

# Country Profiles

Your Guide to employment requirements and practices

Profiles for nearly 90 countries worldwide



# Know the Facts

Whether you are a newcomer to your organization's international group, hoping to get "up to speed," or a veteran who is considering the establishment of a new venture, it is critical that you know the laws regulating employment, compensation, and benefits in places where your company has operations. Business decisions based on assumptions or incorrect information can have an adverse impact on your organization's bottom line. With a better understanding of tax and employment laws, Social Security and other statutory requirements, regulatory initiatives, and employer practices, you can make informed decisions that contribute to future success.

Now you can have immediate access to this information on nearly 90 countries using Aon's "Guide to Employment Requirements and Practices."

Aon Country Profiles can help:

- ▶ Support a decision on whether to establish operations in a specific country.
- ▶ Update you on changes in the regulatory environment of a country.
- ▶ Verify information provided by your operation.



# Country Profile Content

Each of our Country Profiles describes:

- Employment Conditions
- Employment Costs
- Social Security and Other Required Benefits
- Employer Sponsored Benefit Plans
- Health Care System
- Income Benefits
- Taxation of Compensation and Benefits
- Issues for Expatriate Employees

# List of Countries Profiled

Algeria	Ecuador	Malaysia	Slovenia
Antigua and Barbuda	Egypt	Mexico	South Africa
Argentina	El Salvador	Morocco	South Korea
Australia	Estonia	Netherlands	Spain
Austria	Finland	New Zealand	Sweden
Bahamas	France	Nicaragua	Switzerland
Bahrain	Germany	Nigeria	Taiwan
Barbados	Ghana	Norway	Thailand
Belgium	Greece	Oman	Trinidad and Tobago
Bermuda	Guatemala	Pakistan	Turkey
Bolivia	Honduras	Panama	Ukraine
Brazil	Hong Kong SAR	Paraguay	United Arab Emirates
Brunei	Hungary	Peru	United Kingdom
Bulgaria	India	Philippines	United States
Canada	Indonesia	Poland	Uruguay
Chile	Ireland	Portugal	Venezuela
China (People's Republic)	Israel	Puerto Rico	Vietnam
Colombia	Italy	Qatar	
Costa Rica	Jamaica	Romania	
Cyprus	Japan	Russia	
Czech Republic	Jordan	Saudi Arabia	
Denmark	Kazakhstan	Singapore	
Dominican Republic	Luxembourg	Slovakia	



## Country Profiles Order Form

- ☐ We would like to order the online version of the Aon Country Profiles. We understand that Aon will invoice us USD 6,200 per year to access the profiles for all of the countries listed for up to 50 users. The time frame for this 12-month subscription will be from **(insert start date month/year)** through **(insert end date month/year)**.
- ☐ USD 1,250 for single profile **(specify country)**.

## User Information

	First Name	Last Name	Phone	Email Address
1				
2				
3				
4				
5				
6				
7				
8				
9				

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Name \_\_\_\_\_

Title \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City/State/Province \_\_\_\_\_

Zip/Postal Code \_\_\_\_\_ Country \_\_\_\_\_

Telephone Number \_\_\_\_\_ Email Address \_\_\_\_\_

Signature \_\_\_\_\_

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Access may terminate: 1) if the users' company fails to remit payment in a timely manner and does not make such payment within ten (10) days after notice that the payment is overdue; 2) immediately after notice from Aon if the users or their company materially breach any of the other Terms of Use; or 3) if the users' company becomes insolvent or becomes a party to any bankruptcy or receivership proceeding or any similar action affecting the affairs or property of the company.

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## **Notices**

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Aon  
4 Overlook Point  
Lincolnshire, IL 60069-4302  
Attention: Toni Cimaroli  
email: [toni.cimaroli@aon.com](mailto:toni.cimaroli@aon.com)

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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.

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