



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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Europe

The European Union's AI Act is now driving new HR-technology compliance requirements, particularly for AI-assisted hiring, screening, and performance-management tools. Employers must classify HR-related AI as "high-risk," implement documentation and human-oversight controls, and prepare for audits. Non-compliance can trigger severe penalties, making HR-tech governance a board-level issue.

Argentina

Argentina formally enacted its sweeping Labor Modernization Law in early March 2026, marking the country's most significant overhaul of employment rules in decades. The reform introduces a bank-of-hours system, foreign-currency wage payments, revised severance calculations, and more flexible annual-leave scheduling. It also tightens the distinction between employees and independent contractors, limiting automatic presumptions of employee status when objective documentation supports independence.



Obtained BOR to manage employee benefits for Puerto Rico employees of multinational organization.

Helped Partner Broker secure BOR for major real estate development company.

Implemented group travel medical program for environmental construction firm.

Implemented locally compliant medical coverage for Dubai employees of large multinational company.

Australia

Australia confirmed that from 1 July 2026, employers must pay superannuation at the same time as wages, replacing the quarterly model. This shift requires payroll-system redesign, cash-flow adjustments, and tighter internal controls. Non-compliance triggers the superannuation guarantee charge with daily compounding interest.



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