

Law and Policy Group

Global Legislative Update

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June 2022



In this document

Mercer's *Global Legislative Update* covers legal developments affecting retirement, health, executive rewards, talent, diversity and inclusion, and other HR programs that affect local and/or expatriate employees. Links to developments with upcoming effective dates covered in past updates are also included to remind employers of impending deadlines. These icons indicate whether employer action is required.

-  Employer action required
-  Potential implications for employers
-  Developments to monitor

Please note: Mercer is not a law firm and therefore cannot provide legal advice. Please consult legal counsel before taking any actions based on the commentary and recommendations in this report.

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Section 1

Highlights

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Americas	
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Brazil	Gender equality, young people hiring measures promoted
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Americas (continued)

United States

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Asia Pacific	
Australia	Financial services licensees told to bolster cybersecurity practices Downsizer super scheme expected to proceed following election Super Home Buyer Scheme plan scrapped
China	Childcare costs for infants eligible for tax deduction Private 'third pillar' pension plan for individuals
Malaysia	Employment Amendment Act 2022 receives Royal Assent Employers must register employees, organizations with SOCSO
New Zealand	Whistleblower protections strengthened in New Zealand New public holiday — 24 June 2022 — added
Philippines	Two regions to increase minimum wage
South Korea	ERSA pension reforms in effect
Europe, Middle East and Africa (EMEA)	
Europe	ESG disclosures published by European Banking Authority
European Union (EU)	COVID-19 recognized as an occupational disease Framework to share patient data proposed
Angola	Minimum wage rate increased
Belgium	Minimum wage rate increased
Bosnia-Herzegovina	Minimum wage rate increased
France	Guidance issued on calculating equality score, gender representation Supreme Court validates severance pay scale for unfair dismissals
Germany	Certain companies face gender board mandate Changes to statutory pensions proposed
Ireland	Guidance on gender pay gap reporting issued
Israel	Gender pay gap reporting expanded
Netherlands	Basic health insurance discount to end

EMEA (continued)	
Norway	Occupational pension coverage expanded
Portugal	Job quota deadline for people with disabilities approaches
Romania	Voluntary increase to minimum wage
South Africa	Minimum wage rate increased
Turkey	Foreigners eligible for citizenship if they pay into pension system
United Arab Emirates	Dubai International Financial Centre introduces whistleblowing regime Emiratisation hiring quotas increased, penalties announced Unemployment scheme to be introduced
United Kingdom	Proposed employment protection bill dropped Exclusivity clauses for lower-paid workers removed

Section 2

Global

Minimum wage rates

Status  Ongoing initiatives

Development

Career

Global employer resources on minimum wage increases

To help multinational employers address the different minimum wage rates around the world, Mercer provides some information and links to resources from organizations, government websites, third-party resources and news articles

Resources

[Roundup: Global employer resources on minimum wage increases](#), regularly updated

Coronavirus (COVID-19) pandemic

Status  Ongoing initiatives

Development

Career — Health — Wealth

Countries address workplace issues resulting from the COVID-19 pandemic

Since the World Health Organization declared COVID-19 a pandemic on 12 March 2020, employers continue to address the severe impact on work practices and adjust employment and benefit policies accordingly. Countries have enacted legislation and provided regulatory guidance related to workforce protections, leave and layoff procedures, employment subsidies, and changes to existing enforcement procedures. To help multinational employers address worksite, economic and associated travel issues, Mercer is providing analysis on workforce and investment implications and compiling information from organizations, government websites, news articles, and other resources.



Resources

[Roundup: COVID-19 resources for employers](#), regularly updated; [Navigating coronavirus](#), regularly updated

Remote working	
Status	 Ongoing initiatives
Development	<p>Career — Health — Wealth</p> <p>Countries address remote-working issues</p> <p>Remote working has become more of a permanent feature for many employees and employers because of COVID-19 measures introduced in various countries. Remote working poses challenges and considerations for employers when devising or adjusting policies. Issues to consider include the definition of remote work, eligibility criteria, hybrid working arrangements, employee engagement and performance, cybersecurity, health and safety, the right to disconnect, possible relocation of employees to a different country or state, and the post-pandemic return to the workplace. Several jurisdictions have introduced remote-working legislative measures that clarify employer and employee requirements post-pandemic, and others are expected to follow suit. To help employers, Mercer is providing analysis and links to general information about ongoing remote-working rights and trends in some countries, including resources from Marsh McLennan, organizations, government websites, news articles and other parties.</p>
Resources	<p><u>Roundup: Employer resources on remote-working rights/trends</u>, regularly updated</p>

Section 3

Americas

Argentina (new)	
Status	 Currently effective
Development	Health Employer's contribution to occupational disease fund increased Employers' fixed sum contributions to the occupational disease trust fund (FEOP) increased on 1 May 2022 to AR\$111.75 (up from AR\$100), per employee.
Resources	graciela.magonza@mercermarshbeneficios.com Disposition 2/2022 (Spanish) (Official Bulletin, 27 April 2022)
Argentina (new)	
Status	 Effective dates vary.
Development	Career Minimum wage increases The Ministry of Labor, Employment and Social Security has announced two minimum wage increases slated for June and August 2022. On 1 June, the daily minimum wage increased to AR\$45,540, and the hourly wage increased to AR\$227.70. On 1 August, the daily rate will increase to AR\$47,850 and the hourly rate will be AR\$239.30. These increases replace increased minimum wage rates announced in Resolution 11/2021. For mandatory life insurance, the effective date of the increases is 1 March 2023.
Resources	graciela.magonza@mercermarshbeneficios.com Resolution 6/2022 (Spanish) (Official Bulletin, 10 May 2022)
Argentina (upcoming effective date)	
Development	Career <ul style="list-style-type: none"> Remote-working rights post COVID-19 pandemic clarified — key date: 90 days after pandemic ends

Brazil (new)

Status



Currently effective

Development

Career — Health

Gender equality, young people hiring measures promoted

Measures to promote gender equality in the labor market and improve employment opportunities for young people feature in a provisional measure issued by the president on 4 May 2022. It is effective for up to 120 days, but could be made permanent subject to parliamentary approval. Highlights include:

- Support for parents with young children. Measures include the possibility of daycare expense reimbursement, the release of the severance pay indemnity plan (FGTS) to help pay for daycare expenses, and government support for early childhood education institutions.
- Flexible work. Mothers and fathers can ask their employers to allow them to work remotely or provide flexible work hours, including reduced and condensed working hours where the nature of the job allows. Adjusted work patterns must be formalized in individual agreements, collective bargaining agreements, or collective labor conventions.
- Return to work after maternity leave. Parents can request the temporary suspension of their employment contracts to allow them to care for their children, and to use extended maternity leave more flexibly.
- Incentives to hire young professionals. The National Project to Encourage the Hiring of Apprentices is created to promote professional learning objectives, as set out in the Consolidated Labor Laws.
- Childcare reimbursement. The childcare reimbursement is expanded to cover children up to age five and remains tax exempt. The payment must be formalized in individual agreements or in collective bargaining agreements.
- Voluntary Federal Program (“Empresa Cidadã”). The program allows women on maternity leave to return to work on a part-time 50% basis and receive their full salary for a 120-day period instead of taking a further 60 days’ leave.

Resources

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[Provisional measure](#) (Portuguese) (President’s office, 4 May 2022)

Canada (new)	
Status	 Currently effective
Development	<p>Wealth</p> <p>Updated replicating portfolio information summary issued for defined benefit plans</p> <p>The Office of the Superintendent of Financial Institutions (OSFI) has issued a revised Instruction Guide to assist administrators of pension plans with defined benefit provisions that have registered or filed an application for registration under the Pension Benefits Standards Act (PBSA) in completing the replicating portfolio information summary (RPIS). Only pension plans that use a replicating portfolio approach as an alternative settlement method for solvency valuation purposes must complete the RPIS. A revised RPIS has also been posted. The RPIS must be accessed on OSFI's website and submitted through the Regulatory Reporting System. The revised instruction guide updates the previous one published in February 2021 and reflects recent changes made to the RPIS.</p>
Resources	<p>luc.girard@mercer.com</p> <p>Replicating portfolio information summary (OSFI, May 2022)</p>
Canada (new)	
Status	 Consultation is open 15 August 2022.
Development	<p>Wealth</p> <p>Changes to guidelines for capital accumulation plans proposed</p> <p>The Canadian Association of Pension Supervisory Authorities (CAPSA) has proposed changes to CAPSA Guideline No. 3 — Guidelines for Capital Accumulation Plans (CAPs). These guidelines update and replace the 2004 guidelines issued by the Joint Forum of Financial Market Regulators, and reflect regulators' expectations for the operation of a workplace CAP, regardless of the regulatory regime applicable to the plan. These guidelines are also relevant where CAP sponsors have chosen to offer retirement income options as part of or as an extension to their CAPs. Many of the administration, investment and communication principles will apply equally in the accumulation and decumulation phases. Comments can be submitted until 15 August 2022.</p>
Resources	<p>ariella.fuhrmann@mercer.com</p> <p>Press release (CAPSA/ACOR, 13 May 2022) and Draft guidelines for capital accumulation plans (CAPSA/ACOR, 13 May 2022)</p>

Canada (new)	
Status	 Proposal
Development	<p>Wealth</p> <p>Expansion of model risk management guideline proposed</p> <p>The Office of the Superintendent of Financial Institutions (OSFI) has announced it will expand the scope of Guideline E-23 on model risk management to address emerging risks and to clarify OSFI's expectations that all federally regulated financial institutions and federally regulated pension plans appropriately assess and manage model risks at the enterprise level. In March 2023, OSFI plans to launch a consultation on Guideline E-23, with final guidance planned for publication by the end of 2023 and target implementation by June 2024.</p>
Resources	<p>ariella.fuhrman@mercer.com</p> <p>Proposed revisions to Guideline E-23 on model risk management (OSFI, 20 May 2022)</p>
Canada (new)	
Status	 Consultation is open until 17 June 2022.
Development	<p>Career</p> <p>Federal pay equity changes proposed</p> <p>The government plans to introduce regulations that would clarify and operationalize the Administrative Monetary Penalties (AMPs) system, which was created through the Pay Equity Act. The proposed regulations would also set requirements for employers to update their pay equity plan when there are no predominantly male job classes in the workplace, collect data on the gender wage gap, and make technical revisions to existing regulations. Comments may be submitted until 17 June 2022.</p>
Resources	<p>diana.woodhead@mercer.com</p> <p>Consultation (Government, 17 May 2022)</p>

Canada (previously covered, now applied)

Status



Currently effective

Development

Career

Revised pay equity regulations apply to 2021 reporting

Amendments to Canada's Employment Equity Regulations address the reporting of salary data by federally regulated private-sector organizations employing 100 or more employees. The regulations support the Employment Equity Act, which requires federally regulated employers to file an annual employment equity report with the Minister of Labour that covers four designated groups (women, indigenous peoples, persons with disabilities, and members of visible minorities). The Regulations took effect on 1 January 2021, and require that employers under the Legislated Employer Equity Program are now required to record new salary data and include annual aggregated wage gap information in their annual reporting starting with the current reporting period due June 1, 2022. The report otherwise comprises six prescribed forms covering representation data, employee occupational groups, employee salary ranges, the number of employees hired, promoted and terminated, and provision of an accompanying narrative. Highlights include:



- Salary definition and calculation. Employers will be able to submit data elements to determine hourly pay rate wage gaps, bonus pay gaps, overtime pay gaps, and gaps in the number of overtime hours worked.
- Expanded reporting. Employer reports must consider all the census metropolitan areas to provide a complete picture of employment equity in the labor market — currently there are 35 such areas.
- Mandatory use of designated group definitions. Employers must use the definitions of the four designated groups covered by the Employment Equity Act. Employers could decide to expand their workforce survey to gather information on other groups in their workforce for internal analysis.
- Salary reporting. The salary levels are revised to reflect the current salary levels in Canada, as identified by the national census.

The Government has also established a Task Force to conduct a review of the Employment Equity Act.


Resources


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[GRIST](#), 4 Dec 2020 and [Employment Equity Act Review Task Force](#) (Government)



Canada — British Columbia (new)	
Status	 Roadmap
Development	<p>Wealth</p> <p>Financial regulator provides regulatory roadmap</p> <p>The British Columbia Financial Services Authority (BCFSA) has released a “regulatory roadmap” — Advisory 22-018 — to increase transparency and enable regulated entities to prepare for consultations and implementation of upcoming regulatory initiatives. It will help regulated entities and other stakeholders understand — and plan for — the timing of initiatives that may have a significant operational impact on them. BCFSA’s regulatory priorities for B.C. pension plans are categorized into two main initiatives: (1) effective oversight and (2) emerging risks. Among several updates planned to ensure effective oversight of B.C. pension plans, BCFSA will also update its Risk-Based Supervision Framework for Pension Plans.</p>
Resources	<p>kristin.smith@mercer.com</p> <p>2022/23 Regulatory roadmap (BCFSA, 16 May 2022)</p>
Canada — British Columbia (previously covered, now effective)	
Status	 1 June 2022
Development	<p>Career</p> <p>Minimum wage increased</p> <p>The general minimum wage in British Columbia increased by 2.8% on 1 June 2022 to C\$15.65 per hour, up from C\$15.20. The increase is the first one tied to British Columbia’s average annual inflation rate. Effective 1 January 2023, the minimum piece rates for certain agricultural roles will also increase by 2.8%.</p>
Resources	<p>Minimum wage rising to \$15.65/hour (Government, 14 March 2022) and Minimum wage information (Government)</p>


Canada — Manitoba (new)	
Status	 Proposal
Development	Career Provincial minimum wage increase proposed <p>The Manitoba government has published proposals (Bill 44) that would allow the Cabinet to increase the provincial minimum wage when inflation (as measured by the Consumer Price Index) exceeds 5% in the first quarter of any calendar year. The minimum wage will increase to C\$12.35 — up from C\$11.95 — on 1 October 2022, but Bill 44 could result in a bigger increase. Currently, the provincial minimum wage is adjusted in proportion to the previous year's inflation.</p>
Resources	jared.mickall@mercercorp.com Manitoba government introduces legislation to allow larger increases to provincial minimum wage (Government, 30 May 2022) and Bill 44 (Government)
Canada — Ontario (previously covered, now effective)	
Status	 2 June 2022
Development	Career Guidance on disconnection from work <p>Employers in Ontario with 25 or more employees must provide a written policy on disconnection from the workplace under Bill 27, Working for Workers Act, 2021. Employers had until 2 June 2022 to implement their disconnection policy. Recent guidance on the new policy from the Ministry of Labour, Training and Skills Development addresses how to calculate workforce thresholds and outlines the scope and contents of the disconnection policy. Employers that meet the employee thresholds on 1 January of any calendar year must issue their policy before 1 March of that calendar year.</p>
Resources	Bill 27, Working for Workers Act, 2021 (Legislature) and Written policy on disconnecting from work (Government)
Chile (previously covered, with upcoming effective dates)	
Development	Career <ul style="list-style-type: none"> Protection of digital platform workers boosted — key date: 1 September 2022
Colombia (previously covered, with upcoming effective dates)	
Development	Career — Health <ul style="list-style-type: none"> Maximum weekly working time reduced — key date: Beginning in 2023

US (new)	
Status	 Extension of comment period until 17 June 2022.
Development	<p>Career</p> <p>Comment period on the climate disclosure rule extended</p> <p>A proposal issued by the Securities and Exchange Commission (SEC) has “drawn significant interest from a wide breadth of investors, issuers, market participants, and other stakeholders,” according to SEC Chair Gensler. Commentators will be given additional time to review the 490-page proposal and provide feedback to the SEC. The proposal would require registration statements and periodic reports (such as Form 10-K) to include disclosure on a company’s climate-related risks, risk management processes, greenhouse gas emissions, climate-related financial statement metrics and information about climate-related targets and goals, and transition plans.</p>
Resources	<p>amy.knieriem@mercer.com</p> <p>Proposed rule (SEC, 21 March 2022)</p>

US (new)	
Status	 Currently effective
Development	<p>Career</p> <p>Guidance on the use of artificial intelligence and disability discrimination issued</p> <p>Technical assistance documents issued by the Equal Employment Opportunity Commission (EEOC) and the Department of Justice (DOJ) warn employers about the potential for disability discrimination when using artificial intelligence (AI) and other software tools to make employment decisions.</p> <p>As part of its Artificial Intelligence and Algorithmic Fairness Initiative, the EEOC released “The Americans with Disabilities Act (ADA) and the Use of Software, Algorithms, and Artificial Intelligence to Assess Job Applicants and Employees” that outlines issues employers should consider to ensure that workers or applicants with disabilities are not disadvantaged in ways that violate the ADA. The document highlights “promising practices” and focuses on three primary concerns:</p> <ul style="list-style-type: none"> • Employers should have a process in place to provide reasonable accommodations when using an algorithmic decision-making tool. • Without proper safeguards, workers with disabilities may be “screened out” from consideration in a job or promotion even if they can do the job with or without a reasonable accommodation. • Prohibited disability-related inquiries or medical examinations could arise if the use of AI or algorithms results in applicants or employees having to provide information about disabilities or medical conditions. <p>The DOJ released “Algorithms, Artificial Intelligence, and Disability Discrimination in Hiring,” which provides a broad overview of rights and responsibilities. This document:</p> <ul style="list-style-type: none"> • Provides examples of the types of technological tools that employers are using • Clarifies that, when designing or choosing technological tools, employers must consider how their tools could impact different disabilities • Explains employers’ obligations under the ADA when using algorithmic decision-making tools, including when an employer must provide a reasonable accommodation • Provides information for employees on what to do if they believe they have experienced discrimination.
Resources	US EEOC and US Department of Justice warn against disability discrimination (EEOC, 12 May 2022)

US (new)	
Status	 Currently effective
Development	Wealth Appeals court finds participants don't have to arbitrate excessive fee claims A defined contribution plan sponsor cannot require participants to resolve their ERISA excessive fee claims through binding arbitration, despite arbitration provisions in the participants' employment agreements, the 6th US Circuit Court of Appeals recently ruled. The court found that the participants brought these fiduciary breach claims not as individuals but as representatives of the plan, which did not include an arbitration provision and had not otherwise agreed to arbitrate. Plan sponsors considering arbitration to manage their ERISA litigation risks may consider reviewing plan terms with legal counsel.
Resources	matthew.calloway@mercerc.com , margaret.berger@mercerc.com and geoff.manville@mercerc.com GRIST , 25 May 2022
US (new)	
Status	 Currently effective
Development	Career Automatic extensions of employment authorizations temporarily increased Due to backlogs, the Department of Homeland Security (DHS) has temporarily increased to 540 days — up from 180 days — the automatic extension period applicable to expiring Employment Authorization Documents (Forms I-766 or EADs) for certain renewal applicants who have filed Form I-765, Application for Employment Authorization. This increase will be available to eligible applicants with pending Forms I-765 as of 4 May 2022, including those whose employment authorization may have lapsed following the initial 180-day extension period, and eligible applicants who file a renewal Form I-765 during the 540-day period beginning on or after 4 May 2022, and ending 26 October 2023
Resources	Temporary increase of the automatic extension period of employment authorization and documentation for certain renewal applicants (Federal Register, 4 May 2022) and Employment Authorization Document (US Citizenship and Immigration Services)

US (new)	
Status	 Extended until 31 December 2022.
Development	Wealth Allowance of audiovisual conferencing for witnessing retirement plan elections extended <p>IRS Notice 2022-27 extends for six additional months — until 31 December — the temporary relief allowing audiovisual conferencing for witnessing spousal consents and other retirement plan elections that ordinarily must take place with a notary public or a plan representative physically present. This marks the third extension of the relief first granted in June 2020, but the Internal Revenue Service (IRS) anticipates that further extensions will be unnecessary, given the recent easing of pandemic-related public health restrictions. After requesting comments on making the relief permanent, IRS is reviewing those comments to determine whether to retain or modify the physical presence requirement. Any permanent change to the requirement will go through the regulatory process, with an additional notice and comment period.</p>
Resources	margaret.berger@mercer.com and brian.kearney@mercer.com GRIST , 18 May 2022
US (new)	
Status	 2022 plan-year reporting
Development	Wealth Latest Form 5500 updates address defined benefit reporting, but defer other changes <p>A minor update to Form 5500, Annual Return/Report of Employee Benefit Plan, makes a handful of changes to reporting for defined benefit (DB) plans and defined contribution (DC) multiple-employer plans (MEPs). However, the update defers the bulk of last year's broader package of proposed revisions and amended supporting regulations. The final changes — including a new 50-year benefit projection for single-employer DB plans — are effective for 2022 plan-year reporting.</p> <p>The Department of Labor (DOL), the Internal Revenue Service (IRS), and the Pension Benefit Guaranty Corp. (PBGC) are continuing to review the many comments on other aspects of last year's expansive proposal. The agencies say they need additional time to consider the comments received and coordinate changes with the contractual development schedule for updates to the EFAST2 electronic filing system. As a result, these outstanding items will not be finalized for 2022 plan year reporting and instead will be addressed in either a separate final regulation or the broader Form 5500 modernization proposal on DOL's latest regulatory agenda.</p>
Resources	margaret.berger@mercer.com and matthew.calloway@mercer.com GRIST , 1 June 2022

US (new)	
Status	 Proposal
Development	<p>Wealth</p> <p>New lump-sum buyout disclosures to participants, agencies proposed</p> <p>Senate legislation (S 4087) would require pension plan sponsors offering terminated vested participants a lump-sum window to provide information to help them understand the financial trade-offs of choosing a lump-sum over an annuity. The bill also would require a sponsor to report information about the lump-sum window to the Department of Labor (DOL) and the Pension Benefit Guaranty Corp. (PBGC) before and after offering the window.</p> <p>Text of the INFORM Act is also included in recent draft “SECURE 2.0” legislation released by the Health, Education, Labor, and Pension (HELP) Committee that builds on the Setting Every Community Up for Retirement Enhancement (SECURE) Act of 2019. Coming soon is a separate SECURE 2.0 measure containing tax-related provisions from the Senate Finance Committee. At some point, the two committee products will be merged into a single Senate bill, and the proposed lump-sum disclosures may survive if they can win broad bipartisan support, which may be possible in light of Sen. Bill Cassidy’s (R-LA) co-sponsorship of the INFORM Act.</p> <p>Any Senate measure would need to be reconciled with major SECURE 2.0 legislation recently passed by the House, the Securing a Strong Retirement Act (HR 2954). While the outlook is uncertain, strong bipartisan support in both chambers for passing a SECURE 2.0 package suggests that Congress could send a bill to the president this year, most likely as part of larger “must-pass” legislation during a post-election lame-duck session.</p>
Resources	<p>geoff.manville@mercerc.com, margaret.berger@mercerc.com and brian.kearney@mercerc.com</p> <p>GRIST, 9 May 2022</p>

US

Status  **Effective dates vary.**

Development**Career****Roundup: Employer resources on minimum wage increases**

In April 2021, President Joe Biden signed an executive order requiring federal contractors to pay workers a \$15 hourly minimum wage, effective for new federal contract solicitations starting 30 January 2022. The Department of Labor (DOL) issued final implementation rules on 22 November 2021 and a field assistance bulletin in January 2022. In January 2021, President Biden also issued an executive order asking the director of the Office of Personnel Management to provide recommendations on promoting a \$15/hour minimum wage for federal employees. House and Senate Democrats also introduced the Raise the Wage Act of 2021 to progressively increase the minimum wage to \$15/hour by 2025. Several states have already taken action to gradually increase the minimum wage to \$15/hour for most employees. To help employers prepare and address related issues, this roundup provides links to federal and state resources from organizations, government websites, third-party resources and news articles.

Resources

[GRIST](#), regularly updated

US

Status  **Effective dates vary.**

Development**Career****Roundup: Employer resources on hairstyle nondiscrimination laws**

The Creating a Respectful and Open World for Natural Hair (CROWN) Act movement in the US aims to prohibit discrimination based on natural hair texture or hairstyles that are normally associated with race, such as braids, locs, twists, curls, cornrows, afros, head wraps or bantu knots. The official campaign of the CROWN Act is led by the CROWN Coalition. Federal legislation, supported by the Biden administration, passed the house in March 2022. Fourteen states have already passed CROWN Acts, and many others are considering legislation. To help employers ensure their employee handbooks and appearance policies are nondiscriminatory and in compliance with federal, state and local laws, this roundup provides links to federal and state resources from organizations, government websites, third-party resources and news articles.

Resources

[GRIST](#), regularly updated

US — States (new)

Status



Effective dates vary.

Development

Career — Health

State accrued paid sick leave mandates

To date, 14 states — Arizona, California, Colorado, Connecticut, Maryland, Massachusetts, Michigan, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont and Washington — and Washington, DC, have enacted paid sick leave mandates. Maine and Nevada have laws requiring accrued paid time off not limited to sick time. All of these laws have certain common features, including the following:

- Accruals are based on the employee's work location and start on the date of hire.
- Employers whose existing paid leave programs (e.g., time off, sick leave or personal leave) meet or exceed the maximum accrual and allow the same leave uses without more restrictions or limitations do not have to provide additional leave.
- The term "health" includes mental health, preventive care and chronic conditions in addition to physical illness.
- Employees exempt from the federal Fair Labor Standards Act's minimum wage and overtime standards are considered to work 40 hours per week.
- Properly classified independent contractors are not eligible for paid sick leave.
- Employers may require reasonable notice if the leave is foreseeable.
- If the leave is unforeseeable, employees should provide notice as soon as practicable.
- Worker protections and anti-retaliation provisions apply.
- Leave mandates do not apply to federal government employers, but may apply to state and/or local government employers.


This GRIST can help employers track key provisions of different jurisdictions' accrued paid leave laws.

Resources

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[Roundup: State accrued paid sick leave mandates](#), regularly updated

US — California (new)	
Status	 Currently effective
Development	<p>Career</p> <p>Court holds state's board gender diversity law unconstitutional</p> <p>A California court held that the state's board gender diversity law is unconstitutional. The Los Angeles County Superior Court determined that SB 826, requiring that California-headquartered companies have a minimum number of women directors, violates the Equal Protection Provisions of the California Constitution and enjoined enforcement of the statute. The decision states that the defendant has not met its burden to show that the law is "necessary nor narrowly tailored." The decision could be appealed.</p> <p>In April, the same court granted plaintiffs' motion for summary judgment in a similar case challenging the legality of AB 979, which required California-headquartered companies to have a minimum number of directors from underrepresented communities. The court held the law violates the equal protection clause of the California Constitution.</p>
Resources	<p>amy.knieriem@mercer.com</p> <p>Decision (Superior Court of the State of California, 13 May 2022)</p>
US — Colorado (new)	
Status	 Plan years starting in 2023
Development	<p>Health</p> <p>Fertility coverage mandate enacted</p> <p>The Governor has signed a mandated fertility coverage bill (HB 1008) that will require large-group market fully insured plans situated in the state to cover infertility diagnosis and treatment and fertility preservation services. The provision will take effect for plan years starting in 2023. The mandate will apply to small-group market and individual insured plans only if the federal Department of Health and Human Services (HHS) determines that the mandate is not an additional benefit that requires Colorado to assume the costs, under ACA exchange rules. In such event, the mandate will take effect for small-group market and individual insured plans for plan years starting 12 months after the HHS determination. This mandate will not apply to self-funded plans.</p>
Resources	<p>rich.glass@mercer.com</p> <p>HB 1008 (Legislature)</p>

US — Connecticut (new)	
Status	 1 January 2023
Development	<p>Health</p> <p>Coverage for cancer screenings enhanced</p> <p>Connecticut enacted Pub. Act No. 22-90, which requires fully insured plans situated in the state to cover additional benefits for breast and ovarian cancer screenings. For the first time, screening is mandatory when a physician determines a woman is at increased risk of ovarian cancer. In addition, breast cancer screenings must be covered for women under age 35 if there is an increased risk for breast cancer. The state already requires coverage for women ages 35-39.</p> <p>By contrast, the Affordable Care Act preventive health services provision (as well as a separate provision under the 2022 Consolidated Appropriations Act, through the end of 2023) only requires breast cancer screening in women ages 40 or older, does not address women who are at increased risk for breast cancer, and does not address ovarian cancer screening at all.</p>
Resources	<p>rich.glass@mercer.com</p> <p>Pub. Act No. 22-90 (Legislature)</p>

US — Delaware (new)

Status



Implementation will begin in 2025.

Development

Career — Health

Paid family medical leave program legislation enacted

The governor has signed legislation (SB 1) that approves a paid family and medical leave program. Employees who qualify for leave under the federal Family and Medical Leave Act (FMLA) will be able to take time off for the same purposes under the state program with partial wage replacement. Leave to care for an employee's own or a family member's serious health condition, or for a military qualifying exigency, will be available for up to six weeks in a 24-month period. Parental leave will be available for up to 12 weeks in a 12-month period, with an overall cap of 12 weeks per year.

The law exempts employers with fewer than 10 employees in the state in the prior 12 months and any business that entirely closes for 30 consecutive days or more per year. Employers with 10-24 employees in Delaware will be subject only to the parental leave requirement. Employers will be able to opt out of the program with an approved private plan covering one or more types of leave.


Starting on 1 January 2025, employers will have to remit contributions to fund the benefits, but can deduct up to 50% of the required contribution from employee wages. A contribution rate of 0.4% of Social Security wages will apply for an employee's own health condition. Contributions will be 0.32% for parental leave and 0.08% for family caregiving. Indexing of the rates will begin in 2027 but cannot exceed 125% of the prior year's rate. Waivers from the required contribution will be available for employees not expected to qualify for the leave program.

Starting on 1 January 2026, weekly benefits will be 80% of the covered individual's average weekly wages, subject to a minimum of \$100 and a maximum of \$900 in the first two years — 2026 and 2027 — and indexed thereafter.

Resources

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[SB 1](#) (Legislature, 10 May 2022)

US — Georgia (new)	
Status	 Effective dates vary.
Development	<p>Career — Health</p> <p>Mental health parity act enacted</p> <p>On 4 April, Governor Brian Kemp signed the Georgia Mental Health Parity Act (HB 1013), a sweeping law that implements recommendations from the Georgia Behavioral Health Reform and Innovation Commission and touches on insurance, as well as courts, education, public employees and social services. The bill had bipartisan support. The bill imposes on insurers requirements similar to those in the federal Mental Health Parity and Addiction Equity Act. In addition, the new law imposes these requirements on fully insured plans:</p> <ul style="list-style-type: none"> • By 1 January 2023, and annually thereafter, insurers must submit their designated comparative analyses for nonquantitative treatment limitations and other information to the insurance commissioner. The insurance commissioner will make an annual “data call” by 15 May, starting with this year, to trigger the data collection effort. • By 1 January 2024 (and annually thereafter), the insurance commissioner will make these reports publicly available. • Insurers may not prohibit reimbursement for a patient who sees a mental health provider and a primary care provider on the same day. • A mental health or substance use disorder includes not only mental illness but also an “addictive disease,” defined as a “chronic, often relapsing, brain disease that causes compulsive alcohol or drug seeking and use despite harmful consequences to the individual who is addicted and to those around him or her.” • The “medically necessary” standard is defined by statute, instead of letting insurers define the term.
Resources	<p>rich.glass@mercer.com</p> <p>Gov. Kemp provides remarks and signs mental health parity act (Governor’s office, 4 April 2022)</p>

US — Illinois (new)	
Status	 Effective dates vary.
Development	<p>Health</p> <p>Insurance coverage mandated</p> <p>Illinois has enacted new health coverage mandates as follows:</p> <ul style="list-style-type: none"> Fully insured plans situated in the state — and self-funded state and local governmental plans — are required to cover medically necessary breast reduction surgery (Pub. Act No. 102-0731 and HB 4271). The law takes effect for plan or policy years starting in 2024. Fully insured plans situated in the state are required to cover cleft lip and cleft palate treatment for newborns (Pub. Act No. 102-0768), effective on 1 January 2024, and medically necessary hormone therapy treatment to treat menopause induced by a hysterectomy (Pub. Act No. 102-0804), effective for policy or plan years starting in 2024. The latter mandate also applies to self-funded state and local governmental plans.
Resources	<p>rich.glass@mercer.com</p> <p>Pub. Act No. 102-0731 (Legislature); Pub. Act No. 102-0768 (Legislature) and Pub. Act No. 102-0804 (Legislature)</p>
US — Maine (new)	
Status	 Contracts and policies issued on or after 1 January 2023
Development	<p>Health</p> <p>Prescription drug cost-sharing law enacted</p> <p>A Maine prescription drug bill (P.L. 744, LD 1783) became law without Maine Governor Janet Mills' signature. The law requires insurers and pharmacy benefit managers (PBMs) to credit any third-party waiver or discount toward the deductible and out-of-pocket maximum. This requirement is limited to situations where:</p> <ul style="list-style-type: none"> No generic equivalent exists, or The participant received prior authorization, a step therapy override exception or other exception. <p>The law contains an exception where health savings arrangement (HSA) eligibility in a high-deductible health plan (HDHP) would be impacted. It is unclear how the mandate will be enforced on self-funded ERISA plans, given that PBMs are within its scope. Existing Maine law defines PBMs broadly to include entities that contract with a “self-insurance plan.”</p> <p>The law takes effect for contracts and policies issued on or after 1 January 2023.</p>
Resources	<p>rich.glass@mercer.com</p> <p>P.L. 744, LD 1783 (Legislature)</p>

US — Maryland (new)**Status**  **Plans issued, delivered or renewed on or after 1 January 2023****Development** **Health****Law caps insulin, HIV and cost-sharing**

Maryland enacted a new law (Ch. 405, HB 1397) that limits insulin copayments to no more than \$30 per 30-day supply, applicable to fully insured plans, health maintenance organizations and nonprofit health service plans situated in the state. In addition, cost sharing for prescription drugs related to diabetes (other than insulin), HIV or AIDS is capped at \$150 per 30-day supply. The latter limit is subject to a cost-of-living adjustment every 1 July, starting in 2023.

The law does not contain an exception for HSA-eligible HDHPs. However, a 2019 IRS Notice includes insulin and other diabetes-related products as HSA-compatible preventive care. In addition, HIV screening and Preexposure Prophylaxis (known as PrEP) are ACA-mandated preventive health services for nongrandfathered plans (and as a result are HSA compatible) but only when the individual is at high risk of acquiring HIV, not when the individual already has HIV (or AIDS). The law takes effect for plans issued, delivered or renewed on or after 1 January 2023.

Resources rich.glass@mercer.com
[Ch. 405, HB 1397](#) (Legislature)

US — Oklahoma (new)**Status**  **Currently effective****Development** **Health****Prescription coverage HSA-compatibility glitch corrected**

The Oklahoma Insurance Department issued a Bulletin in October 2021 identifying a problem issue with a 2021 prescription drug cost-sharing law that put fully insured HDHPs at risk of being HSA-incompatible if the department fully enforced the law's provisions. In response, the state has enacted HB 3495 to correct the issue.

The law took immediate effect on 11 May 2022.

Resources rich.glass@mercer.com
[HB 3495](#) (Legislature) and [Bulletin No. LH 2021-05](#) (Oklahoma Insurance Department, 29 October 2021)

US — Oklahoma (new)

Status



1 November 2022

Development

Health

Insulin cost-sharing law capped

Oklahoma enacted SB 861 that limits insulin copayments to no more than \$30 per 30-day supply, applicable to fully insured plans, the state's group plan, multiple employer welfare arrangements and self-funded ERISA plans. The previous limit did not apply to self-funded ERISA plans.

While not entirely clear in this bill, Oklahoma insurance law generally applies on an extraterritorial basis to any insurer doing business in the state. That means insurance laws apply to fully insured plans underwritten in another state for participants who reside in Oklahoma.

The law takes effect on 1 November 2022, regardless of a plan's policy or plan year.

Resources

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[SB 861](#) (Legislature)

US — Oklahoma (new)	
Status	 1 November 2022
Development	<p>Career — Health</p> <p>Insurance laws on mental health parity, mammograms enacted</p> <p>Oklahoma has enacted two insurance laws (SB 1413 and HB 3504), which respectively impose additional mental health parity (MHP) requirements and expand mammography coverage. Highlights include:</p> <ul style="list-style-type: none"> • SB 1413. The law builds on existing MHP requirements. Insurers already are subject to annual MHP reporting. They will have to provide detailed descriptions of the comparative analysis of nonquantitative treatment limitations (NQTLs). Notably, the Oklahoma Insurance Department (OID) is directed to provide “standardized reporting templates to ensure compliance.” • SB 3504. Existing law already mandates mammography coverage for women as young as age 35. This law broadens the definition of mammography to include breast magnetic resonance imaging and breast ultrasound. The law provides an exception if the mandate would jeopardize HSA eligibility for an HDHP. The ACA preventive health services provision (as well as a separate provision under the 2022 Consolidated Appropriations Act, through the end of 2023) only requires nongrandfathered plans to cover breast cancer screening in women ages 40 or older. ACA-required preventive health services are automatically HSA compatible under a 2013 IRS Notice. <p>Under long-time state precedent with respect to covered Oklahoma residents, OID applies state insurance laws to insurers doing business in the state, even if a fully insured plan is situated outside of Oklahoma.</p>
Resources	<p>rich.glass@mercer.com</p> <p>SB 1413 and HB 3504 (Legislature)</p>

US — Oregon (new)

Status



1 January 2023

Development

Career — Health

2023 PFMLI contribution rate announced

Contributions for Oregon's paid family and medical leave insurance (PFMLI) start on 1 January 2023. The Oregon Employment Department just announced that the rate for next year will be 1% of wages, the highest amount permitted by statute. Contributions are capped at a maximum wage base of \$132,900, which will be indexed annually using the Consumer Price Index for All Urban Consumers, West Region.

The contribution split is 60% paid by employees and 40% paid by employers with 25 or more employees. Employers with fewer than 25 employees do not have to contribute; if they do, they are eligible for a small employer assistance grant. PFMLI benefits start on 3 September 2023.

Resources

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[Paid leave Oregon May Bulletin](#) (Government, May 2022)

US — South Carolina (new)

Status



Currently effective

Development

Health

PSYPACT mental telehealth provisions adopted

South Carolina is the latest state to join the Psychology Interjurisdictional Compact (PSYPACT). This law (HB 3833) allows fully insured and self-funded plans in the state to use out-of-state resources under PSYPACT.

PSYPACT is an interstate compact between states, facilitating the practice of mental health services across state boundaries. Licensed healthcare providers can apply to practice telepsychology and/or to conduct temporary in-person, face-to-face sessions in PSYPACT states, depending on the certificate issued.

Even though the law technically took effect on 12 May, it requires PSYPACT approval before becoming fully operational.

Resources

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[HB 3833](#) (Legislature) and [Psychology Interjurisdictional Compact](#) (PSYPACT)

US — Tennessee (new)

Status



1 January 2023

Development

Health

PBM bill enacted

The governor has signed PBM legislation (HB 2661) that imposes several restrictions on fully insured plans and self-funded ERISA plans. In fact, it confirms multiple times that self-funded ERISA plans are within its scope. Among other things, the legislation:



- Requires PBMs to pay pharmacies a dispensing fee based on the current TennCare schedule (which is typically higher than normal)
- Prohibits PBMs from having preferred cost sharing for affiliated pharmacies
- Requires inclusion of any licensed pharmacy in a PBM's network as long as the pharmacy is willing to accept the same terms and conditions applicable to other in-network pharmacies

The legislation will take effect on 1 January 2023. The application to ERISA self-funded plans is consistent with a 2021 bulletin issued by state's Department of Commerce and Insurance.

Resources

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[HB 2661](#) (Legislature)

US — Texas (new)	
Status	 Effective dates vary.
Development	<p>Health</p> <p>Machine-readable file rules issued for insured plans</p> <p>The Texas Department of Insurance (TDI) published final rules related to machine-readable files (MRFs), in accordance with transparency law HB 2090 enacted last year. The law applies to insurers, multiple employer welfare arrangements and plans sponsored by professional employer organizations in the state. Otherwise, the law and rules do not impose additional requirements on employers and plan sponsors of fully insured or self-funded coverage.</p> <p>The rules largely mirror federal requirements under the Transparency-in-Coverage (TiC) regulations, except it still requires an MRF for negotiated rates for prescription drugs. The prescription drug MRF part of the TiC regulations is currently under deferred enforcement, per DOL FAQ 49, Q/A-12.</p> <p>The requirements apply to insurers with fewer than 1,000 total enrollees as of 1 January 2024. For all other entities, they apply no sooner than 29 November 2022 (180 days after the rules' effective date) and no later than the federal TiC regulations enforcement effective date — generally, 1 July 2022 or 1 January 2024.</p>
Resources	<p>rich.glass@mercer.com</p> <p>Final rules (Register, 27 May 2022)</p>
US — Vermont (new)	
Status	 Policy years starting in 2024
Development	<p>Health</p> <p>Hearing aid coverage mandated</p> <p>New Vermont law HB 266 requires fully insured large group plans situated in the state to cover medically necessary hearing aids and related services. The mandate also applies to the state's Medicaid plan and the self-funded State Employees Health Plan. Most states with similar mandates are typically limited to children, but this is not the case in Vermont.</p> <p>Vermont insurance law generally does not apply to fully insured plans situated elsewhere, unless more than 25 Vermont residents are covered under the plan, or Vermont residents covered under the plan work outside the state.</p>
Resources	<p>rich.glass@mercer.com</p> <p>HB 266 (Legislature)</p>

US — Vermont (new)**Status****1 July 2022****Development****Health****No Surprises Act, association health plans addressed in new law**

Vermont passed a law (HB 489) that increases the state insurance division's involvement in enforcing provisions of the No Surprises Act (NSA) portion of the federal 2021 Consolidated Appropriations Act, as those provisions apply to fully insured plans. The law also imposes restrictions on association health plans (AHPs).

Under the new law, the insurance commissioner has the authority to enforce the transparency, surprise billing and mental health parity requirements in the NSA. In addition, the external review requirements applicable to fully insured plans now include surprise-billing disputes, consistent with the NSA.

The law prohibits insurer-operated or insurer-controlled AHPs. Factors in this determination include whether the insurer and association have common board members, common ownership and common use of office space. To form an AHP, an association must have at least 100 members (previously, the threshold was 25 members) at the time of formation and meet other requirements.

Vermont insurance law generally does not apply to fully insured plans situated elsewhere, unless more than 25 Vermont residents are covered under the plan, or Vermont residents covered under the plan work outside the state.

Resources

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[HB 489](#) (Legislature)

US (previously covered, with upcoming effective dates)**Development****Career**

- [Workplace diversity training limited in Florida](#) — key date: 1 July 2022
- [Equal pay law enacted in Mississippi](#) — key date: 1 July 2022
- [Confidential hotline for sexual harassment complaints established in New York](#) — key date: 14 July 2022
- [Nasdaq board diversity rule approved](#) — key date: 8 August 2022
- [New York City job postings will have to give salary information](#) — key date: 1 November 2022
- [Data privacy rights expanded in California](#) — key date: 1 January 2023
- [Extensive pay equity law enacted in Rhode Island](#) — key date: 1 January 2023
- [Pay disclosure requirements expanded in Washington](#) — key date: 1 January 2023

US (previously covered, with upcoming effective dates) (continued)

Development

Career — Health


- [Employer contributions to drop, paid family medical leave to increase in District of Columbia](#) — key date 1 July 2022
- [Paid sick leave legislation enacted in New Mexico](#) — key date: 1 July 2022
- [2023 EHB benchmark with gender-affirming care approved in Colorado](#) — key date: 1 January 2023
- [Colorado voters approve paid family and medical leave](#) — key date: 1 January 2023
- [Vacation law passed in Maine](#) — key date: 1 January 2023
- [New Hampshire enacts voluntary paid family leave program](#) — key date: 1 January 2023
- [Oregon's paid family and medical leave contributions delayed to 2023](#) — key date: 1 January 2023



Health

- [Large-group health policies to cover basic healthcare services in California](#) — key date: 1 July 2022
- [Association health plan rules expanded in Virginia](#) — key date: 1 July 2022
- [Fertility coverage mandated for large-group market plans in Colorado](#) — key date: 1 January 2023
- [Mental health parity for insured plans addressed in Maine](#) — key date: 1 January 2023
- [Drug reporting rules present challenges for many](#) — key date: 27 December 2022
- [Abortion coverage legislation enacted in California](#) — key date: 1 January 2023
- [Mental health parity law updated in Illinois](#) — key date: 1 January 2023
- [New licensure program for pharmacy benefit managers in Nebraska](#) — key date: 1 January 2023
- [Contraceptive coverage mandate in New Jersey](#) — key date: 1 January 2023
- [Midyear drug formulary changes barred in New York](#) — key date: 1 January 2023
- [Association health plan rules expanded in Virginia](#) — key date: 1 January 2023
- [Consumer privacy law enacted in Virginia](#) — key date: 1 January 2023
- [Insulin cost-sharing bill enacted in Washington](#) — key date: 1 January 2023
- [Implementation of long-term care program delayed in Washington](#) — key dates: 1 January and 1 July 2023
- [Pharmacy benefit management law enacted in West Virginia](#) — key date: 1 January 2023
- [Long-term care law changes enacted in Washington](#) — key date: 1 July 2023
- [Pharmacy benefit manager legislation enacted in Michigan](#) — key date: 1 January 2024

Section 4

Asia Pacific

Australia (new)	
Status	 Currently effective
Development	Wealth Financial services licensees told to bolster cybersecurity practices Australian Financial Services Licensees (AFSLs) should ensure adequate management of their cybersecurity risks and vulnerabilities, advises the Australian Securities and Investments Commission (ASIC). The advice follows a recent federal court ruling that held an AFSL breached its license obligations to provide their covered financial services efficiently and fairly due to inadequate risk management practices, resulting in cyber incidents over a six-year period. ASIC suggests that AFSLs implement, at minimum, eight essential mitigation strategies recommended by the Australian Cyber Security Centre (ACSC); adopt active cybersecurity risk management practices; act quickly to minimize the risks arising from a cyber-incident; and consider reporting cyber incidents to the ACSC.
Resources	paul.shallue@mercer.com What a Federal Court ruling on cybersecurity means for AFS licensees (ASIC, 12 May 2022) and Judgment (Federal Court of Australia, 5 May 2022)

Australia (new)	
Status	 Proposal
Development	<p>Wealth</p> <p>Downsizer super scheme expected to proceed following election</p> <p>Downsizer super scheme enhancements are expected to proceed following the new Labor government's election, but the changes will unlikely pass parliament by 1 July 2022. The minimum age for downsizer super contributions would be reduced to age 55. Other changes would extend the assets test exemption for downsizer principal home sale to 24 months — up from 12, and apply the lower deeming rate to principal home sale proceeds for the period of their exemption from the assets test.</p> <p>Currently, downsizer rules allow eligible Australians aged 65 or older to sell their home and contribute up to AU\$300,000 (or AU \$600,000 for a couple) into their super, outside of contribution caps; the minimum age for access is already slated to be reduced to age 60 on 1 July 2022.</p>
Resources	<p>paul.shallue@mercero.com</p> <p>Pro-forma request for costing an election commitment (Government)</p>
Australia (new)	
Status	 Currently effective
Development	<p>Wealth</p> <p>Super Home Buyer Scheme plan scrapped</p> <p>The newly elected Labor government confirmed that it would not proceed with the previous coalition government's proposed introduction of the Super Home Buyer Scheme that would have allowed eligible first homebuyers to access up to 40% of their superannuation to purchase the property.</p>
Resources	paul.shallue@mercero.com

Australia (previously covered, with upcoming effective dates)

Development

Career

- [Revised remuneration standard finalized](#) — key date: 1 January 2023

Wealth

- [Superannuation regulations at work issued](#) — key date: 1 July 2022
- [Key superannuation rates and thresholds for 2022/23 published](#) — key date: 1 July 2022
- [Super Retirement Income Strategy, CCIV required](#) — key date: 1 July 2022
- [2021 budget super changes enacted](#) — key date: 1 July 2022
- [Superannuation insurance standard and guidance issued](#) — key date: 1 July 2022
- [Cyber incident reporting required](#) — key date: 8 July 2022
- [Existing relief for retirement estimates extended](#) — key date: 31 Dec 2022
- [ASIC finalizes IDR data reporting requirements](#) — key date: 1 January 2023
- [FSC bans occupational exclusions in default insurance in superannuation](#) — key date: 1 January 2023

China (new)

Status



Currently effective

Development

Health


Childcare costs for infants eligible for tax deduction



On 25 March 2022, the State Taxation Administration (STA) announced that certain infant care costs qualify as an itemized tax deduction. Guardians of infants (including biological parents, stepparents, adopted parents, and others who act as guardians) can deduct CNY 1,000 per infant per month (100% to be claimed by either parent, or 50% to be claimed by each parent) from birth until the month before the child turns three.

Resources


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[Announcement of the STA to Revise and Promulgate the Administrative Measures for IIT Additional Itemized Deductions \(Trial Implementation\)— STA Announcement \[2022\] No. 7 \("Announcement No. 7"\) \(Chinese\) \(STA, 25 March 2022\)](#)

China (new)	
Status	 Implementation date is not yet known.
Development	<p>Wealth</p> <p>Private ‘third pillar’ pension plan for individuals</p> <p>China has rolled out a private pension plan that allows individuals to voluntarily contribute up to CNY 12,000 annually to pension accounts to complement the current pension system. Details of this “third pillar” scheme were announced by the State Council on 21 April 2022. Highlights:</p> <ul style="list-style-type: none"> • Eligibility. Individuals participating in the basic pension insurance for urban employees or the basic pension insurance for urban and rural residents can set up one private pension account. • Contributions. Individuals can contribute up to CNY 12,000 per year to their pension account. • Tax treatment. The government will formulate tax incentives aimed at encouraging participation in the new system. • Financial vehicles. Pension contributions can be used to purchase eligible financial products, such as wealth management products, savings deposits, commercial endowment insurance and public funds. • Vesting rules. Participants can withdraw their money on a monthly basis, in batches, or all at once if they fulfill certain eligibility criteria, such as reaching the legal retirement age, inability to work, or moving abroad to live. In case of the account holder’s death, remaining assets can be passed on to heirs.
Resources	<p>angela.li@mercer.com</p> <p>Announcement (Chinese) (State Council, 21 April 2022)</p>
Hong Kong (previously covered, with upcoming effective dates)	
Development	<p>Career</p> <ul style="list-style-type: none"> • Gender board diversity, corporate governance required — key date: 31 December 2024
India (previously covered, with upcoming effective dates)	
Development	<p>Career — Health — Wealth</p> <ul style="list-style-type: none"> • Labor and employment laws reformed — key date — effective date unknown

Japan (previously covered, with upcoming effective dates)	
Development	Wealth <ul style="list-style-type: none"> Defined contribution reforms enacted — key date: 1 December 2024
Malaysia (new)	
Status	 Currently effective
Development	Career — Health Employment Amendment Act 2022 receives Royal Assent The Employment (Amendment) Act 2022 received Royal Assent on 26 April 2022, and the measures include minimum and maximum terms for apprenticeships (respectively, six and 24 months); introduction of flexible working arrangements; payment of employees working for an incomplete month; expanded maternity and paid paternity leave; prohibition on the dismissal of pregnant employees, with limited exceptions; prevention of forced labor; repeal of measures preventing women from working underground or at night; reduction of the maximum weekly working time to 45 hours, down from 48; separate treatment of sick leave entitlement (up to 60-days of hospitalized sick leave and nonhospitalized sick leave); and increased penalties for breaches of the act.
Resources	imran.aljahsyi@mercer.com Employment (Amendment) Act 2022 (Malay) (Government)
Malaysia (new)	
Status	 Currently effective
Development	Health — Wealth Employers must register employees, organizations with SOCSO Employers should have registered their companies and employees, including foreign and domestic workers, with Social Security Agency (SOCSO), by 1 June 2022. A grace period during May 2022 allowed employers to register without penalty, but, from 1 June, they face financial and/or criminal penalties for noncompliance.
Resources	Press release (Malay) (Government, 27 April 2022)

New Zealand (new)	
Status	 July 2022
Development	<p>Career</p> <p>Whistleblower protections strengthened</p> <p>The Protected Disclosures (Protection of Whistleblowers) Act 2022 begins in July 2022, replacing the Protected Disclosures Act 2000. The new law makes the disclosure process easier, extends and clarifies the grounds under which protected disclosures are made, and provides increased protection for whistleblowers. It ensures confidentiality for individuals making the disclosures, including immunity from disciplinary action, and protection from retaliation through the Employment Relations Act 2000 and the Human Rights Act 1993. The Minister for the Public Service said that another “key improvement” allows a person to make a protected disclosure direct to an appropriate authority at any time — instead of needing to disclose to their employer first.</p>
Resources	The Protected Disclosures (Protection of Whistleblowers) Act 2022 (Legislature)
New Zealand (previously covered, soon to be effective)	
Status	 24 June 2022
Development	<p>Career — Health</p> <p>New public holiday — 24 June 2022</p> <p>The New Zealand government introduced a new Matariki public holiday from 2022 — this year the holiday will be on 24 June. The government introduced the new holiday in consultation with the Matariki Advisory Group, and following wider engagement with Māori and Pacific people. The holiday is intended to honor those lost since the rising of Matariki (a large cluster of stars), celebrate the present, and look forward to the promise of a new year. The Advisory Group will work on recommended dates for the next 30 years “to give businesses and communities’ certainty,” and the Matariki Public Holiday Bill was passed in April 2022.</p>
Resources	Matariki public holiday bill has been passed (Government, 12 April 2022) and 2022 Matariki holiday date announced (Government, 4 February 2021)

Philippines (new)	
Status	 Effective date is not yet known.
Development	<p>Career</p> <p>Two regions to increase minimum wage</p> <p>The minimum wage rates in two Philippine regions are slated to increase. The regional wage boards must submit their wage orders to the Department of Labor and Employment for review, and the orders will be effective 15 days after their publication in a newspaper. In the National Capital region, the increased daily minimum wage for nonagricultural workers will increase to PHP 570 (up from PHP 537), and for agricultural workers the new rate will be PHP 533 (up from PHP 500). In the Western Visayas region, the increased daily minimum wage rate for nonagricultural workers will be PHP 450 for employers with more than 10 employees, and PHP 420 for smaller employers. The increased wage rate for agricultural workers will be PHP 410, (up from PHP 315). These increased rates — the first since 2018 and 2019 respectively— are estimated to benefit approximately 214,836 private sector employees.</p>
Resources	NCR and Western Visayas wage boards grant minimum wage increase (Department of Labor and Employment, 14 May 2022)
Singapore (previously covered, with upcoming effective dates)	
Development	<p>Wealth</p> <ul style="list-style-type: none"> CPF contributions to rise — key date: 1 January 2023

South Korea (previously covered, now effective)

Status



Currently effective

Development

Wealth

ERSA pension reforms in effect

Changes to the Employee Retirement Benefit Security Act (ERSA) passed parliament in March 2021, and generally took effect on 14 April 2022. Highlights include:

- DB plans should have been 100% funded from 1 January 2022 — postponed from 1 January 2021. The funding requirement had been 90%.
- Pension providers have to report at least annually on DB plan funding to employers and employee representatives. The pension provider or employer faces fines of up to KRW 10 million for breaches.
- Companies with more than 300 employees have to publish an Investment Policy Statement (IPS) for their DB plan, and a pension fund management committee should be established to oversee the IPS. The IPS should include investment objectives, target rate of return, the performance evaluation process, etc.
- Under a presidential decree with the aim of providing pension education to pension providers and plan members, a specialized pension education institution will be introduced as an option.
- A pension fund for small companies with fewer than 30 employees has been established by the Korea Worker's Compensation & Welfare Service.

Resources

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[GRIST](#), 30 April 2021

South Korea (previously covered, with upcoming effective dates)

Development

Wealth

- [Default investment options introduced for defined contribution plans](#) — key date: 12 July 2022

Section 5

Europe, Middle East and Africa (EMEA)

Europe (previously covered, now effective)

Status



Phased in beginning in June 2022.

Development

Wealth

ESG disclosures published by European Banking Authority

The European Banking Authority (EBA) has published binding technical standards on Pillar 3 disclosures on Environmental, Social and Governance (ESG) risks that certain EU-based financial institutions must comply with under the Capital Requirements Regulation (Regulation (EU) No. 575/2013). The final standards build on the recommendations of existing initiatives — like the Financial Stability Board Task Force on Climate-related Financial Disclosures and the European Commission's nonbinding guidelines on climate-change reporting — and aim to help establish international best practices by ensuring that “stakeholders are well-informed about institutions' ESG exposures, risks and strategies and can make informed decisions and exercise market discipline.” They include binding templates institutions must use to disclose more granular information, and tables and instructions to ensure enhanced consistency, comparability and meaningfulness of the disclosures. These include a green asset ratio and a banking book taxonomy alignment ratio to show how institutions are embedding sustainability considerations in their risk management, business models and strategy and their progress toward meeting the Paris Agreement's goals. The EBA has integrated proportionality measures to facilitate disclosures, including phased-in transitional periods beginning in June 2022 and the use of estimates.

Resources

[EBA publishes binding standards on Pillar 3 disclosures on ESG risks](#) (EBA, 24 January 2022)

European Union (EU) (new)

Status



Currently effective

Development

Health

COVID-19 recognized as an occupational disease

The European Union's (EU) Advisory Committee on Safety and Health at Work, comprising member states and social partners, agreed on 18 May 2022 the need to recognize COVID-19 as an occupational disease in the health and social and domiciliary care sector and, if there is a pandemic situation, in industry sectors where there is an outbreak in activities with a proven risk of infection. The committee also agreed to update the EU's list of occupational disease and recognize COVID-19 as an occupational disease. The European Commission (Commission) said the agreement is an "important step" to implement the EU Strategic Framework on Health and Safety at Work 2021-2027, adopted by the Commission in June 2021. By the end of 2022, the Commission is expected to issue an updated recommendation on occupational diseases for member states to follow. Member states — not the EU— are responsible for recognizing and compensating occupational diseases in line with national rules; most member states already have recognized COVID-19 as an occupational disease or accident at work.

Resources

[Member States, workers and employers agree on the need to recognise COVID-19 as an occupational disease](#) (Commission, 19 May 2022) and [EU Strategic Framework on Health and Safety at Work 2021-2027](#) (Commission, 28 June 2021)

EU (new)	
Status	 Proposal
Development	<p>Health</p> <p>Framework to share patient data proposed</p> <p>On 4 May 2022, the European Commission issued a proposed regulation to establish a framework for sharing patients' health data — the European Health Data Space (EHDS). The EHDS's goal would be to use electronic health data for improving research and innovation; the development of medicines, products and treatments; policymaking; patient safety; and statistics. The EHDS would “reinforce governance” at national and European Union (EU) levels, build on current EU cooperation on primary uses of healthcare data, and regulate the reuse of aggregated health data by researchers and policy makers.</p> <p>Under the EHDS, access to patient health data and medical history by health professionals, researchers and policymakers would improve the evidence base for medical treatments and diagnosis, avoiding medical test duplication and reducing fragmentation. Currently, 13 member states have implemented or proposed centralized national systems for improved data access, but these are not linked at the EU-level. According to the Commission, the EHDS could save the EU around €11 billion over 10 years, and industry would benefit from an EU-wide market for electronic health record systems to improve medicinal products and devices.</p> <p>Access to patients' health data would be protected by EU data protection rules (including anonymization), and researchers, industry and public institutions would be restricted to using data for specific purposes. Patients would have immediate access to their health data without cost, and could share their data with health professionals in their home country and in other member states. Two-thirds of member states currently have digitized patient summaries and e-prescription services, but only a few countries can send these cross-border; 11 member states still use paper printouts for prescriptions.</p>
Resources	European health data space (European Commission)
EU (previously covered, with upcoming effective dates)	
Development	<p>Career</p> <ul style="list-style-type: none"> • Law strengthens rights of 'nonstandard workers' — key date: 1 August 2022 <p>Career — Health</p> <ul style="list-style-type: none"> • Measures on work-life balance, including leave, finalized — key date: 2 August 2022

Angola (new)	
Status	 Currently effective
Development	Career Minimum wage increased Angola's national minimum wage rates increased on 17 February 2022 to AOA 48,271.73 for the general trade and mining industry; to AOA 40,226.44 for the transportation, services and transforming industries; and to AOA 32,181.15 for agriculture and economic activities not included in the other categories.
Resources	Law (Portuguese) (Official Gazette, 17 February 2022)
Belgium (new)	
Status	 Currently effective
Development	Career Minimum wage rate increased The average monthly guaranteed minimum wage increased on 1 April 2022 to €1,806.16 (€10.98 per hour), up from €1,625.72. The age and service conditions no longer apply, and only one minimum wage rate is payable to workers from age 18.
Resources	Collective labor agreement No. 43/16 (French) (Conseil National du Travail, 9 March 2022)
Belgium (upcoming effective date)	
Development	Wealth <ul style="list-style-type: none"> Blue- and white-collar pension harmonization postponed — key date: 1 January 2027
Bosnia-Herzegovina	
Status	 Currently effective
Development	Career Minimum wage increased The monthly minimum wage in Bosnia-Herzegovina rate increased on 1 May 2022 to BAM 650, up from BAM 590.
Resources	Law (Bosnian) (Official Gazette, 5 May 2022)

Denmark (upcoming effective date)

Development

Career — Health


- [Parental leave increased, leave to care for sick family members offered](#) — key date: August 2022


Finland (upcoming effective date)

Development

Career — Health

- [Paid paternity leave, maternity allowance expanded](#) — key date: 31 July 2022

France (new)	
Status	 Currently effective
Development	<p>Career</p> <p>Guidance issued on calculating equality score, gender representation</p> <p>France's government recently published decrees that provide further details on two gender equality laws — the Gender Equality Index issued in September 2018, and the Rixain Law — published on 24 December 2021.</p> <p>The Gender Equality Index requires companies with 50 or more employees to calculate their professional gender inequalities by 1 March of every year. Effective 26 February 2022, Decree 2022-243 requires that:</p> <ul style="list-style-type: none"> • Companies scoring fewer than 75 points must prepare corrective measures to improve their score, or risk financial penalties. • Companies scoring between 75 and 85 points must define and set improvement targets for each gender equality criteria for which they did not score maximum points. • Companies publish their proposed remediation actions on their website, submit them to the Ministry of Labor, and integrate them into their Economic, Social, and Environmental Database (BDESE). • Companies will face sanctions if they do not publish their Gender Equality Index and if they do not take appropriate remedial action based on their scores. Sanctions include a formal compliance notice issued by the labor inspector, and/or up to 1% of the company's wage bill calculated over the calendar year. <p>The Rixain Law requires companies with 1,000 or more employees to publish, on their websites, the representation gaps between women and men in senior executive roles (as defined by the Labor Code), and on their management bodies (as defined by the Commercial Code, and including management committees and executive committees). Effective 28 April 2022, the decree includes:</p> <ul style="list-style-type: none"> • The calculation methods, requirements for publishing the progress targets, and corrective measures that will apply to identified discrepancies. A special timetable will be used for the 2021 accounting year, and companies will have to publish their gender representation data by 1 September 2022 at the latest. • The data for assessing companies' representation gaps, which includes the percentages of women and men who are senior executives, and percentages of women and men represented on management bodies • Companies must annually publish the gender representation information in a clear and visible format on their websites by 1 March, based on the previous year's data. Companies also must annually update their information for publication on the Ministry of Labor's website by 31 December.
Resources	<p>ayce.nisancioglu@mercer.com</p> <p>GRIST, 11 May 2022</p>

France (new)	
Status	 Currently effective
Development	<p>Career</p> <p>Supreme Court validates severance pay scale for unfair dismissals</p> <p>Employers can now calculate severance costs with more certainty following the French Supreme Court’s validation of the so-called “Macron scale,” which provides the calculation of compensation amounts for unfair dismissals. Published on 11 May 2022, the court’s decision ends a period of uncertainty for employers during which unions and others had contested the measures.</p> <p>First introduced in 2017, the Macron scale provides two sets of compensation scales — one for companies with one to 10 employees, and the other for companies with more than 10 employees. Each scale contains the minimum and maximum amounts of severance payment calculated in months of salary, according to the employee’s seniority. For example, employees that have less than one year of service are paid one-month’s gross salary as compensation, and employees with 29 years of service are paid 20 months.</p> <p>Before 2017, the minimum amount of severance pay was six months with no upper cap for employees with two or more years’ seniority in companies with more than 11 employees. Unlike the Macron scale, the old method took into account other factors— such as the employee’s age, family situation, qualifications, difficulty in finding a new job, etc.</p>
Resources	Decision (French) (Cour de Cassation, 11 May 2022)
France (upcoming effective date)	
Development	<p>Career — Health</p> <ul style="list-style-type: none"> • Metallurgy sector agrees on national CBA — key date: 1 January 2023 <p>Career</p> <ul style="list-style-type: none"> • New gender quotas for senior execs, management teams imposed — key date: 1 March 2026

Germany (new)	
Status	 1 August 2022
Development	<p>Career</p> <p>Certain companies face gender board mandate</p> <p>From 1 August 2022, private sector listed companies in Germany subject to co-determination (have more than 2,000 employees), and with executive boards comprising more than three members, must appoint at least one woman and one man to their management boards. The requirement applies to new board appointments, and existing members can continue until the end of their term. Companies can set a target figure of zero for the supervisory board, the executive board or the two highest management roles, but they must include an explanation in their annual report. Companies face penalties for noncompliance, and new appointments to management boards will be null and void if they do not comply with the law.</p> <p>The measures feature in the Second Act on Equal Participation of Men and Women in Management Roles (“second law”), and repealed a 2015 “first law” that failed to significantly increase female board representation. It required certain public and private companies to appoint 30% men and 30% women to their supervisory boards, increasing in 2018 to 50%.</p>
Resources	Second Act (German) (Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)

Germany (new)

Status



Proposal

Development

Wealth

Changes to statutory pensions proposed

A bill that would adjust the statutory pension in 2022 and improve reduced earning capacity benefits aims to maintain intergenerational fairness, and will likely be approved by the Bundesrat as early as 10 June 2022. The bill would reactivate the so-called "catch up factor," resulting in increased pension benefits from 1 July 2022. However, the increased pension for 2022 will be lower because it will offset the 2021 impact of the safeguard clause that had prevented a reduction of pension benefits. Highlights include:

- The current pension value applicable to the old federal states (West) would increase 5.35% to €36.02, up from €34.19.
- The current pension value applicable in the new federal states (East) would increase 6.12% to €35.52, up from €33.47.
- Effective 1 July 2024, increased pension benefits would be paid to individuals in receipt of a reduced earning capacity pension over the 2001 to 2018 period, who have not benefitted from various statutory improvements implemented since 2014. Individuals who received a reduced earning capacity pension any time up until June 2014, and whose pension benefits have not improved since that date, would be paid a 7.5% supplement. Individuals in receipt of a reduced earning capacity pension between July 2014 and December 2018, who have received improved benefits, would be paid a slightly lower supplement of 4.5%.

The "catch-up" factor is one component in the pension adjustment formula, and works in conjunction with the state pension guarantee that prohibits pension reductions. In 2018, the "catch-up" factor was suspended until 2025, but was reactivated by the new government.

Resources

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[Significant increase in pensions](#) (Federal government, 22 March 2022)

Germany (upcoming effective date)

Development

Career

- [Larger companies face human rights mandates](#) — key date: 1 January 2023

Ireland (new)**Status****Currently effective****Development****Career****Guidance on gender pay gap reporting issued**

On 10 May 2022, the government issued a guidance note and FAQs on how to calculate the gender pay gap. Under The Gender Pay Gap Information Act 2021, employers with more than 250 employees must provide their first report within six months of a reference date chosen in June 2022, and thereafter annually. Employers with more than 150 employees must first report from 2024, and employers with 50 or more employees from 2025. The government will “very shortly” publish regulations that provide the legal basis for reporting. Highlights of the guidance note and FAQs include:

- Eligible employers must select a reference date for all of their employees in June 2022, prepare the gender pay gap calculations based on the employees’ remuneration for the 12-month period preceding that date, and publish their report within six months.
- Employers must analyze information about each employee (including part-time and temporary contract employees) to calculate the mean and median for ordinary pay and bonuses, and must provide statistics concerning the gender split between employees receiving benefits-in-kind. Employers must group their employees into quartiles based on the hourly remuneration of all full-time employees, and must calculate the proportion of male and female employees for each quartile.
- The gender pay gap report must be published on the employer’s website, or other means must be used to make it available to employees and the public. The report must include the required statistics, the employer’s opinion as to why a gender pay gap exists, and the measures (if any) taken or proposed to eliminate or reduce the differences. The government plans to provide an online reporting system from 2023 that will publish companies’ gender pay gap reports.



Employers should:


- Define the data required to prepare the required calculations included in the guidance, and determine if further data is needed to conduct a pay equity analysis that would enable a better understanding of the causes of any gaps.
- Determine the reference date in June 2022, and calculate the pay gap.
- Ensure sufficient time to prepare an explanation of the pay gap that must be included in the report — ideally, this should incorporate any relevant initiatives included in the employer’s diversity, equity and inclusion strategy.

Resources

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[GRIST](#), 17 May 2022

Israel (previously covered, now effective)	
Status	 Currently effective
Development	<p>Career</p> <p>Gender pay gap reporting expanded</p> <p>From 1 June 2022, Israeli employers with more than 518 employees must publish an annual report on the organization's gender pay gap. The measures feature in an amendment to the Equal Pay for Male and Female Employees Law, 1996 that passed parliament on 24 August 2020, and took effect on 25 October 2020.</p> <p>Under the law, employers have to prepare internal and external reports that analyze employees' average salary by gender, job role, and ranking, and publish the average percentage pay gap by gender and by group of employees. The first 2022 report must be based on 2021 pay data. The law includes a measure that allows the government to expand the reporting duty to include smaller employers.</p>
Resources	GRIST , 24 September 2020
Italy (upcoming effective date)	
Development	<p>Career</p> <ul style="list-style-type: none"> • Decree outlines procedures for submitting gender equality reports — key date: 30 September 2022 • Retirement pension age to decrease — key date: 1 January 2023
Netherlands (new)	
Status	 Effective date is not yet known.
Development	<p>Health</p> <p>Basic health insurance collective discount to end</p> <p>The collective discount currently applicable to basic health insurance plans will be abolished under measures included in a law that passed parliament on 12 May 2022 — the effective date is yet to be confirmed, but could be 1 January 2023. Health insurance companies will have to charge the same premium for the same coverage — the measures aim to increase transparency and equitable, and will result in fewer group schemes. Collective arrangements can continue — for example, schemes for employer, patient associations, and municipalities) and discounts could still apply to supplementary insurance packages.</p>
Resources	bart.brenninkmeijer@mercermarshbenefits.com Law (Dutch) (Official Gazette, 11 May 2022)

Netherlands (upcoming effective date)	
Development	<p>Career — Health</p> <ul style="list-style-type: none"> • Parental leave payment increases — key date: 1 August 2022 <p>Wealth</p> <ul style="list-style-type: none"> • Pension plan reforms delayed — key date: enactment expected in 2023
Norway (previously covered, soon to be effective)	
Status	 30 June 2022
Development	<p>Wealth</p> <p>Occupational pension coverage expanded</p> <p>Employers have until 30 June 2022 to comply with changes to Norway’s mandatory occupational pension (“OTP”) that took effect on 1 January 2022— existing OTP rules apply until then. Nearly all Norwegian employers are subject to OTP requirements, and should consider their approach to implementing the legislation, as well as informing the steering groups of pension schemes with 15 or more members, before final decisions are made. Highlights include:</p> <ul style="list-style-type: none"> • The minimum age for OTP enrollment is now 13 years. Seasonal workers are no longer subject to separate pension regulations and must be enrolled in a pension scheme. • Employers must contribute a minimum 2% of employees’ income for employees earning NOK 1,000 or more. Contributions are calculated on all salary from NOK 1 up to NOK 1,276,788 (as of 1 May 2021). Scheme rules can also allow for employee contributions, but they cannot replace the employer’s mandatory minimum contribution. • Contributions are not payable on one-time assignments valued at less than NOK 1,000. Employees in nongovernmental organizations are entitled to OTP membership if their salary is NOK 10,000 or more. • Employers that do not comply will be subject to financial and criminal penalties. A daily enforcement fine of NOK 250 per employee will be levied until the employer establishes a pension scheme. • Part-time workers will no longer have to fulfill a minimum requirement of 20% of full-time employment to be enrolled in a pension scheme, and now all employees must register for the scheme.
Resources	tor.olsen@marsh.com GRIST , 14 March 2022

Portugal (new)	
Status	 1 February 2023
	Career — Health Job quota deadline for people with disabilities approaches Public and private sector employers in Portugal with more than 100 employees will have to fulfill hiring quotas for individuals with disabilities beginning 1 February 2023 when the four-year transition period for Law No 4/2019 ends. These employers must employ individuals that are registered disabled, equivalent to 1% or more of their workforce. From 1 February 2024, the quota applies to employers with between 75 and 100 employees. Employers with 250 or more employees must meet a 2% quota. The law defines a disability as equal to, or greater than, 60%, and employers must report in their annual report the number of employees with a disability.
Resources	Law No. 4/2019 (Portuguese)
Portugal (upcoming effective date)	
Development	Wealth <ul style="list-style-type: none"> Retirement pension age to decrease — key date: 1 January 2023
Romania (new)	
Status	 Currently effective
Development	Career Voluntary increase to minimum wage From 1 June 2022, employers in Romania are requested to voluntarily increase the monthly minimum wage by RON 200 per month (to RON 2,750) as part of measures aimed at alleviating the effects on workers of inflation and increased prices. Announced by the Ministry of Finance on 4 May 2022, the voluntary RON 200 increase will be exempt from social contributions and tax.
Resources	Press release (Romanian) (Ministry of Finance, 4 May 2022)
Saudi Arabia (upcoming effective date)	
Development	Career <ul style="list-style-type: none"> Contracting with companies with regional headquarters outside of the kingdom to cease — key date: 1 January 2024

South Africa (new)

Status



Currently effective

Career

Minimum wage increased

The minimum hourly wage for regular employees, farm workers and domestic workers increased on 1 March 2022 to R23.19 per hour (up from R21.69); to R19.09 for domestic workers; and to R12.75 (up from R11.93) for workers employed on expanded public works programs. A recently published government report on the impact of the minimum wage's introduction in 2018 concluded it has had “no major negative impact on employment.”

Resources

[Press release](#) (Government 8 February 2022)

Turkey (new)

Status



Effective date is not yet known.

Development

Wealth



Foreigners eligible for citizenship if they pay into pension system



Foreigners investing at least US\$ 500,000 or the equivalent of a foreign currency contribution in Turkish private pension funds for at least three years will be eligible for Turkish citizenship under changes to the Citizenship Law. The pension fund regulator — SEDDK — will enact separate legislation to determine which private pension funds will be able to accept the foreign currency.


Resources

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[Law](#) (Turkish) (Official Gazette, 12 May 2022)

United Arab Emirates (UAE) (new)	
Status	 Currently effective
Development	<p>Career</p> <p>DFSA introduces whistleblowing regime</p> <p>Firms regulated by the Dubai International Financial Centre (DIFC) must have appropriate and effective policies for reporting and assessing regulatory concerns under changes to the Regulatory Law 2004 effective 7 April 2022. Introduced by the Dubai Financial Services Authority (DFSA)— the financial regulator for the DIFC— whistleblowers are protected from detrimental impact if the information provided creates “a reasonable suspicion” that a regulated entity, officer or employee of the registered entity has breached DFSA-administered legislation, or has engaged in money laundering, fraud or other financial crimes. A whistleblower’s identity can be withheld when making a disclosure in good faith to the auditor, the DFSA, or a law enforcement agency. According to the DFSA, the regime aims to provide better protection for whistleblowers, increase transparency, promote better compliance and ethical culture, and encourage more disclosure of regulatory concerns. In mid-2023, DFSA will review implementation of the whistleblowing provisions and their effectiveness.</p>
Resources	DFSA introduces whistleblowing regime (DFSA, 7 April 2022)
UAE (new)	
Status	 Currently effective
Development	<p>Career</p> <p>Emiratization hiring quotas increased, penalties announced</p> <p>The Emirati government has approved increasing the Emiratization rate to 2% annually until 2026 for high- skilled jobs in companies employing 50 or more workers. This change aims to create 12,000 job opportunities across all economic sectors. In addition, the government announced that companies not in compliance with Emiratization requirements by 2023 face fines of AED 6,000 per month for each Emirati citizen not employed. The level of fines will increase by AED 1,000 per year after 2023. In 2021, the government had announced its “Nafis” program to increase by 10% the private sector’s employment of Emirati citizens in knowledge-based jobs.</p>
Resources	Emiratization (Government)

UAE (new)	
Status	 January 2023
Development	<p>Career</p> <p>Unemployment scheme to be introduced</p> <p>Effective January 2023, Emirati and foreign nationals working in the private and public sectors in the United Arab Emirates will be entitled to receive benefits from a new Unemployment Insurance Scheme. Announced on 9 May 2022, the scheme (Arabic) aims to encourage more Emiratis to work in the private sector; the Minister for Human Resources and Emiratisation confirmed that “a final law and regulations” will be published later in 2022. Highlights include:</p> <ul style="list-style-type: none"> • Scheme benefits. Employees who become unemployed will be entitled to benefits of 60% of their basic salary, up to a maximum of AED 20,000 per month for a certain period. Benefit payments will cease if the individual starts a new job. • Exemptions to scheme. Retirees in receipt of a pension and individuals aged younger than 18 will not be entitled to receive unemployment benefits. Temporary contractors, investors and domestic workers also will be ineligible. • Contribution amount. Employee contributions will be AED 40 to AED 100 per year, depending on the insurance plan, and likely will be deducted via the payroll system. It is currently unclear if employers and employees must both contribute to the scheme.
Resources	<p>soukeine.saleh@mercer.com</p> <p>Press release (Arabic) (Minister for Human Resources and Emiratisation, 9 May 2022)</p>
United Kingdom (UK) (new)	
Status	 Currently effective
Development	<p>Career</p> <p>Proposed employment protection bill dropped</p> <p>An employment bill — first flagged by the government in 2019 — was omitted from the Queen’s Speech of 10 May 2022, and is no longer in the government’s legislative program. The bill on workers’ rights was expected to include the creation of a single enforcement body, expanded redundancy protections to prevent maternity and pregnancy discrimination, a right for employees to request flexible working from the first day of employment, an entitlement to one week’s leave for unpaid carers, paid leave for neonatal care, and the right for workers to request a more predictable contract. The Trades Union Council (“TUC”) “accused” the government of “turning its back” on working people.</p>
Resources	Press release (TUC, 10 May 2022)

UK (new)	
Status	 Proposal
Development	<p>Career</p> <p>Exclusivity clauses for lower-paid workers removed</p> <p>Workers earning a guaranteed weekly income of £123 (the current Lower Earnings Limit) or less will no longer be subject to exclusivity clauses that restrict them from working for multiple employers — under legislative proposals to be presented to Parliament later in 2022. The reforms follow a 2022 consultation that will affect an estimated 1.5 million low-paid workers, providing them with more flexibility and widening the applicant pool for employers. In 2015, exclusivity clauses were banned for workers on "zero hours contracts" where employers are not required to provide any minimum working hours, and workers are not obliged to accept any work offered.</p>
Resources	Press release (Government, 9 May 2022)
UK (previously covered, with upcoming effective date)	
Development	<p>Career</p> <ul style="list-style-type: none"> • NIC earnings threshold to increase — key date: 6 July 2022 • Digital right to work checks delayed — key date: 30 September 2022



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