



## GLOBEX UPDATE HEALTH & BENEFITS

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

### Recent Successes

- Client urgently needed assistance finding an international logistics specialist who could ship an employee's frozen medication for use during an upcoming business trip overseas. Globex found a solution.
- Secured group travel medical policy for college internship program.
- Implemented Partner Desk for technology company expanding into two new international locations.

### Belgium



The 2025–2029 Federal Coalition Agreement of the new Belgian government contains a wide-ranging series of measures that would bring the most significant changes to the country's labor laws in many years, if implemented. The agreement covers a range of areas — from compensation and benefits to dismissal and unemployment — aiming overall to increase the flexibility and efficiency of the labor market while ensuring job security and social protection. Key features of the agreement include (1) calls for employers to provide occupational pension benefits to all employees, with a minimum employer contribution rate of 3% of pay by 2035; (2) improved tax treatment of occupational pension benefits; (3)

increased social security retirement pensions for employees who retire after normal retirement age; and (4) the replacement of the current social security survivors' pensions with a survivors' allowance. To strengthen the link between time worked and pension rights, the agreement proposes capping "assimilated" periods of non-work that now are counted fully in the calculation of an individual's social security pension. The government intends to legislate the reforms over the course of 2025. If approved, they would bring significant changes to the country's pension system. Employers should continue to monitor the progress of the agreement.

### Japan

In 2024, the Japanese government passed legislation (1) requiring employers to offer flexible working arrangements to employees caring for young children aged three or older, (2) expanding existing work-life balance entitlements for working parents, and (3) increasing transparency to regulators and information sharing with employees. Most but not all of the changes came into effect as of April 1st 2025, with some provisions to take effect at a date yet to be determined by the government.



### South Korea

The South Korean National Assembly passed amendments



in 2024 aiming to reverse the trend of low birth rates by increasing paternity leave and maternity leave for premature births, among other changes. These changes formally took effect on February 23, 2025. Some of the key measures in the legislation included (1) increasing employer-paid paternity leave from 10 to 20 days, with a new option to use the leave in up to three installments, and (2) increasing maternity leave for premature births from 90 to 100 days, (3) enabling pregnant employees working more than 8 hours per day to reduce the number of working hours

over a longer period of time than previously allowed, and (4) increasing from 3 to 6 the number of infertility treatment leave per year. In addition, the government also announced other changes, including increases in childcare leave benefits, changes in childcare leave application processes, and subsidies for substitute manpower and work sharing for childcare leave.

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Globex International | 101 Maple Avenue | Chester, NJ 07930 US

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