



## **Managing International Employee Benefits**

### **Assignment 3**

Recommended Time: 3 hours

- 1. In relation to Brazil; outline the different components of retirement provision, the basic features of the social security system and the benefits offered to general private sector workers.**

**10 marks**
- 2. Describe some of the main features of the complementary benefits environment found in Brazil.**

**5 marks**
- 3. Give examples of the differences and commonality between benefits offered in China and Brazil.**

**10 marks**
- 4. In the Chinese context, explain an Individual Retirement Account.**

**15 marks**
- 5. List the allowances often provided as part of an expatriate's package.**
- 6. Identify the different pension provision solutions that can be offered to Internationally mobile employees and explain in what circumstances each might be provided.**

**20 marks**
- 7. Identify the three types of internationally mobile employees.**

**5 marks**
- 8. Explain the main design considerations for international pension plans (IPPs).**

**10 Marks**
- 9. Consider the scenarios that an expatriate has been sent to work in each of the following three countries. Describe the minimum requirements that apply by each of these host countries in terms of what must happen:**

  - **Australia**
  - **Switzerland**



**Pensions  
Management  
Institute**

Moving pensions forward

• **USA**

Registered office:  
6<sup>th</sup> Floor  
9 Appold Street  
London  
EC2A 2AP  
T: +44 (0) 20 7247 1452  
W: [www.pensions-pmi.org.uk](http://www.pensions-pmi.org.uk)

**15 marks**