



GLOBEX UPDATE

Health & Benefits

Events, developments, and opportunities in the international marketplace

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QATAR REMOVES EXIT VISA REQUIREMENT FOR FOREIGN EMPLOYEES

Earlier this month, Qatar's government signed new legislation to waive the requirement for foreign employees to have an exit permit in order to leave the country. Previously, all foreign workers were required to obtain exit permits and permission from their sponsoring employer to depart the country. According to the new legislation, it will allow employers to request that the government require select employees to obtain their sponsor's pre-approval before exiting Qatar. Foreign employees who do not fall under the Qatari labor law, including domestic workers and dependents, will not benefit from the new rule and are still required to obtain an exit permit and their sponsor's permission in order to leave Qatar. The new law is a welcome sight for foreign employees, as they would now be free to leave anytime while respecting their contractual agreements. The exact effective date for the new law has not yet been announced.

MULTINATIONAL FIRMS IN INDIA SEEK HEALTH COVERAGE FOR EMPLOYEES WITH SAME-SEX PARTNERS

Multinational corporations are looking to get insurance companies in India to provide group health policies that will cover partners of those in same-sex relationships. For these multinationals, this is in an effort to promote global diversity and to provide equal benefits for all their employees. More and more multinational corporations, particularly those in the IT sectors in Mumbai and Bengaluru, are reforming their internal policies to include benefits for same-sex partners. However, current legislation in India, specifically Section 377 of the India Penal code, gay marriage is considered illegal. Even as a movement builds to strike down Section 377, decriminalizing gay marriage may not be enough for insurance carriers to recognize same-sex relationships, marriage would have to be redefined in order for it to be recognized by law.

Success Stories

- Helped US partner broker defeat two national/global competitors to win six-figure client by demonstrating a strong global benefits capability.
- Secured BOR in Canada for energy company
- Secured BOR and implemented benefits plan for financial firm in Hong Kong

AUSTRALIAN EMPLOYERS THINK OUTSIDE THE BOX WITH WELL-BEING BENEFITS

While some companies are offering less in employee benefits, there are some employers looking to offer new perks to lure and secure the best talent by focusing on wellbeing. Firms in Australia are looking at some unique well-being perks for their employees. Benefits such as unlimited paid sick leave, onsite boxing, and choosing your-own-hours have become big hits for employees. For example, a marketing agency in Australia has been offering unlimited paid sick leave for their employees for two consecutive years and it has proven to be a huge success, with employees feeling more engaged and committed to the company. Another firm has provided a free, intensive boxing program for their employees to promote physical fitness and mental alertness. Additionally, the program has strengthened the connection between staff members which builds comradery within the company. Employees report that leave flexibility, wellbeing initiatives and gender parity are the most sought after benefits.

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.

GLOBEX BROKER SERVICES

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