



GLOBEX UPDATE HEALTH & BENEFITS

Events, developments, and opportunities in the international marketplace.

Recent Success Stories

- **Secured expat package for tech consulting firm in the Kingdom of Saudia Arabia**
- **Helped US partner broker demonstrate their global capability to new financial services client by taking over benefits BOR for client's UK office**
- **Provided a cost benefit analysis to advise a client deciding whether to enhance their UK pension and medical plans**

Portugal



Seeking to tackle employees' mental health and stress, 39 private organizations in Portugal have implemented a four-day work week as a pilot program. The Portuguese government has partnered with a nonprofit organization named 4 Day Week Global to provide technical support to these organizations throughout this six-month program. Although employees will have their weekly hours reduced to 35, they will not see a reduction in their compensation. In this highly competitive marketplace, employers are interested in finding new ways to stand out to talented employees. Proponents claim that a healthy work-life balance not only attracts and

retains employees, but it can also help to improve productivity in the workplace. Research showed that 63% of businesses found it easier to attract and retain talent with a four-day work week. Employers who participated in this program can opt out at any point if they are unsatisfied with workplace productivity or performance. Portuguese government officials believe this is one of several changes coming to the labor market as employers search for innovative ways to remain globally competitive.

Mexico

Mexican employers will now have to comply with new health and safety conditions for teleworking employees. These standards establish an employee's "right to disconnect" away from online work-related activities outside of normal hours. Teleworking employees are classified as those who spend at least 40% of their shift working remotely. Employers are required to: establish a written policy stating occupational risks, duration of work hours and rights to privacy and disconnection; conduct annual training; implement compliance verification procedures and establish appropriate reporting mechanisms for dealing with domestic violence; and provide or reimburse the tools necessary for teleworkers to complete their job duties, such as ergonomic chairs and monitors. Employers must also provide documentation to prove compliance with these new standards. Teleworkers will perform a self-assessment of their work conditions, but employers may use an accredited inspection unit to ensure compliance with the legislation. It is ultimately the employer's responsibility to supply their teleworkers with a safe work environment.



Asia



Research has revealed Japan to have Asia's highest total compensation package for expats. The study, which analyzed cash salaries and benefits, including housing accommodations and utilities, of over 10,000 expats, found that Japan's average package costs US\$370,183, but this figure is 12% lower than the previous year due to currency fluctuations with the Japanese yen. Globally, only the U.K. averaged a costlier expat plan. Overall Asian expat packages have jumped 7% in the past year as inflation, mainly from housing prices, drove up the cost of living. However, countries such as Laos, China, and Hong Kong have seen the value of their expat packages decrease as employers have been unable to keep up with inflation. Many employers have had to increase their expat salary and benefit packages in response to high global inflation. It is becoming increasingly important for employers to regularly review their expat packages to protect their employees' purchasing power from inflation.

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.

Contact us

Visit our website

Globex International | 101 Maple Avenue, Chester, NJ 07930

[Unsubscribe hansen@globexintl.com](mailto:hansen@globexintl.com)

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by wiening@globexintl.com powered by



Try email marketing for free today!