



Alliant Global Services

Global Knowledge Center –
Legal & Regulatory Updates

September 2025



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Belgium

Maximum life insurance interest rate increased, starting 1 January 2026

Published on 5 September 2025

Effective 1 January 2026, the maximum interest rate that insurance companies may guarantee in Branch 21 life insurance contracts was increased to 3.75% by a ministerial decree of 4 September 2025, despite the Central Bank's proposal to maintain the maximum rate at 2.5%.

Branch 21 contracts are occupational pension plans that offer a guaranteed return on contributions made by employers and employees, where the risks associated with the guaranteed return are borne by the insurance companies providing such contracts. All sector pension plans, and most company pension plans are managed by Branch 21 contracts.

The minimum guaranteed rate set by the Financial Services and Markets Authority (FSMA) remains unchanged at 2.5%, as of 1 January 2026.

The ministerial decree specifies that the new reference rate of 3.75% is a maximum rate which does not prohibit insurance companies from applying, for branch 21 life insurance contracts, a lower interest rate, provided that the rate is not lower than 2.5% in group insurance.

Calculation of the maximum life insurance interest rate

According to Article 216 of the Law of 13 March 2016 on the status and supervision of insurance and reinsurance companies, referred to as the Solvency II law, the maximum interest rate that insurance companies may guarantee in Branch 21 life insurance contracts is equal to 85% of the average return on 10-year government bonds (*Obligation de l'Etat belge, OLO*), as calculated over the latest 24 months and rounded to the nearest 25 basis points, without being able to be higher than 3.75% or lower than 0.75%. The rate is annually adjusted by ministerial decree issued on the advice of the FSMA, generally based on the Central Bank's proposal.

Historical rates and rationale for the increase

After having been set for at 2% since 2016, the maximum interest rate on Branch 21 life insurance was increased by a ministerial decree of 30 August 2024 to 2.5% starting 1 January 2025 to be aligned with the minimum guaranteed return on contributions to supplementary pension plans (e.g., group insurance).

As a reminder, the minimum guaranteed return on contributions to supplementary pension plans, set by the FSMA at 1.75% since 2016, was increased to 2.5% as of 1 January 2025 via separate legislation. The 30 August 2024 ministerial decree ensured that the maximum guaranteed interest in Branch 21 life insurance contracts was in line with the minimum guaranteed return on group insurance contributions.

The minimum guaranteed rate will remain at 2.5% from 1 January 2026, as set by FSMA.

It is worth noting that the maximum interest rate for life insurance of 3.75% in effect as of 1 January 2026 coincides with the upper limit authorized by Article 216 of the Solvency II law.

The explanatory memorandum of the 4 September ministerial decree clarifies that the objective is to enhance the value of second pillar pensions, to encourage insurance companies to offer, in group insurance, a guarantee return that is beyond the minimum rate of 2.5% set by the FSMA, so as to strengthen the attractiveness of such insurance for employers and to maintain employees' purchasing power.

The memorandum also emphasizes the importance of insurers being able to maintain a minimum margin between the minimum guaranteed rate of return to be offered in group insurance (i.e., 2.5%) and the maximum interest rate that they can offer in long-term life insurance (i.e., 3.75%).

Underlying legislation

The increase in the maximum interest rate that insurance companies may guarantee in Branch 21 life insurance contracts was introduced by the Ministerial decree of 4 September 2025 setting the maximum reference interest rate for long-term life insurance transactions ([Arrêté ministériel du 4 septembre 2025 fixant le taux d'intérêt maximum de référence pour les opérations d'assurance-vie de longue durée](#)), which was published in the Official Journal (*le Moniteur belge*) on 15 September 2025.

Belgium

New maximum per kWh reimbursement rates for home charging of company vehicle apply

Published 30 September 2025

Effective 1 October 2025, the maximum per kilowatt-hour (kWh) reimbursement rates for expenses incurred by employees who charge a company vehicle at home decreases across all three regions.

As a reminder, for income tax and social contribution exemption purposes, the reimbursements for expenses corresponding to at-home-charging of a company vehicle is not part of the flat-rate in-kind benefit assessment of the employee's use of the vehicle for personal purposes, but rather a distinct benefit unless certain conditions are met, e.g., actual per kWh electricity expenses incurred by the employee are reimbursed.

In this regard, an employer is allowed to use a per kWh fixed amount as proxy for the actual electricity cost incurred by an employee, provided it does not exceed the Electricity and Gas Regulatory Commission (*Commission de Régulation de l'Électricité et du Gaz*) regional rates, or CREG regional rates.

Maximum CREG rates per kWh

Maximum regional per kWh CREG rates applicable as of 1 October 2025 are as follows:

- Brussels Capital Region: EUR 30.70 (up from previously EUR 34.56)
- Flanders Region: EUR 33.56 (up from previously EUR 37.87)
- Walloon Region: EUR 34.57 (up from previously EUR 38.43)

An employee can be reimbursed for electricity expenses up to the applicable regional per kWh CREG rate based on the employee's place of residence.

Alternatively, the employer can disregard employees' place of residence and reimburse up to the lowest regional CREG rate. In this case, the regional rate ceiling applies across all quarters for the calendar year.

Underlying legislation

The per kWh regional rate adjustments were introduced by the Circular 2025/C/60 on the reimbursement of electricity costs by the employer for charging a company vehicle at home - maximum fixed amount per kWh - fourth quarter 2025 ([Circulaire 2025/C/60 relative au remboursement des frais d'électricité par l'employeur pour la recharge à domicile d'une voiture d'entreprise - montant fixe maximal par kWh - quatrième trimestre 2025](#)), published by the Ministry of Finance on 18 September 2025.

Other relevant legislation include:

Circular 2024/C/77 of 5 December 2024 on the reimbursement of electricity costs by the employer for the home charging of a company vehicle ([Circulaire 2024/C/77 du 5 décembre 2024 relative au remboursement](#)

[*des frais d'électricité par l'employeur pour la recharge à domicile d'une voiture d'entreprise*](#)) published by the ministry of Finance on

National Social Security Office Interim instruction of 9 January 2025 ([*Instruction ONSS intérimaire « Remboursement des frais d'électricité pour la recharge d'une voiture de société à domicile » du 9 janvier 2025.*](#)).

Brazil

Occupational risk management programs to include mental health risks

Published 8 September 2025

Effective 26 May 2026, employers must assess and manage psychosocial risk factors in the workplace and expressly include them in their occupational risk management rules.

Enforcement of this measure was postponed by the Ministry of Labor and Employment (*Ministério do Trabalho e Emprego, MTE*) from 16 May 2025 to 26 May 2026 to provide employers adequate time to make the necessary changes.

On 31 July 2025, to support employers in complying with the new requirement(s), the MTE published an Information Guide on Work-Related Psychosocial Risk Factors ([*Guia de informações sobre os Fatores de Riscos Psicosociais Relacionados ao Trabalho*](#)). The document informs employers and occupational health and safety professionals of the processes for managing occupational psychosocial risk factors, identifying hazards, assessing risks, and adopting risk prevention measures in the workplace. Its content is outlined below.

New requirements

Effective 26 May 2026, employers must update their occupational risk management programs to include and make plans to address psychosocial risk factors, such as:

- Workplace harassment
- Poor management of organizational changes
- Lack of clarity on roles/functions
- Low employee reward and recognition
- Lack of support at work
- Lack of autonomy at work
- Low organizational justice
- Violent or traumatic events
- Excessive or low demand at work
- Poor interpersonal relationships
- Unclear communication
- Remote and isolated work environments

Previously, under the now amended Regulatory Standard No.1 (NR-1) ([*Norma Regulamentadora No. 1*](#)), employers were required to manage all occupational risks that can cause illness or injury in the workplace such as physical, chemical and biological agents, accidents, and ergonomic factors, as well as psychosocial risks related to work. With the new guidelines, employers must identify and implement procedures to assess and manage psychosocial risks.

Key components of the Information Guide

The MTE-issued Information Guide covers how employers can proceed with hazard identification, risk assessment, and implementation of preventive measures related to psychosocial risks.

Key components of the guidance include:

- A description of the legislative changes on this topic,
- How to manage work-related psychosocial risk factors, beginning with hazard identification, followed by risk assessments and implementation of preventive measures,
- Preparing the hazard identification and risk assessment process,
- Implementing hazard identification and risk assessment,
- Monitoring and evaluating prevention measures, and
- Documentation.

Employer Actions

Effective 26 May 2026, employers must review and update their occupational risk management programs to include processes and measures to mitigate and address work-related psychosocial risks.

To address psychosocial risks in the workplace, employers can apply the same steps to manage other occupational risks. These include:

- Avoiding or eliminating hazards that may arise in the workplace;
- Identifying the dangers and possible injuries or harm to health;
- Assessing and indicating the level of risk;
- Classifying occupational risks to determine the need to adopt preventive measures;
- Implementing preventive measures; and
- Monitoring the control of occupational risks.

Employers are advised to consult the Information Guide provided by the MTE to proceed with implementation.

Additionally, employers may consider engaging independent experts with specialized knowledge in the process of identifying potential risks and developing and implementing procedures to manage psychosocial risks in the workplace.

Underlying legislation

The changes were introduced by Ordinance No. 1419/2024 ([Portaria MTE No. 1419](#)) which was published in the Official Gazette of the Union (Diário Oficial da União, DOU) on 28 August 2024.

Resources

Regulatory Standard No. 1 General Provisions and Management of Occupational Risks (as amended by MTE Ordinance No. 1,419), effective as of 26 May 2026 ([NR 01 - Disposições Gerais e Gerenciamento de Riscos Ocupacionais \(Redação dada pela Portaria MTE nº 1.419\), entra em vigência 26 de maio de 2026](#)).

Canada

Ontario launches public consultation on guidance for implementing legislative and regulatory framework for MEPPs

Published 15 September 2025

On 14 August 2025, the Financial Services Regulatory Authority of Ontario (FSRA) launched a public consultation seeking input on its proposed Supervisory Approach Guidance to Implementation of the Target Benefit Multi-Employer Pension Plan (MEPP) Framework. The consultation period is open until 14 October 2025.

The proposed Guidance outlines FSRA's approach to:

- Reviewing and approving applications to convert defined benefits (DB) plans to target benefit plans (TBP);
- Assessing whether a plan's Provision for Adverse Deviation (PfAD) is in alignment with its funding and benefits policy; and
- Supervising plans that provide target benefits through regular reviews, risk assessments, and ongoing engagement with plan administrators.

FSRA is responsible for overseeing the implementation of the target benefit legislative and regulatory framework for MEPPs, which came into effect on 1 January 2025. The purpose of this Guidance is to highlight the processes and practices for certain assessments, engagements, and approvals under the government's permanent target benefit framework as set out in the [Pension Benefits Act](#) and its supporting regulations.

Target Benefit Plan framework-related regulations were published in Ontario's e-Laws on 16 October 2024. The regulations include amendments to existing regulations under the Pension Benefits Act and Employment Standards Act, 2000, but also new regulations specifically for target benefit plans. These comprise of:

- [Ontario Regulation 386/24 - Target Benefits](#)
- [Ontario Regulation 387/24 - Written Policies under Section 10 of the Act](#)
- [Ontario Regulation 388/24 - Conversions to Target Benefits under Section 81.0.2 of the Act](#)
- [Ontario Regulation 389/24 - Amending O. Reg. 909 of R.R.O. 1990](#)
- [Ontario Regulation 390/24 - Amending O. Reg. 287/11](#)
- [Ontario Regulation 391/24 - Amending O. Reg. 310/13](#)
- [Ontario Regulation 392/24 - Amending O. Reg. 365/17 \(Administrative Penalties\)](#)
- [Ontario Regulation 393/24 - Amending O. Reg. 368/19 \(Variable Benefits\)](#)
- [Ontario Regulation 394/24 - Amending O. Reg. 286/01 \(Benefit Plans\)](#)

Consultation document and feedback form

Stakeholders can submit feedback on the proposed Guidance via the online form (both of which are linked below) by 14 October 2025.

- [Supervisory Approach Guidance to Implementation of the Target Benefit MEPP Framework](#)
- [Feedback Form for Consultation on FSRA's proposed Target Benefit Supervisory Guidance](#)

Netherlands

New measures approved to promote employment of individuals with disabilities

Published 2 September 2025

Effective 1 January 2026, select measures will be introduced by legislation simplifying certain provisions of the Job Agreement Act (*Wet banenafspraak*) related to the quota scheme for individuals with disabilities to promote inclusion of individuals with disabilities in the labor force.

These measures include:

- Eliminating the three-year limit that applies to the structural wage cost subsidy (*Loonkostenvoordeel, LKV*);
- Expanding the Job Agreement's target groups; and
- Eliminating the target group declaration requirement for employers to apply for LKV with the Employee Insurance Agency (*Uitvoeringsinstituut Werknemersverzekeringen, UWV*).

Effective on dates that remain to be determined by Royal Decree, the new legislation also:

- Eliminates the distinction between private and public sectors with regard to the existing commitment to create an additional 125,000 jobs for individuals covered by the Job Agreement Act by 2026; and
- Restructures the quota regulation (*Quotumregeling*) to include an “inclusivity surcharge” and an increase in LKV for hiring employees in the target groups of the Job Agreement Act.

Details pertaining to each of the measures are below.

Structural wage cost subsidy

Effective 1 January 2026, employers will be eligible to receive LKV on a regular basis for the recruitment of individuals from the target groups covered by the Job Agreement Act.

Previously, a three-year limit during which employers could receive LKV applied. In other words, effective 1 January 2026, qualified employers will receive LKV for as long as the employee remains employed. This measure will also apply to employees whose wages are being subsidized and for whom the three-year limit has been met.

Target groups currently covered by the Job Agreement Act comprise of:

- Individuals who fall under the Participation Act ([*Participatielwet, PW*](#)) who cannot independently earn the statutory minimum wage (e.g., those with occupational impairments, receiving social assistance benefits, or receiving Wajong benefits);
- Former secondary special education (*special voortgezet onderwijs*) and practical education (*praktijkonderwijs*) students who have registered with the UWV;

- Individuals covered under the Sheltered Employment Act ([Wet sociale werkvoorziening, WSW](#)) who are provided accommodations and support due to a physical, psychological, or intellectual disability;
- Wajong benefit recipients with some work capacity and able to work at least four hours per day. The Wajong benefit is an income support benefit administered by the UWV for individuals under 30 years of age who cannot work due to a long-term illness or disability;
- Individuals working a job as part of the Job Seeker Opportunity Act ([Wet Inschakeling Werkzoekenden, WIW](#)); and
- Individuals who developed a disability before 18 years of age and are unable to earn the statutory minimum wage.

Expansion of the Job Agreement target groups

In addition to the target groups currently covered by the Job Agreement Act, the following groups will be added, as of 1 January 2026:

- Wajong benefit recipients who have no permanent work capacity and work for a regular employer; and
- WIA benefit recipients under the Work and Income (Capacity for Work) Act ([Wet werk en inkomen naar arbeidsvermogen, WIA](#)) who work with wage dispensation. WIA recipients are individuals classified as fully and permanently incapacitated for work. For these employees, employers are permitted to pay lower wages compared to other employees in the same position, as they may be able to handle less work.

Target group declaration requirement abolished

Effective 1 January 2026, employees who fall under the Job Agreement Act will no longer be required to apply for a target group declaration with the UWV. Previously, this was an administrative requirement for employers to receive LKV.

Public-private target distinction eliminated

Under the current policy, the private and public sector are tasked with creating 100,000 jobs and 25,000 jobs, respectively, by 2026. The government will remove the distinction between private and public sector, thereby establishing a joint commitment to create an additional 125,000 jobs.

Quota regulation restructuring

Currently, a levy supports meeting a set quota and is enforced if employers do not meet the agreed upon target. The restructured quota regulation includes a so-called inclusivity surcharge (*Inclusiviteitsopslag*) to encourage inclusivity in the workplace and to achieve the job creation quota. The surcharge applies to medium-and large-sized employers, i.e., who pay a higher contribution to the Disability Insurance Fund (*Arbeidsongeschiktheidsfonds, AOF*).

As part of the restructured scheme, employers who hire target group individuals from the target groups of the Act can receive an LKV amounting up to EUR 5,000 per job created, provided the employee works at least 25.5 hours per week for a year. The total LKV amount is based on the number of hours worked by the employee.

Underlying legislation

The changes were introduced by Act of 23 April 2025, simplifying the job agreement and the quota scheme for people with disabilities (Job Agreement Act) ([Wet van 23 april 2025, houdende vereenvoudiging van de banenafspraak en de quotumregeling voor mensen met een arbeidsbeperking \(Wet banenafspraak\)](#)), which was published in the Official Gazette (Staatsblad) on 9 May 2025.

The decision of 3 July determining the date of partial entry into effect of the Job Agreement Act ([Besluit van 3 juli 2025 tot vaststelling van het tijdstip van de gedeeltelijke inwerkingtreding van de Wet banenafspraak](#)) was published in the Official Gazette (Staatsblad) on 9 July 2025.

Netherlands

Technology subsidy available for employees with disabilities

Published 11 September 2025

Effective 1 September 2025, small-and medium-sized enterprises (SME) may be qualified for a technology subsidy intended to support employees with long-term disabilities. This includes those with a long-term physical, mental, intellectual, or sensory impairment, as defined by the United Nations Convention on the Right of Persons with Disabilities.

Employers can receive subsidies for assistive technology that makes working easier and more accessible for certain employees. The Ministry of Social Affairs and Employment's (*Ministerie van Sociale Zaken en Werkgelegenheid, SZW*) provides the full list of [approved technologies](#).

The subsidy can be used to purchase assistive technology and relevant consultative and implementation services.

Details pertaining to employer qualification conditions, subsidy amount, application periods, requirements, timeline for granting and monitoring the subsidy, and notification obligation are presented below.

Qualification conditions

Employers must meet the following conditions to qualify for the subsidy:

- Be a SME (i.e., companies with up to 250 employees and whose annual revenues do not exceed EUR 50 million or whose annual balance sheet total does not exceed EUR 43 million);
- Plan to purchase assistive technologies for current or prospective employees; and
- Have an activity plan with a detailed description of how the technology supports employees with disabilities.

Subsidy amount

Subsidies under this program are awarded based on a co-financing scheme, meaning the employer is expected to finance 50% of the cost of assistive technologies being subsidized.

The subsidy amount can range from a minimum of EUR 2,500 to a maximum of EUR 25,000 per application, of which a maximum of EUR 1,000 can be allocated for assisting employers with deployment activities related to the assistive technologies.

The total government budget for this program is EUR 2 million, of which EUR 1 million is available for subsidies applied for between 1 October 2025 to 28 November 2025, and EUR 1 million for subsidies applied for during the second application period between 5 January 2026 to 29 May 2026.

Application periods

Qualified employers can apply for the subsidy during either of the two periods below:

- From 1 October 2025 to 28 November 2025; or
- From 5 January 2026 to 29 May 2026.

Although the first application period begins on 1 October 2025, employers can begin registering as of 15 September 2025.

Application requirements

The following documents and information are required to apply:

- Application form that is available on the [e-portal](#)
- Price quotation issued in the applicant's name that specifies the technology for which the subsidy is being requested
- An SME declaration
- De minimis declaration
- Activity plan that details how the technology will support employees with their occupational disabilities
- Employer's Chamber of Commerce (*Kamer van Koophandel, KVK*) number
- Proof that the applicant is the holder of the bank account included in the application
- Written authorization if the application is submitted by an intermediary

The documents required to apply for the technology subsidy can be found in the resources section below.

An application may be denied in whole or in part if:

- The above application requirements are not met;
- The applicant has previously received a subsidy through this program;
- The amount of the subsidy that would be provided is higher than is permitted to be considered *de minimis* aid;
- The technology is already financed by another legal program;
- The application is submitted to finance consultative or implementation costs only;
- The subsidy is requested for activities aimed at developing new technologies;
- The subsidy is requested to cover employee commuting expenses; or
- The subsidy is requested for the purchase of generally used technology (i.e., technology that is widely available on the market and is without specific adaptations or features that contribute to compensating for a disability at work).

Granting and monitoring of subsidies

Employers must first purchase the assistive technology before applying for the subsidy. The subsidy will be awarded based on the quote the employer provides. If awarded, the State Secretary will grant the subsidy within 13 weeks of receiving the application.

If requested by the State Secretary, recipients are obligated to demonstrate that the subsidy obligations have been met for their intended purpose using any of the following documents: quotes, order confirmation(s), invoices, and payment receipts in the applicant's name. Subsidy recipients must therefore retain all documentation for auditing purposes.

Notification obligation

In cases where the subsidy is awarded but not used for the intended purpose or not used in accordance with the subsidy obligations, employers must notify program administrators within the Policy Implementation unit (*Uitvoering Van Beleid, UVB*) of SZW. A subsequent review may result in modifying or withdrawing the subsidy.

Underlying legislation

The changes were introduced by Regulation of the State Secretary for Social Affairs and Employment of 30 June 2025, no. 2025-0000135813, containing rules for the provision of subsidies to employers in small and medium-sized enterprises to support the purchase of inclusivity technology (Subsidy program for inclusivity technology for SMEs) [KetenID WGK026974] ([Regeling van de Staatssecretaris van Sociale Zaken en Werkgelegenheid van 30 juni 2025, nr. 2025-0000135813, houdende regels voor subsidieverstrekking aan werkgevers in het midden- en kleinbedrijf ter ondersteuning bij de aanschaf van inclusiviteitstechnologie \(Subsidieregeling inclusiviteits technologie voor het mkb\) \[KetenID WGK026974\]](#)), which was published in the Official Gazette (Staatscourant) on 8 July 2025.

Resources

- Subsidy portal ([Subsidieportaal](#))
- Activity plan template ([Bijlage activiteitenplan](#))
- De minimis declaration form ([De-minimisverklaring](#))
- SME declaration form ([mkb- verklaring](#))
- Inclusive technology inspiration tool for occupational health and safety professionals ([Inspiratietool inclusieve technologie voor arbeidsdeskundigen](#))

Netherlands

Government's 2026 budget proposal and tax plan released

Published 17 September 2025

On Budget Day (*Prinsjesdag*), 16 September 2025, the Ministry of Finance released its 2026 Tax Package (*Pakket Belastingplan*), which contains the 2026 Tax Plan (*Belastingplan*) and legislative proposals to be reviewed in the upcoming year.

Key employment and benefits-related measures from the government's 2026 Tax Plan are presented below. It is important to note that the proposed measures are subject to change as they go through the legislative process, requiring approval by both houses of Parliament (*Staten Generaal*) to enter into force.

Formal Parliamentary approval is anticipated to be delayed until after the general election on 29 October 2025.

Additional tax on gas and diesel vehicles

Pending Parliamentary approval, starting 1 January 2027, employers who offer leased vehicles to employees for work and personal commuting purposes would be required to pay an additional tax on gas, diesel, or hybrid vehicles through payroll taxes.

The additional tax would be:

- 12% of the vehicle's list price for cars up to 25 years old; or
- 12% of the market value for vehicles older than 25 years old.

The proposed measure includes a transitional period whereby the tax would not apply to gas, diesel, and hybrid vehicles leased before 1 January 2027. The additional tax would apply to vehicles leased on or after 1 July 2030.

This measure is to encourage employers to offer zero-emission leased vehicles to their employees.

30% rule down to 27% for qualifying foreign national employees

Pending Parliamentary approval, the 30% rule - a tax advantage whereby qualifying foreign national employees receive a tax-exempt reimbursement for extraterritorial expenses up to 30% of their taxable pay - would be reduced to 27%, effective 1 January 2027.

The following transitional measures would apply:

- Foreign national employees hired before 1 January 2024 would remain eligible to receive a tax-exempt reimbursement of up to 30% of their taxable pay for a maximum of five years with an income standard (*inkomensnorm*) of EUR 46,660. The income standard is the minimum remaining income an employee must have after the 30% tax-exempt reimbursement is applied.

- Foreign national employees who started after 1 January 2024 would be eligible to receive a tax-exempt reimbursement of up to 30% of their taxable pay with an income standard of EUR 46,660 until 1 January 2027. From then onwards the benefit will be reduced to 27%.
- Starting 1 January 2027, foreign national employees would be eligible to receive up to 27% of their taxable pay as reimbursement for extraterritorial expenses with an increased income standard of EUR 50,436. This would be the minimum remaining income that employees must have after the 27% tax-exempt reimbursement is applied.

The salary base to which the 30% rule is applied is capped at the annually adjusted amount referred to as general remuneration ceiling (*Algemeen bezoldigingsmaximum*), which was set by a [Regulation of the Ministry of the Interior](#) at EUR 246,000 for 2025. The amount is annually adjusted and would be announced by a Ministerial Regulation for the 27% rule in 2026.

Wage subsidy transferable across employers

Pending Parliamentary approval, employers who hire an employee who was entitled to LKV through their previous employer would qualify to receive any remaining LKV entitlement. This change would come into effect on 1 January 2027.

Employers qualify to receive LKV if they hire or retain employees in the following target groups:

- Employees with disabilities who are newly hired.
- Employees eligible for protected employment placements per the Jobs Agreement (*Banenafspraak*) - an agreement between the government and employers to create jobs for people with illnesses and disabilities.
- Employees with disabilities who are reassigned within the same organization.

End to fixed-term contract extensions

Pending Parliamentary approval, starting 1 January 2027, employers would no longer be permitted to renew a fixed-term contract after renewing three consecutive times.

Currently, there is a six-month window period for employers to be able to issue a new fixed-term contract once they have met the statutory limit for renewing, however the proposed measure would require employers to wait five years until a new fixed-term contract can be issued.

This measure would limit fixed-term contracts to only be issued for temporary work.

Medium-sized employers exempt from Co2 emissions reporting

Employers with 100-250 employees, i.e. medium-sized employers, would no longer have to report how many kilometers their employees travel when commuting to work or during business trips.

Since 1 July 2024, under the Environmental Management Act ([Wet milieubeheer](#)) employers with 100 or more employees must annually report the total aggregate kilometers for all employees' commuting and business travel broken down by transport type and fuel type excluding air travel to the Netherlands Enterprise Agency (*Rijksdienst voor Ondernemend Nederland, RVO*).

This change would reduce the administrative burden on small and medium-sized enterprises (SME).

Resources

[The 2026 Budget Memorandum, the 2026 National Budget, the 2026 Tax Plan, and all associated documents](#)
presented to the House of Representatives.

Singapore

2026 statutory holiday dates set by Ministry of Manpower

Published 29 September 2025

The [Employment Act, Article 88](#) provides for 11 employer-paid statutory holidays to be observed over a total of 11 days. Each year, statutory holiday dates and the corresponding days of observance (if they differ) are announced by a [press release](#) of the Ministry of Manpower (MoM).

2026 Statutory Holiday Dates

The 2026 statutory Holiday dates are indicated in the table below.

Statutory Holiday	2026 Dates ⁽¹⁾
New Year's Day	Thursday, 1 January
Chinese New Year	Tuesday, 17 February, and Wednesday, 18 February
Hari Raya Puasa	Saturday, 21 March ^{(2) (3)}
Good Friday	Friday, 3 April
Labor Day	Friday, 1 May
Hari Raya Haji	Wednesday, 27 May ⁽³⁾
Vesak Day	Sunday, 31 May ⁽²⁾
National Day	Sunday, 9 August ⁽²⁾
Deepavali	Sunday, 8 November ⁽²⁾
Christmas Day	Friday, 25 December

(1) When two statutory holidays fall on the same day, the President may, by notification in the Official Gazette, declare any day in that year to be observed as an additional holiday.

(2) When a statutory holiday falls on a non-working day, the holiday is observed on the following working day. As such, the holiday falling on Saturday, 21 March 2026 (if confirmed) will be observed on Monday, 23 March 2026. Similarly, the holiday falling on Sunday, 31 May 2026, will be observed on Monday 1 June 2026; the holiday falling on Sunday, 9 August 2026 will be observed on Monday 10 August; and the holiday falling on Sunday, 8 November will be observed on Monday 9 November 2026.

(3) Subject to confirmation.

Statutory holiday provisions of the Employment Act

The following summarizes key provisions on statutory holidays provided for by Article 88 of the Employment Act.

Holidays falling on non-working days

Statutory holidays falling on a non-working day must be observed on the following working day.

Statutory holidays falling on statutory leave days

Employees on authorized leave, such as sick leave, annual leave, or unpaid leave on the day immediately preceding or following a statutory holiday, are also entitled to their gross pay. However, employees are not entitled to paid statutory holiday if the holiday falls on an approved unpaid leave.

Bridging of holidays

The Employment Act does not require employers to bridge a statutory holiday with a weekend or weekly rest days(s).

Pay in lieu of holiday observance

When a public holiday falls on a non-working day, the employee is entitled to another day off or one additional day's salary in lieu of the public holiday at their gross rate of pay.

Compensation for work on a statutory holiday

Employees who are required to work on a public holiday are entitled to an additional day of pay, in addition to their gross rate of pay for that day. However, the employers and the employees may mutually agree to substitute a public holiday with another working day.

Employer Actions

In preparing to communicate employees' 2026 paid holiday schedule, employers must ensure they remain in compliance with the statutory holiday provisions of the Employment Act, and with the mandate of granting and paying employees their statutory entitlement to 11 paid holidays on the dates specified by MoM (or the following working day for holiday dates falling on a non-working day).

Employers must comply with their statutory obligations when a holiday falls on non-working days or on approved annual leave days, or other paid statutory leaves. They must also comply with the statutory provisions in terms of payments in lieu, and compensation for work performed on statutory holidays.

South Korea

Government to propose amendment to EI eligibility, contributions, and benefit calculations that reflect increased labor market fluidity

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In October 2025, following the inclusion of public feedback received during a 40-day consultation, the Ministry of Employment and Labor (MOEL) will be submitting a bill to amend the Employment Insurance Act and the Act on Collection of Employment and Industrial Accident Insurance Contributions to the National Assembly.

This was announced by the Ministry of Employment and Labor along with the publication for the proposed amendments to the Employment Insurance Act and the Act on Collection of Employment and Industrial Accident Insurance Contributions for public consultations, which ended 18 August 2025.

Over the past three decades, types of employment have diversified (e.g., part-time work, multiple jobs) and employees are more frequently changing employers. As a result, the need to restructure the employment insurance (EI) system around individuals' actual earnings has grown.

The draft amendments would replace the existing 15-hour weekly work eligibility criteria for enrolling into the EI system with an earnings-based criteria and amend the basis for calculating social contributions and benefits, such as parental leave benefits, reduce working time benefits, or unemployment benefits.

Using tax data, previously excluded employees would be enrolled in EI. Furthermore, EI reporting requirements could be made based on existing national tax filing requirements, reducing reporting requirements for employers.

Key features of the draft amendments

Change in eligibility criteria

Currently, employees are eligible if they work at least 15 hours per week. Actual working hours are often hard to verify, and as a result employers fail to report all employees. The amendment would redefine the eligibility to be expressed in terms of pay, i.e., taxable earnings minus tax-exempt allowances. Earnings threshold would be added by implementation decree.

As such, tax records would allow authorities to identify uninsured employees and automatically enroll them each month via the National Tax Services' real-time income monitoring system. This amendment would strengthen employee protections.

Employees working multiple jobs would be eligible to enroll in EI, if their combined earnings across their multiple jobs exceeds set thresholds.

Change to EI contribution base

Currently, on 15 March each year employers report employee wages separately to both the National Tax

Service and the Korea Workers Compensation and Welfare Service. Contributions are calculated based on employees' average monthly wages. Any shortfall is reconciled in the following year's filing, resulting in additional reporting burden and lump sum payments for employers.

Starting January 2026, under the proposed amendments to the Income Tax Act, employers would report monthly earnings for regular employees to the National Tax Service. Employment and industrial accident insurance contributions would be calculated based on actual monthly earnings as reported, and the annual reporting obligation to the Korea Workers Compensation and Welfare Service would be abolished.

El contributions would be calculated and paid based on actual earnings of the current year. The current burden of having to pay in the following year any shortfall that may have resulted from relying on average earnings (as opposed to actual earnings) would be eliminated.

Change benefit calculation base

Currently, the standard for collecting El contributions is based on salary, whereas the standard for paying unemployment benefits is based on average wage. Unemployment benefit payments require additional verification of prior wages, and employers are required to submit a job change certificate, including wages, to the employment center, sometimes delaying benefit payments.

The proposed amendment would use the same earnings data for both contributions assessment and benefit calculation. Moreover, it would smooth the impact of temporary fluctuations in earnings from affecting benefit amounts. The average earnings calculation period would change from the last three months to the last 12 months of earnings.

In parallel, parental leave benefits and reduce working time benefits, currently based on standard wages, would be revised to use the same remuneration basis that would be used to calculate contributions, i.e., monthly earnings reported to tax authorities.

Thailand

Commencement of Employee Welfare Fund contributions postponed by one year

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On 15 September 2025, the Director-General of the Department of Labor Protection and Welfare (DLPW), confirmed the entry into effect of the Royal Decree extending the start date for collecting savings and contributions to the Welfare Fund from 1 October 2025 to 1 October 2026, which was published in the Royal Gazette.

The Director-General of DLPW further confirmed that the rate of savings and contributions collected from employees and employers will remain unchanged during the first five years (i.e., from 1 October 2026 to 30 September 2031) when both employees and employers must each contribute 0.25% of wages. Starting 1 October 2031 however, employer and employee contribution rates will be increased to 0.5% of wages each; and that the collection criteria will remain unchanged.

On 26 August 2025, the Cabinet agreed to postpone the enforcement of contributions to the Employee Welfare Fund (EWF) until 1 October 2026, based on economic uncertainty, US trade tariffs, and rising minimum wages, all of which have impacts on employers and employees.

Three legislative drafts, namely one draft royal decree and two draft ministerial regulations, were approved by the cabinet to amend:

- The effective date for collecting EWF contributions.
- Increasing the employer and employee contribution rates from 0.25% to 0.50% of basis earnings, starting 1 October 2030.
- Criteria and payment procedures in cases of employee resignation, termination, or death.

Underlying legislation

The postponement of EWF contributions was confirmed by the Royal Decree specifying the period for the commencement of the collection of savings and contributions to the Employee Welfare Fund, B.E. 2025 ([พระราชบัญญัติที่คุณตามถึงคือ พระราชบัญญัติกำหนดระยะเวลาเริ่มดำเนินการจัดเก็บเงินสะสมและเงินสมทบกองทุนสงเคราะห์ลูกจ้าง พ.ศ. 2568](#)), which was published in the Royal Gazette (ราชกิจจานุเบกษา) on 14 September 2025.

Cabinet Resolution, 26 August 2025 ([มติคณะรัฐมนตรี 26 สิงหาคม 2568](#)), published 27 August 2025 by the National Intelligence Agency ([สำนักงานกรองแห่งชาติ](#)).

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