

#GlobalBenefitsBulletin Highlights

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RESPOND



Turkey: Employer Managed Auto-Enrollment System.

WATCH



Democratic Republic of Congo: New social security regime enacted.



European Union: IORP II compliance deadline.

NOTE



US: Aon Hewitt 2017 Limits for Benefit Plans.



US: Aon Hewitt 2017 Compliance Calendar.

Key Updates

Democratic Republic of Congo

WATCH

New social security regime enacted.



Retirement

Law No. 16/009, which introduces a new social security regime, is stated to come into force on July 15, 2018. Among the highlights:

- The social security contributions, now 9% of gross salary for employers and 3.5% for employees will rise to a total of 18-20%.
- The program will comply with [C102—Social Security \(Minimum Standards\) Convention, 1952 \(No. 102\)](#).
- The retirement age for women will climb from 60 to 65.
- Workers' compensation contributions will be determined by level of occupational risk.
- A prenatal care program and a maternity allowance will be introduced.

European Union

WATCH

IORP II compliance deadline.



Retirement

The European Council has now [adopted](#) the Institutions for Occupational Retirement Provision II (IORP II) [Directive](#). The revision boosts transparency, governance, and risk management while clarifying protocols for cross-border provision. It will enter into force on January 12th, 20 days after publication in the [Official Journal](#). Member States will then have two years to transpose it into national law.

Aon has produced a bulletin on this development that can be viewed [here](#).

Turkey

RESPOND Employer Managed Auto-Enrollment System.



Retirement

See link for more details on the Employer Managed Auto-Enrollment System. <https://goo.gl/SUxu7l>

Source link: Aon Turkey

United States of America

NOTE Aon Hewitt 2017 Limits for Benefit Plans.



Retirement

Each year, the U.S. government adjusts the limits for retirement plans, Social Security, Medicare, and other benefit programs to reflect price and wage inflation, and changes in the law. As a result, employee benefit plans must be adapted annually to accommodate the new limits. All of the numbers in this report are official unless otherwise indicated.

The Aon Hewitt 2017 Limits for Benefit Plans is available here <https://goo.gl/5XueRQ>

Source link: Aon US

United States of America

NOTE

Aon Hewitt 2017 Compliance Calendar.



Talent

Aon Hewitt is pleased to present its 2017 Compliance Calendar to help plan sponsors identify significant compensation and benefit due dates for retirement and health and welfare plans. This Compliance Calendar includes relevant dates involving plan disclosures, contribution and distribution requirements, and various plan-related regulatory filings.

This Compliance Calendar assumes a plan administered on a calendar year basis by an employer with a calendar fiscal year. In general, the information for pension plans applies to single employer plans; other plans, such as multiemployer plans (e.g., Taft-Hartley plans) or government plans, may be subject to different requirements, and are not included. Additionally, certain compliance dates related to group health plan coverage or retiree prescription drug coverage have been included where applicable.


The Compliance Calendar is intended to alert the reader to some of the more significant dates for 2017 and is not intended to identify all compliance obligations or due dates. The due date column serves as an alert of a filing deadline so that plan sponsors have the opportunity to confirm their individual filing due date(s) with their advisors. Therefore, the due date column indicates the general rule; however, if the required due date falls on a weekend or legal holiday, the Compliance Calendar lists, as the due date, the business day immediately preceding the weekend or legal holiday (except when an outside limit applies to how far in advance disclosures can be provided). Further, the information contained in this Compliance Calendar is subject to change due to the ongoing release of additional or clarifying legislative or regulatory guidance by the Internal Revenue Service, Department of Labor, or other regulatory agencies throughout the year. Aon Hewitt is not a law firm, and the contents of this Compliance Calendar are not intended to replace or supersede the advice of legal counsel. This information provides only general guidance, and not all rules and requirements are reflected.

The 2017 Aon Hewitt Compliance Calendar is available here <https://goo.gl/PWWHPr>

Other Notable Updates

Area	Country	Date	Name
 Health	Eurasian Economic Union (EAEU)/Russia	12/1	EAEU health coverage established.
	Hong Kong	26/1	Consultation report on Voluntary Health Insurance Scheme (VHIS).
	India	26/1	Employee State Insurance Corporation (ESIC) threshold lifted.
	Kazakhstan	19/1	Health reform delay enacted.
	Romania	26/1	Tax relief for pensioners, private health insurance.
	Turkey	19/1	Health data protection.
	UAE	5/1	Dubai medical payment scheme.
	Ukraine	5/1	Cabinet approves health reform proposal.
	US	26/1	President's Order Directs Executive Branch to Halt or Delays Affordable Care Act Implementation.
 Retirement	Belgium	5/1	ECJ rules against expatriate social contributions.
	Brazil	5/1	Social security proposal unveiled.
	Canada	5/1	CPP bill updated.
	Canada	19/1	Royal Assent for Canada Pension Plan (CPP) enhancement bill.
	Canada	19/1	Tax-Free Savings Accounts (TFSA) contribution limit cut.
	Channel Islands	5/1	Tax harmonization for overseas pension distributions.
	Chile	12/1	Amendments to law on early retirement for arduous work.
	Czech Republic	19/1	Tax threshold raised for pension, life insurance contributions.
	EU	5/1	IORP II compliance deadline.
	Finland	5/1	Social security rate hikes.
	Germany	12/1	Second-pillar bill revised.
	India	5/1	New limits on inoperative account status.
	India	12/1	Employee Provident Fund (EPF) rate trimmed.
	Israel	12/1	Amendment 16, Phase 2.
	Israel	12/1	Operational Costs of Retirement Funds.
	Israel	12/1	Operational Reporting of Retirement Funds Payments.
	Japan	5/1	Pension reform bill passed.
	Jordan	5/1	Social security rate hike.
	Kazakhstan	5/1	Benefit increases set for 2017.

Area	Country	Date	Name
 Retirement	Kazakhstan	19/1	Expatriate pension payments.
	Netherlands	5/1	VAT exemption denied for pension fund management.
	Philippines	26/1	First tranche of pension hike raises contributions.
	Poland	5/1	Alternative to government-run DC scheme under pension reform.
	Poland	12/1	Retirement age to drop.
	South Africa	5/1	Social security reform discussion paper.
	Turkey	5/1	Formula for pensionable salary changed.
	Turkey	26/1	Auto-enrollment regulations.
	UK	5/1	Capping early exit charges.
	Ukraine	19/1	Social security funding allocation shifted.
	Uruguay	5/1	Social security levy to increase.
	US	26/1	Employee Benefits Security Administration (EBSA) Issues Fiduciary Rule FAQs for Financial Service Providers and FAQs for Consumers.
 Talent	Argentina	12/1	Revised guidance on employee privacy protection.
	Argentina	26/1	Productive Recovery Program (REPRO) rerieved.
	Austria	5/1	Paternity leave entitlement.
	Belgium	12/1	Reintegration process for disabled workers.
	Brazil	5/1	Workplace accident definition narrowed.
	Brazil	12/1	Labor law modernization proposal.
	Bulgaria	19/1	Tax measures enacted.
	Chile	5/1	Regulations for new collective bargaining law.
	China	5/1	Tougher occupational safety rules.
	China	26/1	Job market opens to foreign students.
	Czech Republic	26/1	CSR rules take effect.
	El Salvador	26/1	Minimum wage hikes.
	Estonia	19/1	2017 tax amendments take effect.
	Estonia	19/1	New laws affecting foreign workers.
	EU	5/1	Most states missed the ICT directive deadline.
	Finland	5/1	Nondiscrimination strategy required.
	Finland	26/1	Surtax on large pensions survives legal challenge.
	France	5/1	Supply chain accountability law.

Area	Country	Date	Name
 Talent	France	19/1	Finance Law 2017 passed.
	Germany	26/1	New rules on temporary hires.
	Greece/EU	12/1	Ruling against Greek collective dismissal law.
	Iceland	19/1	Tax incentives for foreign experts.
	Israel	12/1	Vacation Allowance.
	Israel	12/1	New tax on company contributions to severance pay funds.
	Italy	19/1	Guidance on secondment rules.
	Italy	26/1	Ruling on grounds for dismissal.
	Japan	12/1	Stricter rules to curb overwork.
	Latvia	5/1	Tax exemption measures in 2017 Budget.
	Luxembourg	12/1	New limit for meal vouchers.
	Luxembourg	26/1	Flexible working time legislation.
	Malaysia	5/1	Guidance on employee tax borne by employer.
	Mongolia	26/1	Minimum wage hike.
	Netherlands	12/1	2017 Budget Bill passed.
	Norway	12/1	2017 Budget enacted.
	Russia	12/1	Work compensation relief for hiring disabled workers.
	Singapore	26/1	Re-employment age bill passed.
	Slovenia	19/1	Paid paternity leave extended.
	Somalia	26/1	Work visas now mandatory.
	South Africa	12/1	Parliament passes taxation laws amendment bill.
	South Korea	5/1	Tax break for expatriates extended.
	South Korea	5/1	Ruling against worker dispatch agency.
	South Korea	26/1	Update on expatriate tax breaks.
	Switzerland	19/1	Agency rules that Uber driver is an employee.
	Taiwan	5/1	Five-day workweek bill passed.
	UK	5/1	Salary sacrifice legislation published.
	Venezuela	5/1	Mandatory workers councils.
Vietnam	19/1	Guidelines on work permit simplification.	
Zambia	26/1	New menstrual leave entitlement.	

Contacts

If you have questions please contact your Aon Hewitt representative or send a note to Country.Profiles@aonhewitt.com.

*Additional information on the above, plus other updates can be found in
Greater Insight which is updated & emailed on a weekly basis*
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