

#GlobalBenefitsBulletin Highlights

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Key



Retirement



Talent



Health



Risk

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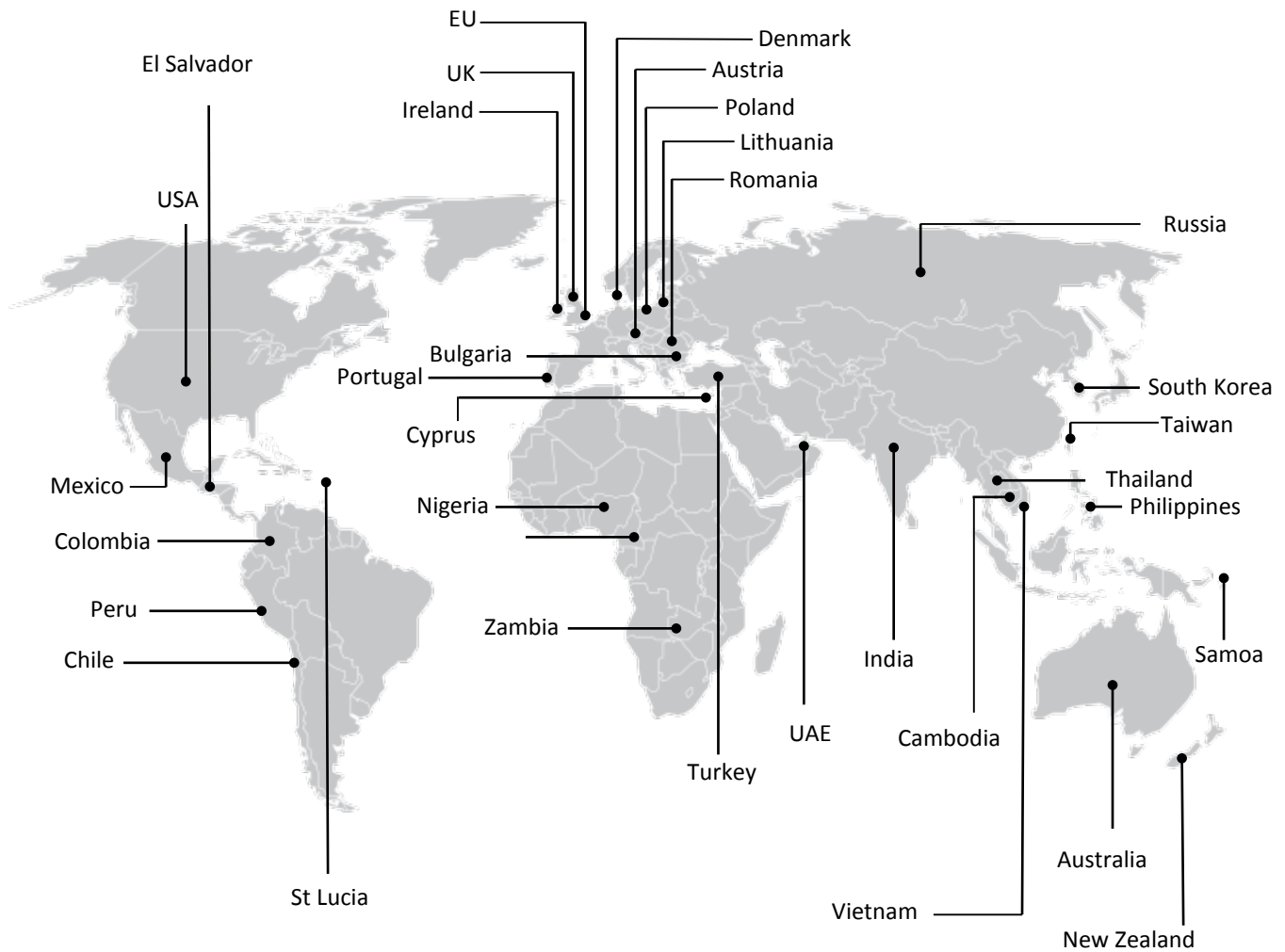
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Key Updates

Australia: Watch



Informed financial consent plan for health care

The opposition Labor Party, which holds a lead in advance of the May 18th national elections has won private health sector [endorsement](#) for its plan to create national standards for informed financial consent in health care. The proliferation of hidden "gap" charges in health care, particularly from medical specialists, has inspired this plan to establish transparency standards for patients before they incur medical costs.

Austria: Watch



Tax breaks planned under 'Relief Austria'

The Federal Government's "Relief Austria" [plan](#) proposes introducing an employee deduction for health insurance premiums. The rate would be EUR 350 per year for those with gross income up to EUR 1,350 per month and taper off to no deduction for those earning EUR 2,201 per month. The agenda also includes a profit-sharing scheme that would debut in 2022. Up to 10% of a company's profits, capped at EUR 3,000 per worker per year, would be exempt from social taxes and income tax. In addition, there would be greater standardization of payroll slips for better transparency.

Bulgaria: Respond



Disabled worker quotas come into force

The new disabled worker quotas under the [Persons With Disabilities Act](#) came into effect on April 2, 2019 and affected employers must comply by July 2, 2019. The quota is 2% in enterprises with 100 or more workers and there is a minimum of one worker in those with 50-99 workers. Moving forward, companies must review their compliance status and remedy any shortfall by March 31st of each year. Those that miss the quota must pay 30% of the national minimum wage for each worker that they fall short.

Key Updates

Cambodia: Watch



Plan for fewer paid holidays

The Prime Minister recently [outlined](#) an economic reform plan that would feature trimming the 28-day public holiday entitlement to 21 days. The changes and date of entry into force have not been specified yet.

Chile: Watch



Private health insurance reform bill

The government's private health insurance reform [legislation](#) has now been delivered to Congress. The bill would:

- Require conversion to a standard health plan that would make it easier to comparison shop but allow a five-year transition.
- Ban coverage refusal over pre-existing conditions but have a two-year transition to full coverage for those transferring from the public health insurance system to private health insurance.
- Toughen regulations on price-setting.
- Set an annual cap on copayments and deductibles pegged to 40% of average household income.
- Establish a 20% rate for all copayments.
- End risk premiums for sex, but not for age and health.
- Expand the scope of health coverage.

Chile: Watch



Labor reform package

The Cabinet has agreed on a draft [Labor Modernization Act](#) that would establish more flexible hours to improve work opportunities for women, youth, seniors and the disabled. It includes:

- an 180-hour month allowing either four-day (Monday through Thursday) or six-day weeks
- more worker protection and contract formalization for atypical workers as well as basic rights for gig economy workers
- greater hours aggregating with up to 5 extra holidays per year in exchange for overtime work
- the opportunity to safely suspend employment contracts for certain contingencies such as caring for a sick relative
- stricter monitoring and remedies for workplace harassment, particularly sexual harassment
- subsidized training for disabled workers, tougher controls on child labor and work opportunities for those who have committed felonies but paid for their crimes and are meeting terms of probation.

The package is now before Congress where it is expected to meet significant resistance.

Key Updates

Colombia: Respond



Occupational safety reporting obligations

The Ministry of Labor announced that a revised resolution on minimum standards for Occupational Health and Safety Management System compliance ("SG-SST") which was to have started its inspection period on April 1, 2019 has had its deadline pushed back to November 1, 2019. That is also the new deadline for enterprises to send their first annual assessment of occupational health rules compliance and their plans for improving occupational safety to the Labor Risk Entity (ARL). In addition, companies are obliged from the start of this year to maintain a log of occupational accidents and diseases as well as work-related absences.

Cyprus: Note



Gesy update

The government has confirmed that the new Cyprus Health System Gesy is launching on June 1, 2019 and it already introduced some contributions on March 1, 2019. Employers now contribute 1.85% on employee earnings up to EUR 180,000 per year while employees contribute 1.7% and the self-employed pay 2.55%. Those rates are slated to rise when Gesy is fully implemented on March 1, 2020.

Denmark: Note



Early retirement for strenuous work

The Employment Ministry has reached agreement with major companies on a [pension reform plan](#) that will allow people with particularly strenuous jobs to retire up to six years early. To qualify for this "senior pension", one would need at least 20 years of employment and an assessment that a candidate is no longer capable of full-time work. The plan will also expand flexible/reduced hours opportunities for those nearing retirement age and improve terms for those who stay on the job while drawing their state pensions. New regulations implementing this plan are due to come into force on January 1, 2020. The Ministry will also appoint a commission to consider the prospect of further increases to the retirement age after 2040 when it is expected to be 70.

Key Updates

El Salvador: Note



National Integrated Health System

The Legislative Assembly has [approved](#) the Law on the National Integrated Health System which will establish a universal health system with the public and private sectors harmonized in a National Integrated Health System sharing a Unified Health Information System. The Ministry of Health will oversee the new system, following the principle that quality health care is a human right. The law will come into force six months after imminent publication in the Official Journal.

European Union: Response



Parliament approves gig economy worker protection package

Parliament has [approved](#) in final vote a set of measures offering greater protection to gig economy workers and other precarious employees. It will:

- Expand worker protections to include platform workers, on-call workers, and those freelancers working "under the direction of another person in return for remuneration."
- Limit probation periods to six months.
- Require employers to provide detailed written disclosure of employment terms to workers from day one and it would now include bonuses, overtime premiums, and training.
- Make working hours as predictable as reasonably possible.
- Count mandatory training periods as working time, refrain from charging employees for it, and make reasonable efforts to keep it within normal working hours.
- Bar employers from punishing workers who moonlight at other jobs, provided there isn't a conflict in hours.

From April 16, 2019, Member States have 36 months to transpose these rules.

European Union: Note



Mandatory tracking for working time

The European Court of Justice (ECJ) ruled in [Case C-55/18](#) that Member States must produce laws requiring all employers to employ record-keeping systems for all working time. It concluded that "objective, reliable and accessible systems" for recording all working time is key to compliance with EU working time rules. The judgment came in response to a query from the Spanish government and there is no mention of a deadline for compliance. Analysts, however, are warning that those Member States drafting legislation to comply with this ruling may consider including mechanisms for capturing periods on work-related calls and e-mail exchanges during nonworking hours. Conversely, some worry that cigarette or coffee breaks may now be subtracted from working time. There are also [concerns](#) that national legislation on logging time may hamper flexible working arrangements that have proven beneficial to workers.

Key Updates

European Union : Note



European Market Infrastructure Regulation (EMIR) reprieve extension

Regulations due to take effect by mid-June will [amend](#) the European Market Infrastructure Regulation (EMIR) to offer some relief to pension funds and employee share purchase plans. As there is still no "appropriate technical solution" for pension funds, their involvement will be deferred for "at least" another two year (The deferral has already lapsed but the additional two years will be measured from the date of this regulation's entry into force). A report on possible remedies and their costs to pension funds has been commissioned. Also, there is an exemption for when an undertaking for collective investment in transferable securities (UCITS) or an alternative investment fund (AIF) operates "exclusively for the purpose of serving one or more employee share purchase plans. "

India: Watch



Consultation on standardized health policies

The Insurance Regulatory and Development Authority of India (Irdai) is holding a brief consultation on its Exposure Draft for [Guidelines on Standardization of Exclusions in Health Insurance Policies](#). The list of coverage exclusions that would not be allowed include mental illness, neurodegenerative disorders, and genetic diseases. There is also model language setting out the terms under which there may be coverage exclusions for certain conditions and treatments. The consultation closes on May 31, 2019.

Ireland: Note



Re-entry visa exemption

The Department of Justice and Equality [announced](#) that, from May 13, 2019, most holders of Irish Residence Permit (IRP) cards will be exempted from the requirement to secure a re-entry visa before traveling outside the country.

Key Updates

Ireland: Watch



Parental leave bill

An interministerial [announcement](#) heralded fast-track legislation that would provide two weeks paid parental leave to new parents and increase the benefit to seven weeks over the next three years. The Department of Employment Affairs and Social Protection would pay the EUR 245 per week benefit and employers would be encouraged, but not required, to top it up. The law would also increase unpaid parental leave from 18 weeks to 26 weeks for all parents with children under eight years and extend adoption leave eligibility to male same-sex couples. It is expected to come into effect on November 1, 2019.

Ireland: Watch



Gender Pay Gap Information Bill

The long-awaited Gender Pay Gap Information [Bill 2019](#) is now before Parliament. It draws from the UK model but would track more information, including casual worker pay, and it would appoint auditors to check the accuracy of these annual pay reports. A government website would include all filings within a tool for comparing gender pay gaps by employer. This is priority legislation aimed for entry into force by the end of this year. It would initially apply to enterprises with at least 250 workers then lower the threshold to 150 in two years and 50 after three years.

Lithuania: Watch



Stock option tax relief proposed

The Finance Minister has proposed an amendment to the Law on Individual Income Tax that would improve the tax regime for stock options. They are currently taxed as income when exercised and this measure would exempt stock options from both income tax and social security contributions, provided they are held for at least three years after they were granted. If passed, the measure would come into effect on January 1, 2020.

Key Updates

Mexico : Note



Labor law amendment package has passed

The Labor Law amendments package has now cleared both houses of Congress and the President has signed it. Dozens of measures were deferred for future debate and the status of some notable provisions have not been established. Among those confirmed at this point are the key provisions on trade union independence :

- Financial transactions between employers and unions, including gifts and "extortion" strikes will be banned.
- Union votes will require secret ballots.
- Workers will be free to choose their own unions and they will be consulted during collective bargaining.
- Special courts will be charged with resolving disputes over contracts and union matters

Mexico: Note



Labor Law reform package

The Labor Law reform package was published in the May 1 Official Gazette. Additional provisions can now be confirmed:

- Existing protocols to combat workplace discrimination, violence, and harassment will be strengthened with special emphasis on sexual harassment.
- Employers may have no role in a union's creation or operations.
- Collective bargaining agreements must be approved by labor authorities and their texts must be distributed to all employees.
- A collective bargaining agreement must be approved by at least 30% of the workers covered by it to be recognized by labor authorities.
- Payroll receipts will be replaced by a CFDI (digital tax receipt invoice) more suitable to be used as evidence in labor disputes.

The Senate will now hold an Open Senate stakeholder consultation on the new law, starting with feedback on the microsite of the Anticorruption, Transparency and Citizen Participation Commission of the Upper Chamber, running through June 15, 2019 and following up with workshops over the next several weeks. This process will flag flaws and concerns to address in later legislation and guidance.

Key Updates

Mexico: Watch



Chamber of Deputies approves Afores reform bill

Legislation on reforming the Savings System for Retirement (SAR) has now passed in plenary vote in the Chamber of Deputies by a wide margin. It would:

- split the fees for Retirement Funds Administrators (Afores) into a component based on resources managed and one reflecting the yield
- replace the Specialized Retirement Fund Investment Companies ("Siefores") with Specialized Investment Funds of Retirement Funds ("Fiefores"), which would have a wider investment menu and an exemption from requirements to have a board of directors
- introduce a "target date fund" investment regime set by the Pension Funds System Commission (Comisión Nacional del Sistema de Ahorro para el Retiro, "Consar"), to reflect member investment priorities over the duration of a career
- allow early withdrawal of voluntary deposits

New Zealand : Note



Compensation for on-call time

A full bench of the Employment Court has issued a [judgement](#) confirming the entitlement of workers to compensation for on-call time. The case was brought by the Postal Workers Union who were compensated for standard working hours but expected to be regularly present for unpaid "available time". The court concluded that the employer and union must negotiate "reasonable compensation" for these periods.

Nigeria: Watch



Bill would create health insurance sector regulator

The Senate has now passed National Health Insurance Act, 2003 (Repeal and Re-enactment) [Bill 2019](#) which would establish a National Health Insurance Commission (NHIC) to supervise the health insurance sector. The NHIC would advance the scope and quality of universal health coverage with:

- licensing of health insurance schemes
- accreditation of health maintenance organizations
- health insurance contribution-setting
- establishment of dispute resolution mechanisms
- ongoing development of health insurance regulations and guidelines.

Please note that the above listed are not the exhaustive list of what the Commission is mandated to do. Section 2(2) of the Bill provides the full list of same.

The bill still needs to get through the House. If the House provides a consensus with the Senate, the final stage will typically be Presidential assent, after which it will become a law.

Key Updates

Nigeria: Respond



Minimum wage law

The President signed the long-delayed minimum wage bill and it went into effect immediately. It hiked the minimum wage from N18,000 to N30,000 (US\$83.31) per month.

Peru : Note



Special Regime for Early Retirement (REJA) early retirement scheme restored

Congress has overturned an executive branch veto of its reprieve for the Special Regime for Early Retirement (REJA). Under REJA, unemployed men as young as age 55 and women as young as 50 may start to tap income from their AFP pension funds rather than wait for the normal retirement age of 65. They must be unemployed for at least 12 consecutive months but the definition of unemployed allows annual salary of up to S 28,000. The new measure provides no expiration date for this initially temporary scheme and the President has signaled that he plans to sign it.

Peru : Watch



Administradora de Fondos de Pensiones (AFP) reform legislation

Recent congressional discussion on pension reform options was quickly followed by the submission of bills under which:

- A government-sponsored AFP pension scheme would be introduced to compete with the four private-sector AFPs.
- A longevity insurance scheme would start with retirement funds established for each child with a government contribution of 1,650 soles (US \$500).
- The 16% general sales tax would see 2% diverted into AFP savings accounts.

Another plan that has some traction but hasn't turned up in legislation would create a new retirement savings account for all taxpayers over age 18 and finance it with credits from their payments of taxes on fuel, soft drinks, alcohol, and tobacco.

Key Updates

Philippines : Note



Implementing rules for Expanded Maternity Leave Law

The Department of Labor and Employment (DOLE) has now [published](#) the implementing rules and regulation (IRR) of the new Expanded Maternity Leave (EML) law. Under this law:

- Paid maternity leave is increased from 60 days to 105, with an option for an additional 15 days of unpaid leave.
- Coverage is extended to every pregnancy, miscarriage or emergency termination with no cap on occurrences.
- The mother may share up to 7 days of her maternity leave with the father, doubling paternity leave to 14 days.

The law will come into force 15 days after formal publication of the IRR and will apply for working mothers who give birth from March 11, 2019.

Poland: Watch



OFE pension reform plan

The Prime Minister has delivered a briefing on plans to reform the OFE second-pillar pension fund system:

- OFE members would have the option of transferring their funds into the IKE individual retirement accounts, incurring a 15% tax, or sending them into virtual individual accounts in the state system. This is expected to fundamentally be a shift to IKE and is depicted as an OFE privatization.
- OFE open pension funds would become open-ended investment funds subject to investment fund regulations.
- The equity allocation for the funds transferred to IKE would be allowed to shrink by 2.5% per year.
- OFE contributions would fundamentally be eliminated with the full 19.52% social security premium directed to the first pillar.

The law is expected to get through Parliament by the end of October and go into effect in January 2020

Portugal: Note



Family leave package passed

The Assembly of the Republic has unanimously passed Law 715/XIII, which consolidated a number of work/life balance measures submitted by various parties. Among them:

- Both parents will be required to take 20 days leave after the birth of a child.
- Paternity leave will increase by five days and the right of same-sex partners to paternity leave is confirmed.
- People exercising their legal rights as parents are protected from employment discrimination and companies firing someone who is pregnant, breastfeeding or on parental leave must notify the relevant authorities.
- Parents of children with certain severe or chronic illnesses would be entitled to six month's leave - extendable to four years - at 65% pay.
- Parents of premature children could have leave at 100% of pay extended to 30 days after discharge from the hospital.

Key Updates

Romania: Note



Measures on day worker status In Vitro Fertilization (IVF) leave

Government Emergency Ordinance No. 26/2019 published in the April 19 [Official Gazette](#), introduced the following changes:

- Several more sectors are now allowed to contract day workers.
- Day workers are covered by the state pension system, so employers must make contributions on their behalf.
- From December 20, 2019, employers must log day worker assignments each day in the Electronic Day Workers Register.
- A paid three-day leave for workers undergoing in vitro fertilization went into effect on April 23, 2019.

Russia: Note



Employer obligations with foreign workers

Migration authorities are advising employers that it is not too early to bring their operations into compliance with draft regulations on obligations towards foreign employees. When foreign nationals are hired, the employer must formally advise them of allowed activities and the length of stay under the visa. At least 10 days before visa expiration, the employer must give formal, documented notice of the expiration, such as a registered letter, to the worker. The employer must also report any immigration violation to the Ministry of Internal Affairs within 5 days.

Russia: Watch



Labor Code amendments package

The Ministry of Labor has drafted Labor Code amendments that would clarify key issues for fixed-term contracts and paid vacation. Limitations on circumstances in which a fixed-term contract may be renewed would be lifted, allowing all fixed-term contracts to be renewed by mutual agreement, provided the total period does not exceed five years. There would also be a protocol for halving the two-month notice period for alterations to an employment contract and for termination of a fixed-term contract, but the latter would require payment in lieu of the second month's notice. In addition, the employer's obligation to provide vacation pay three days before the start of vacation would add an exception for cases in which the employee has not provided adequate notice. Another provision would require employees to give at least five days' advance notice before returning from parental leave in order to ensure at least three days' notice for dismissal of the replacement worker. A brief public consultation closed on May 17.

Key Updates

Samoa: Watch



Samoa National Provident Fund (SNPF) rate hike proposed

The government has proposed increasing worker contributions to the Samoa National Provident Fund (SNPF) from 7% to 10%, at a rate of 1% per year starting in July 2019. Employers are required to fully match the employee contributions so both unions and the business sector have expressed misgivings about the premium hike's affordability. The SNPF has given the private sector assurance of unspecified flexibility and support during the transition.

South Korea: Note



New bullying law

A new workplace bullying, and harassment law is scheduled to come into effect on May 29, 2019. Workplace harassment will now have a legal definition and employers with at least 10 workers will have to include a policy to combat it in their work rules, including protocols for fielding allegations of harassment. Fines will range up to KRW 30 million (about USD \$28,500) if employers retaliate against workers who file grievances.

St. Lucia: Watch



Deduction cap planned

Under a provision of the 2019 [Federal Budget](#), an annual cap would be set for a core set of deductions. The housing deduction, medical deduction, child and education deduction, as well as life insurance or pension plan contributions would be limited to XCD 25,000 (US \$9,250.52) per year from January 1, 2020.

Taiwan: Respond



Bill opens labor pension system to expats

The Legislative Yuan has passed in final reading a bill that will amend the Labor Pension Act to require all foreigners with permanent residency in Taiwan to obtain coverage under the labor pension system. This entails a minimum 6% monthly employer contribution and gives employees the option of making tax-exempt contributions up to 6%. There will be a schedule of fines for employers that fail to make the statutory contributions to employee pension accounts under these schemes.

Key Updates

Taiwan: Note



Gay marriage legalized

The Legislative Yuan beat the government's May 24 deadline set by the Constitutional Court for legalizing gay marriage. This law confers full marriage equality, except for adoption in cases where neither partner is related to the child, and is hailed as the first such legislation in Asia.

Thailand: Respond



Labor Protection Act entry into force

The Labor Protection Act, which was passed late last year was finally published in the Royal Gazette last month with a notice that it will come into force on May 5, 2019. It will raise the severance compensation for workers with at least 20 years of service from 300 days pay to 400 while:

- those employed less than one year are entitled to 30 days of pay;
- employment of more than one year but less than three earns 90 days of pay;
- For more than three years but less than six years, the rate is 180 days of pay;
- For 6-10 years, it's 240 days of pay; and
- Workers employed for over 10 years but under 20 years are entitled to 300 days' pay.

The new law also increases paid maternity leave from 90 days to 98, with employers and the Social Security Fund splitting the cost increase. It also entitles each workers to three days paid "personal business leave" per year with the option of arranging additional days of unpaid leave.

Thailand: Watch



Mandatory health coverage for senior expatriates

The Cabinet has approved legislation that would require foreigners age 50 and up applying for non-immigrant long-stay visas (O-A) or renewals (visas are for one year) to purchase a health insurance policy with prescribed minimum coverage levels of Bt40,000 for outpatient treatment and Bt400,000 for inpatient. Coverage wouldn't necessarily be from a Thai insurer but there will be guidelines for validating foreign insurance policies. Those unable to obtain insurance because of pre-existing conditions would need to keep a minimum balance in their bank accounts to cover medical expenses. The new requirement is expected to come into effect on July 1, 2019.

Key Updates

Turkey: Watch



Severance payment fund plan resurfaces

Conversion of the severance pay system into a severance payment fund, first broached in 1975, is back on the Finance Minister's [agenda](#). Under his economic reform plan for 2019, people who are currently employed would be grandfathered in the existing system but new hires would have individual severance pay accounts financed by employer contributions, possibly supplemented by government contributions, to complement the private pension system (BES). People who leave voluntarily or are dismissed for cause would be able to claim the contents of their account. This would be part of pursuing the government's goal of a "more sustainable pension system."

United Arab Emirates: Note



New end-of-service benefit planned

The Dubai International Financial Centre (DIFC) is preparing to replace the end-of-service gratuity scheme, which provides a lump-sum upon termination, with the DIFC Employee Workplace Savings (DEWS) Trust savings scheme, to more closely serve as a defined contribution retirement plan. While key details such as the contribution rate (forecast in the range of 1.25-1.5%) must still be determined, the scheme is expected to launch on January 1, 2020. The federal government has expressed support for this plan but has not made formal commitment to adopting it for the entire UAE.

United Kingdom: Note



Ruling on tax treatment of share schemes

A recent tax court [ruling](#) is being hailed as a windfall for many companies offering employee share schemes. An international accounting rule that went into effect in January 2005 allowed companies to take a tax deduction on the cost of shares issued in an employee stock scheme. The UK amended corporate tax rules from March 2013 to explicitly deny employers this tax deduction. The tax court's ruling allowed an employer who was denied the deduction for shares issued between January 2005 and March 2013 to claw back the tax relief that was not formally banned during that period.

Key Updates

United Kingdom: Watch



Government response on pension dashboards

The Government has published its response to the [consultation](#) on the introduction of online pensions dashboards, enabling individuals to see information from their pension schemes in one place. The proposals will be taken forward and legislation will require schemes to provide data that can be viewed through members' chosen dashboards. Roll-out will be staged and the majority of schemes will need to provide information within three to four years. Initially, only basic information will be required. State Pension information will be shown "at the earliest possible opportunity."

United Kingdom: Watch



Collective Defined Contribution schemes move a step closer

The Government has responded to its consultation on CDC [pension schemes](#). These plans would pool risks and costs between members, rather than each member having their own individual pot, and would offer a targeted—but not guaranteed—level of income in retirement, with the flexibility to adjust benefits if circumstances require. Legislation for the CDC model set out in the consultation will focus on schemes set up by single or associated employers. However, the aim is to legislate in a way that can quickly accommodate other models, such as CDC schemes run as master trusts, if appropriate in the future.

United Kingdom: Note



Payroll slip obligation expanded

Part of the government's response to the Taylor Review of Modern Working Practices is an [extension](#) of the employer pay slip obligation to casual workers and those on zero-hour contracts. In addition, all pay slips must now divulge one's hours worked. The measure went into effect on April 6, 2019.

Key Updates

United Kingdom: Note



Equalising for Guaranteed Minimum Pensions – Conversion Guidance published

The Lloyds Bank ruling set out a number of options for equalising for the effects of GMPs. One involves conversion of GMPs into a different form of benefit of equal value. The DWP has published guidance setting out how schemes could use the GMP conversion legislation to achieve equality.

Companies can start to consider the long-term

solution to equalise for GMPs, whether or not this is

conversion, in conjunction with trustees and advisers. This is likely to be a significant project requiring careful planning, and a lot of preparatory work will be required irrespective of the method eventually chosen.

More information can be found in [here](#).

United States of America: Note

<https://aon.ly/3D6bz>



Department of Labor (DOL) Opinion Letter on platform workers

A Department of Labor [Opinion Letter](#) used a six-factor test to determine whether workers providing services for a virtual marketplace company (VMC) were, as claimed, independent contractors. The opinion letter walked through application the test and concluded that, in this case, the workers did qualify and independent contractors.

United States of America: Watch



Ruling: Employers Must Provide 2018 Pay Data by September 30, 2019; Equal Employment Opportunity Commission (EEOC) Must Also Choose to Collect a Second Year of Pay Data From 2017 or 2019

On April 25, 2019, U.S. District Judge Tanya Chutkan issued a ruling that requires employers who file EEO-1 reports to submit 2018 pay data (sorted by race, sex, and ethnicity) by September 30, 2019. This reporting requirement applies to all employers with at least 100 employees. Additionally, the ruling also orders the Equal Employment Opportunity Commission (EEOC) to collect a second year of pay data from employers, but the EEOC may choose the year: 2017 or 2019. If the EEOC selects to collect 2017 data, it will be due by September 30, 2019, along with the 2018 data. 2019 data will be due early 2020.

In the ruling, Judge Chutkan ordered the EEOC to issue a statement on its website about the 2018 data collection deadline (September 30) by April 29, 2019. The Judge also told the agency that it must alert filers if it has decided by April 29, 2019, whether to collect 2017 or 2019 data. If the EEOC has not decided by April 29th whether to collect 2017 or 2019 data, it must issue a statement of its decision on the website by May 3, 2019.

The [ruling](#) and EEOC EEO-1 [Survey](#) website is available in the links.

Key Updates

US/Canada: Note



L-1 worker mobility snag

Entry into the U.S. for Canadian workers with for L-1A (executive or L-1B (specialized knowledge) status has run smoothly for 20 years with quick renewal possible at ports of entry. This year introduced some uncertainty with U.S. Customs and Border Protection (CBP) interpreting new Homeland Security regulations as stipulating that both new L-1s and renewals require applications to U.S. Citizenship and Immigration Services (USCIS). A simple process has now become time-consuming and costly thanks to what immigration attorneys have flagged as a misunderstanding of the rules, but it appears that no remedy is forthcoming.

Vietnam: Watch



Labor Code revision underway

The Cabinet is nearing agreement on a set of draft revisions to the Labor Code. The Ministry of Labor-Invalids and Social Affairs (MoLISA) has identified key areas that require further discussion:

- raising the retirement age from 60 to 62 for men and from 55 to 60 for women, starting from January 1, 2021 at a rate of 3 months per year for men and 4 months per year for women
- increasing the annual overtime cap from 300 hours to 400 hours
- reforming worker representation in conformity with international standards
- adding one more annual holiday, the Day of Martyrs and Invalids (July 27).

It expects to wind up discussions in late May/early June meetings.

Zambia: Respond



New Employment Code

The Employment Code Act [No. 3 of 2019](#) is a major revision and consolidation of employment law that:

- Sets out the mandatory content of employment contracts.
- Requires registration of employment agencies and otherwise bans casualization.
- Introduces a severance pay obligation for permanent workers but details will be in implementing regulations.
- Makes payment of gratuity mandatory for workers on fixed-term contracts.
- Bans employment discrimination.
- Guarantees wage protection.
- Caps the new hire probation period at six months.


A June 1, 2019 launch date was expected but not confirmed.


Other Notable Updates

Area	Country	Date	Name
	Colombia	5/31	Drug fee schedule
	South Africa	5/23	Legal status of workplace cannabis use
	South Sudan	5/31	Standard Treatment Guidelines
	United States of America	5/3	CMS Releases Contract Year 2020 Medicare Advantage and Part D Flexibility Final Rule; Includes Telehealth Access
	United States of America	5/9	Centers for Medicare and Medicaid Services (CMS) Releases Final Regulations on 2020 Benefit and Payment Parameters


	Australia	5/3	Advice fees in superannuation: Reminder of trustee oversight obligations.
	Canada	5/31	Canadian Association of Pension Supervisory Authorities (CAPSA) funding guide
	Canada	5/31	Canadian Association of Pension Supervisory Authorities (CAPSA) guidelines on electronic communications
	China	5/3	Company credit scores
	Global	5/23	Guidance on climate-related risk disclosure
	Greece	5/31	Partial amnesty for delinquent pension and tax payments
	Hong Kong	5/23	New reporting standards for retirement schemes
	India	5/31	May 2019 Benefits Pulse
	Isle of Man	5/31	Social security benefits are now taxable
	Italy	5/9	More on early retirement law
	New Zealand	5/23	KiwiSaver eligibility for seniors
	Peru	5/31	Minimum pension rises
	Poland	5/3	13th month pension approved
	Spain/EU	5/31	Discriminatory benefit formula flagged
	United Kingdom	5/9	Guaranteed Minimum Pension (GMP) conversion and equalization guidance
	United Kingdom	5/9	Pensions Regulator report on involvement in takeover
	United Kingdom	5/9	Money and Pensions Service launches

Other Notable Updates

Area	Country	Date	Name
	United Kingdom	5/31	In Depth: Solving Guaranteed Minimum Pension (GMP) equalisation by conversion
	United Kingdom	5/31	Civil partnerships to be extended to opposite-sex couples
	United States of America	5/9	Internal Revenue Service (IRS) Publishes Revenue Procedure Revising Previous Employee Plans Compliance Resolution System (EPCRS) Guidance

	Argentina	5/31	Intern status clarified
	Aruba	5/3	Temporary tax cut on severance pay
	Aruba	5/23	Labor Ordinance coverage expanded
	Australia	5/9	"Regional Australia" visa bill
	Australia	5/23	Fair Work Commission (FWC) rules against fingerprint requirement
	Belgium	5/23	Annual overtime cap
	Canada	5/23	HB Legislative Update May 2019
	Chile	5/31	Permanent residence portal
	Ethiopia	5/9	Tax regime guidance for certain perks
	EU/France	5/31	Ruling on inclusion of parental leave in severance pay formula
	Guatemala	5/3	New work visa rules
	Indonesia	5/31	Visa fees rise
	Ireland	5/31	More details on unpaid parental leave measure
	Italy	5/9	Occupational safety liability in foreign postings
	Japan	5/31	Benefit eligibility for dependents of foreign workers
	Japan	5/31	Universal day care
	Lithuania	5/23	Tax treatment of prizes and gifts
	Malaysia	5/31	Expatriate fees, convenience set to increase
	Moldova	5/3	Intra-company transfer (ICT) visa
	Nepal	5/31	Worker supply agency registration
	Puerto Rico	5/31	Employment law guidance
	Qatar	5/3	Permanent residence option

Other Notable Updates

Area	Country	Date	Name
	Russia	5/9	Paid leave for medical exams
	Sao Tome and Principe	5/31	Labor Code revised
	Saudi Arabia	5/9	Value-added tax (VAT) exemption for director's fees
	Serbia	5/31	Work permit application process simplified
	Slovenia	5/31	Tax break on holiday allowance
	Sweden	5/31	Remote work ruling
	Switzerland	5/31	Gig economy ruling
	Thailand	5/31	New national holiday
	Turkey	5/31	Missing day credits for foreign worker social security credits expanded
	United States of America	5/23	Enacted Paid Sick Leave and Paid Family Leave Laws/Ordinances (May 2019 Update)
	Uzbekistan	5/31	National payroll registry



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](#)

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