



Globex Updates

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Health & Benefits

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Europe

EU Member States face a June 2026 deadline to fully implement binding pay-transparency rules that require employers to disclose pay structures, justify gaps, and provide workforce-wide compensation data. This is reshaping reward governance, forcing companies to modernize data systems and adopt Total Reward Statements to meet reporting standards. Employers that adapt early gain a competitive edge in talent markets increasingly sensitive to equity and transparency.

Brazil

Brazil is undergoing major labor and employment updates in 2026, including changes affecting dismissal processes, social-security obligations, and employer-provided benefits. These shifts require companies to revisit employment contracts, payroll systems, and compliance documentation. Employers are enhancing supplemental medical and life-insurance offerings to stay competitive amid regulatory tightening.



Implemented new group benefits package for Honduras-based employees of major not-for-profit organization.

Secured BOR for environmental services firm operating in Puerto Rico to review existing benefits and available enhancements.

Implementing group pension plan for major AI tech firm in UK.

Secured BOR for market research firm in Singapore. Client had been unhappy with previous broker and wanted to provide better service for its local employees.

Taiwan

Taiwan's 2026 reform introduces flexible infant-care leave, allowing each parent to take up to 30 single days of childcare leave (60 days combined) within the subsidy-eligible period. This shift enables shorter, more flexible leave intervals, reducing operational disruption compared to traditional long-block parental leave. Employers must update HRIS systems and manager guidance to support intermittent leave usage.



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