



## GLOBEX UPDATE HEALTH & BENEFITS

*Events, developments, and opportunities in the international marketplace.*

### Vietnam



Employees who are foreign nationals working in Vietnam shall be required to participate in the compulsory Social Insurance (SI) program if they obtain work permits, practicing certificates, practicing licenses issued in Vietnam, indefinite-term employment contracts or employment contracts valid for at least one year with employers in Vietnam. The foreign employees referred to above shall be excluded from participation in the compulsory social insurance as provided herein if:

a) They are intra-company transferees as stipulated in the

Labor Code

b) They reach retirement age under the Labor Code.

The total compulsory insurance contribution rates are 30%. The employee side shall, on a monthly basis, make a total SI contribution. The employee side shall, on a monthly basis, make a total SI contribution of 9.5% of monthly pay. On the other hand, the employer must make a contribution of 20.5% in proportion to the employee's payroll in the SI payment month. The employer shall not be required to pay SI contributions for employees as the employees who neither work nor receives salaries or wages for a period at least of 14 working days in each month shall not be bound to pay the SI contribution in that month.

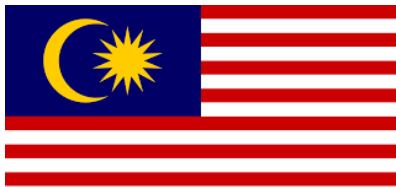
### United Arab Emirates

An employee subscribed to the unemployment insurance scheme must be present in the UAE to claim its benefits in the event of job loss. Under the scheme, employees will receive a cash benefit (60 percent of the basic salary) for up to three months if they lose their jobs. As long as employees have lost their job after 12 months of subscription to the scheme and are staying in the country, whether as a visitor or (as per terms of the) employment



contract, they will be entitled to compensation paid on a monthly basis. The payment is made at the end of each month as long as the employee is still in the country and has not got another job. Other conditions to claim benefits of the scheme include payment of all premiums on time, and the reason for unemployment should not be disciplinary-related. The employee has to be subscribed for 12 months to claim benefits in the event of another job loss. As per the law, the aggregate claim payment shall not exceed 12 monthly benefits regardless of the number of claims submitted during the entire work life of the insured.

### Malaysia



Under the recently implemented Employment (Amendment) Act 2022, the Malaysian government is introducing a number of increased benefits for workers. The legislation amends the Malaysian Employment Act 1995 to change working hours, leave entitlements, and flexible working arrangements, among other things. It went into effect on January 1 and is currently in effect. Additionally, the law provides married

male employees who have worked for the same employer for at least a year with seven days of paid paternity leave. Maternity leave for female employees has also been increased from 60 to 98 days. The change also makes it illegal for employers to fire a woman who is on maternity leave and who is suffering from an illness arising from her pregnancy. The amendment states that if a maternity leave employee is fired, the employer "shall bear the burden of establishing that such termination is not on the ground of her pregnancy or on the ground of illness arising out of her pregnancy." Under the recently passed legislation, employees can also request flexible working arrangements, and employers must accept or reject these requests within 60 days.

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- **Secured a 6-country Partner Desk for a large engineering company**
- **Implemented group expatriate policy for an aviation company**

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