Globex Updates

Events, developments, and opportunities in the international marketplace. To learn more about our Global Broker Services, please visit globexintl.com or contact one of our Globex professionals.

Health & Benefits

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Japan

Japan has increased the maximum monthly tax-exempt commuting allowance for employees using cars or bicycles, raising the cap from JPY 31,600 to JPY 38,700 effective April 2026. This shift is prompting employers to reassess transportation stipends and mobility policies as commuting costs rise.

India

India has activated major amendments to four national labor codes, including a new rule requiring wages to constitute at least 50% of total remuneration. The reforms expand gratuity eligibility, extend full benefits to fixed-term workers, and mandate free annual medical checkups for employees aged 40+, significantly increasing employer compliance obligations.

France

France's Social Security Financing Act for 2026 introduces a new "birth leave" granting each parent up to two months of additional paid leave

Success Stories

Implemented local benefits package for large farmer-owned cooperative in Mexico.

Secured annual travel medical policy for major celebrity tour.

Implemented group expat policy for leading accounting firm in Singapore.

Placed group expat package for large missionary group.

starting July 2026. Employers are preparing for implementing decrees that will define compensation levels and new limits on maximum sick-leave duration.

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