

# Global Benefits Compliance News

Lockton Benefit Group



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Global Benefits Compliance News provides you with the latest insights on international benefits issues affecting you and your business. Our experts focus on legislation affecting social insurance and employee benefits around the world, including life, disability, accident insurance, health insurance, retirement, leave and perquisites.



## India

India to introduce new code on wages.



## Japan

Japan to introduce and enforce new overtime limits.



## New Zealand

New Zealand extends parental leave to 26 weeks.



## Singapore

Singapore to extend Employment Act entitlements to all employees and tighten rules on employing foreign-born people.

## **Argentina**

Beginning 1 January 2018, and in accordance with laws No. 27430 and No. 27426:

- The first ARS 2,400 of monthly earnings will be exempt from social security contributions, increasing every year by ARS 2,400 until reaching ARS 12,000 per month on 1 January 2022.
- The salary ceiling for employee contributions, currently ARS 81,918.55 per month, will be gradually removed over the next five years.
- Total social security contributions of all employers will gradually be unified until it reaches 19.5 percent on 1 January 2022.
  - Regular companies' current rate will gradually increase from 17.5 percent to 19.5 percent by 1 January 2022 (0.5 percent increase per year starting from 1 January 2018).
  - Service and commerce companies with total annual sales greater than ARS 48 million have a social security contribution rate equal to 20.7 percent as of 1 January 2018. The rate will decrease gradually until it reaches 19.5 percent on 1 January 2022 (0.3 percent decrease per year starting from 1 January 2018).
- Private sector employees will be allowed to retire past normal retirement age (65 for men and 60 for women) at age 70.

## **Australia**

The government of Australia issued Draft Bill 2018 (Taxation and Superannuation Guarantee Integrity Measure) that would punish employers who fail to comply with their superannuation guarantee obligations with fines up to USD 10,500 and/or imprisonment up to 12 months. The criminal sanctions apply to decision makers within the employer's business. (See also [Winter 2017 alert](#).)

## **China**

The national standard on personal information protection will enter into force on 1 May 2018. The new regulation aims at regulating the use of personal information. While the new rule is modeled on the European Union General Data Protection Regulation with respect to the concept of data controllers, it differs from it on the definition of sensitive information as it includes information that can endanger individuals or properties.

## **India**

### *Daycare facilities*

India's Upper House of Parliament passed the Maternity Benefit Bill 2016 on 11 August 2016. The act required employers with 50 or more employees to provide daycare facilities beginning 1 July 2017. Since the act did not address several aspects of the reform, the Ministry of Labor and Employment published on 12 February 2018, draft Rules 2018 on the implementation of the Maternity Benefit Bill for creches in mine establishments. The Mine Rules 2018 clarifies that the daycare facility cannot be further than 500 meters from the mine establishment. (See also [Spring 2017 alert](#).)

### *National health protection plan*

The Union Cabinet approved on 21 March 2018, the launch of "Ayushman Bharat programme - National Health Protection Mission" (AB-NHPM), which provides health insurance coverage to approximately 100 million families from the poor and vulnerable population. A defined benefit cover of INR 500,000 (Rs. 5 lakh) per family per year will be available for pre- and post-hospitalization expenses, as well as pre-existing conditions. A defined transportation allowance per hospitalization will be paid to the beneficiary. Beneficiaries will have access to all public hospitals and empaneled private hospitals. The plan will not have any cap on family size or age, to ensure women, children and elderly receive coverage.

### *Health and wellness centers*

A second initiative under the "Ayushman Bharat programme" that has not been approved by the Union Cabinet yet is the creation of health and wellness centers. The centers are intended to provide free essential drugs and diagnostics as well as healthcare for noncommunicable diseases and maternal and child health services.

## **Thailand**

On 1 April 2018, the daily minimum wage in Thailand increased from THB 308 to THB 330. The new rate varies from province to province.

## **United Kingdom**

New tax rules introduced by the British government on 6 April 2018, now require employers to pay income tax and national insurance contributions on all payments in lieu of notice made after 5 April 2018 (assuming the employment contract terminates after that date as well). Full guidance from Her Majesty's Revenue and Customs on the application of the new tax rules is still pending.

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