

Expatriate Academy Round-up

At a recent event on “Change and Transformation from a Cultural Perspective” delivered by one of our Training Partners, NetExpatriate, there was a Nigerian proverb highlighted that really struck a chord:

“When the music changes, so does the dance.”

It seemed a really positive way to highlight how important it is to adapt to change that is coming our way. Global Mobility has been at the forefront in helping organisations manage unexpected change and the ability Global Mobility professionals have to adapt and change has been showcased during this pandemic.

Current Challenges

- For those organisations looking to move assignees once again, the relocation is proving challenging with providers stretched thin, flights being cancelled or altered at the last minute, limited quarantine hotel availability in some locations, slow service provider turnaround times and a shortage in short term accommodation. As assignees believe it is business as usual, Global Mobility are playing a fundamental role in managing expectations.
- UK outbound business travellers in some organisations seemed to have missed the communications around restrictions on travel into Europe after Brexit and seem somewhat surprised at the lack of freedom of movement! Global Mobility has had to assist in additional communication strategies.
- Singapore has seen a cluster of COVID-19 cases and has gone back into Phase 2 lockdown.
- The issuance of Overseas Employment Certificates (OECs) in the Philippines appears to be taking quite some time to process. Some Global Mobility teams are trying to manage business expectations by communicating a 6-month lead time for assignees out of the Philippines.
- Japan has suspended visa validity for a large number of countries and many organisations aren't able to get assignees into Japan at all.
- Hong Kong is now vaccinating anyone over the age of 18.
- For those travelling to China with accompanying families that are required to have the Chinese vaccine, in order to gain entry, there is an issue for those as the vaccine hasn't been authorised for under 18s.
- There have been some concerns over the efficacy rate of the Chinese vaccine – Synovac with some countries delivering a third booster shot to improve the effectiveness of the vaccine.
- Our Network Sponsor, PwC, have a useful update on the more enhanced travel restrictions due to India's current situation, including Australia's announcement that it would organise three repatriation flights for its citizens currently stranded in India and the UK and France are to implement traffic light system. Read the latest [here](#).
- Global Mobility are factoring in quarantine costs to the assignment cost estimates to ensure the business are aware of the costs.

- There is concern over vaccine tourism with assignees, that are at the bottom of the list for vaccinations in the host country, looking to travel to their home country to get vaccinated. Some Global Mobility teams believe this will peak in the summer when assignees look to travel on holiday. One of our Network Sponsors, Mercer, published a useful article this week looking at what employers should be doing now to think strategically about the implications for business operations and how to support vaccination plans. The full article can be found [here](#).
- In any crisis there are always those that are able to take a different look at a situation. It appears that some entrepreneurial minds in Thailand have offered a vaccine and shopping holiday for those Thai residents that are able to afford it. According to Reuters, the Bangkok-based tour operator Unithai Trip has created a "vaccine tour" for its clientele who are eager to get their COVID-19 vaccines prior to their own nation's vaccine rollout, which is set to start in June. The tours, which stop in either San Francisco, Los Angeles, or New York, cost between \$2,400 and \$6,400 (75,000 and 200,000 baht). The prices fluctuate depending on the length between doses.
- Earlier this year, Greece introduced, what has been described, as an 'ambitious' tax law which aims to create more professional jobs across Greece and reverse the number of highly skilled professionals leaving the country. Individuals into Greece are exempt from tax on 50% of their income from 2021 for up to 7 years if they fall within the following eligibility criteria:
 - Not have the status of being a Greek tax resident for the previous five of the last six years before the transfer of their tax residence to Greece;
 - Relocate from an EU/EEA country, or a country with which Greece has a valid agreement concerning administrative cooperation on tax issues;
 - Provide employment services locally to a Greek legal entity or to a Greek branch of a foreign company; and
 - Declare that they intend to stay in Greece for a minimum of two years.
- The Indian government has provided extension of certain compliance timelines. These extended timelines will help taxpayers meet their compliance obligations. Our Network Sponsor, PwC, have provided more information on this [here](#).
- It wouldn't be an Expat Academy round up without an update on ongoing challenges with remote workers! This week included discussion on home country benefits and how a number of policies are not applicable if the employee isn't resident in their home country at the time.

Buzzword Bingo?

Talent mobility buzzwords always come in a mixed bag, ranging from highly relevant ideas that help us look at management practices in a different way to corporate neologisms that leave practitioners utterly puzzled. In any case, we should pay attention because these buzzwords do tell us something about current global trends, companies' concerns, and how talent mobility is evolving. To find out whether you're up to speed you can find the full article [here](#).

Environmental, Social & Governance (ESG) and the role of Global Mobility

Paul Barnes, Inspire Global Mobility Consulting, hosted a session along with Sean Collins, Talent Mobility Search and Siobhan Cummins about ESG and the role of Global Mobility. The discussions looked at climate change and what Global Mobility can do to help their organisations by aligning their function with the corporate strategy to help the organisation prioritise their sustainable

development goal (SDG) targets. Organisations have to address this as shareholders and potential employees are taking interest in how organisations are setting these targets.

Some of the suggested SDG areas Global Mobility can help with include:

- Green House Gas (GHG) emissions
- Global health & safety
- Environmental operations
- Incentivised pay
- Gender pay ratio
- Supplier code of conduct
- Employee turnover
- Ethics & anti-corruption
- Gender diversity
- Data privacy

They also highlighted how important it is for organisations not to be 'greenwashing'. Greenwashing is the process of conveying a false impression or providing misleading information about how a company's products are more environmentally sound.

To find out the latest on these discussions why not join the LinkedIn Group 'Sustainability in Global Mobility' [here](#).

Benchmarking Needs You

Sharing is the only way to keep the brilliant benchmarking machine spinning.

You are great at asking questions and using the benchmarking library, but we'd love some more answers please!

Please spare a few seconds to help another member save time and worry on the following questions:

- Medical Insurance for transferees
- Posted Worker – who is responsible?
- French inpatriate tax regime (article 155B)

Click [here](#) to share or ask a question of your own. Thank you!

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Author: Myrianthe Ewington, Head of Client Services - Expat Academy.



Myrianthe has over 15 years' experience in the Global Mobility industry, both in house and as an outsource provider across a variety of industries from Banking through to Oil & Gas. Myrianthe currently uses her extensive Global Mobility knowledge and experience to bring together topical, interesting and relevant industry insights and content at the training sessions, Bite Size briefings, Huddles, Super Huddles and Conference across the globe.