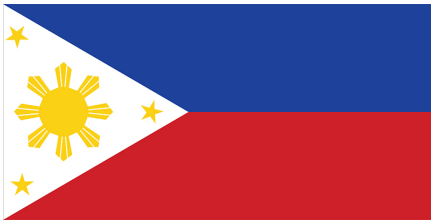


Events, developments, and opportunities in the international marketplace.

Recent Success Stories

- **Implemented local group benefits package for a financial firm in Singapore.**
- **Secured business travel medical policy for a large tech firm.**
- **Implemented group personal accident benefit package for a construction company in South Korea.**

Philippines



A new bill has been filed that would grant female employees up to two days of menstrual leave each month. According to House Bill 6728, the "Menstruation Leave Act," every female employee who has worked for at least six months, excluding pregnant and menopausal women, is entitled to a monthly menstruation leave of up to two days. According to the bill, employees in both the public and private sectors will be eligible for the leave

regardless of their line of work. These workers would continue to receive at least half of their daily pay while on leave. Employers who violate the law could be subject to a fine of up to P50,000 or a maximum of six months in prison if the bill is passed.

Qatar

Beginning February 1, 2023, applicants for visitor visas will be required to purchase a health insurance policy from an authorized vendor in order for the Ministry of Interior (MOI) to adjudicate their applications. This requirement will also take effect on the same day for those extending their visitor visas in-country. Individuals applying for visitor visas

will be required to complete all relevant visa requirements on the MOI's visa portal or mobile application before being redirected to the Ministry of Public Health's (MoPH) website, where they will be asked to choose a visitor's insurance policy from one of the registered insurance companies. The MOI will issue the appropriate visitor visa once the insurance policy is issued. Individuals eligible for visas-on-arrival must purchase a health insurance policy from the MoPH website before arriving at any of the designated border crossings; the effective coverage date will begin on the date of entry into Qatar. Visitors will also be exempt from purchasing local health insurance if they have an international insurance policy that includes coverage in Qatar for the duration of their stay and is issued by one of the approved insurance companies, according to the MoPH. It is expected that the requirement for mandatory health insurance will be extended to other visa types, including initial Work and Family Residence Permits and renewals.



United Kingdom



According to a new report from HR and payroll software providers in the UK, 63% of HR experts cite mental health and wellbeing will be their top priority in 2023. While many companies have chosen to supplement their existing Employee Assistance Programs with initiatives aimed at improving health and well-being, such as providing benefits packages that include mental health days and free counseling, organizations are still seeking new ways to support employees in the face of new pressures such as rising living costs. In the last two years, the concept of wellbeing has evolved beyond physical well-being to include physical, emotional, financial, social, career, community, and purpose. The growing need for flexibility in where, when, and how employees work is at the heart of this. While retention and recruitment remain top priorities in 2023, employee engagement in the areas of mental health and wellbeing remains one of the most difficult challenges. The research shows that HR leaders across the country want to support, empower, and engage their employees. Despite 2023 being one of the most difficult years many HR leaders will face, they are making the most of the cost of living crisis and doing everything they can to ensure their employees' well-being, happiness, and morale.

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.

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