report, Superannuation: Assessing Efficiency and Competitiveness, second phase of a three-stage review of the superannuation industry. Among its proposals:

- Placement in a default super product may only happen when a member first joins the workforce, not when changing jobs or returning to the workforce.
- The super would be selected from a "best in show" shortlist (no more than 10 options) drawn up by an "independent expert panel".
- An online service would guide new members through choosing a super product, whether or not from the default list and it would let existing member transfer or consolidate funds.
- An annual outcomes test would compare each super's performance to market standards and those consistently underperforming risk losing their MySuper authorization.
- Product disclosure standards would be raised and there would be tighter controls on financial advice.
- A set of fund governance best practices is proposed.

Comments are welcome through July 13, 2018.

Link

<https://goo.gl/pVdBKL>

## Australia

### WATCH

#### Private health insurance bill



Health

Private Health Insurance Legislation Amendment Bill 2018 has cleared its final reading in the House of Representatives without amendment. Among its highlights:

- People would be able to add mental health coverage to their health insurance policies without a two-month waiting period.
- Hospital insurance premiums for people age 18-29 could be discounted up to 10% then the discount would phase out by age 40.
- The Private Health Insurance Ombudsman's role would be strengthened.
- Travel and accommodation benefits could be included in hospital treatment cover, particularly benefiting people in remote regions.
- Consumers would have the option of purchasing policies with lower premiums but higher deductibles.

The bill is now before committee in the Senate.

Link

<https://goo.gl/1Cd1cD>

## Bahrain

### NOTE

#### Expat status under health insurance law



Health

The King has now signed the National Health Insurance Law which will be gazetted this month and will come into effect six months after that date. The expatriate coverage will be limited to emergency care, primary care and some secondary care. An expat fee schedule for 16 other categories of care is in preparation. The expat health insurance premiums will be collected by the Labour Market Regulatory Authority when it issues work permits and renewals.

Link

<https://goo.gl/69YXvd>

## Bangladesh

### WATCH

#### Universal pension system pilot planned



Retirement

The Finance Minister's budget speech early next month will reportedly offer a blueprint for a compulsory second-pillar universal pension system that would supersede the contributory provident fund scheme which is officially mandatory but not widely used. The first stage would be a pilot program with private-sector workers. A pension fund regulator would be created to oversee the sector established to manage these pensions. While employers would not manage these funds, they would be required to match employee contributions. There would be a partial government subsidy for the contributions of low-income workers.

## Brazil

### WATCH

#### Update on post-retirement health insurance bill



Health

The Senate's Commission on Social Affairs is still reviewing Senate Bill 436/2016, which would amend Law 9656/98 on continuation of group health insurance coverage after retirement, but the text described in current reporting is significantly different from the package of Law 7419/2006 which is being evaluated in the National Congress and has 156 projects grouped, dealing with the reform of the Law 9656/98. At present, those who have made a monthly fixed contribution to the cost of the employer health insurance plan have the right to maintain the benefit after terminating the employment bond. In case of retirement, the retiree has a one-year extension for each contribution year and if the contribution was for a period longer than 10 years, the extension is for a lifetime. In Senate Bill 436/2016, the retiree may keep his health plan for a lifetime even if he has not contributed. According to the package 7419/2006, the retiree may keep his health plan for a lifetime after five years of monthly fixed contribution. However, it is not clear if this change (either of them), if approved, will be applied to new contracts only or will be valid for all contracts.

Link

<https://goo.gl/iZnvw3>  
<https://goo.gl/zJ9VSD>

## Canada

### WATCH

#### New Report on the Taxation of Benefit Plans



Health

In late 2016, reports began to surface about a federal government tax fairness initiative that included the review of a lengthy list of existing tax rules. Among the items examined was the tax-exempt status of Private Health Services Plans (PHSPs), with the goal of making these benefits taxable for individual plan members. PHSPs typically include health and dental benefits and may also include a Health Spending Account (HSA). With the exception of Quebec, where it is taxable at the provincial level, PHSPs are currently tax free federally and provincially.

The prospect of taxing employer-sponsored health and dental benefits was met with strong opposition from plan members and sponsors, insurance carriers, medical practitioners, and other stakeholders. Statements by Prime Minister Justin Trudeau in February 2017 confirmed that a possible tax on health and dental benefits was no longer being considered.

The issue has re-emerged with the release today of a Parliamentary Budget Officer report that estimates the federal fiscal impact (i.e., potential revenue streams) of including employer-paid health benefits in the taxable income of employees. Though there is no indication at this time that this will shape government policy, we will monitor developments closely and provide updates as required.

Link

<https://goo.gl/TZvFM5>

## Canada

### WATCH

#### Ontario Human Rights Tribunal Declares Termination of Employee Benefits at Age 65 to be Discriminatory



Talent

An interim decision from the Human Rights Tribunal of Ontario could have an impact on the benefit entitlements of older workers. In *Talos v. Grand Erie*, the Ontario Human Rights Tribunal recently ruled that an employer's ability to legally terminate group benefits for employees once they reach the age of 65 amounts to illegal discrimination. The Ontario legislation, which allows for age discrimination in benefit plans by simply carving out workers aged 65 and older, was considered unconstitutional as it violates the equality right granted under the Canadian Charter of Rights and Freedoms.

This case dealt with group health, dental, and life insurance benefits. Disability was employee paid and therefore not considered in the complaint. It was also demonstrated at trial that plan sustainability was assured notwithstanding the supplying of benefits to those working past the age of 65. Only 3% of the workforce was over 65 and the government sponsored drug plans are integrated at this age.

The Ontario Human Rights tribunal does not have the authority to generally invalidate the Ontario legislation; however, the rationale of this case could successfully be used as basis for complaints from other plan members. Other Canadian jurisdictions that also allow for age discrimination in benefits plans may be subject to similar constitutional challenges. Nevertheless, when based on actuarial principals and plan viability, as opposed to strict age based differentiation, rules allowing for age limitation could be considered acceptable under the Canadian Charter given the minimal impairment principle. This means that the objective of a given piece of legislation must be achieved with minimal impact on a protected right.

There is a strong chance this decision will be appealed, which means the final outcome of the case remains fluid. We are monitoring the appeal process closely and will keep you informed.

Link

<https://goo.gl/ExvS8e>



## Canada

### NOTE

Ruling orders retroactivity for pay equity law



Talent

The Supreme Court of Canada's judgment in Case no. 37347 found several provisions of the Quebec Pay Equity Act (PEA) unconstitutional. Quebec employers with at least 10 workers must perform a pay equity maintenance audit once every five years and make any necessary adjustments, effective from the date the audit is published. The case was brought because pay inequities up to five years old are not remedied retroactively under this law. The Quebec legislature must now revise PEA in light of this ruling.

Link

<https://goo.gl/QE8zBg>

## Canada

### RESPOND

Manitoba Employment Standards Code amendment



Talent

On June 4, 2018, Bill 20, The Employment Standards Code Amendment Act (2) received Royal Assent. Among other matters, the bill amends the Employment Standards Code to:

- Extend parental leave from 37 weeks to 63 weeks to care for a new child in the family;
- Establish a new 17-week leave to allow employees to care for an adult family member who is critically ill;
- Raise the minimum age for employment from age 12 to 13;
- Eliminate the requirement for employers to obtain a permit before employing someone under the age of 16, instead requiring employers to ensure a young person between the ages of 13 and 16 has a certificate verifying they have completed an approved work readiness course online;
- Introduce a new process to allow an employer and an employee or group of employees to enter into an agreement on averaging hours of work, without requiring approval from the director of employment standards;
- Authorize the director of employment standards to refuse frivolous or vexatious complaints; and
- Clarify that unionized employees would no longer have the ability to file a complaint with the director of employment standards since collective agreements include grievance processes for handling disputes between employers and employees about wages or other terms of employment.

The changes related to protected leaves came into force upon Royal Assent, while the remaining proposed changes will come into force upon proclamation.

Bill 20, The Employment Standards Code Amendment Act (2) is available in the link provided.

Link

<https://goo.gl/LHycjT>

## Central African Republic

### NOTE

Employer tax break on insurance premiums



Risk

Under Finance Law 2018, which came into effect on January 1, 2018, employers can get a tax deduction on retirement, death, or disability insurance premiums paid to local insurers covering either all employees or certain categories of employee. They may also deduct up to 5% of payroll on health insurance premiums from local insurance companies, provided the premiums are not tax deductible for the employees.

## Chile

### NOTE

Ruling on exclusion of non-union members from collective agreements



Talent

One of the labor reform measures in Law 20,940 empowered unions to exclude non-union members from collective bargaining, but was unclear on retroactivity for this exclusion. A May 11th opinion issued by the Labor Authority confirmed that collectively bargained benefits that were included in the individual employment contracts of non-union workers before the law went into effect are acquired rights unaffected by the law. This topic will be addressed in a set of technical corrections to law 20,940 due before Congress by the end of the year.

## Chile

### WATCH

#### Public Account 2018



Talent

The President's Public Account 2018 sets out an agenda for his administration:

- Legislation due within the next 60 days would strengthen the solidarity pillar of the state pension, broadening coverage to independent workers and subsidizing contributions for vulnerable populations.
- Incentives for deferring retirement are in preparation.
- A "single plan for health" would end discrimination under several criteria, including pre-existing conditions. In addition, a transparency portal would make health insurance comparison shopping easier and a citizen health portal would enable access to one's digital medical record.
- Creche services would be made available for the children of dependent workers.

Link

<https://goo.gl/4iqfNr>

## European Union

### WATCH

#### Sustainable finance proposal



Retirement

The European Commission has introduced a set of sustainable finance proposals including a requirement for pension funds and other institutional investors to "integrate" environmental, social, and governance (ESG) factors in their investment decisions and disclose the ESG impacts of their investments. A "unified classification system" would standardize criteria for assessing the sustainability of economic activity, as well as benchmarks for determining a company's or an investment portfolio's carbon footprint. A consultation on amendments to delegated acts on ESG "considerations" in an investment firm's advice to individual clients is accepting feedback through June 21, 2018.

Link

<https://goo.gl/6CmbHB>  
<https://goo.gl/25Zqan>

## European Union

### RESPOND

#### Revisions to Posted Workers Directive



Talent

The European Parliament has staged its final vote approving key revisions to the Posted Workers Directive. In particular:

- All host country remuneration rules, as well as relevant collective agreements, will apply to posted workers.
- Posting are capped at 12 months, with an additional six months possible.
- Employers must assume all travel, board, and accommodation expenses without taking it out of worker pay.

The revisions passed on May 29 and a final vote this month in the Council of Ministers is depicted as a formality. The Member States have a May 29, 2020 deadline for transposing the revisions.

Link

<https://goo.gl/a97Wk7>  
<https://goo.gl/vTjiEH>

## European Union

### WATCH

#### Resolution on curbing precarious work



Talent

The European Parliament has adopted a resolution calling for an end to zero-hour contracts and other "precarious employment practices." Protection would extend to independent contractors and consultants. The European Commission has since advised Parliament that it plans to address much of this in the EU Transparent and Predictable Working Condition Directive, including rights to minimum work schedule and to a path from temporary to permanent contracts.

Link

<https://goo.gl/jGNhBa>

## European Union/ United States

### WATCH

Privacy compliance concerns



Talent

The Civil Liberties Committee of EU's Parliament has voted to give the United States a September 1, 2018 deadline for compliance with the Privacy Shield Framework. While nonbinding, the vote is a sign of EU frustration with US adoption of Privacy Shield and General Data Protection Regulation (GDPR) requirements. The European Commission will send a delegation of privacy experts to Washington this fall to conduct a review of the Privacy Shield arrangement.

Link

<https://goo.gl/2L2W2m>  
<https://goo.gl/o3U9o7>  
<https://goo.gl/8xW8Ru>

## Germany

### WATCH

Measure would bring back employer health contribution



Health

The Cabinet adopted the Health Ministry's Insured Relief Act (GKV-VEG) which would require employers to pay 50% of the supplemental health insurance premiums, which are determined individually by the health insurance institutions and are on top of the equally shared 14.6% base health insurance premiums. These supplemental premiums were once shared equally between employers and employees but are currently paid only by employees.

The government would partially subsidize premiums for retirees and the self-employed. There are also provisions to curb premium increases and translate excess surpluses into contribution cuts. The measure is penciled in for a January 1, 2019 launch.

Link

<https://goo.gl/nrE4Uj>

## Hong Kong

### WATCH

#### Health insurance tax deduction bill



Health

Inland Revenue (Amendment) (No. 4) Bill 2018, which was delivered to the Legislative Council on May 23 would establish a tax deduction on premiums for qualified health insurance products purchased under the Voluntary Health Insurance Scheme (VHIS). The premium deduction for taxpayers as well as specified relatives (spouses, children, parents, grandparents, and siblings) would be HK \$8,000 (US \$1019.16) per insured person.

Link

<https://goo.gl/ELr4no>  
<https://goo.gl/RtyiDt>

## Hong Kong

### NOTE

#### Law on compulsory reinstatement



Talent

The Employment (Amendment) (No.2) Ordinance 2018 was gazetted on May 25 and will enter into force on October 19, 2018. It sets out the circumstances under which the Labour Tribunal may require compulsory reinstatement of an unfairly terminated worker and the factors that it must consider. It stipulates that when workers are reinstated, the period between termination and reinstatement would count towards future entitlements as part of an unbroken employment record and the tribunal retains the option to award the worker salary for that period.

Link

<https://goo.gl/kH3wo1>  
<https://goo.gl/FXTbPV>

## Indonesia

### NOTE

Law barring relatives from working together rescinded



Talent

The recent Constitutional Court Ruling 13/PUU-XV/2017 confirmed that a provision of the 2003 Manpower Law allowing employers to dismiss workers because a spouse or family member works for the company is unconstitutional. It had become customary in recent years for collective bargaining agreements, company rules, and employment agreements to include clauses barring family or marital ties between colleagues. The Court has now ordered a revision of that provision to, "employers are prohibited from conducting a termination of the employment relationship with employees that have a blood and/or matrimonial link with another employee in the same company".

Link

<https://goo.gl/R9eSM7>

## Italy

### WATCH

Coalition government restored



Talent

The radical governing coalition that failed towards the end of last month when the President vetoed its euroskeptic nominee for Economy Minister managed to earn a reprieve when it came up with a more moderate nominee. While the threat to withdraw from the euro is now muted, the coalition has confirmed other agenda highlights, including reversal of the Fornero social security reform and introduction of a universal basic income. The new administration also aims to rescind the Jobs Act for Self-Employed workers, charging that it encourages precarious employment.

Link

<https://goo.gl/ELr4no>  
<https://goo.gl/RtyiDt>

## Japan

### WATCH

#### Compromise emerging on overtime bill



Talent

The ruling coalition and two major opposition parties appear to have a working compromise on the overtime legislation that could secure its passage before the June 20 close of the current Diet session:

- Workers who have entered a contract with a "ko-pro" skilled professional exemption from overtime limits would be able to opt out of that status.
- There would be equal treatment for non-regular workers.
- Overtime protection for contract workers would entail companies collaborating with their subcontractors to avoid spikes in the work flow.

The bill has passed in the Upper House and came up for debate in the Lower House on June 4.

## Lebanon

### NOTE

#### Restrictions on health insurance renewals



Health

The Insurance Control Commission (ICC) has introduced a rule prohibiting private health insurers from altering the terms and conditions when renewing a group or individual health insurance contract. Modifications may be made during an initial six-month "observation period" but renewals may no longer dilute coverage for aging or sick policyholders. The ICC has also capped lifetime hospitalization coverage at 720 days.



## Lithuania

### WATCH

#### Pension reform bill advances



Retirement

The Cabinet has unanimously approved a set of pension reform measures featuring:

- Second-pillar scheme auto-enrollment for workers below age 40.
- The possibility of 12-month contribution breaks for workers who don't opt out of the second-pillar scheme.
- Gradual doubling of the 2% employee second-pillar contribution, offsetting wind-down of the 2% diverted to it from the state pension.
- A halving of the ceiling for pensionable income.
- Higher employee contributions to the state pension offset by salary hikes.

A retirement age hike has been ruled out at this stage. Backers expect passage by the end of this month and all of these provisions aim for a January 1, 2019 launch.

## Philippines

### WATCH

#### Committee report on security of tenure bill



Talent

The Senate committee on labor, employment, and human resources development has issued its committee report on Senate Bill No. 1826, "Security of Tenure and End of Endo Act of 2018". It would ban labor-only contracting, restricting job contracting to "licensed and specialized services". All workers would be classified as regular except those on probation and the probationary stage would be capped at four months. The job restoration rights of unjustly terminated workers would be set out and a Transition Support Program (TSP) would provide income for workers who are between jobs, provided they are in a skills development program.

Link

<https://goo.gl/gddFjo>

## Poland

### WATCH

#### PPK bill revision



Retirement

A revision of the Employee Capital Plan (PPK) legislation is now being circulated. At this stage:

- Pension fund managers and life insurers would be able to manage PPKs.
- The mandatory 2% employee PPK contribution would be cut to 0.5% for low-income workers (threshold tentatively set at up to 115% of minimum salary), but their employers would pay 1.5%.
- Lifecycle investment funds would have to be offered, but there would also be investment funds with relatively few caps.
- Renewal of opt-out selection would be every four years, down from every two.
- The PLN 10M minimum capitalization for PPKs is now raised to PLN 25M.

The Finance Minister now expects the law to come into force on July 1, 2019, six months later than the targeted start date of January 1, 2019.

## Portugal

### WATCH

#### Partial labor reform consensus



Talent

A broad agreement with four employer federations and a key union federation and the Cabinet's subsequent endorsement have occasioned more detailed coverage of the government's labor reform plan:

- The 15-day limit on "very short-term contracts" would rise to 35 days with an annual cap of 70 days.
- The social security surcharge for companies that exceed their sector's average in fixed-term contracts would start at up to 2% from 2020.
- Companies with over 250 workers (down from 750) would generally have to justify their fixed-term hiring when they have an expansion.
- Contracts for intermittent work would be more flexible with the annual minimum cut from six months to five and the four-month minimum for consecutive periods reduced to three.
- There would be a one-year transition for phase-out of the individual time bank and a group time bank negotiable with approval of at least 65% of the workforce would allow aggregating hours over up to four years.

Link

<https://goo.gl/rR6PHx>

## Puerto Rico

### WATCH

#### Fire-at-will bill clears Senate



Talent

The Senate has approved in final vote a measure that would partially rescind the statutory protection from dismissal without cause. Current workers would be grandfathered but new hires would be subject to employment at will. The measure will now proceed to the lower house. A recent compromise between the Puerto Rican government and the Financial Oversight and Management Board would have preserved Christmas bonus, sick day and vacation leave entitlements if employment at will was enacted. The board, which has fire-at-will legislation of its own before the Senate, has not yet weighed in on whether the bill's grandfathering provision imperils the compromise.

Link

<https://goo.gl/pvQ2P4>

## Russia

### WATCH

Pension reform would feature retirement age hike



Retirement

The Cabinet has approved the Prime Minister's draft legislation for a pension reform that would raise the retirement age from 60 to 65 for men by 2028 and from 55 to 63 for women by 2034. Expected to start in 2019, this would be the first retirement age hike in nearly 90 years. The compulsory pension insurance would remain 22%, deferring a planned increase to 26% in 2021, but income above the pensionable threshold would be taxed at 10%. Benefit increases would outpace inflation to make up for the years that they had lagged behind. The bill has now been delivered to the State Duma.

Link

<https://goo.gl/BGm4K8>

## South Korea

### RESPOND

Wage definition broadened



Talent

A steep climb in the minimum wage that saw its first tranche at the start of this year will be offset by a measure passed in the National Assembly last month that expanded the definition of minimum wage. Some regular bonuses as well as food, transportation, and housing allowances may now be factored into minimum wage calculations. The two top trade union federations, KCTU and FKTU, have resigned from the Minimum Wage Commission over this move and are planning massive protests. The Cabinet has now delivered a compromise that would exempt bonuses up to 25% of base monthly salary and allowances up to 7% from this formula. The law will come into effect on January 1, 2019.

## South Korea

### NOTE

#### Working hours guidance



Talent

Now less than two weeks from entry into force for the reduced working hours law, the business sector is anxious for more guidance on it. The Ministry of Labor has now issued guidelines clarifying a key issue. It addresses whether certain grey areas in a worker's schedule qualify as working time. The ministry concluded that stand-by time, training sessions, client meetings, and other periods spent under employer supervision are working time, but staff off-site gatherings unrelated to work are not. It recommends negotiating with individual employees on whether the time spent on business travel should be recognized as working time. Meanwhile, some sectors like mass transit that would need to do massive hiring to comply with the working time limits have asked for deferrals and have made contingency plans for reducing services.

Link

<https://goo.gl/XtBe3c>

## Uruguay

### NOTE





#### Second pillar opt-out




Retirement

From April 1, 2018, older participants in the second-pillar individual retirement account scheme are welcome to transfer their account balances to the state pension. The option is initially available to those who were at least age 50 on April 1, 2016 and will extend to all age 50 and up by 2020. Members must first consult with the Social Security Bank (BPS) to get a sense of the decision's impact, then they will have a 90-day window to make an irrevocable decision. BPS will deposit these holdings into a public trust fund for financing the social insurance program and credit the contributions to the first-pillar scheme.

## Other Notable Updates

Area	Country	Date	Name
 Health	India	6/21	Bulletin on universal health scheme
	Singapore	6/14	CareShield Life previewed
	Switzerland	6/21	Age-based health premium discounts
 Retirement	Armenia	6/14	Second pillar delay proposed
	Austria	6/07	Institutions for Occupational Retirement Provision (IORP) II transposition
	Bulgaria	6/07	Pension mobility bill adopted
	China	6/21	Interim rules on TDP products
	China	6/28	Central adjustment fund
	Hong Kong	6/07	Mandatory Provident Fund (MPF) governance charter
	India	6/07	Employees Provident Fund (EPF) charge cap lowered
	Ireland	6/14	Retirement employment guidance
	Spain	6/14	Aon Bulletin on Royal Decree 62/2018
	Sweden	6/28	Pension and earned income tax regimes equalized
	UK	6/28	Financial Guidance and Claims Act 2018
 Risk	Australia	6/28	Prudential standards on appointed actuaries
	Mozambique	6/21	Tougher regs for insurers
 Talent	Argentina	6/14	Visa fees rise
	Australia	6/28	Franchiser workplace compliance guide
	Australia	6/28	Sham contracting case
	Belgium	6/07	Mobility budget bill passed
	Brazil	6/14	Partial agreement on labor reform retroactivity
	Bulgaria	6/14	Acquired rights guidance

Area	Country	Date	Name
 Talent	Canada	6/28	Alberta OHS Act
	Canada	6/28	Coming into force of the prohibition on disparity of treatment in benefit plans in Quebec
	Canada	6/14	British Columbia Leave of Absence Bill comes into force
	Canada	6/14	Occupational safety responsibility towards independent contractors in BC
	Cyprus	6/07	Paternity leave eligibility expanded
	Denmark	6/28	Tax treatment of cross-border severance pay
	EU	6/28	Cross-border recognition of same-sex marriage
	EU	6/14	Revised stewardship code for asset managers
	Germany	6/14	New ICT disclosure requirements
	Hong Kong	6/07	Visas for same-sex spouses
	Hong Kong	6/07	Employment agency code of practice
	Isle of Man	6/14	Guidance on tax treatment of employment tribunal awards
	Israel	6/14	Stock option ruling contested
	Jersey	6/07	Jersey disability discrimination law
	Kenya	6/07	Work verification drive
	Luxembourg	6/21	New sick pay formula
	Maldives	6/14	Employee definition refined
	Malta	6/28	Workplace harassment penalties rise
	Malta	6/07	Tax treatment of employee transportation costs
	Mexico	6/21	Ruling on overtime accrual
	Nigeria	6/21	Maternity leave expansion
	Norway	6/21	Working Environment Act amended
	Pakistan	6/28	New rules on ECF investments
	Panama	6/28	Paternity leave guidance
	Peru	6/21	Minimum wage rises
	Russia	6/21	New standards for workplace carcinogen exposure
	Russia	6/07	Tax status of food allowances clarified
	Russia	6/14	Ruling on dismissal during probationary period

Area	Country	Date	Name
	Saudi Arabia	6/28	Mandatory employer-provided day care reported
	Singapore	6/28	Ruling on salaried worker's entitlement to overtime pay
	Spain	6/14	Ruling on mandatory medical checkups
	Sweden	6/28	New occupational health body
	Sweden	6/28	Tax regime for sickness and accident insurance
	Sweden	6/14	Guidance on business trip allowances
	UK	6/28	Supreme Court judgment on contractor status
	Ukraine	6/28	Ukraine
	Uruguay	6/28	Vaccine certificates required for visas

## Contacts

If you have questions please contact your Aon Hewitt representative or send a note to [Country.Profiles@aonhewitt.com](mailto:Country.Profiles@aonhewitt.com).

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