Alliant

Alliant Global Services

Global Knowledge Center — Legal & Regulatory Updates

July 2025

Alliant Global Services

Global Knowledge Center – Legal & Regulatory Updates

July 2025

Contents

Brazil

New regulations for working on public holidays effective March 2026

Published 16 July 2025

On 17 June 2025, the Ministry of Labor and Employment (*Ministério do Trabalho e Emprego, MTE*) announced in a press release the extension of the effective date of the 2023 Ordinance No. 3665/2023, from 1 July 2025 to 1 March 2026.

Provisions of the 2023 Ordinance

The 2023 Ordinance requires employers and employees to negotiate working on public holidays through a collective bargaining agreement (CBA). Employers must also comply with local municipal labor laws as they pertain to conducting business on public holidays.

Previously under Ordinance No. 671/2021, employers were permitted to conduct business on public holidays without the need for union negotiations, provided an agreement was reached between employers and their employees and that employees' working hours did not exceed statutory limits.

In contrast, under the new ordinance, conducting business on public holidays without a CBA or local municipal authorization would result in fines and administrative penalties.

Requiring a CBA intends to ensure that employees are fairly compensated by employers for working on public holidays or are given compensatory time off.

This ordinance will primarily affect retail and commerce sectors, which were previously allowed to conduct business on holidays without union negotiation.

Working on public holidays

As a reminder, employers cannot require employees to work during national and local public holidays unless the job functions are considered essential for business operations. If employees are required to work on a holiday, the employer must either grant a paid day off to the employee within a calendar week of the date of the public holiday or pay in lieu of the public holiday an amount that is equal to double a normal day's pay.

Employer Actions

Employers would be well advised to assess their operational needs, consult with their employees and unions, and review local municipal laws to determine the appropriate course of action required to comply, beginning 1 March 2026.

If a CBA provides for working on public holidays, employers should work with their employees to establish new work schedules and compensation for any additional hours worked.

Underlying legislation

The changes were introduced by Ordinance No. 1006 (*Portaria MTE No 1.066*), which was published in the Official Gazette of the Union (*Diário Oficial da União, DOU*) on 17 June 2025.

Canada

Ontario introduces pay transparency rules and other job posting requirements

Published 9 July 2025

Effective 1 January 2026, employers subject to the Ontario Employment Standards Act, 2000 with more than 25 employees are required to follow new pay transparency rules and comply with new job posting requirements.

Job posting requirements

Pay transparency in job postings

For publicly advertised job postings, employers are required to include the expected salary or salary range for the position, except for positions that have a base salary of more than CAD 200,000 annually. Salary range increments must not exceed CAD 50,000. For instance, a range of CAD 100,000 to CAD 150,000 is permitted, but a range of CAD 100,000 to CAD 200,000 is not.

"Canadian experience"

The new provisions prohibit employers from including a requirement of "Canadian experience" in publicly advertised job postings or other employment application documents.

Use of artificial intelligence

Employers must include a disclosure statement in publicly advertised job postings if they are using artificial intelligence (AI) to screen, assess, or select applicants, ensuring that applicants are aware that AI is being used for these purposes.

Existing job vacancy

Employers must include a statement in every publicly advertised job posting indicating whether the posting is for an existing vacancy.

Other employer requirements

Employers who interview an applicant for a publicly advertised job must inform them of their hiring decision within 45 days of the applicant's interview, or the date of the last interview.

Employer Actions

Employers are advised to review current job posting templates and recruitment practices and take any necessary measures to ensure compliance by 1 January 2026.

In particular, job posting templates should be revised as needed to include disclosure statements for any use of AI and to ensure there is no mention or requirement of "Canadian experience."

Employers should work with their respective Human Resource teams or other recruitment agencies to ensure applicants who are interviewed receive notice of a hiring decision within 45 days of their last interview date.

Underlying legislation

The changes were introduced by:

- Bill 149, Working for Workers Four Act, 2024, which received Royal Assent on 21 March 2024, and
- The Ontario Regulation 476/24, which was published in The Ontario Gazette on 14 December 2024.

Ireland

Phased increase in employer-paid sick leave paused mid-year by the government

Published 2 July 2025

On 8 April 2025, the Ministry for Enterprise, Tourism and Employment announced in a press release that the scheduled increase from five days to seven days in employees' annual entitlement to employer-paid statutory sick leave will be paused, resulting in a maximum of five days in 2025, as opposed to the expected seven days.

Once an employee exhausts their employer-paid sick leave entitlement, they could apply for illness benefits, if eligible.

The phased increase in employees' annual entitlement to statutory sick leave and pay was introduced by the Sick Leave Act 2022. The entitlement was first increased from three days to five days on 1 January 2024. The second phase came into effect on 1 January 2025, with a further increase from seven to 10 days scheduled to enter into effect on 1 January 2026.

Under the provisions of the Act, to be eligible for statutory employer-paid sick leave an employee must have at least 13 weeks of service for their employer. The employer paid amount corresponds to 70% of the employee's pay, up to a daily maximum of EUR 110.

Government rationale

The government's press release stated that: "Research by the Irish Government Economic and Evaluation Service and the Department of Enterprise, Trade and Employment on sick leave in Ireland found that firms in the retail, accommodation and food services sectors are likely to be more affected should the statutory sick leave entitlement increase from 5 days to 7 days."

Separately, the 2025 International Research Network / Chartered Institute of Personnel and Development (IRN/CIPD) Private Sector and Pay and Employment Survey revealed that 65% of employers reported experiencing minimal or no disruption from the two-day increase in the annual statutory sick leave to five days. In fact, fewer than one in ten small employers reported a substantial impact from a five-day sick leave entitlement. Some 78% of employers indicated that the increase had little or no effect. Among small and medium-sized enterprises (SME) – employers with 50 to 249 employees, only 5% reported a significant impact from the two-day increase in employees' annual entitlement.

Employer Actions

With the pause in the phased increase in statutory employer-paid sick leave employers will need to:

- Ensure that payroll departments or administrators are informed of the government's decision.
- Revise relevant leave policies and procedures, as needed; and
- Prepare communication materials to inform employees of:

- The pause in the implementation of the gradual increase in the number of annual employer-paid sick leave days, resulting in a maximum of five days in 2025 (as to the expected seven days); and
- The possibility of applying for social illness benefits (if eligible), if they exceed the annual statutory employer-paid sick leave entitlement of five years.

Background

The Sick Leave Act 2022, was published in the Irish Statute Book on 20 July 2022. The Commencement Order for the Sick Leave Act 2022 was published in the Official Journal in (*Iris Oifigiúil*) on 29 November 2022, as did the related statutory instrument, the Sick Leave Act 2022 (Prescribed daily rate of payment) Regulations 2022. The employer paid leave provisions became mandatory, effective 1 January 2023. The statutory instrument, S.I. No. 10/2024 - Sick Leave Act 2022 (Increase of Statutory Sick Leave Days) Order 2024 was published on 19 January 2024.

Note that the full name of the Sick Leave Act 2022 is: *The Act to provide that employees shall, subject to certain conditions, be entitled to up to and including 3 statutory sick leave days; to provide that the Minister may, subject to certain conditions, vary the number of statutory sick leave days; to provide that employees shall be entitled to payment, calculated in the prescribed manner, in respect of statutory sick leave; to make provision for the Labour Court, in certain circumstances, to exempt an employer from the provisions of this Act; to provide for the keeping of records; to amend the Workplace Relations Act 2015; and to provide for related matters.*

Resources

- Citizens Information: Sick leave and sick pay
- The Workplace Relations Commission

Japan

New Childcare and Family Care Leave Act provisions come into effect on 1 October 2025

Published 22 July 2025

Effective 1 October 2025, under the Childcare and Family Care Leave Act (育児休業及び介護休業法), employers will be required to offer flexible working options to employees with children between three years and six years of age to support their childcare needs.

Other provisions of the Act came into effect earlier on 1 April 2025. These include expanded eligibility for childcare leave (育児休業), overtime exemptions, telework options, eligibility for and notification of use of nursing care leave (介護休暇), and employers' obligation to disclose use of childcare leave.

In addition, employees with children under the age of nine years became eligible for statutory childcare leave regardless of the length of their employment, provided they work more than two days per week.

Changes effective as of October 2025

Starting 1 October 2025, employers will be required to offer two or more of the following flexible working options and other benefits to employees who are raising children between three years and six years of age:

- Flexible workday start time without any change to the minimum required number of daily working hours;
- Telework for 10 days or more per month;
- Childcare facilities provided at the workplace or coverage of childcare costs for employees who use other childcare services; or
- Shorter workdays (i.e., including a measure to reduce the number of working hours to six hours).

Changes underway as of April 2025

Key provisions that have already been in effect since 1 April 2025 are detailed below.

Expanded eligibility for childcare leave

Employees are no longer required to have six months of continuous employment to be eligible for childcare leave, so long as they work more than two days a week.

Furthermore, employees with children under the age of nine years are now eligible for five days of statutory childcare leave per year, expanding the child's age limit criteria from pre-elementary school age to nine years.

Since 1 April 2025, in addition to using childcare leave to tend to a child's health needs (i.e., sickness, injury, routine health visits), eligible employees can take childcare leave in cases where there are school closures due to infectious disease outbreaks or to attend important school functions, such as entrance and graduation ceremonies.

Overtime exemptions

Eligible employees are entitled to request an exemption from overtime work if they have children who are pre-elementary school age. Employers are not permitted to deny employee requests for an exemption unless it interferes with business operations.

Telework added to alternative measures for shorter workdays

Employers are required to offer telework options to employees who provide continuous care to family members or who have children under the age of three years but have not taken childcare leave.

Additional flexible working options that remain unchanged include:

- Measures like those related to childcare leave;
- Flextime system;
- Flexible workday start and end times; and
- Childcare facilities provided on the premises.

Mandatory disclosure of childcare leave usage

Employers with more than 300 employees are required to disclose and make publicly available the percentage of employees taking childcare leave annually, replacing the previous requirement that limited reporting to employers with more than 1,000 employees.

Nursing care leave

Employees who have family members that need constant nursing care are eligible for statutory nursing care leave (介護休暇) for a period of two or more weeks. This includes providing care and support for children or family members with disabilities or that require medical care.

Employers are required to provide verbal or written information to employees who are eligible for nursing care leave, and in return must obtain confirmation on whether the employee has the intention to use the leave at least two weeks prior to the desired start date of the leave.

Employer Actions

Effective 1 October 2025, additional provisions of the Childcare and Family Care Leave Act come into effect, entailing new employer obligations. Namely, employers must offer eligible employees:

- Flexible workday start time without any change to the minimum required number of daily working hours;
- Telework for 10 or more days per month;
- Childcare facilities provided at the workplace or coverage of childcare costs for employees who use other childcare services; or
- Shorter workdays (i.e., including a measure to reduce the number of working hours to six hours).

As a reminder, as of 1 April 2025, employers have been required to obtain employees’ confirmation on their intention regarding the use of nursing care leave at least two weeks prior to the desired start date of the leave.

Additionally, employers must continue to inform eligible employees about support systems for balancing caregiving responsibilities and work by providing details of nursing care leave, contact information for requesting leave, and benefits.

Separately, employers are advised to ensure that their leave, working time, and telework policies are revised to reflect the new changes; and update employee communication materials to inform employees of their new entitlements.

Finally, these changes are bound to have staffing and cost implications that employers will need to assess and incorporate in their annual budgeting exercises.

Underlying legislation

The above changes are provided for by the Childcare and Family Care Leave Act (育児休業及び介護休業法) which was promulgated on 31 May 2024.

Resources

Notice of Key Points for the Revision of the Childcare and Family Care Leave Law: Implemented gradually from April 1, 2025 (育児・介護休業法 改正ポイントのご案内令和７（2025）年４月１日から段階的に施行).

Netherlands

Draft bill to transpose the EU Gender Pay Transparency Directive to be submitted to Parliament

Published 2 July 2025

On 26 March 2025, the government proposed a draft bill to transpose the European Union (EU) Pay Transparency Directive into national law.

The draft bill has undergone public consultations that closed on 7 May 2025, and is expected to be submitted to the House of Representatives in the third quarter of 2025.

The draft bill contains minimum requirements to be compliant with the Directive. Further amendments may be made upon review by the House of Representatives and the Senate.

Key provisions currently proposed include:

- Instituting pay transparency during employee recruitment;
- Establishing pay structures that guarantee equal pay for equal work;
- Disclosing criteria used to determine employee salary levels and salary progression;
- Obligating employers to report on gender pay gap (GPG);
- Obligating employers to conduct salary evaluations; and
- Enforcing penalties for non-compliance.

The EU Pay Transparency Directive requires EU member states to implement measures that ensure pay equity and promote pay transparency in the workplace. Member states have until 7 June 2026 to transpose the provisions of the Directive into national law. This date coincides with the expected effective date of the draft bill.

Key provisions

Key provisions of the draft bill are detailed below.

Pay transparency

The draft bill would require employers to provide salary information (i.e., initial salary or salary range) to job applicants based on objective and gender-neutral criteria during the recruitment process. Prospective employees would need to be given transparent salary information to make informed decisions during salary negotiation. Additionally, employers would no longer be permitted to inquire about employees' previous or current salaries.

Pay structures

One of the main objectives of the Directive is to ensure that men and women receive equal pay for equal or equivalent work. Accordingly, the draft bill proposes that all employers establish pay structures that guarantees this. Pay structures should be based on objective and gender-neutral criteria that are relevant to the job function, such as skills, effort, responsibilities, and working conditions. Employers would apply the same criteria to determine employees' salaries, salary levels, and salary trends.

The Ministry of Social Affairs and Employment would be developing tools and resources to assist employers with setting these pay structures.

Disclosure of wage-related information

The following employer requirements would go into effect once the bill is passed:

- Employers, regardless of size, would have to provide employees with information on how their wage or wage level was determined.
- Employers with more than 50 employees would be required to provide the criteria used to determine pay progression. Employers with less than 50 employees would be exempt from this requirement.
- Upon request, employers would have to provide employees with written information on their individual wage level and the average wage levels of other employees performing equal or equivalent work, disaggregated by gender. Employers would be required to provide this information in a timely manner, at the latest within two months of the employee's request. Employers must also inform employees of this entitlement on an annual basis.
- Employers would not be permitted to prevent employees from sharing their wage information with other employees for the purpose of applying the principle of equal pay.

Gender pay gap reporting

Under the current law, employers are not required to report on pay gaps; however, the draft bill includes the Directive's minimum reporting obligations, which would vary by employer size as measured by the number of employees.

The table below lists the cadence for reporting pay gaps based on the number of employees:

Number of employees	Reporting frequency
More than 250	Every year
100 – 250	Every three years
Less than 100	Exempt

Employers would be required to report the following information to a regulatory authority for the previous calendar year:

- Wage gap by gender;
- Gap in additional or variable components of pay;
- Median gender wage gap;
- Median gender gap in additional or variable components of pay;
- Proportion of male and female employees receiving additional or variable components of pay;
- Proportion of male and female workers in each quartile of the pay scale; and
- Wage gap between employees, disaggregated by categories of employees and basic wages and additional or variable components.

Additionally, employers would be required to share GPG information with employees and provide an explanation, if requested.

The draft bill also states that if the GPG is not justified based on objective and gender-neutral criteria, the employer would be required to rectify the difference in a timely manner.

GPG reporting regulations, including reporting on the additional or variable components of pay, and how employers should report to the appropriate regulatory authority would be issued once the bill passes.

Wage evaluations

The draft bill would require employers to conduct pay evaluations if all the conditions below apply:

- The GPG report shows a gap of more than 5% among the same category of employees;
- The employer cannot justify the pay gap based on objective and gender-neutral criteria; and
- The employer has not rectified the unjustified gap within six months of submitting the wage gap report.

Pay evaluations would include:

- An analysis on the proportion of male and female employees in each category of employees;
- Information on the average wages of male and female employees and the additional or variable components of pay for each employee category;
- The GPG in each employee category;
- Justification for pay gaps based on any objective and gender-neutral criteria;
- The proportion of male or female employees that receive a pay increase after returning from maternity leave (*zwangerschapsverlof)*, birth leave (*bevallingsverlof*), parental leave (*ouderschapsverlof*) or care leave (*zorgverlof*), if a pay increase occurred in the relevant category of employees in the interim;
- Measures taken to address unwarranted pay differentials; and
- An impact assessment of measures to address a previous pay evaluation findings.

Enforcement

Once the draft bill is passed, failure to comply with any of its provisions would be considered a violation. The Ministry of Social Affairs and Employment may impose a warning, a fine, or a penalty for a maximum of two years in the case of non-compliance.

If a discrimination claim is brought against an employer for failing to comply with pay transparency obligations, it would be incumbent on the employer to prove otherwise, or that the failure to comply was unintentional or minor. Employers would be required to cover employees' legal fees associated with the case, if the court considers that the employee had valid reasons for filing the claim, even if the employer wins the claim.

EU Directive and proposed legislation

Once the draft bill, which was proposed by the Ministry of Social Affairs and Employment on 26 March 2025, is passed by both Houses of Parliament, the changes would be introduced by the Act implementing the Directive on Wage Transparency for Men and Women (*Wet implementatie Richtlijn loontransparantie mannen en vrouwen*).

The underlying EU legislation is Directive (EU) 2023/970 of the European Parliament and of the Council.

Poland

Pilot program supports employers' expenses for testing a shortened workweek; employer applications due by 15 September

Published 7 July 2025

On 26 June 2025, in a press release the Ministry of Family, Labor, and Social Policy announced the launch of a nationwide program financing selected employers to test reduced workweeks, working less than the standard 40 hours per week while maintaining pay and employment levels.

The call for applications runs between 14 August 2025 and 15 September 2025, and the results will be made public on 15 October 2025.

Government funding

A total of PLN 10 million in government budget has been allocated to the program.

An employer selected to participate under the program may receive up to PLN 1 million in total as financial support to cover justified and required reorganization cost, and the required financing of needed investments (e.g., investments in new procedures, employee training, or new software).

The cost per employee covered under the government's program cannot exceed PLN 20,000.

Qualified employers

To qualify for the program, employers must meet the following conditions:

- Have been operating for at least 12 months prior to the date of application.
- Have at least 75% of their employees under a contract of employment, appointment, election, nomination or cooperative employment contract.
- Include at least 50% of their employees in the reduced workweek project.
- Maintain at least 90% of their initial workforce employed.
- Maintain the salaries of employees throughout the pilot exercise's duration, despite their reduced workweeks.
- Prevent any deterioration in work and pay conditions of employees under the pilot exercise.

Application procedures

Employer applications must be submitted electronically using the application form by 15 September 2025 at the latest. See resources section below for a link to the Ministry issued application form.

Range of reduced workweek schemes

The program allows for practically any reduced workweek scheme to be proposed in the employer's application, provided that the scheme detailed and the monitoring indicators (e.g., measures of productivity, absenteeism, turnover in staff, etc.), are well-suited and detailed. Common types of reduced workweek schemes include: four-day week, accumulated monthly days off, time-savings account to increase entitlement to annual leaves, flexible working hours, or shorter workdays.

Required documents

Application for the allocation of the Labor Fund reserve for the financing of the pilot project.

Pilot project, including description of the scheme being tested, business rationale, goals and expected outcomes, assumptions, and monitoring indicators.

Required statements, including, statements of:

- Timely completion of questionnaires,
- Not being in arrears with payments to employees,
- Not being in arrears with taxes and Social Insurance Institution (*Zakład Ubezpieczeń Społecznych, ZUS*) contribution payments,
- Not being in arrears with other public contributions,
- Not being in arrears with civil law liabilities, and
- Cooperation with the government employment office.

Implementation of pilot projects

Selected employers will enter an agreement with the government. Employers' implementation of a reduced workweek will start from the date of the agreement and will roll out in three phases, as detailed below.

Phase 1: Preparation

The preparation phase for introducing reduced working hours will run through 31 December 2025. Main tasks during this phase are:

- Design shortened workweek project
- Develop a detailed project implementation plan
- Implement a baseline survey of employees

Phase 2: Testing

The testing phase will run between 1 January 2026 through 31 December 2026. During this phase, employers are tasked with:

- Implementing the scheme designed during Phase 1
- Implementing quarterly monitoring surveys and their preparing their corresponding reports
- Tracking and recording the project monitoring indicators

Phase 3: Implementation Completion

By 15 May 2027 at the latest, all participating employers must submit the pilot project's implementation completion report, all quarterly employer and employee survey results, performance monitoring indicators, and an evaluation with future recommendations to the Ministry of Family, Labor, and Social Policy.

Pilot program regulations

The Regulations for the selection of pilot projects entitled " Reduced working hours - it's happening!" (*Regulamin naboru na projekty pilotażowe pod nazwą „Skrócony czas pracy – to się dzieje!"*) was published by the Ministry of Family, Labor, and Social Policy on 26 June 2025.

Resources

Complete rules, application forms, and other resources are provided on the website of the Ministry of Family, Labor, and Social Policy, and also linked below for easy access.

- Appendix 1 to the Regulations - Application for allocation of funds from the Labor Fund reserve to finance a pilot project within the framework of the recruitment process (*Zał. 1 do Regulaminu Wniosek o przyznanie środków rezerwy Funduszu Pracy na finansowanie projektu pilotażowego w ramach naboru*)
- Attachment to the Application: Declaration of the cooperating entity (*Zał. do Wniosku Oświadczenie podmiotu współpracującego*)
- Appendix 2 to the Regulations Pilot project (*Zał. 2 do Regulaminu Projekt pilotażowy*)
- Appendix 3 to the Regulations Agreement (*Zał. 3 do Regulaminu Umowa*)
- Appendix 4 to the Regulations Pre-pilot survey for the employer (*Zał. 4 do Regulaminu Ankieta przed pilotażem dla pracodawcy wstępna*)
- Appendix 5 to the Regulations Pre-pilot survey for the employee (*Zał. 5 do Regulaminu Ankieta przed pilotażem dla pracownika wstępna*)
- Appendix 6 to the Regulations Survey during the pilot program for employers, quarterly (*Zał. 6 do Regulaminu Ankieta w trakcie pilotażu dla pracodawcy kwartalna*)
- Appendix 7 to the Regulations Survey during the pilot program for employees, quarterly (*Zał. 7 do Regulaminu Ankieta w trakcie pilotażu dla pracownika kwartalna*)
- Appendix 4 to the Agreement - Partial report on the use of FP funds for the implementation of the pilot project (*Zał. 4 do Umowy Częściowe sprawozdanie z wykorzystania środków FP na realizację projektu pilotażowego*)
- Appendix 5 to the Agreement - Final report on the implementation of the pilot project (*Zał. 5 do Umowy Sprawozdanie końcowe z realizacji projektu pilotażowego*)
- Appendix 6 to the Agreement - Information clause regarding the processing of personal data (*Zał. 6 do Umowy Klauzula informacyjna dotycząca przetwarzania danych osobowych*)

Singapore

Foreign national employees' mandatory medical insurance coverage further enhanced

Published 7 July 2025

Effective 1 July 2025, as part of the implementation of the second phase of enhancements to foreign national employees' mandatory medical insurance coverage initially announced by the Ministry of Manpower (MOM) on 31 March 2023, the following measures apply:

- Standardization of allowable exclusion clauses;
- Introduction of age-differentiated premiums for those below and above the age of 50 years; and
- Requirement that insurers reimburse admissible claims directly to hospitals.

The above requirements apply to policies, renewals, or extensions of medical policies with an effective date starting on or after 1 July 2025.

The updated framework concerns employees on a Work Permit and an S Pass. The new framework now also applies to migrant domestic workers. Employment Pass holders are not concerned by the changes.

The enhancements are intended to protect employers from anticipated increases in employee medical claims, as medical costs increase.

The initial and new enhancements are detailed below.

Initial enhancements to foreign national employees' medical coverage

In the first phase of implementation which came into effect 1 July 2023, the increased mandatory coverage was set at SGD 60,000 per year, with co-payments of 25% by employers and 75% by insurers for all claim amounts exceeding the first SGD 15,000. These provisions continue to apply to all policy renewals or extensions for employees on a Work Permit or on an S Pass. The cost of purchasing the mandatory medical insurance cannot be transferred to employees.

Employers are not required to purchase medical insurance if the Work Permit or S Pass holder also holds a Dependent's Pass and already has a medical insurance that meets the minimum coverage requirements for Work Permit and S Pass holders. However, the insurance plan must cover the full period of the Work Permit or S Pass validity.

As was the case prior to the reforms, employers can continue to have co-payment arrangements with their foreign national employees for non-work-related claims, if the employee meets the following criteria:

- The co-payment amount does not exceed 10% of the employee's monthly salary;
- The duration of co-payment does not exceed six months for every two years of employment; and
- The co-payment option is in the employment contract or a collective agreement and has the employee's full consent.

Second phase of medical coverage enhancements

In the second stage, effective 1 July 2025, the following measures will be implemented:

- Standardization of allowable exclusion clauses;
- Introduction of age-differentiated premiums for those below and above the age of 50 years; and
- Requirement that insurers reimburse admissible claims directly to hospitals.

These measures are part of MOM's updated framework and apply to policies, renewals, or extensions with an effective date starting on or after 1 July 2025 and are detailed below.

Standardized exclusion clauses

Effective 1 July 2025, MOM's updated framework requires insurance providers to adhere to standardized exclusion clauses in their policies. The new standardized clauses place restrictions on conditions or treatments that can be excluded from coverage. This measure ensures coverage uniformity, visibility, allowing for simpler policy comparisons.

Previously, exclusion terms varied across providers making policy comparisons difficult and sometimes complicating the interpretation of policy terms.

The list of allowable exclusions (see Resources section below) is divided into the following three groups:

- Group A: Treatment that is elective and not medically necessary, e.g., ambulance fees, cosmetic surgery for self-beautification,
- Group B: Treatment resulting from employers'/workers' acts, e.g., treatment for a medical condition resulting from any malicious, unlawful, or willful act of the employer or employee, or arising from an employee's criminal act.
- Group C: Others, e.g., treatment within the first 12 months of employment for a pre-existing medical condition that is known to the employer or employee before the start of the employee's coverage.

Age-differentiated premiums

The new framework better more equitably balances risks and costs of medical coverage while maintaining access to care and allows for age differentiated premiums according to two age bands, namely, employees who are 50 years of age or less and those above 50 years of age.

Streamlines payments by insurers directly to hospitals

Insurers are now required to make payments directly to hospitals for approved treatments. This eliminates the requirement to pay upfront and then request reimbursements. This measure streamlines claims payment, minimizes treatment delays, and is more cost and time-efficient for employers and employees.

Submission of employees' medical insurance details

Since 1 July 2023, employers have had to submit their foreign national employees' medical insurance policy details online at [Work Permit (WP) Online for businesses and employment agencies] when applying for new or renewals of Work Permits and passes, and when employees' medical insurance policy details change. This requirement continues to apply.

Employer Actions

Employers of current and future foreign national employees on a Work Permit or an S Pass are affected by the second phase of enhancements to medical insurance coverage.

Affected employers must ensure that their medical insurance policies are in compliance with new measures that apply as of 1 July 2025, namely, in terms of allowable exclusions, age-differentiated premiums, and direct reimbursements of admissible claims to hospitals.

Employers intending to consider co-payment arrangements with their foreign national employees on a Work Permit or S Pass, must continue to ensure that the concerned employees meet the required criteria.

Employers must also continue to submit their foreign national employees' medical insurance policy details online when applying for new or renewals of Work Permits and passes, and when employees' medical insurance policy details change.

Resources

Ministry of Manpower - List of allowable exclusion clauses

Türkiye

Upper limit of the mandatory severance pay increases starting 1 July

Published 15 July 2025

Effective 1 July 2025, the upper limit of the mandatory severance pay increases from TRY 46,655.43 to TRY 53.919.68 per year of service. The change was announced in a circular by the General Directorate of Public Financial Management and Transformation of the Ministry of Treasury and Finance.

All employees with more than one year of service are entitled to severance pay upon separation, provided they meet certain criteria set by Labor Law No. 4858 (*4857 sayılı İş Kanunu*).

Amount of severance pay

The mandatory severance pay is equal to one month of gross pay up to a limit of TRY 53.919.68 per year of service.

Severance pay is calculated based on the employee's last gross pay, i.e., salary plus the amount or value of any other continuous in cash or in-kind (contractual or mandatory) benefits to which the employee is entitled by employment agreement or by collective bargaining agreement. These include commuting allowance, meal allowance, regular bonus payments, etc.

Periods exceeding one year are also included in the calculation on a pro rata basis.

The amount of severance pay paid for each full year of employment is limited by the severance pay upper limit that is in effect on the date of separation.

Conditions for severance pay entitlement

According to Article 14 of the Labor Law No. 1475, the employee must have at least one year of service with the employer, and the separation from the employer must be due to one of the following reasons:

- Termination of the employment contract by the employer for reasons other than good faith or violation of ethical rules.
- Termination of the contract by the employee due to reasons such as violation of health, good faith and moral principles, or cessation of work at the workplace, etc.
- Separation due to military service.
- Separation for retirement, or for having completed the required social insurance contribution period required for meeting old age pension benefits eligibility criteria.
- Separation of a woman for marriage, in which case the employee can leave her employment of her own free will within one year.
- Death of the employee.

If one of the above conditions is met, severance pay must be paid by the employer.

Employer Action

Effective 1 July 2025, employers are required, upon the separation of an employee (for any of the reasons provided under Article 14 of the Labor Law No.1475), to pay the employee a severance pay of up to TRY 53.919.68 per year of service.

Underlying Ministerial Circular

The new upper limit of the mandatory severance pay was set by the "Financial and Social Rights for July 2025" Circular No. 4098345 (*2025 Yılı Temmuz Ayına Ait Mali ve Sosyal Haklara İlişkin Genelge*), which was published by the Ministry of Treasury and Finance of the Republic of Turkiye on 7 July 2025.

United Kingdom

Advisory fuel rates for use of company car adjusted

Published 23 July 2025

On 22 May 2025, the UK government updated its Guidance on Advisory Fuel Rates. Accordingly, effective 1 June 2025, advisory fuel rates applicable to employees using a company vehicle are modified.

Advisory fuel rates are recommended tax-effective limits set by the Revenue and Customs authorities (HMRC) for reimbursements of fuel expenses to be used by employers that provide company vehicles to their employees as a benefit.

Advisory fuel rates can only be used by employers in two instances, namely:

- When employers reimburse employees' fuel expenses for business-related use of a company vehicle, and
- When employees reimburse employers for using a company vehicle for private purposes.

The fuel advisory rates are on a per-mile basis and are periodically adjusted to reflect market fuel costs.

New advisory fuel rates

In contrast with electric vehicle (EV) per mile advisory rate, for Gas, LPG, or Diesel-fueled vehicles the advisory rates depend on the vehicle's engine size, which is measured in cubic centimeters (cc).

The adjusted rates are provided below.

Advisory rates for Gas and LPG-fueled vehicles

The new rates applicable as of 1 June 2025 for Gas and LPG-fueled vehicles are presented in the table below.

Engine Size	Gas (pence per mile)	LPG
1400 cc or less	12 (unchanged)	11 pence (unchanged)
1401 cc to 2000 cc	14 pence (down from 15)	13 pence (unchanged)
Over 2000 cc	22 pence (down from 23)	21 pence (unchanged)

Advisory rates for diesel-fueled vehicles

The new rates applicable as of 1 June 2025 for diesel-fueled vehicles are presented in the table below.

Engine Size	Diesel (pence per mile)
1600 cc or less	11 pence (down from 12)
1601 cc to 2000 cc	13 pence (unchanged)
Over 2000 cc	17 pence (unchanged)

Advisory rate for electric vehicles

As of 1 June 2025, the advisory fuel rate for EV decreases to 7 pence per mile (unchanged).

Employer reimbursement business travel fuel expenses

When an employee pays for a company vehicle's fuel for work-related driving, the employer must reimburse the employee for the expenses. Employer reimbursements up to the advisory fuel rate, are exempt from income tax and National Insurance (NI) contributions, and deductible from corporate revenues as a business expense.

In cases where a company vehicle is not fuel-efficient, and where employees must be reimbursed at a rate that is higher than the advisory fuel rate, the employer must be able to demonstrate that the vehicle entails a higher per mile fuel consumption. Otherwise, the amounts reimbursed in excess of the applicable advisory fuel rate will become subject to income tax for the employee, and to NI contributions for both employees and employers, and considered as taxable profit for the employer, i.e., a non-deductible expense.

Employees reimbursements fuel used for private travel

When an employee uses company vehicle with fuel paid for by the employer for private purposes, they must either reimburse the employer for the fuel or have the private use of the company vehicle considered as an employee benefit, and hence subject to income tax and NI contributions.

For the use of a company vehicle for private purposes not to be considered as a benefit, an employee must keep a log of miles driven for private purposes and reimburse the employer based on the applicable advisory fuel rate or higher (if the vehicle is not fuel-efficient).

Use of the advisory fuel rates is not required when an employer can demonstrate that the employee has fully covered private travel miles at a lower rate.

Employer actions to consider

With advisory fuel rates reduced in several cases, employers offering company vehicles to their employees may inadvertently subject themselves or their employees to unintended taxes and NI contributions.

Employers will need to consider the tax and NI contribution implications of undocumented company vehicle fuel reimbursements that would be based on previously applicable advisory fuel rates.

To avoid undesired tax and NI contribution payment errors stemming from these changes, employers should ensure that all relevant departments or service providers (e.g., payroll, benefits, finance) are informed of the new rates.

Employers may also wish to inform their employees of the new tax-effective limits for fuel expense reimbursements.

United Kingdom

Employment Rights Bill implementation roadmap published giving employers increased visibility and time to prepare

Published 14 July 2025

On 1 July 2025, the government published Implementing the Employment Rights Bill - Our roadmap for delivering change. The government's roadmap proposes a timeline for the implementation and related consultations of the Bill's key measures.

Proposed implementation dates of key measures

Measures pending Royal Assent

- Repeal of the Strikes (Minimum Service Levels) Act 2023
- Repeal of major parts of the Trade Union Act 2016
- New protections against termination for participating in industrial action

Measures to come into effect in April 2026

- Protective award for collective redundancies doubled
- 'Day 1' paternity and unpaid parental leave
- Whistleblower protections enhanced
- Establishment of a Fair Work Agency
- Lower-earnings limit and waiting period for Statutory Sick Pay removed
- Simplified trade union recognition and digital and workplace balloting

Measures to come into effect in October 2026

- Fire-and-rehire ban
- Regulations establishing the Fair Pay Agreement Adult Social Care Negotiating Body
- Strengthened tipping laws
- Employer duty to take 'all reasonable steps' to prevent employee sexual harassment, including not allowing harassment by third parties
- Expanded trade union representative rights
- Tighter employment tribunal time limits
- Protections for individuals taking industrial action

Measures to come into effect in 2027

- Mandatory gender pay gap and menopause action plans (voluntary as of April 2026)
- Introduction of new entitlements pertaining to:
  - Pregnant employees
  - Flexible working
  - Bereavement leave

- Protections against zero-hour contract abuse, and extending protections to agency workers
- ‘Day 1’ unfair termination rights

Proposed dates of key consultations

Consultations on many of the implementation regulations start in the summer of 2025 and continue through early 2026, as detailed below.

Consultations schedule for Summer/Autumn 2025

- Day-1 protection for unfair termination
- Fair Pay Agreement for the Adult Social Care sector
- Fire-and-rehire
- Bereavement leave
- Pregnancy-related entitlements
- Protections against zero-hour contract abuse
- Trade union recognition process simplification

Consultations schedule for Winter/Early 2026

- Tipping law
- Flexible working
- Collective redundancy
- Blacklisting

Vietnam

Social security sickness leave benefits expanded and enhanced

Published 17 July 2025

Effective 1 July 2025, the scope and extent of sickness benefits under both the compulsory and the voluntary Social Insurance programs are amended by the Social Insurance Law 2024 (*Luật Bảo hiểm xã hội số 41/2024/QH15*).

The sick leave related amendments pertaining to private sector employees include:

- Introduction of half-day sickness allowance
- Expansion of sickness benefits ‘eligibility criteria for
- Introduction of long-term sickness benefits
- Payment of social health insurance contributions during sick leave

These are detailed below.

Half-day sickness allowance

Previously, only full-day sick leave was permitted. Effective 1 July 2025, Article 45, Clause 5 of the Law authorizes half-day sick leave.

Effective 1 July 2025, a sickness allowance for a half-day sick leave is set at 50% of the full-day allowance. Furthermore, when determining the amount, the duration of sick leave is rounded up to the nearest half-day. Time away from work that is less than a half day will be treated as half a day, while time away from work that exceeds a half day but is less than a full day will be treated as a full day.

Eligibility criteria for sickness benefits expanded

According to Article 42 of the Law, Clauses 1 and 2, effective 1 July 2025, eligibility for social security sick leave benefits includes leaves for:

- Undergoing treatment for diseases other than occupational diseases.
- Undergoing treatment for injuries caused by accidents that happen during commuting between home and work with a reasonable time and route as prescribed by the law on occupational hygiene and safety;
- Donating or receiving transplantation of human organs or tissues as prescribed by law; and
- Using of precursors or combined drugs that contain precursors as prescribed by physicians in medical facilities.

Long-term sickness benefits

Currently, eligible employees are annually entitled to receive sickness benefits for a maximum of 30 to 70 days, depending on their working conditions such as sectors, type of job, etc. The amount of benefit during long-term sick leave is 75% of the salary for which social insurance contributions are paid.

Effective 1 July 2025, an employee who continues to require leave for medical treatment beyond the initial period, will continue to receive sickness benefits at the lower rates, based on the duration of mandatory social insurance premiums contribution, provided the required treatment is included in the Minister of Health's list of treatments.

The social sickness benefit amount during the extended phase of sick leave is set at:

- 65% of the salary for which social insurance contributions are paid, provided compulsory social insurance has been fully paid for at least 30 years.
- 55% of the salary for which social insurance contributions are paid, provided compulsory social insurance has been fully paid for at least 15 years to under 30 years.
- 50% of the salary for which social insurance contributions are paid, provided compulsory social insurance has been fully paid for under 15 years.

Social health insurance contributions during sick leave

Effective 1 July 2025, employees who are on sick leave for at least 14 working days will have their health insurance contributions paid by the social insurance fund. This new measure is to allow employees feel more secure about medical expenses when they have no income due to illness.

Underlying legislation

The changes were introduced by the Social Insurance Law 2024 (*Luật Bảo hiểm xã hội số 41/2024/QH15*), which was published in the Official Journal (*Công Báo*) on 29 June 2024.

About Alliant Global

As a truly independent global brokerage and consultancy, Alliant brings a unique fresh approach to managing global employee benefits. We are broker-neutral and therefore represent our clients without any favoritism or conflict of interest. Asinta – a strategic partnership of independent global employee benefits advisors, enhances our agility and our current and in-depth knowledge of market intelligence.

Our model enables Alliant to offer advice and ensure compliance when placing local coverage. Our team's talents and skills are the foundation of this approach.

Our global consultants provide a single point of contact for your HR team, providing seamless coordination with local country brokers and consultants, while addressing your on-going HR and employee benefits compliance and country knowledge needs.

Alliant's global benefits management services include:

- New country expansion
- Plan brokering and renewals
- Country benchmarking
- Cost analytics
- Country news and compliance knowledge
- M&A global due diligence

In addition, we provide our client with a unique user-friendly benefit inventory system—International IQ®—that gives you a 24/7 view of your international plan benefits, renewal dates, and more.

For more information, please contact us at: GlobalBenefits@alliant.com.

Alliant Global Services

GlobalBenefits@alliant.com

Alliant Insurance Services is one of the nation's leading insurance brokerage firms and one of the top 5 largest US brokers, helping clients meet challenges in domestic and global benefits, risk management, and property and casualty insurance. With over 130 offices nationwide, Alliant offers a comprehensive portfolio of innovative and forward-thinking services to businesses in a wide range of industries.