

#GlobalBenefitsBulletin Highlights

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NOTE



Retirement

Canada: Canada Pension Plan (CPP) enhancement bill signed.



Talent

India: Maternity leave bill passed.



Talent

Puerto Rico: Equal Pay Act adopted.



Retirement

Switzerland: Pension reform 2020

Key Updates

Canada

NOTE

CPP enhancement bill signed



Retirement

On March 2, 2017, the Governor General of Canada signed an Order in Council to bring the remaining provisions of Bill C-26, An Act to amend the Canada Pension Plan, the Canada Pension Plan Investment Board Act and the Income Tax into force.

This means that all necessary legislative requirements have now been met to implement the CPP enhancements commencing January 1, 2019.

Source

Stronger Canada Pension Plan Now a Reality <https://goo.gl/jofx79>

India

NOTE

Maternity leave bill passed.



Talent

Maternity Benefit (Amendment) Bill 2016 has now cleared Parliament. Besides codifying the paid maternity leave increase from 12 weeks to 26, it:

- confirms the 12-week paid leave for adoptive and commissioning mothers
- requires a creche "within a prescribed distance" for enterprises with at least 50 workers
- entitles new mothers to four creche visits daily
- provides for negotiated agreement on telecommuting for new mothers
- mandates full, written disclosure of all maternity benefits to female workers upon hiring. Notably absent are paternity leave benefits, discrimination protection for workers taking these benefits and coverage for contractual workers.

Link

<https://goo.gl/BsbUOh>
<https://goo.gl/0ISqQQ>
<https://goo.gl/2Cdp0C>

Puerto Rico

NOTE

Equal Pay Act adopted.



Talent

The Equal Pay Act was signed by the Governor and immediately enacted on March 8, 2017. It bans gender-based wage discrimination in both the public and private sectors. One provision bans the common practice of asking a job applicant about previous salary and using it as a reference for the new pay offer. There are exemptions for pay differentials unrelated to sex, including seniority and merit. If wage discrimination is proven, the employee is entitled to back pay making up the difference and employers who retaliate against a worker over claims of unfair pay could see that figure doubled.

Link

<https://goo.gl/aNM06D>
<https://goo.gl/ozNOZS>

Switzerland

NOTE

Pension reform 2020





Retirement


Aon Switzerland has produced a bulletin on Swiss pension reform plans. See link below.

Link

<https://goo.gl/H8KGeQ>

Other Notable Updates

Area	Country	Date	Name
 Health	China	3/16	Smart health care initiative.
	France	3/31	PUMa coverage of foreign spouses.
	Gabon	3/31	Health scheme contribution rises.
	Georgia	3/9	Purge of universal health rules challenged.
	Kuwait	3/16	Expatriate health insurance crisis resolved.
	Russia	3/31	Ruling on tax treatment of hazardous work premium.
	UAE	3/16	Dubai health insurance deadline set.
	US	3/16	CMS Issues Guidance Allowing “Grandmothered” Health Plans to Renew Through 2018.
 Retirement	Azerbaijan	3/31	Retirement age to rise, minimum pension introduced.
	Belgium	3/9	OSS revisions expected.
	Canada	3/16	CPP enhancement bill signed.
	Dominica	3/9	Retirement age and social security contribution rise.
	Gabon	3/9	New social security surtax.
	Germany	3/16	Pension reform update.
	Greece	3/9	Benefits to be extended to civil partners.
	Iceland	3/31	Foreign capital and currency restrictions dropped.
	India	3/23	Guidance on fund transfer.
	India	3/31	Investment choice opportunities doubled.
	India	3/31	EPF withdrawal for home purchase allowed.
	Kazakhstan	3/31	New schedule of benefit increases, employer second-pillar contribution delayed.
	Sweden	3/23	Cross-border pension taxation rulings.
	Switzerland	3/16	Pension reform 2020.
	Thailand	3/31	Provident fund developments.
	UK	3/31	Amending the definition of financial advice.
	UK	3/9	DB Pensions Green Paper and Sustainability in Defined Benefit Pension Schemes.

Area	Country	Date	Name
 Talent	Australia	3/16	Sunday and holiday penalty rates cut for some sectors.
	Australia	3/23	Life insurance conflicted remuneration bill passed.
	Austria	3/16	Decision on taxation of secondment fees.
	Austria	3/16	New entitlements for workers on temporary assignment in Austria.
	Belgium	3/9	Third-country national integration requirement.
	Brazil	3/23	Ruling on tax regime for lunch break compensation.
	Brazil	3/31	Social tax on tip income.
	Canada	3/16	Guidance on duty to accommodate workers with substance dependence.
	China	3/9	Disabled worker levy formula revised.
	Cuba	3/9	Parental leave package extends benefit option to grandparents.
	El Salvador	3/31	"First job" hiring incentives boosted.
	EU	3/31	Revised shareholder rights directive advances.
	EU	3/31	ECJ okays workplace headscarf bans.
	Ghana	3/31	New pension investment limits.
	Hong Kong	3/9	New manager accountability rules.
	India	3/23	Remuneration, commission limits set for insurers.
	India	3/23	Maternity leave bill passed.
	Iran	3/16	Insurer minimum capital requirements set.
	Ireland	3/9	Maternity leave more flexible for expatriates.
	Italy	3/31	Job voucher system scrapped.
	Jordan	3/23	Flexible work decree.
	Luxembourg	3/23	Equal pay law.
	Malta	3/16	New adoption leave entitlement.
	Mexico	3/31	Labor relations decree gazetted.
	Nepal	3/9	Health insurance, death benefits introduced for migrants.
	New Zealand	3/31	Guidance on tax regime for housing benefits.
	Nigeria	3/16	ECF rules amended.
	Philippines	3/9	Implementation rules for age discrimination law released.
Puerto Rico	3/23	Equal Pay Act adopted.	
Saudi Arabia	3/16	Foreign worker levy to arrive on schedule.	

Area	Country	Date	Name
 Talent	Saudi Arabia	3/23	New citizen redundancy barriers.
	Singapore	3/31	Salary base for local workers to rise.
	South Africa	3/9	Tax regimes for nonexecutive directors.
	South Africa	3/9	National minimum wage announced.
	South Africa	3/9	Tax regime for relocation costs clarified.
	South Africa	3/16	Provisional taxpayer definition broadened.
	Sweden	3/9	Rehab coordinators for disabled workers.
	Sweden	3/23	Whistleblower law compliance issues.
	Thailand	3/31	Incentive for hiring seniors.
	Turkey	3/16	Subcontractor not covered by collective bargaining.
	Turkey	3/16	New hiring incentive.
	UK	3/16	Immigration skills levy.
	Ukraine	3/23	Tax regime for temporary disability benefit.
	US	3/23	Premium processing suspended for skilled worker visas.

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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