



GLOBEX UPDATE HEALTH & BENEFITS

Events, developments, and opportunities in the international marketplace.

Australia to Increase Parental Leave Benefits



The Australian government has stated that paid parental leave will increase from 18 weeks to 26 weeks by 2026 in an effort to close the gender pay gap, increase the participation of women in the workforce, and increase productivity. Currently, the program offers minimum wage employment for a total of 20 weeks for the primary caregiver and two weeks for a partner. With this change, the Australian government predicts that

more families will use the leave, enjoy that priceless time, and distribute the caregiving duties equally. Dads who want to take time off work to be more involved in those early months will be supported by this strategy. Beginning on July 1, 2024, the program will add two weeks of paid parental leave each year until it reaches 26 weeks by 2026. Without superannuation, paid parental leave will continue to be compensated at the National Minimum Wage. In order to modernize the program, the government will also allow parents to divide the 26 weeks. The current program offers the primary caregiver 18 weeks of leave and a companion two weeks. In addition, parents are now permitted to take breaks from paid work in blocks. The Paid Parental Leave program does not alter any of your employee's current leave privileges or grant them any new privileges.

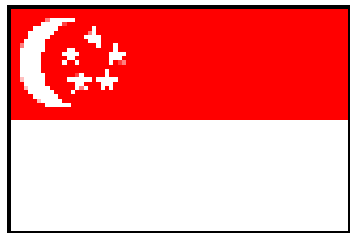
Qatar to start enforcing Mandatory Supplemental Health Law

The mandatory supplemental health insurance law for Qatar mandates that companies offer health insurance to non-Qatari employees, their families, and foreign visitors for the duration of their stay. The law went into effect on May 4, 2022, however, it is not currently being strictly implemented. The Law lays out responsibilities for employers, sponsors,



beneficiaries, and insurance service providers in relation to coverage. As an illustration, proof of coverage must 1) Employ an expat, 2) Issue or renew an entry visa for an expat or visitor or 3) grant or renew a residence permit. Employers are required to pay for the enrollment of their non-Qatari employees and their dependents into health insurance plans provided by insurance providers licensed by the Qatari Ministry of Public Health. Additionally, they are required to show evidence of this insurance coverage when the residence of their employees is renewed. Employers are responsible for paying for care if they don't have ongoing, valid insurance coverage and these expenses cannot be claimed back.

Singapore leads the way in Hybrid Work



According to a recent report that discusses the uneven adoption of the work arrangement in the region, Singapore has emerged as one of the "strongest proponents" of hybrid work arrangements throughout the Asia Pacific region. According to the research, less than one in ten Singaporean CEOs demand that staff members spend all of their time on-site. They were the ones who were most willing to give workers total flexibility. The Singaporean government has been strongly encouraging the use

of flexible work arrangements. The Ministry of Manpower pushed firms to adopt flexible work schedules, citing the advantages for employee engagement, retention, and recruiting. Despite its advantages, the survey cautioned leaders to maintain a more realistic perspective on hybrid work, warning that it can still be detrimental to below-average performance. The study also discovered that one in two businesses using hybrid work lacks a long-term vision for it. Despite this, they understand how important individuals and groups are to the success of hybrid work.

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