

EMPLOYMENT BULLETIN

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EUROPEAN UNION POSTED WORKERS DIRECTIVE

The European Parliament in Strasbourg voted through a number of amendments to the Posted Workers Directive. Under the new rules, workers who are posted temporarily to another EU country must get equal pay for equal work in the same place and all of the host country's rules on remuneration, set by law or certain collective agreements, would apply. Travel, board and accommodation costs should be paid by the employer and not deducted from workers' salaries. The aim of the revised rules is to guarantee better protection for posted workers and fair competition for companies. The duration of the posting has been set at a maximum of twelve months with a possible six-month extension. Host countries have been given two years to transpose the rules into their national laws.

BELGIUM WORK WEEK SHORTENED

From 1 April 2018, the length of the working week will be shortened by one hour from 43 hours to 42 hours. The decrease of one hour of work shall occur on a day of the week pre-determined by the employer, according to its needs, and taking into account the employees' requests and needs.

LUXEMBOURG SICK PAY ENTITLEMENT

On 15th April, Luxembourg introduced new rules clarifying and simplifying the calculation of sick pay entitlement for employees absent through ill health.

NETHERLANDS THE PROPOSED CHANGE TO 30% RULING

The Dutch government has proposed to reduce the maximum applicable period of the 30% ruling. Currently, the maximum period is 8 years, but the government intend to reduce this to 5 years effective January 1st 2019. The 30% Ruling is a fixed tax-free allowance available to highly skilled workers who are recruited from abroad to work in the Netherlands. The ruling allows for 30% of a worker's salary to be paid tax free. The proposed change will apply to both new and existing claimants.

PERU MINIMUM WAGE INCREASE

A minimum wage increase was introduced from PEN 850 to PEN 930. This increase will also have an impact on family allowances and subsidies for training courses as there are calculated by reference to the minimum wage.

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