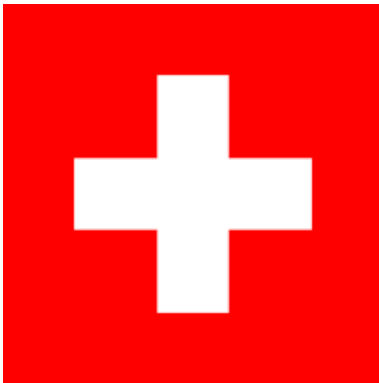


Events, developments, and opportunities in the international marketplace.

Recent Successes

- **Secured BOR to implement group medical benefits for chemical company in South Korea.**
- **Implemented expat benefits package for defense contractor company.**
- **Conducted M&A due diligence reviews of target companies in Dubai, Mexico and United Kingdom.**

Switzerland



The Swiss electorate overwhelmingly rejected a proposed reform of the occupational pension system, which was intended to promote the system's long-term financial sustainability. While several elements of the proposal also would have improved coverage for lower-income and part-time workers, critics argued the reform disproportionately harmed certain groups, particularly through reduced benefits for future retirees, which ultimately led to its rejection. The proposed reforms would not have affected pensions paid to people who have already retired.

India

Employers in highly competitive industries such as IT, e-commerce, and financial services are increasingly adjusting their benefits strategies to reflect changing workforce needs in the post-pandemic era, according to a recent survey. The changes reflect an increasing focus on health & wellness programs, personalization of benefits, and establishing benefits that promote diversity, equity and inclusion (DEI) in the workplace. Some of the changes include offering Outpatient Department (OPD), mental wellness, maternity, fertility, gender affirmation, and even pet care coverage.



Indonesia



A new law took effect July 2, 2024, aimed at improving the welfare of working mothers and their children. While working mothers will remain entitled to three months of paid maternity leave, under the new law they also may be entitled to an additional three months of paid maternity leave in event of a health issue and/or complications experienced by the mother or the newborn. In addition, working mothers experiencing a miscarriage will now be entitled to 1.5 months of paid time off, and this time period may be extended if needed subject to a medical certificate. The new law also affords working mothers

additional protections against workplace discrimination or dismissal for taking time off to give birth or recover from a miscarriage, while also requiring employers to provide workplace support for working mothers. Working fathers are also entitled to additional paternity and miscarriage leave under the new law. Additional details of these new mandates will be provided in the implementing regulations yet to be released, but for now, employers are encouraged to review their employment policies and agreements to ensure compliance with the law.

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