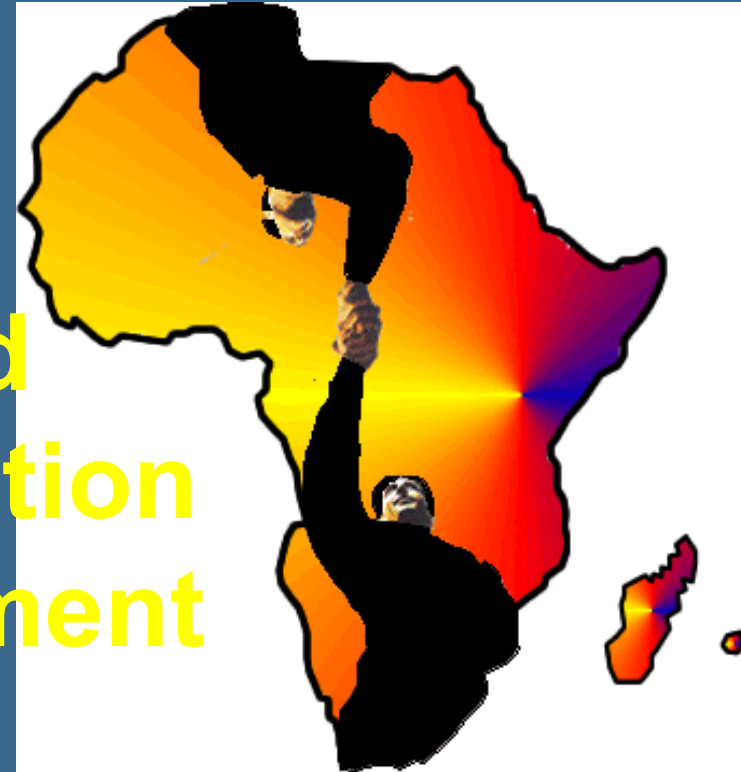


# Practical Ideas and Solutions to the Question of Expatriate Employment

07<sup>th</sup> September 2010



Your partner in professional and reliable human  
resource management solutions



# Driving the Need..

- **Globalization** and Changing Business Structures and Methodology
- Unique Talent and Resource Requirement for **Technically Advanced Society**
- **Talent Shortage**
- Specialized **Input on Projects**
- **Transfer of Knowledge**



Your partner in professional and reliable human resource management solutions

# **BABY BOOMER** is a person born between 1946 and 1964

1. More than **8,000** baby boomers are now retiring each day, and will for the next decade— leaving behind an **enormous vacuum** of experienced professionals across every aspect and function of industry.
2. In a related study, the U.S. Bureau of Labor Statistics estimates in the U.S. that **52 million positions will need to be filled and the potential employee pool is only 29 million, creating a 23-million employee gap.**



Your partner in professional and reliable human  
resource management solutions

*“Globalization has Changed us into a company that searches the world, not just for sales or to source, but to find intellectual capital – the worlds best talents and greatest ideas.”*

—Jack Welch – CEO General Electric Corporation



Your partner in professional and reliable human resource management solutions

# Understanding the Internal Environment

- **Border Crossing** of skills and talent has become an important element in doing business within the new **Global Economy**
- Complexity in **Maintaining Labour Regulations** and the **Responsibility of Doing Business** has changed dramatically over past two decades
- **Managing People** effectively in remote/diverse employment environments remains a core employer responsibility



Your partner in professional and reliable human resource management solutions

# Employment Responsibility

- **Clear working parameters, Paying staff Correctly, and on Time**
- **Ensuring Immigration Compliance**
- **Contributing towards Social Securities and Employee Taxation**
- **Adhering to local Labour Compliance and Conditions of Employment**



Your partner in professional and reliable human resource management solutions

# Secondary Responsibilities

- **Vaccination/Health Risks**
- **Medical**
- **Money** out of Local Country
- **Home and Cost of Living**
- **Schools and Education**
- **Social** Interactions
- **Spouses**
- **Culture**
- **Consulates**



Your partner in professional and reliable human resource management solutions

# South Africa – Health Risks

- Vaccination/Health Risks
  - Yellow Fever
  - Typhoid
  - Tuberculosis
  - Rabies
  - Meningococcal Meningitis
  - Cholera
  - Hepatitis A&B
  - Polio
  - Tetanus
  - Malaria
  - HIV
  - Do not swim in Rivers



Your partner in professional and reliable human resource management solutions

# Expatriate Employment

- **Directly Into a Business Entity**
  - Multi Nationals and Larger Organisations that set up business operations in a (new) country apply for permission to import skill through **Dept of Labour**, and then provide **employment** processes and structure as per **local country requirement**
  - **Principal Employer**
- **Employed through a Contract Management Company**
  - Contract Management Companies provide HR support to organisations wanting to send staff across borders, but without the complexity of **Managing Immigration, Social Security, Employee Taxation, and Labour Relations** structures
  - **Principal Employer and Joint and Several Liability**



Your partner in professional and reliable human resource management solutions

# Thank you!

**Expatriate Management** is about providing **employment and living condition support** to staff that our businesses send across borders to supply **project input** or to **transfer knowledge**.



Your partner in professional and reliable human resource management solutions