



#GlobalBenefitsBulletin Highlights

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Key

 Retirement	 Talent	 Health	 Risk
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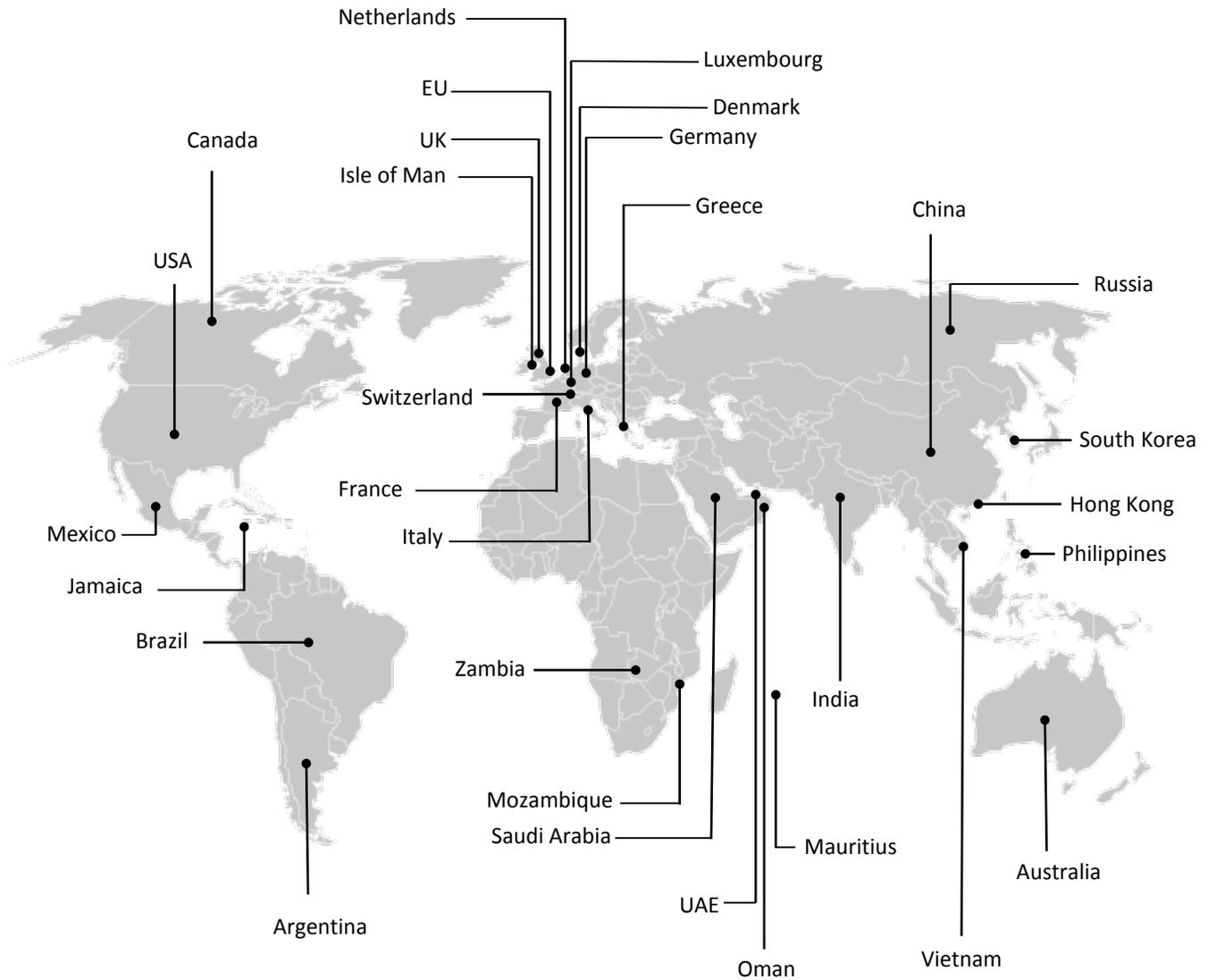
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Key Updates

Argentina: Note



Private health premium hikes

Health Ministry authorities have okayed further premium hikes for private health care firms, "medicinas prepagas", which will raise fees by 17.5% in three tranches from July through September 2019. This will bring the total increase for the first nine months of this year to 32.6%.

Argentina: Watch



Tax break on pension contributions to rise

An ARS 12,000 annual personal income tax [exemption](#) for employee contributions to private pension plans administered through an insurance company (individual and collective policies) and supplemental life insurance coverage is set to rise to ARS 18,000 (USD 828) in 2020 and ARS 24,000 (USD 522) in 2021. This will also apply for employee contributions to mutual funds (FCI) with "retirement purposes". The investment fund regulator CNV (Comisión Nacional de Valores) has yet to provide a definition for "retirement purposes". CNV is expected to confirm that the funds offered in many occupational pension plans will qualify this deduction.

Australia: Note



Guidance on new super rules

The Australian Prudential Regulation Authority (APRA) has posted an [FAQ](#) on compliance with Treasury Laws Amendment (Protecting Your Superannuation Package) Act 2019, which provides guidance on how the fee caps and insurance opt-ins will work as well as the handling of Inactive Low-Balance Accounts (ILBA) .

Brazil: Watch



Bill would fine pay discrimination

Consolidated Labor Laws that came into force in 1943 banned wage discrimination but provided no penalties for noncompliance. [PL 1656/2019](#) which has passed in the Senate and is now before the House Finance Committee, would introduce fines for wage discrepancies based on gender, age, race, or sexual orientation. A fine of double the monthly wage gap would be awarded to the parties who were underpaid.

Key Updates

Canada: Watch



Advisory Council Recommends Universal, Single-payer, Public Pharmacare

The Advisory Council on the Implementation of National Pharmacare (the Council) released its final [report](#) on June 12, 2019 and is recommending that Canada implement universal, single-payer, public pharmacare.

The Council recommends the federal government work in partnership with provincial and territorial governments to establish a universal, single-payer public system of prescription drug coverage in Canada to ensure everyone has access to the drugs they need to maintain their physical and mental health. The Council also recommends the establishment of a Canadian drug agency, which would be responsible for developing a national list of prescription drugs (the formulary) beginning with an initial formulary of common or so-called essential medicines by January 1, 2022. The Council recommends that this initial formulary expand to a fully comprehensive formulary, to be in place no later than January 1, 2027.

The council makes the following key recommendations:

1. The federal government work with provincial and territorial governments to establish a universal, single-payer, public system of prescription drug coverage in Canada.
2. National pharmacare provide flexibility for provinces and territories to offer coverage beyond the national pharmacare standards.
3. Canadians be allowed to purchase private insurance to supplement coverage under national pharmacare.
4. National pharmacare benefits be portable across provinces and territories.
5. A gender and equity lens be applied throughout the implementation of national pharmacare.
6. All Canadian residents be eligible for national pharmacare to ensure everyone has access to the drugs they need to maintain their physical and mental health.
7. National pharmacare provide coverage for a national list of prescription drugs and related products (a national formulary) to ensure all Canadians have equal access to the medicines they need to maintain or improve their health.
8. Out of pocket costs for all products listed on the national formulary not exceed \$5 per prescription, with a copayment of \$2 for essential medicines and an annual maximum of \$100 per household per year to ensure that patients face few barriers to access.
9. People receiving social assistance, government disability benefits or the federal Guaranteed Income Supplement benefit be exempt from copayments.

Additional recommendations include that federal, provincial and territorial governments engage with private insurers, as well as the employers and employees who benefit from their services, to ensure a smooth transition to national pharmacare and, that the program be funded through general revenues.

Note that the report provides recommendations only and does not constitute government policy. The Government of Canada has stated that it will review the final report and recommendations and work closely and collaboratively with the provinces and territories and other partners and stakeholders as they consider next steps.

Aon is studying the report and recommendations from the plan sponsor perspective and will provide updates as federal pharmacare policy is further developed. In the meantime, please contact your Aon advisor to discuss how these recommendations might influence your employee benefit programs.

Key Updates

Canada: Note



Ruling on overtime premiums

A recent Quebec Superior Court ruling [held](#) that overtime premiums need not be paid to workers whose salaries are not calculated on an hourly basis. A group of salaried staff had sought authorization for a class action suit against a publisher because their workweeks often exceeded 40 hours. The Court concluded both that the law's reference to "prevailing hourly wage" precluded it from applying to salaried workers and that these workers fundamentally set their own hours according to the variable requirements of their job duties. The Court also noted that a group filing an employment-related grievance would bring it to employment rights body, CNESST, before proceeding with the extraordinary step of filing a class action suit.

China: Watch



Health reform initiatives

A range of health reform efforts have launched this month:

- Ten government agencies have collaborated on a directive in support of the rapidly-growing private health sector. The aim is to boost quality standards while cutting the red tape for registering these institutions.
- The National Healthcare Security Administration is preparing to launch a pilot program for the diagnosis-related groups (DRGs) model of standardized medical insurance payment in 30 cities. The DRGs will be developed in 2020 and tested in 2021.
- Over 70 cities will be involved in a pilot program for palliative care services, which are relatively uncommon in China. There will also be further commitment to long-term care, home health care and rehabilitation services.
- Pilot programs are already underway for more affordable access to expensive medicines. The National Healthcare Security Administration has stepped up price negotiations with pharmaceutical companies and hopes to take the expanded access nationwide soon.

Denmark: Watch



Social Democrat agenda

The Social Democrat Party, charged with leading the new coalition government, has set out a [proposal](#) to develop an early pension scheme for "dilapidated" workers, those with physically or mentally taxing jobs. A recent early retirement agreement between the outgoing Employment Ministry and social partners suggests that this plan will not be widely opposed. In addition, the party's economic justice [platform](#) targets excess executive bonuses:

- Executive bonuses would be capped at 20% of base pay.
- Bonus and stock option schemes would have to be offered to at least 80% of staff.
- Executive pay above 10 million kroner (US \$1.5 million) could not be claimed as corporate costs.
- Details of management incentive schemes would have to be made public.

Key Updates

EU/Germany : Watch



Advocate General (AG) sides against tax on foreign pensions

The European Court of Justice (ECJ) Advocate General (AG) has delivered an opinion in the closely-watched [Case C-641/17](#). German tax authorities had applied a 15% withholding tax on dividends paid to a Canadian pension scheme, citing the ‘Standstill Clause’ exemption to the ban on restrictions to free movement of capital. The AG determined that a non-EU pension plan's portfolio investing was not subject to the Standstill Clause so the policy was a restriction on free movement of capital. If the ECJ judgment follows the AG's lead, this will be an important clarification for the tax treatment of foreign pensions.

France: Respond



The Action Plan for Growth and Business Transformation (Plan d'action pour la croissance et la transformation des entreprises, PACTE) promulgated

The Action Plan for Growth and Business Transformation (Plan d'action pour la croissance et la transformation des entreprises, PACTE) [Act](#) was promulgated on May 24, 2019. It has several notable provisions:

- Enterprises with fewer than 250 workers will be exempt from the 20% special social levy (forfait social) on mandatory profit-sharing plans.
- The forfait social on employee savings plans (PERCOs and PEEs) is waived for employers with fewer than 50 workers.
- The SME exemptions from forfait social under above two bullets will be accompanied by Department of Labor assistance in negotiating profit sharing and incentive schemes in their collective bargaining agreements. The department will post model plan language on its website.
- A harmonization of the tax regime for private sector retirement savings plans will enhance portability.
- There will be a degree of standardization in private sector retirement savings plans, including a default life-cycle investment option and a 1% cap on transfer fees.
- The communications for employee savings plans will be standardized and simplified.
- The employer matching contribution to employee share ownership schemes is halved to 10%.

France: Watch



Social security reform package

The Prime Minister has [reviewed](#) a social security reform package:

- The state retirement age would be more flexible, with retirement at age 62 preserved but new incentives introduced for retirement deferral.
- Companies in several sectors that disproportionately use short-term contracts would come under a "bonus-malus" formula for encouraging longer contracts and discouraging short-term contracts.
- Higher income workers would be paid lower unemployment benefits.
- Mechanisms allowing some people to receive higher benefits than their former salaries would be removed.

Key Updates

Greece: Note



Employment law reform package

Law 4611/2019, which was gazetted on May 17, 2019, introduced a range of employee protections with immediate effect:

- The burden of proof in unfair termination shifts to the employer.
- Copies of part-time contracts must be delivered to labor authorities within eight days of being drawn up or they will be regarded as full-time contracts.
- The 3-6 month limit on dismissal-related claims will be suspended during reconciliation procedures.
- Now that the ERGANI platform allows online notification of annual leave, the notice must be transmitted to authorities within an hour of commencement.
- Severance payments and remuneration to interns must now be made by wire transfer.

Hong Kong: Watch



Health insurance reform proposal

The Consumer Council's [report](#), "[Creating Sustainable Value for the Private Health Insurance Market in Hong Kong](#)", has called for greater standardization and transparency in health insurance policies and marketing. It was hailed by the Food and Health Bureau as consistent with government health reform objectives.

Hong Kong: Note



Ruling backs employment benefits for same-sex spouses

The Court of Final Appeal has overturned a lower court ruling with a [decision](#) finding it unlawful to deny spousal employment benefits to married same-sex partners (with Marriage Certificate formally acknowledging their marriage). This landmark decision has been expected since this Court's judgment last year confirming that married same-sex partners of expatriates are entitled to dependent visas.

Key Updates

India: Watch



Labor reform update

An initiative to consolidate 44 labor laws into four was discussed in earlier administrations but hadn't surfaced in a while. The Modi government has now announced that a modernization of labor laws has grouped them into four drafts, wage, social security, occupational safety and industrial relations. One aim of this exercise is to spur economic growth but the administration has already ruled out liberalizing dismissal laws. The bill should reach Parliament early in its next session.

India: Respond



Employees State Insurance (ESI) health contribution cuts

Health insurance contributions under the Employees State Insurance (ESI) plan are being **cut** from 6.5% to 4% (employer contribution down from 4.75% to 3.25% and employee contribution from 1.75% to 0.75%). The reductions will come into effect on July 1, 2019. The Ministry of Labor expects this move to bring more workers into the formal sector. Employers must review their current rate of contributions and move to the lower contribution rate effective 01 July in discussion with their local ESIC offices (where applicable).

India: Watch



More on health insurance standardization guidelines

The June 2019 Anviti Benefits Pulse features a detailed account of the IRDAI draft guidelines on standardization of exclusions in health insurance contracts. No action to be take on these guidelines as they are draft in nature and likely to primarily affect individual health insurance **products**.

Isle of Man: Note



Manx Pension scheme

A state pension reform that was approved in July 2015 went into effect on April 6, 2019. For people retiring on that date or later, the two-tier pension plan is replaced by the single-tier Manx State Pension which will not have a salary-based component. The contribution level is unchanged, and the full state pension is £184.15 (US \$239.52) per week, with pro-rated reductions for those contributing less than 35 years.

Key Updates

Italy: Note



Improved tax break for resident workers

The Decree for Growth ("[Decreto Crescita](#)") which came into effect on May 1 (Parliament has 60 days to ratify the decree but is not expected to make substantial changes), features an enhancement of the special five-year tax regime for new resident workers ("lavoratori impatriati"). The 50% exemption from personal income tax is increased to 70%, 90% in select regions of southern Italy. Qualifying foreign workers may apply for a 50% exemption for an additional five years.

Jamaica: Watch



Anti-discrimination, occupational health initiatives

The Prime Minister [announced](#) announced that the Sexual Harassment Bill is about to reach Parliament. The bill aims to protect female workers from violence, harassment and discriminatory practices in the workplace. Earlier workplace sexual harassment legislation had stalled in Parliament.

The Prime Minister has also [discussed](#) the [Occupational Safety and Health Bill](#), currently before Parliament's Joint Select Committee, which is expected to pass by the end of this year. It would fully repeal a 1943 occupational safety law, expanding protection to all sectors, broadening the definition of "worker" to include independent contractors and raising worker protection standards.

Luxembourg: Note



Time savings account law

Legislation establishing a regulatory framework for the 'time savings account' (TSA) came into effect on April 28, 2019:

- Collective bargaining at the company or sectoral level can negotiate the details of this time banking scheme.
 - An employee must have two years of service to benefit from a TSA and participation is optional.
 - TSA time credits are capped at 1,800 hours.
 - The employee must request compensatory time off one month in advance.
 - There are minimum employee communications standards as well as information and consultation obligations for TSA administration.
 - Contingency plans for dissolution of a TSA provide for compensatory payment and the TSA member becomes a "super creditor" in an employer bankruptcy.
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Key Updates

Mauritius: Watch



2019-20 Budget

The Prime Minister's 2019-20 [Budget Speech](#) introduces a few notable proposals:

- The imminent Workers Rights Bill would redesign the end-of-service gratuity into a Portable Retirement Gratuity Fund to reflect one's entire employment history.
- The bill would also introduce a Wage Guarantee Fund protecting up to Rs 50,000 (US \$1,412.69) in wages for workers who lose their jobs in an insolvency. In addition, a committee has been appointed to review creditor priority in a business insolvency.
- The Solidarity Levy would be waived for lump-sum pension, workers compensation or death gratuity payments. This is retroactive to the July 1, 2017 start of the Solidarity Levy.
- Health insurance premiums would get tax relief on up to Rs. 10,000 for a fourth dependent.
- All public companies will have to include at least one woman on their boards of directors.

Mexico: Note



Generational fund guidance

Comisión Nacional del Sistema de Ahorro para el Retiro, "Consar", [Circular 19-22](#) and [Circular 19-21](#) provide details on the mandatory generational funds system that is aligned with, but not dependent on, the pension reform legislation awaiting passage in the Senate. These funds, required for administrators of retirement funds (afores) from December 1, 2019, will operate like target date funds with the portfolio adjusted by age in several five-year tranches to gradually reduce risk exposure.

Mozambique: Note



Residence permit synced to work permit

The immigration authorities are now issuing residence permits for the precise duration of the work permits rather than leaving a cushion for work permit renewal. As a result, foreign workers and their families must leave the country for the work permit renewals, which commonly take up to two months to process. They must then obtain a re-entry visa to return to Mozambique and, once there, get the residence visa timed to expire with the work visa.

Key Updates

Netherlands: Respond



Labour Market in Balance Act

The Senate has now [adopted](#) the Labour Market in Balance Act which narrows gaps between temporary and permanent employment.

- Employers will pay lower unemployment premiums for permanent workers than for those on temporary contracts.
- Workers will be entitled to a transition payment from the start of employment rather than two years in, so the right is extended to workers on short-term contracts and those in their probationary periods.
- On-call workers will need four days' advance notice of a shift unless other terms are negotiated in collective bargaining.
- The eight recognized grounds for dismissal will be joined by a ninth "cumulation ground" when there are multiple grounds but no one strong enough on its own.
- The threshold for a succession of temporary employment contracts to trigger permanent employment status will rise from two years to three.

There had been reports of retroactivity to January 1, 2019, but for the bulk of the new law entry into force is January 1, 2020.

Netherlands: Note



Child Labor Due Diligence Law

The Senate has adopted the [Child Labor Due Diligence Law](#), which will oblige all multinationals operating in the Netherlands, not just those based there, to make reasonable efforts to ensure that there is no child labor in their supply chain and to submit a statement to that effect to the relevant authorities. It references the "[ILO-IOE Child Labour Guidance Tool for Business](#)" for best practices. Key details, including date of entry into force, await the implementing regulations, but the law is already being cited as an important global precedent.

Key Updates

Netherlands: Watch



Pension reform agreement

A long impasse in tripartite pension reform negotiations has ended. Talks resumed following a message from the Social Affairs Minister to social partners promising government concessions on some of the more intractable issues. He resisted demands to freeze the pension age, but he offered relaxation of the formula pegging state pension age to life expectancy (eight months for every 12-month increase) as well as compromise on earlier retirement for people with strenuous jobs. He has now secured an agreement in principle with social partners on these issues as well as:

- an end to uniform premiums;
- a slowing of the retirement age climb, reaching 67 in 2024;
- a link between benefits and "the economic situation";
- a temporary reduction in the minimum required funding ratio for pension schemes from 104.2% to 100%;
- a requirement that all freelancers take out disability insurance; and
- a commitment to skills training and fitness programs to keep seniors employable longer.

Tripartite negotiators will now flesh out the plan and there is reportedly ample support in Parliament for it but forecasts of the timetable for entry into force vary widely.

Netherlands: Note



New Ultimate Forward Rate (UFR) calculation

Both the government and the central bank (DNB) have approved an advisory committee's proposal on a more conservative approach to calculating the ultimate forward rate (UFR) in determining the discount rate for defined benefit scheme liabilities. The Social Affairs Minister, who recently negotiated a pension reform plan featuring a temporary reduction in the funding ratio from 104.2% to 100%, has advised Parliament that this will reduce coverage ratios by about 2.5%. The DNB plans to adopt the new UFR on January 1, 2021.

Oman: Note



Hiring freeze extended, expanded

The temporary ban on hiring foreign nationals in 87 different professions was renewed on February 4, 2019 for another six months. The Ministry of Manpower has now added an open-ended, presumably permanent, ban on new hires and work visa renewals for a broad range of middle management, administrative, and clerical positions. Foreign workers in affected job titles may obtain visa renewals if they are able to arrange for alternative jobs that aren't on the list.

Key Updates

Philippines: Watch



Foreign worker guidelines

Several departments are collaborating on a circular to deliver guidelines on employing foreign nationals in the Philippines without compromising the job market for locals. Foreign workers would need a work visa, an alien employment permit, and a tax identification number before starting a job in the Philippines and they would only be allowed to take positions that couldn't be filled by Philippine citizens.

Russia: Watch



Bill on retirement age for occupational pension

Legislation now before the [State Duma](#) would set occupational pension retirement age at 55 for women and 60 for men, with benefit reductions for earlier retirement and increases for delayed retirement. This follows entry into force of a law that will raise retirement age for the state pension from 60 to 65 for men and 55 to 60 for women.

Saudi Arabia: Watch



New permit planned for highly skilled foreign workers

The government has reportedly committed to a plan to introduce a 'special privilege' iqama (residence permit) scheme within the next five years. Broadly based on the U.S. green card system, it would create a more hospitable environment for highly-skilled foreign nationals by:

- waiving the requirement for a Saudi sponsor;
- permitting exit and re-entry without additional visas; and
- allowing permit holders to hire employees and own property.

These permits would be either permanent or one-year renewable. A detailed plan is due by the end of August.

South Korea: Note



National Health Insurance Service (NHIS) premiums for expatriates

The National Health Insurance Service (NHIS) has offered additional guidance on the mandatory health insurance for [expatriates](#). Premium payment under the new six-month residence threshold for mandatory coverage will start on July 16, 2019. An individual's income and assets will be factored into the monthly premiums and those who are delinquent with their payments will risk forfeiting both visa extension and health insurance coverage.

Key Updates

South Korea: Watch



Occupational pension reform study underway

The ruling Democratic Party has appointed a special committee to develop proposals for private pension reform. Mandatory occupational pensions are already phasing in but these are predominantly defined benefit plans with lump-sum payouts and they are hampered by lower interest rates. The government reportedly favors the defined contribution (DC) approach with more investment flexibility and a role in management for financial institutions, possibly through a fund model with company management, workers and outside experts sharing control. Draft legislation on a default DC scheme with professionals making investment decisions is already being examined in the National Assembly.

Switzerland: Watch



Caregiver leave bill

The Federal Council has [asked](#) Parliament to adopt legislation supporting family caregivers. Paid leave for caregivers, already a common benefit, would be up to three days per incidence, 10 days per year. In addition, parents of a seriously ill child would qualify for a care allowance from the government for up to 14 weeks.

United Arab Emirates: Note



Permanent residence program

Soon after introducing longer-term visas of 5-10 years, the Cabinet has [approved](#) a permanent residence program called the "Golden Card". Visa renewal obligations will be waived for select populations including highly talented foreign nationals, researchers, and investors.

United Arab Emirates: Note



New employment law for Dubai International Financial Centre (DIFC)

The ruler of Dubai has [enacted](#) a new employment law for the Dubai International Financial Centre (DIFC). Among the highlights:

- There will be an entitlement to five days paid paternity leave.
- Employment law coverage is extended to all fixed-term, part-time and seconded workers.
- Sick pay is halved to 50% of one's daily wage after the first 10 days at full pay.
- Settlement agreements between employers and employees will be recognized.
- An array of penalties for infractions is introduced.

The law comes into effect on August 28, 2019.

Key Updates

United Kingdom: Note



IR35 compliance guidance

HM Revenue and Customs (HMRC) has published [guidance](#) on preparing for compliance with extension of the IR35 off-payroll working rules to the private sector. From April 6, 2020, large and medium employers will need to have identified those workers supplying their services through intermediaries and have systems in place for deducting tax and National Insurance contributions at source.

United Kingdom : Watch



Bill would extend redundancy protection for new mothers

Following the Department for Business, Energy and Industrial Strategy (BEIS) consultation on job protection for pregnant women and those returning from maternity leave the chair of the House of Commons Women and Equalities Committee has [introduced](#) the Pregnancy and Maternity (Redundancy Protection) [Bill](#) which would extend job protection from first notice of pregnancy through six months after return from maternity leave.

United States of America: Watch



House approves retirement bill

On May 23, 2019, the House approved with a 417–3 vote the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act – H.R. 1994). The bill includes a number of retirement provisions, including modifying requirements for employer-provided retirement plans, individual retirement accounts, and other tax-favored savings accounts. With respect to employer-provided retirement plans, the bill modifies requirements regarding:

- Multiple employer plans;
- Automatic enrollment and non-elective contributions;
- Tax credits for small employers that establish certain plans;
- Loans;
- Lifetime income options;
- The treatment of custodial accounts upon termination of section 403(b) plans;
- Retirement income accounts for church-controlled organizations;
- The eligibility rules for certain long-term, part-time employees;
- Required minimum distributions;
- Nondiscrimination rules;
- Minimum funding standards for community newspaper plans; and
- Pension Benefit Guaranty Corporation premiums for CSEC plans (multiple employer plans maintained by certain charities or cooperatives).

The bill moves to the Senate, where passage is uncertain. The full text of H.R. 1994 is available in the given [link](#).

Key Updates

Vietnam: Watch



Commercial health insurance rules planned

The Ministry of Health, the Ministry of Finance, and the Vietnam Social Security administration (VSS) are collaborating on a regulatory framework for establishing a role for commercial health insurance in the health insurance system. The supplemental health insurance products would cover co-payments, treatments outside the scope of current health insurance coverage, unregistered providers, and expedited care.

Zambia: Respond



New rules for hiring foreign workers

Further coverage of the [Employment Code Act No. 3 of 2019](#) confirms June 1, 2019 entry into force and discusses new work permit rules:

- Foreign nationals may only obtain work authorization for occupations on a new critical skills list to be drawn up by a Skills Advisory Committee in consultation with stakeholders.
 - All foreign employees must mentor a local worker under a succession plan that includes a formal training schedule for the duration of the posting.
 - Employers must deliver annual reports on foreign staff to the Labour Commission for a register of all foreign workers.
 - No Zambian worker may be displaced by the hiring of a foreign worker.
-

Other Notable Updates

Area	Country	Date	Name
	Brazil	6/20	Pregnant worker protection ruling
	Canada	6/13	British Columbia (B.C.) Pharmacare Expands Use of Biosimilars
	Global	6/27	World Health Organization (WHO) redefines "burn-out"
	Japan	6/13	Genetic testing coverage
	Nigeria	6/20	Measure will introduce health insurance regulator
	Poland	6/27	Anti-mobbing law

	Canada	6/6	Ontario pension funding regulation
	Canada	6/6	Quebec Annuity purchasing policy
	Georgia	6/20	Defined Contribution (DC) plan withdrawal window
	Israel	6/13	Employers interface revised
	Jordan	6/13	Benefit hikes
	Poland	6/13	Guidance on Open Pension Funds (OFE) transfers
	Romania	6/13	Lower capital requirement for second pillar
	Turkey	6/13	New investment thresholds
	United Kingdom	6/27	Further Statement of Investment Principles (SIP) changes
	Ukraine	6/20	Ruling against age requirement for length-of-service pension
	USA	6/27	Securities and Exchange Commission (SEC) final regulations on investment advice

Other Notable Updates

Area	Country	Date	Name
	Angola	6/27	Definition of salary expands
	Australia	6/6	Acquired rights bill passed
	Australia	6/6	Guidance on deductible expenses
	Australia	6/20	Ruling on gig economy workers
	Belarus	6/27	Travel benefit tax regime
	Belgium	6/27	Family leave flexibility
	Brazil	6/6	Performance bonus tax regime
	Canada	6/20	Canada HB Legislative Update - June 2019
	Canada	6/20	British Columbia Employment standards law
	Cyprus	6/20	Gesy reprieve for foreign residents
	Denmark	6/27	Broader definition of industrial injury
	Hong Kong	6/6	Work Trial Scheme upgraded
	Hungary	6/20	New work permit system
	Luxembourg	6/20	Vocational training regulations
	Mexico	6/20	New care leave entitlement
	Moldova	6/27	Expat social security exemptions
	Nigeria	6/6	Minimum capital requirement rises
	Pakistan	6/27	New hire subsidy
	Panama	6/20	Immigration reform
	Philippines	6/20	Maternity leave correction
Serbia	6/6	Guidance on foreign parent share schemes	
Singapore	6/13	Wrongful dismissal avoidance primer	

Other Notable Updates

Area	Country	Date	Name
	Turkey	6/6	Resident permit renewals complicated
	United Kingdom	6/6	General anti-abuse Rule (GAAR) opinion on disguised remuneration
	United Kingdom	6/27	Ruling on holiday pay formula
	Uzbekistan	6/20	Work/life balance measures
	Vietnam	6/27	International Labor organization (ILO) Convention No. 98 adopted
	Zimbabwe	6/27	New tripartite body



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

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.

