



GLOBEX UPDATE

HEALTH & BENEFITS

Volume 184

Visit us at: www.globexintl.com

June 2016

Events, developments, and opportunities in the international marketplace

INDONESIA SEES DECREASE IN EXPATRIATE EMPLOYEES

Multinational employers in Indonesia are seeing a decrease in expatriate employees in key positions. According to recent surveys, companies that used to have 80 percent of their senior management team who were expatriates have now decreased this number to only 20 percent. The decrease in the number of expats being hired can be attributed to local employees now showing to be as capable and competitive as their expatriate counterparts. Employers have found that they can hire workers with the same skill set but at a lower cost which attracts more companies to recruit and replace their senior expatriates to Indonesian executives. For example, multinational employers find that although the salary between a local executive and an expatriate executive are somewhat equal, the major difference was in expat benefits such as housing, working permits, and international insurance which can be prove to be a costly expense for some companies.

GERMANY LOOKS TO PASS NEW LEGISLATION ON MATERNITY LAWS

German lawmakers recently approved a draft law for new regulations on maternity protection. Multinational companies with employees in Germany should be aware of the new law which shall be adopted this year and become effective as from January 1, 2017. Under the current law, employees are prohibited from working 6 weeks prior to childbirth until 8 weeks after childbirth and in case of premature birth or twin or multiple childbirth, the 8-week period is extended to 12 weeks. Also, pregnant employees may not be assigned any dangerous work, night duty, piecework or assembly-line work. The new law looks to improve the protection of pregnant women by improving working conditions, providing increased protection periods if an employee gives birth to a disabled child and extending the scope of the law to not only cover women in an employment relationship but under some circumstances also to school and university students and interns. For example, some of the changes being considered are increasing the protection period to 12 weeks instead of 8 should a woman give birth to a disabled child, providing termination protection for women who suffer a miscarriage after the twelfth week of pregnancy and adjusting the working conditions for expectant mothers so that they can continue to work without impairment of their child's health.

Success Stories

- Secured group BTA policy for large tech firm.
- Secured group expat plan for large IT firm.
- Conducted international RFP exercise for multinational financial services company

SINGAPORE EMPLOYERS SEE INCREASED PRODUCTIVITY

According to a recent global study, employers in Singapore who have implemented flexible working benefits have seen an increase in work productivity from their employees. More employers are starting to leverage flexible working benefits as a method to improve work/life balance as well as making their organization more competitive with other employers. The study also showed that 27 percent of Singapore companies who have not implemented flexible working have not done so due to fears that employee teamwork will decline however the companies that have instituted a flexible working program have also seen an increase in profits along with improved teamwork and staff morale.

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.

PLEASE NOTE OUR NEW TELEPHONE AND FAX NUMBERS



GLOBEX INTERNATIONAL GROUP 101 Maple Ave.
Phone 908-879-1150 E-Mail globex@globexintl.com

Chester, NJ 07930
Fax 908-879-1160