



GLOBEX UPDATE

HEALTH & BENEFITS

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Events, developments, and opportunities in the international marketplace

FRANCE IMPLEMENTS NEW LAW TO BAN WORK EMAILS AFTER HOURS

Effective January 1st 2017, a new law in France will require employers with more than 50 employees to institute hours when staff should not send or answer emails. The "Right to Disconnect" law was implemented to ensure that employees are fairly paid for work, and preventing employee burnout. The email restrictions are believed to be a benefit to workers and employers, by making employees more relaxed and effective. The law was designed to target employees who physically leave the office but are still active working many hours after they've gone. The goal is to reduce the amount of stress, which studies have discovered costs between \$125 and \$190 billion dollars per year to America's healthcare costs, with overwork accounting for approximately \$48 billion of that amount. Those healthcare costs are largely covered by employers and companies are exploring alternative methods to increase employee productivity and engagement while also reducing healthcare expenses.

CHANGES TO DUTCH BENEFITS EXPECTED FOR 2017

Dutch legislations is set to implement new changes to their employment laws for 2017. Some key changes that will take place in 2017 will include:

- **Retirement-** The age of retirement has risen to 65 years and nine months, with the monthly state pension rising to 1.199,40 euros for a single person and 1.640,36 euros for a couple..
- **Unemployment Benefits-** Those who lose their job in the first three months of 2017, will only receive 33 months of unemployment benefit instead of 34.
- **Leave Benefits-** Companies with long-term employees on leave, or those who take time off for a disability, are entitled to a subsidy of up to 2.000 euros per year, with the employee receiving half the amount, provided they earn just over minimum wage.
- **Basic Dutch health insurance-** (Basisverzekering) now also covers the following treatments: upper eyelid operations, breast implants for (trans) women who have no breast growth, medically necessary circumcision, and implants for young people lacking permanent incisors and canines. Young people can get a dental implant until they reach the age of 23.

Success Stories

- Kicked off new Partner Desk engagement for rapidly growing technology company with operations in over 30 countries.
- Secured group expatriate medical program for large manufacturing firm.
- Launched expat remarketing exercise for missionary group.

SINGAPORE FIRMS LOOK TO HIRE MORE EMPLOYEES IN 2017

According to a recent survey of employers, at least 36% of Singapore companies are planning to grow staff in 2017, with middle management jobs expected to be the most recruited positions. Companies in the digital, technology and healthcare industries are expected to see the most growth due to continued government investment into those business sectors. Employers will look to take a more flexible approach to hiring candidates, focusing on strengthening employer branding and investing in training. They also will be looking at specific talent attraction factors, specifically around salary increase, learning and development opportunities as well as workplace flexibility and work-life balance. The survey predicts that employers will be very aggressive in 2017, since there is a limited pool for key talented employees.

Recruiting and retaining key talent around the world remains a formidable challenge for HR management. More and more, a company's success depends on the ability to offer a competitive benefits package while remaining within budget. Globex Partner Brokers can offer their clients access to a range of products, capabilities and resources custom-tailored to helping multinationals optimize their employee benefits around the world. Contact any member of the Globex Health & Benefits Team to learn more.

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