



GLOBEX UPDATE

Health & Benefits

Events, developments, and opportunities in the international marketplace

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UAE LOOKING TO ENHANCE END-OF-SERVICE BENEFITS

The UAE is considering changes to its of service and retirement benefits, given that close to 90 per cent of its labor force are expat employees who may not stay in the country when retiring. Legislation is being discussed that would enhance the end-of-service benefits for employees which would help companies attract and retain talents and ensure that retirements will be adequately funded. Studies are currently underway to find ways to improve the current system which includes a combination of an enhanced gratuity system and private sector employee savings plans. While there are legal challenges due to the UAE's workforce being predominately expat workers, experts believe that by finding creative solutions to provide better compensation and end-of-service/retirement packages, companies can attract better talent and be more competitive in the marketplace.

SINGAPORE INTRODUCES CHANGES TO EMPLOYMENT ACT

Effective April 1st, 2019, key amendments of Singapore's Employment Act will go into effect. Under the previous legislation, the Employment Act did not cover managers and executives earning above \$4,500 per month. With the new changes, the salary cap will be removed and key provisions under the Act will now extend to professionals, managers, executives and technicians. These provisions include a minimum of 7-14 days of annual leave, paid public holiday and sick leave entitlements, as well as other protections such as timely payment of salary and protection against wrongful dismissal. Another key amendment is the recognition of medical certificates for paid sick leave. Currently, employers are required to approve paid sick leave only if the medical certificate (MC) is issued by Government and company-appointed doctors. Once the amendments take effect, employers will be required to recognise medical certificates from all registered doctors for the purpose of granting paid sick leave.

Success Stories

-Launched new partner desk for multinational client seeking to enhance their benefits offerings around the world.

-Helped partner broker demonstrate their global capability and win US and global BOR for rapidly growing technology client.

KUWAIT PLANS CHANGES TO LABOR LAWS

Kuwaiti officials plan changes to key areas of the labor law provisions. One amendment plans to increase annual leave for private sector employees to 35 days from 30 currently. The amendment will apply to both local Kuwaiti employees as well as expats employed in the private sector. A second proposed change would require foreigners visiting Kuwait to have a medical insurance for the period of their stay. The bill would reject visit visas for foreigners without the medical insurance in order to prevent them from coming to the country for medical treatment.

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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