

#GlobalBenefitsBulletin Highlights

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Key



Retirement



Talent



Health



Risk

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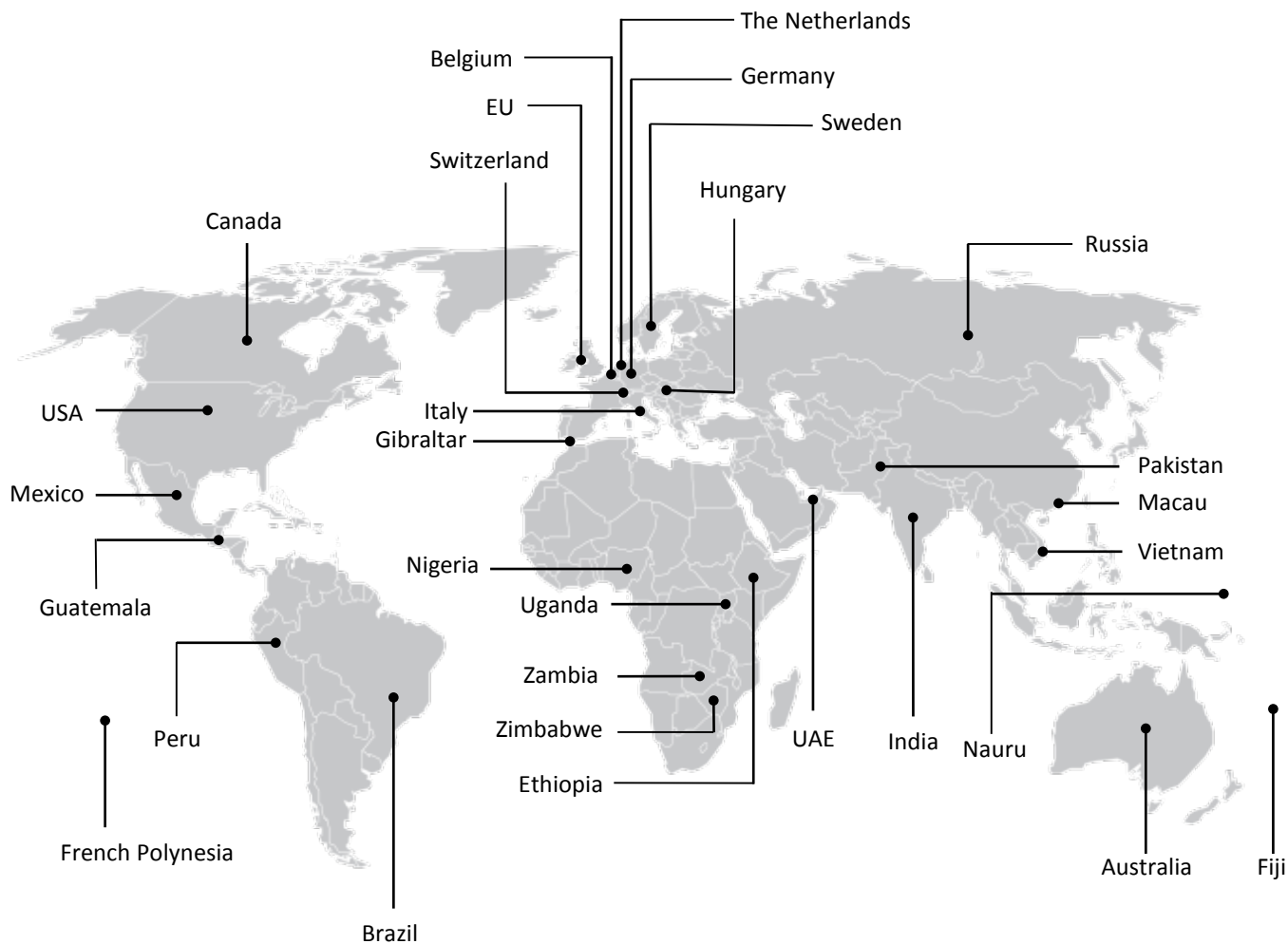
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Key Updates

Australia: Note



Single Touch Payroll (STP) guidance

The Australian Tax Office (ATO) has issued revised [guidance](#) on compliance with the Single Touch Payroll (STP) reporting obligations. It clarifies STP reporting requirements for foreign workers in Australia in light of the July 1, 2019 end of the STP exemption for many foreign workers. The guidance addresses some logistical issues as well as the treatment of business travelers in Australia and Australian workers on overseas assignment.

Belgium: Note



Ruling on salary subject to social security contributions

The Court of Cassation has recently confirmed in case [S.18.0063.F/1](#) a Labor Court judgement expanding the definition of compensation subject to social security contributions. The National Social Security Office (NSSO) has already [revised](#) administrative instructions on social security contributions. Bonuses, profit-sharing, and stock compensation now fall within this definition and foreign employers of those workers subject to Belgian social security are obliged to withhold these contributions.

Brazil: Watch



Ruling on tax regime for stock options

A recent federal court ruling rejected the revenue service's position that stock option and restricted stock unit gains are income subject to the 20% social security payroll tax. The court accepted the plaintiff's argument that stock at risk of declining in value cannot be regarded as income. The US-based firm was successful in claiming reimbursement of the social security taxes paid on these schemes over the past five years. As other courts have upheld the revenue service's policy, the matter will have to be resolved in a higher court.

Key Updates

Canada: Watch



Bill would alter tax regime for employee stock options

On June 17, 2019, the Department of Finance Canada published a Notice of Ways and Means Motion to amend the Income Tax Act with respect to employee stock options.

In keeping with the 2019 Federal Budget, the Notice of Ways and Means Motion to amend the Income Tax Act proposes the following changes:

- A \$200,000 annual limit will apply on employee stock option grants (based on the fair market value of the underlying shares at the time the options are granted) that can receive tax-preferred treatment under the current employee stock option tax rules.
- Employee stock options granted by Canadian-controlled private corporations (CCPCs) will not be subject to the new limit (in recognition of the fact that some non-CCPCs could be start-ups, emerging or scale-up companies, those non-CCPCs that meet certain prescribed conditions will also not be subject to the new limit).
- Employee stock options above the limit will be subject to the new employee stock option tax rules.
- The new rules will apply to employee stock options granted on or after January 1, 2020.

In addition, the Government is seeking stakeholder input on the characteristics of companies that should be considered start-up, emerging, and scale-up companies for purposes of the prescribed conditions. The Government would also be interested in stakeholder views on the administrative and compliance implications associated with putting such characteristics into legislation.

Comments can be submitted until September 19, 2019.

The [Notice of Ways and Means Motion to amend the Income Tax Act](#) and [News Release](#) are available.

Canada: Note



Pay transparency measure

On June 21, 2019, Bill C-97, Budget Implementation Act, 2019, No. 1 received Royal Assent. This bill implements a number of the proposals set out in the 2019 Federal Budget. Among other matters, the bill purports to amend the Employment Equity Act to require federally regulated private-sector employers to report salary information that supports employment equity reporting beyond salary ranges, including making wage gap information by occupational groups more evident. This provision will not be effective until proclamation.

The [Bill C-97, Budget Implementation Act, 2019, No. 1](#) is available.

Key Updates

Canada: Note



Acquired rights package

Bill C-97 implements a number of the proposals set out in the 2019 Federal Budget. Among other matters, the bill amends:

- bankruptcy and insolvency legislation to make insolvency proceedings fairer, more transparent, and more accessible for pensioners and workers (those involved will be required to act in good faith and courts will have greater ability to review payments made to executives in the lead up to insolvency) [effective date subject to proclamation];
- the Canada Business Corporations Act to provide that:
 - federally incorporated businesses will be able to consider diverse interests, such as those of workers and pensioners, in-corporate decision-making [effective date subject to proclamation]; and
 - prescribed corporations (Federal Budget 2019 indicates this will include publicly traded, federally incorporated firms) will be required to disclose their policies pertaining to workers and pensioners and executive compensation, or explain why such policies are not in place and will also be required to hold and disclose the results of nonbinding shareholder votes on executive compensation [effective date subject to proclamation];
- the Pension Benefits Standards Act, 1985 to:
 - clarify that a pension plan is not to provide that, among other things, a member's pension benefit or entitlement to a pension benefit is affected when a plan terminates [effective upon Royal Assent]; and
 - authorize a pension plan administrator to purchase an immediate or deferred life annuity for former members or survivors in order to satisfy an obligation under the plan to provide a pension benefit arising from a defined benefit provision [effective date subject to proclamation].

The [Bill C-97, Budget Implementation Act, 2019, No. 1](#) is also available.

Key Updates

Canada: Note



Canada Labour Code – Leaves of Absence and Other Labour Standards

Amendments to the Canada Labour Code made under the Budget Implementation Act, 2017, No. 2 will come into force on September 1, 2019.

Among other matters, the changes will:

- provide employees with a right to request flexible work arrangements from their employers; and
- modify certain provisions related to work schedules, overtime, annual vacation, general holidays, and bereavement leave, in order to provide greater flexibility in work; arrangements.

And introduce or modify leaves of absence:

- Family Responsibility (new) leave entitlement of three unpaid days per year;
- Family Violence, Victims of (new) entitlement of 10 unpaid days per year;
- Traditional Aboriginal Practices (new) leave entitlement for employees who are aboriginal persons of five unpaid days per year; and
- Bereavement (modified) leave entitlement increases from three to five days, the first three of which are paid.

Note that the Canada Labour Code applies to federally regulated employers only, such as those involved in banking, transportation, telecommunications, and the federal civil service, among others.

Ethiopia: Note



Labor Law revision

The House of People's Representatives has quickly [approved](#) Labor Proclamation No.1156/2019, a major revision of the Labor Law. The press coverage has so far confirmed:

- Maternity leave will increase from 90 days to 30 pre-natal and 90 after birth.
- The maximum new-hire probation period is increased from 45 days to 60.
- Employers may terminate a worker without notice or severance pay during this probation period.
- New processes will be established for resolution of labor disputes.

The date of entry into force has not been disclosed.

Key Updates

European Union: Respond



Directives supporting work/life balance, atypical workers

The Employment, Social Policy, Health and Consumer Affairs Council has [adopted](#) three major legislative acts:

- Directive on transparent and predictable working conditions in the [European Union](#), which will establish minimum worker rights and disclosure standards under the "new forms of employment".
- Regulation establishing a [European Labour Authority](#), creating a body that will assist Member States with worker mobility and social security coordination issues.
- Directive on work-life balance for [parents and carer's](#), establishing new rights to paternity leave, parental leave, carer's leave, and flexible work arrangements.

The directives will come into force 20 days after their imminent publication in the Official Journal and Member States will have three years to transpose them into national law.

European Union: Note



Reforms advancing Pan-European Personal Pension Produce (PEPP) and cross-border investment funds

A pair of Capital Markets Union (CMU) reforms have [cleared](#) the European Council. The Regulation on pan-European Personal Pension Produce (PEPP) sets the regulatory framework for introduction of a voluntary personal pension product with optimal EU-wide portability. The Regulation and Directive on cross-border distribution of investment funds will ensure smoother operation for an EU-wide investment fund market. All three are set to come into force 20 days after publication in the Official Journal.

Fiji: Note



Tax reduced on Fiji National Provident Fund (FNPF) employer contributions

The President has signed a number of budget measures, including the [bill](#) doubling the tax exemption on employer contributions to the Fiji National Provident Fund (FNPF). This provision will come into force on January 1, 2020.

Key Updates

French Polynesia: Note



Local worker preference

The Assembly of Polynesia has passed the law on promotion and protection of local employment. It will factor length of residence into job hiring criteria, favoring citizens or long-term residence with equivalent qualifications over the foreign worker applying for a position. Registered job hunters will have to disclose how long they have lived in French Polynesia and employers will have to report to authorities on who they hire. The main provisions went into effect on July 9, the day the text was adopted.

Germany: Note



More hospitable environment for hiring foreign workers

The Federal Council has endorsed legislation refining policies on skilled foreign workers following its passage in Parliament:

- Significant professional experience could count in place of educational requirements for foreign workers applying for positions in shortage occupations.
- A new six-month visa with labor market test waived will be available to qualifying foreign workers with vocational training.
- The skilled migration application process will be centralized and expedited.
- The work permit application process will include Federal Employment Agency (FEA) assessment of employer solvency and its compliance with tax and social security laws.
- Employers will have to alert the relevant authorities when dismissing a foreign worker.

The date of entry into force is not set but it should be early spring 2020.

Key Updates

Gibraltar: Watch



Occupational pension bill

[Private Sector Pensions Bill 2019](#) would oblige all employers to "establish and maintain" occupational pension which would be voluntary for their employees:

- Workers with the employer at least 12 months and earning at least BPS 10,000 would be eligible.
- The requirement would phase in, starting with large employers on July 1, 2021 and reaching "micro-employers" on July 1, 2017.
- All scheme models would entail matching employer and employee contributions but either party could make additional voluntary contributions without obliging the other to match it.
- There are provisions for benefit portability.

The bill had momentum for rapid passage, but legislators have now decided that it is too complex to pass without more scrutiny, including a public consultation.

Guatemala: Note



Regulations on part-time employment

The implementing regulations for adoption of ILO convention 175 on employment of part-time workers went into effect on June 27, 2019. Governmental Agreement [89-2019](#) establishes the extension of all rights and obligations under the Labor Code to part-time workers. It entitles them to an hourly minimum wage and a detailed employment contract.

Hungary: Note



Employer social security tax cut

The National Assembly has passed [Bill T/6351](#) which will waive personal income tax on employment income for women with at least four children. The President is expected to sign it and it is expected to come into effect on January 1, 2020.

The National Assembly has also adopted the Budget measure [Bill T/503](#) cutting the employer social tax contribution from 19.5% to 17.5%. The President signed it in time for entry into force on July 1, 2019.

Key Updates

India: Watch



2019 Budget

On Friday July 5, the Finance Ministry delivered a federal [budget](#) featuring some notable proposals:

- The tax exemption on the maximum 60% lump-sum withdrawal from the National Pension System (NPS) would increase from 40% to the entire 60%.
 - The [consolidation](#) of 44 labor laws into four is included. One of the four, the Minimum Wage Law, has already secured the Cabinet's approval.
 - The government would introduce a pension benefit scheme for retail traders and shopkeepers.
 - 100% foreign direct investment (FDI) for insurance intermediaries would be allowed.
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India: Watch



Review planned for Employee stock ownership plans (ESOPs) tax regime

The Finance Ministry has committed to a comprehensive review of the tax regime for employee stock ownership plans (ESOPs). It will broadly set out to assess the benefit as a compensation tool. Issues for consideration include the valuation of the benefit when provided by an unlisted company and whether stock options should be taxed only at time of sale. The study will include extensive stakeholder consultation.

Italy: Watch



Minimum wage proposed

The Deputy Prime Minister has flagged introduction of a minimum wage as a top priority for this administration. While most workers are covered by employment contracts that set higher hourly wages, about 22% of the workforce would benefit from his target rate of EUR 9 per hour.

Key Updates

Macau: Watch



Family leave entitlements expansion measures

The Legislative Assembly is reviewing a package of amendments to the [Labor Relations Law](#) and the [Law for Employment of Non-resident Workers](#):

- The 56 days government-paid maternity leave would expand to 70 days for local workers. Employers would be obliged to pay for the additional 14 days for nonlocal workers. Many legislators continue to press for reaching the local benchmark of 98 days paid maternity leave.
- Paid paternity leave would expand from three days to five.
- Employers would be compelled to compensate workers for the public holidays that occur during maternity and paternity leave.
- People in Macau on tourist visas would be barred from applying for employment.

The date of entry into force is not yet known.

Mexico: Watch



Migrant worker rights

The Undersecretary of Labor and Social Welfare disclosed that the formal sector will soon have new rules for hiring migrants arriving in Mexico. The president of the National Commission of the Retirement Savings System (Consar) confirmed that these workers will receive social security numbers and, like the rest of the private-sector workforce, will be entitled to make voluntary contributions to an Afores retirement fund.

Nauru: Respond



Compulsory superannuation scheme

Extension of a compulsory superannuation scheme to the private sector had its January 1, 2019 launch date deferred under [Nauru Superannuation Act 2018](#) and the expansion came into effect on July 1, 2019. Employees must now contribute 5% of salary to the scheme and employers must contribute 5% of payroll. There are provisions for both additional voluntary contributions and pre-retirement partial withdrawals.

Key Updates

Netherlands: Watch



Minimum wage proposed for self-employed

The Social Affairs Ministry is [preparing](#) a plan to regulate self-employment that will feature a minimum wage of EUR 16 per hour to ensure that this population, which spends much of its time on unbillable work, can earn a living wage. Those self-employed who earn less than EUR 75 per hour would have a series of checks to confirm that they are truly freelancers while those earning more would need to produce a formal declaration together with the companies they serve.

Nigeria: Watch



Resolution on employer-provided health insurance

The Senate has adopted a resolution directing the Federal Ministry of Employment to establish policies requiring private-sector employers to provide health insurance coverage for their workers. This comes in the context of considerable health system flux in which it does not appear to occupy center stage:

- Universal health insurance legislation is far along in the legislative process, with the key [measure](#) already passed by both houses and awaiting the President's signature.
- Another Senate resolution at the start of this month gave Health Maintenance Organizations (HMOs) a three-month deadline for settling a backlog of claims from health providers.
- Legislators are struggling to remedy health care financing and quality issues as well as a reportedly massive exodus of doctors from Nigeria.

Nigeria: Note



Ruling on Personal Income Tax (PIT) exemption for end-of-service gratuity

A regional Tax Appeals Tribunal (TAT) has issued a ruling resolving contradictions in personal income tax (PIT) law over whether end-of-service gratuity payments are taxable income. The tribunal concluded that the PIT Act of 2004 intentionally excluded gratuities from the list of income subject to PIT, so earlier measures applying PIT to those payments were clearly superseded.

Key Updates

Pakistan: Watch



Mandatory health insurance scheme proposed

The Securities and Exchange Commission of Pakistan (SECP) has [proposed](#) a mandatory health insurance scheme for the private sector. Employers would finance coverage for workers - including fixed-term staff - and their dependents. Hospitals within the network would provide free care and non-network hospital charges would be reimbursed.

Pakistan: Watch



Securities & Exchange Commission of Pakistan (SECP) agenda

Just a heads up at this point. The new head of the Securities & Exchange Commission of Pakistan (SECP) has shared a short list of top priorities with the press. The regulator is already preparing for introduction of compulsory group health insurance and occupational health insurance in the private sector. Coverage would extend to temporary and contract workers as well as employee dependents.

Peru: Respond



Pay parity law comes into force

The delayed entry into force of [Law No. 30709](#), which prohibits pay discrimination between men and women is now confirmed for July 1, 2019. From that date, the Peruvian National Labor Inspection Superintendency (Sunafil) started compliance inspections for large companies. Employers will need to present detailed documentation of pay policies to auditors upon request. Audits for small and medium enterprises will start on December 1, 2019.

Russia: Watch



Acquired rights proposal

The Commission on Legislative Activities has [approved](#) draft language on protecting employee severance pay entitlements and other acquired rights in an insolvency or downsizing. Guaranteeing that employers meet this obligation may entail a pre-funding arrangement. Draft legislation should be submitted for the Cabinet's approval soon.

Key Updates

Sweden: Note



Tax regime for medical benefits revised

The Tax Agency, Skatteverket, has revised its [guidance](#) on the tax treatment of employer-provided health insurance benefits. The tax regime is determined by how much of the coverage, not the claims, is for taxable vs. nontaxable benefits. If a medical benefit scheme is not tailored to cover tax-exempt service only, the default position is that 60% of the employer-paid premium is a taxable benefit, but the employer may appeal to Skatteverket for a lower rate.

Switzerland: Watch



Cabinet approves pension reform blueprint

The Cabinet has reportedly reached agreement on a handful of pension reform measures:

- The retirement age for women would rise from 64 to 65 at a rate of three months per year. This increase would also apply for occupational pensions
- There would be a supplemental payment to low- and middle-income women during a nine-year transition period to ensure against excess pension reduction.
- Flexible retirement options would range from age 62 through 70, with those who defer retirement allowed to take out a portion of their state pension while still working.
- Contributions to the first-pillar pension after age 65 would be subject to a more generous benefit formula.

Details will be fleshed out before the proposal reaches Parliament where it is slated for debate in the fall.

Key Updates

Switzerland: Watch



Second-pillar reform plan

ASIP, the Occupational Pension Fund Association, strongly [endorses](#) an [agreement](#) between key social partners on reform of second-pillar pension schemes. The minimum conversion rate for calculating annual benefits would be cut from 6.8% to 6.0%. This conversion rate reduction was rejected in public referenda in 2010 and 2017. It is not yet certain that another public referendum would be necessary if the plan is passed in Parliament. To lessen the impact on participants, there would be a benefit supplement for a 15-year transition period. It would be financed by a 0.5% levy on wages subject to the first-pillar contribution up to 853,200 CHF per year. In addition, the coordination deduction for setting the amount of pay that is insured by the pension fund would be halved. ASIP has called on the government to open stakeholder consultations over this plan.

Switzerland: Note



Gender pay audits

A bill on requiring gender pay audits every four years in enterprises with at least 50 workers was finally passed late last year after the threshold was raised to 100 workers. This [measure](#) amends the Federal Act on Gender Equality to improve enforcement with a long-standing constitutional right to equal pay. The government has developed the Equal pay self-test tool: [Logib](#) to assist affected employers with compliance. The law should come into force by the end of 2019. There is a new [bill](#) before Parliament that would bring that threshold back down to 50.

Uganda: Watch



National Health Insurance Scheme Bill 2019

The Cabinet has approved the National Health Insurance Scheme Bill 2019 which would establish a universal health [plan](#). It would initially cover public- and private-sector workers then take 10 years to phase in coverage for the indigent. Employees would contribute 4% of monthly salary while employers would pay an additional 1%. The only private health insurance products allowed would be those complementing the government's package.

Key Updates

United Arab Emirates: Watch



Proposed A Dubai International Financial Centre (DIFC) Changes to the End of Service Gratuity

Local experts have shared a bulletin on DIFC changes to the End of Service Gratuity. It is important to note that the contribution range forecast quoted in prove to be an estimate of employer administrative fees. Both administrative fees and employer contributions are explained in the text below and the attachment.

For service after January 1, 2020: Employers will be required to make mandatory service-related contributions for DIFC employees to either (i) the local DIFC Employee Workplace Savings plan (DEWS), which is currently being established; or (ii) an alternative qualifying retirement savings plan. The qualifying conditions are that the plan must be funded in named employee accounts; the employer contribution rate to the plan must be no less than the minimum required under DEWS; and the plan assets must be held by a third-party fiduciary under Trust Law principles; further qualifying conditions are expected to be announced in due course.

- Defined contributions based on employees' base salary (with no salary or service cap).
- Mandatory minimum employer contribution of 5.83% for up to five years' service, and 8.33% for more than five years' service; employers have the option to pay more than this as regular or ad hoc contributions for all or selected employees.
- No mandatory employee contributions, although employees will also be able to make voluntary contributions into the same vehicle.
- The existing EOSG structure for eligibility, Basic Wage definition and timing of payments will be retained for simplicity.
- DEWS account values will only be accessible on leaving employment with the company but can optionally be left invested, after leaving, and accessed as required thereafter. Note that an employee leaving one DIFC employer and joining another DIFC employer will be able to consolidate accounts.
- Employees will have control over how their contributions are invested and will be able to choose from a maximum of 12 passive index-tracking investment fund offerings. It is expected that at least three of these offerings will be Lifecycle / Target Date Funds.
- Fees are yet to be determined, but at most will be in the 1.25% to 1.5% per annum range, applied as a percentage of asset value and deducted proportionately on a monthly basis.

A lengthier presentation on this is also [provided](#).

Key Updates

United Arab Emirates: Watch



Labour rights insurance plan

The Ministry of Human Resources and Emiratisation is [preparing](#) a labour rights insurance scheme for the private sector. It would guarantee workers' "salaries and entitlements, such as the end-of-service benefits, repatriation costs and work injury compensation" in cases where the employer cannot meet the obligation. This is an expansion on the workers' insurance scheme introduced last year.

United Arab Emirates: Note



Labour market testing plan

The Ministry of Human Resources and Emiratisation has started an expansion of the emiratization program featuring labour market testing for over 300 professions. Private-sector employers with over 10 workers will need to notify the Ministry of any hiring plans and they must interview any UAE nationals referred by the ministry. If they reject these candidates, they will have to give the ministry an explanation. This policy is being phased in and is not expected to apply in the free trade zones.

United States of America: Note



President Signs Executive Order on Health Care Pricing and Transparency

On June 24, 2019, President Trump signed an Executive Order addressing health care pricing and quality transparency. Provisions included in the Executive Order are provided below, as highlighted in the Administration Fact Sheet.

- The Department of Health and Human Services (HHS) will require hospitals to publicly disclose amounts that reflect what people actually pay for services in an easy-to-read format.
- HHS will begin the process of making information on out-of-pocket spending more readily available to patients before they receive care.
- Researchers, innovators, and providers will get more access to data that will help them develop tools to provide patients with more information about healthcare prices and quality.
- The Administration will improve quality measurements and make them public.
- The President's Order also addresses consumers' incentives to shop for care by expanding the benefit of Health Savings Accounts and other tax-preferred health accounts.

The [Executive Order](#) and [fact sheet](#) are available.

Key Updates

Vietnam: Watch



New hurdle planned for foreign workers

Stakeholders have flagged those draft Labor Code provisions that would significantly limit employer access to foreign workers. One provision would require enterprises to apply to the relevant agencies with an explanation of their need for foreign workers. Another would allow just a single renewal to the two-year work permit which is currently eligible for unlimited renewals.

Zambia: Respond



Employment law reform package

The Ministry of Labor announced on June 18, 2019 that Employment Code Act Number 3 of [2019](#) has come into effect. Additional details accompanied the reporting:

- An entitlement to medical care, housing assistance, and transportation benefits is extended to all private-sector workers.
 - The compulsory end-of-service for workers on permanent contracts is years of service times two months' salary for death, disability, or collective dismissals. Implementing rules will clarify the benefit under individual dismissals.
 - The termination gratuity for qualifying workers on fixed-term contracts is one-fourth of the entire payment for the duration of the contract.
 - Annual leave entitlement comes after 12 months, up from six and workers must be compensated for any leave not taken.
 - Workers are granted three days paid parental leave per year and those with an employer at least six months may have seven days caregiver leave per year.
 - Eligibility for a 50% overtime period for work over 48 hours per year is now extended to all formal-sector workers.
 - Maternity leave is up from 12 to 14 weeks for workers with at least one year of service but it is only employer-paid for those with at least two years of service. Multiple or premature births earn an additional four weeks of leave.
 - Sick leave is six months; three at 100% of pay and three at 50%.
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Key Updates


Zimbabwe: Note



De-dollarization move


Statutory Instrument [142 of 2019](#) made the Zimbabwe dollar "the sole currency for legal tender purposes", effective June 24, 2019. The 10 year-old multicurrency regime, featuring salary payments made fully or partially in US dollars, has been a stabilizing influence on the economy. The precipitous "de-dollarization" of the economy has workers and employers predicting dire consequences. The Zimbabwe Congress of Trade Unions (ZCTU) is threatening nationwide strikes if the statutory instrument is not withdrawn.


Other Notable Updates

Area	Country	Date	Name
	Argentina	7/11	Partial prepagas plans allowed
	China	7/18	Generic drug drive
	Ivory Coast	7/11	National Health Insurance Fund (CNAM) contributions kick in
	Kazakhstan	7/11	Health coverage detailed
	Russia	7/18	Essential Drug List (EDL) drug re-registration
	USA	7/11	Departments Release Final Regulations on HRAs and Other Account-Based Group Health Plans
	USA	7/18	Employees can use Health Reimbursement Arrangements (HRAs) to buy Individual Health Insurance Policies starting after 2019

	Albania	7/18	Early retirement for select sectors
	Australia	7/11	Retirement calculator guidance
	European Union	7/11	Sustainable finance developments
	European Union	7/25	Institutions for Occupational Retirement Provisions (IORP) II guidance
	France	7/25	Guidance on pension insurance exemption for impatriates
	Italy	7/25	Early retirement scheme
	Nigeria	7/11	Voluntary Pension Contributions (VPC) early withdrawals
	Romania	7/18	Pension increases, indexation
	Switzerland	7/18	Investment flexibility for collective pension foundations
	Turkey	7/18	Second-pillar refinements
	United Kingdom	7/11	Financial Reporting Council issues FRS 102 amendments
	United Kingdom	7/11	Automatic enrolment: short-notice checks
	United Kingdom	7/11	Further changes to trustee investment duties
	United Kingdom	7/11	Pensions Regulator's tougher approach to scheme funding
	United Kingdom	7/11	The Cost Transparency Initiative issues new tools for reporting charges

Other Notable Updates

Area	Country	Date	Name
	United Kingdom	7/25	Competition and Markets Authority (CMA) order finalized
	Ukraine	7/18	Pension formula change

	Egypt	7/25	Insurance guarantee fund
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	Australia	7/11	Pay As You Go (PAYG) loophole closes
	Australia	7/18	Global Talent Scheme extended
	Australia	7/25	Fringe Benefits Tax (FBT) exemption for taxi travel
	Azerbaijan	7/11	Minimum wage hike
	Belgium/EU	7/11	Ruling on cross-border workers
	Bulgaria	7/25	Subsidy for disabled worker accommodations
	Denmark	7/18	Greater flexibility for foreign workers
	France	7/11	Ruling against closed circuit monitoring
	France	7/18	Decree on posted worker disclosures
	Global	7/18	International Labor Organization (ILO) convention on workplace harassment
	Hong Kong	7/25	Guidance on health and Mandatory Provident Fund (MPF) premium deductions
	Indonesia	7/25	Tax incentive for employee training
	Isle of Man	7/25	Value Added Tax (VAT) exemption for recognized pension funds
	Kenya	7/18	Stricter foreign worker oversight
	Latvia	7/25	Adoption leave entitlement expands
	Lebanon	7/18	Work permit requirement, social security digitization
	Lithuania	7/18	Employee reimbursements now tax-exempt
	Nigeria	7/25	The Economic Community of West African States (ECOWAS) backs single currency, discusses free movement of workers

Other Notable Updates

Area	Country	Date	Name
	Norway	7/25	Employee discount reporting rules changed
	Pakistan	7/11	Online visa portal
	Philippines	7/25	Expatriate database
	Russia	7/25	Special income tax rate does not cover housing reimbursement
	Slovakia	7/18	Christmas bonus doubled
	Spain	7/18	Ruling on employment status of gig economy workers
	Swaziland	7/18	Labor broker ban
	Switzerland	7/25	Stricter language requirements for residence permits
	UAE	7/11	Dubai International Financial Center (DIFC) employment law
	United Kingdom	7/11	Ruling on whistleblower case jurisdiction
	United Kingdom	7/25	Ruling on noncompete clauses
	USA	7/18	Department of Labor (DOL) Releases Proposed Rule on Apprenticeship Program and Announces Other Updates



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