

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

### Recent Successes

- **Designed and implemented comprehensive UK benefits package for rapidly growing technology company seeking to boost recruiting and retention.**
- **Implemented global EAP program for architectural firm operating in 13 countries.**
- **Completed 14-country M&A due diligence exercise for rapidly growing multinational manufacturing company.**

### Global



According to a recent global benefits survey, ensuring benefits program compliance was ranked as the top priority among respondents across companies of all sizes and industries, with 89% of employers reporting this is a current priority. After compliance, the survey found that the next highest priorities for multinationals were: improving global performance (76%), mitigating increasing costs (75%), and improving communications and perception (73%). Companies are increasingly expanding their global minimum benefits beyond traditional offerings to support wellbeing, diversity

and the future of work. This trend creates opportunities for global benefits practitioners in several areas, including (1) aligning benefits with corporate priorities, (2) coordinating compliance enforcement with local offices, (3) improving management and governance, and (4) demonstrating leadership in executing change management initiatives.

### China

The ruling Communist Party recently announced a gradual increase in the statutory retirement age starting next year — rising from 60 to 63 for men, from 55 to 58 for white-collar women workers, and from 50 to 55 for blue-collar female employees. The government said the changes would bring a system that has changed little since the 1950s into line with decades of improvements in public health, life expectancy and education, and help society adapt to a shrinking population and workforce. China's decision to raise the retirement age will give at least a short-term boost to its strained pension system, which has been struggling with the demographic trends facing many countries. These changes, while necessary, are unlikely to be the last of their kind.



### Mexico

President Claudia Sheinbaum has proposed a legislative reform to the Federal Labor Law that mandates social security coverage for Mexico's 658,000 platform delivery workers in the gig economy. If passed, the reform would enable these workers to access benefits such as Social Security Institute (IMSS) services and accident insurance, while maintaining their flexible work schedules. Given the party's congressional majority, the



proposal is expected to pass. To inform policy and implementation, a 180-day pilot program for the proposal has been established for companies. The Sheinbaum administration is also pushing for a contract registry and a policy for oversight of algorithmic management. Furthermore, the proposal introduces the concept of profit-sharing for delivery workers and mandates human oversight in review mechanisms, particularly regarding platform disconnections.

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