



#GlobalBenefitsBulletin Highlights

This document is intended for general information purposes only and should not be construed as advice or opinions on any specific facts or circumstances. The comments in this summary are based upon Aon’s preliminary analysis of publicly available information. The content of this document is made available on an “as is” basis, without warranty of any kind. Aon disclaims any legal liability to any person or organization for loss or damage caused by or resulting from any reliance placed on that content. Aon reserves all rights to the content of this document.

Key



Retirement



Talent



Health



Risk

Table of Contents

Respond		
	Brazil: Re-adjustment of health plan premiums	.....8
	Finland: Contribution rates for 2021	.....10
	Israel: Sick leave pay changes	.....13
	Mexico: Disclosure requirements for reportable schemes	.....14
	Norway: Changes to Defined Contribution (DC) occupational pension plans	.....15
	Serbia: Sick leave scheme	.....16
	Sweden: Economic employer concept	.....17
	Switzerland: Paternity leave update	.....18

Table of Contents




















Note	
 Argentina: Extension of employment measures .....6	 Hungary: Teleworking allowance .....12
 Austria: Tax-free allowances .....6	 India: New measures to stimulate the economy .....12
 Belgium: Temporary Unemployment Scheme due to force majeure .....6	 Ireland: Remote working guidance .....13
 Bulgaria: Disabilities Act extended to mental disorders .....8	 Latvia: 2021 Budget and amendments to tax laws .....14
 Bulgaria: Salary increase .....8	 Malaysia: Employees Provident Fund (EPF) Contribution changes .....14
 Canada: Temporary layoffs extended/regulatory guidance - Federal .....9	 Moldova: Health insurance contributions for 2021 .....15
 Channel Islands: Guernsey social insurance contribution rates .....9	 Moldova: 2021 social security contributions .....15
 Finland: Travel allowances for 2021 .....9	 Peru: Employment economic measures .....16
 France: Changes to furlough schemes .....11	 Russia: Legislation to increase tax rate .....16
 Hong Kong: Mandatory Provident Fund's (MPF) restriction on China A-shares exposure eliminated .....11	 Slovenia: Extension of measures .....17
	 South Africa: Tax relief measures .....17

Table of Contents







Note		
	Switzerland: Changes to the Insurance Policies Act adopted	.....18
	United Kingdom: Guidance for furlough scheme	.....18
	United Kingdom: Guidance on sponsor license	.....18
	United States of America: Final Rule on Financial Factors in Selecting Plan Investments	.....19
	United States of America: Guidance Potentially Affecting Retirement Plans for 2020 and 2021	.....19
	Uzbekistan: Health Care system pilot program	.....20

Table of Contents

Watch



Bermuda: Employment Act 2000 amendments7



Brazil: Payroll tax exemption extended7



China: Proposed changes to health insurance financing9



France: Draft Social Security Financing bill10



United States of America: Mandatory Employee COVID-19 Vaccination Program20

Key Updates

Argentina: Note



Extension of employment measures

Under [Decree No. 891/2020](#), the prohibition on employers dismissing or suspending employees without just cause or because of a decrease in business activity or force majeure has been extended until January 31, 2021. Also, the Labor Minister has announced that the government is planning to maintain the requirement for employers to pay staff that is dismissed "double the normal levels of compensation" until the end of February 2021.

Austria: Note



Tax-free allowances

The Ministry of Finance has [announced](#) additional proposals for the legislative winter package. Measures include:

- The beneficial tax treatment for employees, working from home, or quarantining would be extended until March 31, 2021.
- The commuting allowance would continue in the same amount as prior to the Covid-19 crisis until March 31, 2021.
- The tax-free treatment of allowances (for dirty, difficult, and dangerous work) and additional payments (for overtime) would continue as before the pandemic, despite working from home, quarantine, or "short-time working".
- The "intra-Community purchase" and import of Covid-19 in-vitro diagnostic tests as well as Covid-19 vaccines, (and services closely related to these diagnostic tests or vaccines) would be tax-free until December 31, 2022.

Belgium: Note



Temporary Unemployment Scheme due to force majeure

The government has reintroduced the simplified procedure under the [Temporary Unemployment Scheme](#). From October 1, 2020, until March 31, 2021, the government will consider all temporary unemployment related to the COVID-19 pandemic as temporary unemployment for reasons of [force majeure](#) (even if the underlying causes are economic).

- Under the scheme, employers will not have to pay the salary of affected employees. Such employees will receive unemployment allowances (70% of their average salary up to €2,754.76 (gross) per month increased by €5.63 per day) from the National Employment Office (NEO).
- Employers may grant a supplement on top of the unemployment allowance to bridge the gap for employees with their normal salary (without having to pay social security contributions) under certain restrictions.
- Temporary unemployment for force majeure is also available for employees who are not sick but are ordered to quarantine by authorities.
- Until December 31, 2020, workers who must take leave to care for a child after the closure of the nursery, school or center for disabled, are eligible for the temporary unemployment scheme for force majeure under the law of 23 October 2020 ([MB 30.10.2020](#)).

Key Updates

Bermuda: Watch



Employment Act 2000 amendments

The Minister of Labour has announced the tabling of [amendments](#) to the Employment Act 2000 (EA 2000) in the House of Assembly. [Highlights](#) of the Employment Amendment Act include:

- The definition of "wages" would be expanded to include tips and bonuses.
- There would be time limits for severance payments. All "wages and other remuneration and benefits" that have accrued at the termination date would have to be paid within seven days or by the next pay date.
- Before laying off employees, employers would need to inform them and their trade unions of the existence of any conditions of redundancy, the reasons for the layoff, and the approximate duration of the layoff.
- Employers must provide their employees with written policy statements against bullying and sexual harassment.
- Employers would be required to provide employees with a midway performance review during their probationary period.
- Employee probation periods would be limited to six months. This can be extended to nine months (total) after a midpoint performance review.
- Employees would be entitled to paid time off from work to attend prenatal appointments before completing one year of employment.
- Bereavement leave would be expanded to include grandparents, great-grandparents, grandchildren, and great-grandchildren.

The draft legislation is expected to enter into force on June 1, 2021.

Brazil: Watch



Payroll tax exemption extended

The National Congress has [voted](#) to override the President's veto of an extension of the payroll tax exemption for several sectors (i.e., communication and information technology, along with others) until December 31, 2021. The measure will allow companies to pay rates (1% to 4.5%) on gross revenue instead of 20% on payroll with an aim to help maintain jobs. The measures will be promulgated for inclusion in Law 14,020/20 (part of the Provisional Measure 936/20).

Also, Congress overturned a veto to new rules on profit sharing that will allow parties to negotiate the issue individually or by the ""joint commission of bosses and workers"" simultaneously. The employer may negotiate goals and values with each employee separately which will outweigh general negotiations.

Key Updates

Brazil: Respond



Re-adjustment of health plan premiums

The [National Supplementary Health Agency](#) (ANS) has announced that the suspended adjustment in 2020 will be paid in 12 months. Details in the announcement include:

- The beneficiaries of health plans that had their annual and age adjustment charges suspended between September and December 2020 (because of the pandemic) will have their monthly payments "diluted" in 12 equal and successive installments from January to December 2021.
- Operators must clarify the amounts "charged on slips that will be charged as of January 2021". The exact charge should be clearly stated on the billing or collection documents.
- At the request of the beneficiary or the contracting legal entity to the operator or benefits administration, the number of installments may be lower or higher than 12.

Also, contained in the announcement:

- The ANS has determined the maximum adjustments that may be charged for the individual regulated plans and for plans prior to Law No. 9,656 that have the adjustment regulated by Terms of Commitment. The decision on the authorized ceiling for the re-adjustment will be published in the Federal Official Gazette and will not enter into force until January 2021.
- The maximum percentage of re-adjustment of individual or family plans contracted from January 1999 or adapted to Law No. 9,656 / 98 was established at 8.14% and is valid May 2020 to April 2021.
- For individual or family contracts signed before Law 9,656 / 98 and covered by the Terms of Commitment signed between the operators and ANS, the maximum re-adjustment index was calculated based on the Variation in Medical-Hospital Costs and can be applied as of January 2021.

ANS has published [FAQs](#) for the re-adjustment of health plans.

Bulgaria: Note



Disabilities Act extended to mental disorders

The People with Disabilities Act was amended to extend the scope of protected employment to persons with mental disorders and intellectual difficulties. The amendments also provide for disabled individuals to be entitled to have access to aids, devices, equipment, and medical products in accordance with medical documentation (issued by the "medical consultative commissions, territorial, or national expert medical commission"). The documentation should be based on the individual's needs and according to specifications approved by the National Health Insurance Fund (NHIF).

Bulgaria: Note



Salary increase

Parliament has approved measures outlined in the budget "acts" for 2021. Measures include the minimum salary increasing to BGN 650 from January 1, 2021; and the social security contribution and health insurance rates remaining the same along with the maximum monthly social security income.

Key Updates

Canada: Note



Temporary layoffs extended/regulatory guidance - Federal

Aon's weekly Radar is available as of - [November 12, 2020](#).

Channel Islands: Note



Guernsey social insurance contribution rates

The [Social Insurance \(Rates of Contributions and Benefits, etc.\) Ordinance, 2020](#) was published on November 25, 2020. It amends the social insurance contribution rates and thresholds for the income classes. The rate of primary and secondary Class 1 contributions is 6.6%; the rate for Class 2 is 11%, and for Class 3, the rates range from 3.4% to 10.4%.

China: Watch



Proposed changes to health insurance financing

The government is proposing measures for changes to the financing of health insurance under the social security Urban Employee Basic Medical Insurance (UEBMI) plan. Highlights include:

- The entire employer health insurance contribution would go only to the social pool fund rather than split between this fund and the employees' individual accounts.
- Coverage from the social pool fund would be expanded to include more outpatient care while decreasing the use of individual accounts for these expenses. Half of the individual accounts' contributions would be redirected to the social pool to reimburse more outpatient costs which would reduce claims on private health insurance.
- Re-imbursement by private health insurance would be reduced by 50%.
- Insurance participants would be allowed to use funds from their individual accounts to cover eligible expenses incurred by spouses, parents, and children.

Finland: Note



Travel allowances for 2021

On November 26, 2020, the Tax Administration published [Decision No. 827/2020](#) on tax-free reimbursement of travel expenses in 2021. It includes measures specifying what conditions for business travel will qualify as tax free in 2021; setting the maximum daily allowances for business trips by duration; specifying daily meal allowances for foreign travel and a maximum per-meal rate of 11 euros for domestic travel; and setting the domestic full-time allowance at 44 euros and part-time allowance at 20. The decision enters into force on January 1, 2021 and applies to business trips fully or partially completed in 2021.

Key Updates

Finland: Respond



Contribution rates for 2021

The Ministry of Social Affairs and Health has [published](#) the 2021 health insurance premiums.

- The insured's medical contribution (0.68% of the taxable income in municipal taxation) and the contribution levied on taxable pension and benefit income (1.65%) will remain the same in 2021 as the 2020 contributions.
- The employers' health insurance contribution will increase by 0.19% to 1.53%.
- The daily allowance for wage earners and entrepreneurs will increase to 1.36% of wage and entrepreneurial income if the total annual wage and entrepreneurial income is at least EUR 14,766. If the total amount of wages and entrepreneurial income is less than EUR 14,766, the daily allowance payment will be 0.00% as in 2020.

The regulation will enter into force at the beginning of 2021 and will remain in force until the end of 2021.

France: Watch



Draft Social Security Financing bill

The Social Security financing bill for 2021 ([PLFSS](#)) was adopted by the National Assembly at first reading with modifications. It contains measures to address the health crisis resulting from the pandemic as well as health system reform. [Highlights](#) of the Bill include:

- A contribution would be established to cover expenses related to the management of the pandemic. The "product" of the contribution would be allocated to the National Health Insurance Fund. The contribution rate of 2.6% in 2020 and 1.3% in 2021 would be required of Complementary Health Organizations (OCs).
- A Patient Emergency Package (FPU) of 18 euros would be established to replace the user fee currently charged (19 euros on average at the public hospital or higher). The insured would pay the new flat rate for each visit to the emergency room not followed by hospitalization. Pregnant women, chronically ill, and disabled women would be eligible for a reduced package. This measure is expected to go into effect on September 1, 2021, instead of January 1, 2021.
- Adoption leave would be reduced from 10 weeks to 16 week days for families with no children or only one dependent child.
- The payment of the birth premium would advance from the seventh month of pregnancy instead of the current two months after birth.

The Bill will proceed to the Senate.

Key Updates

France: Note



Changes to furlough schemes

Two decrees have been issued regarding the furlough schemes (common partial activity and the long-term partial activity schemes). [Decree No. 2020-1316](#) and [Decree No. 2020-1319](#), both dated October 30, 2020, were published on October 31, 2020, in the Official Journal of the French Republic. Details include:

- As to the common partial activity mechanism, the maximum duration of the partial activity will be three months (currently 12 months) as of January 1, 2021. The partial activity could be renewed up to six months over a period of 12 consecutive months.
- If the use of the partial activity mechanism is justified by either a disaster or inclement weather, the initial maximum duration will be six months.
- When companies (with at least 50 employees) make a new request for authorization (as of November 1, 2020), staff representatives must be informed of the conditions under which the partial activity has been implemented.
- From January 1, 2021, the hourly rate of the indemnity paid by companies to their employees placed under the scheme will be 60% of the employees' gross remuneration (capped at 4.5 times the gross minimum wage).
- As to the long-term partial mechanism, companies in industries affected by COVID-19 will be able to access the same hourly rate of the allowance it receives from using the common partial activity mechanism (70% of the employee's gross remuneration, up to 4.5 times the minimum wage with a minimum hourly rate of €8.03 per hour).
- Collective agreements that allow the use of long-term partial activity must include a provision that determines how the trade unions that signed the agreement and the staff representatives will be informed of the effective use of the partial activity.

Hong Kong: Note



Mandatory Provident Fund's (MPF) restriction on China A-shares exposure eliminated

The government has announced the elimination of the Mandatory Provident Fund's (MPF) restriction of allocating only 10% of their assets to A-shares (i.e., "stocks of Chinese companies listed in Shanghai and Shenzhen"). It has added "Shanghai and Shenzhen bourses" to the list of approved stock exchanges for the MPF scheme.

Key Updates

Hungary: Note



Teleworking allowance

The government has unveiled a new tax-free teleworking allowance applicable to employees working from home during the state of emergency. Under [Decree 487/2020](#) (Government Decree on the application of rules concerning teleworking in the event of an emergency):

- The allowance amounts to 10% of the statutory minimum wage (HUF 161,000 in 2020).
- It may be claimed with substantiating actual expenses.
- The terms of teleworking must be included in the employment contract.

Rather than claiming the tax-free allowance, a worker under a teleworking contract may claim several expenses.

- Employees may claim the costs of intangible assets, computers, and computer appliances used for teleworking (up to HUF 200,000). If the costs exceed this amount, employees may claim an amount equal to a 33% annual depreciation allowance.
- The costs of internet access may also be claimed.
- The lease charges paid for premises used as a place of work of the employee, costs of heating, lighting, and energy are also included as expenses.

The Decree is in force from November 12, 2020, until February 8, 2021.

India: Note



New measures to stimulate the economy

The Minister for Finance and Corporate Affairs has [announced](#) measures to stimulate the economy which includes launching a scheme (Aatmanirbhar Bharat Rozgar Yojana) to incentivize job creation during the pandemic recovery. Highlights include:

- The government will subsidize provident fund contributions for business registered with the Employees' Provident Fund Organisation (EPFO) who hire employees from October 12, 2020, to June 30, 2021, with monthly wages less than INR 15,000.
- The scheme covers new employees hired by these businesses and EPFO member employees who were terminated from March 1, 2020, to September 30, 2020.
- Businesses that register with the EPFO from October 1, 2020 may also apply for the subsidy for new employees.
- To qualify for the subsidy, EPFO-registered businesses must hire at least two new employees (if the business had 50 employees or less in September 2020) or at least five new employees (if the business had more than 50 employees in September 2020).
- The government will subsidize the contributions for two years paying both employee's (12%) and employer's (12%) contributions for businesses with 1,000 employees or less; or only employee's contributions (12%) for businesses with more than 1,000 employees.

Key Updates

Ireland: Note



Remote working guidance

The Health and Safety Authority has published [guidance](#) and a [checklist](#) for employers and employees about working remotely. The guidance covers topics for managing working from home; home office requirements; risk assessment, and training. Details include:

- Employers should develop a comprehensive work from home policy.
- Physical equipment necessary for the home office is an employer cost.
- Employers should conduct a risk assessment of the remote working environment which can be done by a video call.
- Training should include information on how to use equipment.

Israel: Respond



Sick leave pay changes

The Knesset has approved an amendment to legislation on sick leave pay for employees in quarantine. Under the amendments:

- Employees will be entitled to payment for quarantine days from day two of the quarantine (the employee may use an accrued vacation day on day one). This includes payment for days in which an employees' child is in quarantine.
- Employees must provide employers with a copy of the report submitted to the Ministry of Health regarding their being in quarantine up to seven days prior to the date of payment of their salary.
- The days that employees receive payment for quarantine are deducted from the employees' accrued sick leave days (up to a maximum of four workdays for each period during which the employee is required to be in quarantine).
- If employees do not have any accrued sick leave entitlement, up to four days for each quarantine period will be deducted from the employees' future sick leave entitlement.
- The scheme does not apply to the employee who travels for non-business reasons.
- Private-sector employers will be entitled to indemnification from the state for days on which their employees reported their quarantine and received quarantine payment.

The measures apply retroactively as of October 29, 2020.

Key Updates

Latvia: Note



2021 Budget and amendments to tax laws

Parliament has adopted the 2021 Budget and accompanying amendments to the tax laws. Highlights include:

- The social security contribution rate for employees (for full coverage) will decrease to 10.5% (11% in 2020).
- The social security contribution rate for employers (for full coverage) will decrease to 23.59% (24.09% in 2020).
- Taxpayers with annual gross taxable income above EUR 21,600 (EUR 14,400 in 2020) will no longer be eligible for the income-dependent basic personal allowance.
- The top progressive individual income tax rate will be set at 31% (currently at 31.4%).
- The minimum wage will be EUR 500 per month.

The measures in the budget and amendments will generally enter into force on January 1, 2021.

Malaysia: Note



Employees Provident Fund (EPF) Contribution changes

The Employees Provident Fund (EPF) has announced the reduction of the employee's share of the statutory contribution rate from 11% to 9% for 2021. This new statutory contribution rate for employees applies only to members below 60 years old who are "liable for contribution". The statutory contribution rate for employees age 60 and above remains the same. The new rates will be in effect from January 1, 2021 until the end of 2021 (i.e., affecting wages for the months of January 2021 (February 2021's contribution) up to December 2021 (January 2022's contribution). Members have the option to maintain the contribution rate of 11%. They will need to complete a form (online beginning in December) to submit to their employers.

Mexico: Respond



Disclosure requirements for reportable schemes

The Tax Administration (SAT) has launched a website for the new mandatory disclosure requirements. It gives an overview of the disclosure requirements, including individuals obliged to disclose, the information statements that must be completed, and related penalties. Tax advisors or taxpayers must disclose information on reportable schemes (i.e., "any plan, project, proposal, advice, instruction or recommendation expressed expressly or tacitly in order to materialize a series of legal acts, that generate, directly or indirectly, obtaining a tax benefit in Mexico") from January 2021. Also, reportable schemes "designed, marketed, organized, implemented, or administered in 2020, and schemes from earlier years ("the effects of which are reflected in 2020") must be disclosed. The new requirements apply from January 1, 2021.

Key Updates

Moldova: Note



Health insurance contributions for 2021

The government has approved changes to the health insurance contributions for 2021. Under [Decision No. 845](#), published in the Official Gazette No. 318 of December 2, 2020, effective January 1, 2021, only employees will pay health insurance contributions at a rate of 9% (currently, 4.5% is paid by employers and 4.5% by employees). The mandatory contributions to the medical assistance fund will remain the same (MDL 4,056 per year) for several categories of individuals (i.e., sole proprietors, attorneys).

Moldova: Note



2021 social security contributions

On November 30, 2020, the government approved the changes to the social security contributions for 2021. Under [Decision No. 844](#), published in Official Gazette No. 318 of December 2, 2020, effective January 1, 2021, the mandatory social security contribution rate will be 29% paid by the employer (currently, employers pay 23% and employees 6%); and persons having entered into individual social security contracts, sole proprietors, attorneys, and private notaries will contribute MDL 11, 331 per year.

Norway: Respond



Changes to Defined Contribution (DC) occupational pension plans

The government has finalized [changes](#) to the defined contribution (DC) occupational pension plans. It aims to move the DC occupational pension plans to a personal pension account (egen pensjonskonto) model that gives employees greater control over their retirement savings. Highlights include:

- The introduction of the automatic account consolidation. An employee's multiple DC pension accounts will automatically be consolidated into a single account with their current employer unless the employee requests that the separate accounts be preserved.
- Employees will be allowed to choose their own pension providers. They will be able to select pension providers other than the ones chosen by their employers to administer their DC pension accounts.
- The vesting periods for employer contributions will be eliminated. Employees will retain employer contributions to their DC pension accounts regardless of how long they work for their employers.

Measures contained in Regulations amending regulations to the [Defined Contribution Pensions Act](#) and [Regulations on transitional rules](#) will enter into force on January 1, 2021 (with exception).

Key Updates

Peru: Note



Employment economic measures

The government has issued [Emergency Decree 127-2020](#), published on November 1, 2020, which introduces several [measures](#) including:

- An economic subsidy (35% to 55% of the salaries of workers who earn less than 2,400 soles) to encourage hiring will be established. For “young” individuals hired the incentive is 45% for the first three months if the contracts are for a fixed term, and 22.5% for the next three months.
- The prohibition of temporary hiring for permanent staff will be eliminated. Permanent workers terminated before November 2, 2020, may be rehired under a contract subject to modality (without waiting for the one-year requirement from the termination date to elapse).
- The modality of remote work is [extended](#) to July 31, 2021, and workers now have the right to digital disconnection.

Russia: Note



Legislation to increase tax rate

On January 1, 2021, [Law No. 372-FZ](#), published on November 23, 2020, will enter into force. It includes measures increasing the individual income tax rate to 15% on income earned over a specific threshold for the tax period (i.e., only the amount of the salary that exceeds the 5 million Russian rubles would be taxed).

Serbia: Respond



Sick leave scheme

Parliament has adopted amendments to the Act on Protection of Population from Infectious Diseases which was published in the Official Gazette of the Republic of Serbia (No. 136/2020). Under the law, non-infected employees ordered by the sanitary inspectorate to quarantine because of contact with an infected individual will be on sick leave upon presenting documentation issued by the sanitary inspector. This also applies to parents or legal guardians of a preschooler or person not able to care for themselves that is ordered to self-quarantine at home. The measures immediately went into force.

Key Updates

Slovenia: Note



Extension of measures

On November 25, 2020, Parliament [adopted](#) a law (Law Determining the Intervention Measures to Mitigate the Consequences of the Second Wave of the COVID-19 Epidemic) that was published in the Official Gazette No. 175/2020 of 27 November 2020. The law contains measures extending the salary compensation for the furlough scheme until January 31, 2021. Also, it retroactively increases the amount of reimbursement of salary compensation (from November 2020). Companies that have not received state subsidies exceeding EUR 800,000 and have not yet received salary compensation are entitled to 100% salary reimbursement (other companies are entitled to an 80% reimbursement).

Employers experiencing a 20% decrease in revenues because of the pandemic are eligible for a refund of salary compensation. The law extends this measure from December 31, 2020 until July 31, 2021.

South Africa: Note



Tax relief measures

[Act No. 13](#) and [Act No. 14](#) of 2020, gazetted on November 5, 2020, implement business tax relief measures due to the coronavirus pandemic. Measures include increasing the employment subsidy to ZAR 750; increasing employees' tax deferral rate to 35%; temporarily allowing a deferral of the 15 % provisional income tax; and temporarily exempting employers from the skill development levy.

Sweden: Respond



Economic employer concept

Parliament has [adopted](#) a proposal (Prop. 2019/2020:190) that introduces the concept of "economic employer" into the tax law (October 8, 2020). [Details](#) include:

- The new method will include using factors to determine which company is the real employer of an individual. The primary factor to consider will be which entity is the beneficiary of the employee's work rather than which company pays the salary.
- The regulations will not impact employees working in Sweden for a maximum of 15 days in a row or 45 days in total during a calendar year. Days above these thresholds will be taxable if it is determined that the economic employer is in Sweden.
- Foreign companies will be required to register as employers with the Tax Authority and, withhold and remit taxes (monthly) for employees who are taxable in Sweden.
- Companies will be required to withhold tax from payments made to foreign companies if the payments are attributable to work performed in Sweden and if the foreign company does not hold a tax registration certificate.

The regulations will take effect on January 1, 2021.

Key Updates

Switzerland: Note



Changes to the Insurance Policies Act adopted

The [Federal Council](#) adopted the revised Insurance Policies Act which will enter into force on January 1, 2022. The Act governs the relationship between insurance companies and their clients. Under the Act:

- a new 14-day right of revocation has been introduced for insurance policies;
- long-dated policies can be terminated after three years;
- the period of limitation for insurance claims is increased from two to five years; and,
- current requirements of electronic business transactions are now included.

Switzerland: Respond



Paternity leave update

The Federal Council has [passed](#) the implementing provisions for the paternity leave scheme which will come into force on January 1, 2021.

- Fathers will be able to take a paid two-week leave (10 days) within six months of a child's birth. The leave can be taken intermittently within this time (i.e., one day off per week for 10 weeks).
- Employers are not allowed to reduce vacation time.
- They will be eligible for pay (80% of the average earned income before the birth capped at CHF 196 per day).
- The compensation will be covered through the income compensation scheme which is funded by workers and employers.

United Kingdom: Note



Guidance for furlough scheme

The government has updated its [guidance](#) on the furlough scheme. It includes the rules and processes businesses must follow to claim the extended furlough scheme.

United Kingdom: Note



Guidance on sponsor license

The Home Office has published its updated [guidance](#) for sponsoring workers under the new points-based immigration system. The guidance covers the application process for an employer sponsor license; how to sponsor workers (outside of the European Economic Area (EEA)) on the "Worker and Temporary Worker" immigration routes; and compliance with sponsor duties. The points-based system applies to workers outside the EEA. Applications under the system opened on December 1, 2020.

Key Updates

United States Of America: Note



Final Rule on Financial Factors in Selecting Plan Investments

On October 30, 2020, the Department of Labor (DOL) announced a [final rule](#) that updates and clarifies the DOL's investment duties regulation under Title I of ERISA. The amendments require plan fiduciaries to select investments and investment courses of action based solely on financial considerations relevant to the risk-adjusted economic value of a particular investment or investment course of action. The final rule also intends to provide clear regulatory guideposts for fiduciaries of private-sector retirement and other employee benefit plans in light of recent trends involving environmental, social, and corporate governance investing. According to the DOL, the amendments require plan fiduciaries to "select investments and investment courses of action based on pecuniary factors—i.e., any factor that the responsible fiduciary prudently determines is expected to have a material effect on risk and/or return of an investment based on appropriate investment horizons consistent with the plan's investment objectives and funding policy." The final rule will be effective 60 days after date of publication in the Federal Register (date unknown at this time).

United States Of America: Note



Guidance Potentially Affecting Retirement Plans for 2020 and 2021

The Retirement Legal Consulting & Compliance practice has prepared a summary of plan amendments for 2020 and 2021 which highlights these key considerations:

- Required amendments for defined benefit (DB) and defined contribution (DC) plans;
- Discretionary amendments for DB and DC plans, resulting from recent announcements and/or tax law changes;
- Discretionary amendments to consider when terminating DB plans; and
- Other discretionary amendments and considerations due to recent litigation.

Included in this summary are important changes and updates from the Setting Every Community Up for Retirement Enhancement Act of 2019 and the Coronavirus Aid, Relief, and Economic Security Act, and how these legislative updates impact retirement plans.

The Aon document is available [here](#).

Key Updates

United States of America: Watch



Mandatory Employee COVID-19 Vaccination Program

As a vaccine against the novel coronavirus moves closer to reality, employers are starting to ask about the impact of a COVID-19 vaccine on reopening their workplaces and permitting employees to return to work in 2021. This [Aon bulletin](#) discusses factors employers should consider in deciding whether to require employees to be vaccinated against COVID-19 before returning to the workplace.

These factors include:

- Implementing a Mandatory COVID-19 Employee Vaccination Program;
- Administering Exemptions From an Employee Vaccination Program;
- Access to the COVID-19 Vaccine;
- Communicating the Mandatory COVID-19 Vaccination Program to Employees;
- Obtaining Evidence of a COVID-19 Vaccination;
- Dealing With Reluctant Employees;
- Risks of Employee Lawsuits; and
- Paying for the COVID-19 Vaccine.

The Aon bulletin will be supplemented as legislatures, government agencies, and courts provide additional guidance for employers in this area.

Uzbekistan: Note





Health Care system pilot program


A presidential decree has measures providing for a pilot project which introduces a new model for organizing the health care system and mechanisms for state medical insurance. Highlights of the measures include:

- establishing a state health insurance fund on December 1, 2020;
- creating a package of free medical services and medicines guaranteed by the state; and
- state medical insurance mechanisms will be gradually introduced to finance comprehensive medical care to all population segments.

Other Notable Updates

Area	Country	Date	Name
	United Arab Emirates	12/3	International Telemedicine Service launched
	United States of America	12/10	Final Rules on Price Transparency for Health Plans

	Australia	12/10	Retirement Income Review final report
	Belgium	12/17	Employer support measures
	Nigeria	12/10	Transfer of pension funds
	Peru	12/10	Second pension withdrawal bill signed
	United Kingdom	12/3	The Pensions Regulator (TPR) guidance on protecting schemes from employer distress

	Austria	12/10	Covid-19 measures
	Canada	12/10	Digital Charter Implementation Act, 2020
	Czech Republic	12/17	Increase in wage rates
	European Union	12/17	Value Added Tax (VAT) rate changes
	Hong Kong	12/17	Guidance on handling personal data
	Iceland	12/3	Remote work
	Ireland	12/3	Support measures for businesses
	Italy	12/3	Covid-19 Measures
	Netherlands	12/3	Payment deferral regime extended
	Poland	12/17	Tax relief limitations
	Saudi Arabia	12/3	Mobility changes for employees
	Switzerland	12/10	Paid leave for caregivers



Additional information plus other updates can be found in Greater Insight which is updated and emailed on a weekly basis. [Click here to access Greater Insight](#)

About Aon

[Aon plc](#) (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

