



Global Mobility & Migration Experts Community

Services & Consultancy



Who we are

- **Global Mobility & Migration Experts Community** is a community of professionals of different nationalities and professional backgrounds (experts in linguistics and intercultural training, HR managers, lawyers, tax and payroll experts, media experts,...) that work in partnership within an international network and with offices in different countries
- **Global Mobility & Migration Experts Community** is specialized in providing **integrated consultancy services** to help and to support human resources departments of international companies, companies that have multicultural workforces, as well as embassies, consulates, NGOs and associations operating in Italy and abroad, and that face global mobility and migration issues and processes



Services

- **Global Mobility & Migration Experts Community** provides services in **planning, training, consultancy as well as tailor-made services**, in order to meet specific needs concerning **expatriate management, international assignments, repatriation, migration to and from foreign countries**

Among the services of Global Experts Community

- Legal Consultancy
- Multilingual Contracts
- Employee compensation
- Consultancy on social security matters
- Tax services
- Compliance services
- Migration practices
- Re-entry career management & compensation
- Expatriate Selection
- Training & Coaching
- Migration Training
- Migration & Career Orientation
- Research, reports, videos



▪ Legal Consultancy

- Consultancy in relation to the most suitable type of contract to be adopted for expatriation (transfer and/or international posting, local hiring,...), in order to respect mandatory labour and employment law
- Drafting of transfer and/or posting agreements
- Drafting of secondment agreements between headquarters and the local branch
- Consultancy in relation to the applicable local labour and employment laws (hiring, resignation, dismissal,...)



▪ **Multilingual Contracts**

- Draft of employment agreements in accordance with foreign domestic law (both in Italian and into the selected foreign language)
- Translation of employment agreements into a selection of foreign languages



▪ Employee Compensation

- Data supply for the determination of the salary to be paid to the expatriate
- Criteria for the calculation of the local salary
- Suggestions about the salary to be paid to the expatriate on the basis of the applicable domestic laws and of the cost of living in the foreign country
- Suggestions about the fringe benefits to be included in the compensation package



Consultancy on social security matters

- Consultancy about the local social security system and the contributions to be paid by the employer and the expatriate
- Feasibility evaluation of the integration of the social security contributions paid in the country of origin and in the country of arrival, for the employer and the expatriate
- Evaluation of the possibility, for expatriates and/or migrants, to continue paying social security contributions, both in the country of origin and in the country of arrival



▪ Tax services

- Tax consultancy for the expatriate or the international employee, in Italy and/or abroad
- Assessment of the applicable treaties and conventions, in order to avoid double taxation and obtain tax credits
- Management of tax compliance at the local branch
- Preparation of tax declarations and returns, both for employer and expatriate



■ Compliance Services

- Consultancy in terms of the administrative procedures for the hiring of a foreign employee by the headquarters or the company's local branch
- Registration with the local authority for social security, and/or with other relevant local authorities
- Payroll management
- Consultancy concerning administrative procedures for the dismissal of an employee working abroad
- Appointment of the tax representative and contributory
- Consulting on any additional mandatory contributions that must be paid to or for expatriates



■ Migration practices

- Request and obtaining of residence permits for highly qualified foreign personnel (in Italy with particular reference to the art . 27 of the Legislative Decree n. 286/1998 "Immigration Consolidation Act")
- Request and obtaining of work permits and Visas for expatriates and their families



▪ **Re-entry Career Mgt & Compensation**

- Evaluation of job vacancies and career opportunities when the period of the expatriation contract is ending
- Interview phase with the expat, to understand his/her needs and desires, and to refocus them, so as to facilitate the adequation of the return proposal and the expat's expectations, in terms of outplacement role and remuneration
- Criteria for the calculation of the proposed salary and fringe benefits to be included in the return compensation package



▪ Expatriate Selection

- Selection of candidates for the expatriation through the assessment center methodology, either in group and/or individually, in order to confirm motivation and the existence of the appropriate skills for the expatriation, especially with regard to an intercultural mindset and skills
- This methodology includes the use of group role playing, in-basket and individual simulations, questionnaires, tests, interviews, drafting of profiles and reports, both for the candidate and for the HR manager, so that the selection of the candidate can be grounded on the candidate's skills and the predictability of the candidate's success abroad



■ Training & Coaching

Training before departure

- Assessment of the expatriate's and their family's training needs through a written questionnaire and telephone contacts
- Predeparture training for the expatriate and their family, in order to facilitate their integration in the host country, avoid possible cultural shocks, and contribute to the success of the assignment and the achievement of the expat's objectives
- Training program aimed at developing intercultural skills, both generic and specific to the host country & culture, through interactive and experiential methods, such as exercises, discussions, simulations, case studies,...
- Availability of a country expert, face-to-face or virtually, who will answer any kind of question that the expatriate and their family may have in relation to moving to the new country



■ Training & Coaching

Remote support for the expatriate and their family

- Coaching sessions package for the expatriate, in order to overcome any possible obstacles to integration into the new context - both in the work and everyday life environment –, and to facilitate the expatriate's alignment with the headquarter's guidelines and requests, despite the physical distance
- Coaching sessions package can also be used by the expatriate's partner, in order to facilitate their integration abroad (and avoid this representing an obstacle to the expatriate's integration process), e.g. by helping them to find a job, to build a social network, to pursue their hobbies,...



■ Training & Coaching

Pre-repatriation training

- Pre-repatriation training, in order to facilitate the expatriate and their family's return home, to prevent and to overcome any re-entry culture shock, and to help their re-integration back into their original country



▪ Training & Coaching

Training program to support multicultural team work

- Classroom training with interactive methodologies to learn how to manage teams composed of people from different cultural backgrounds, who work either face-to-face or remotely
- Before the course every participant will receive an online test to evaluate their intercultural mindset; during the course participants will take a "snapshot" of their current profile and they will use the test's results to reflect on and to develop their intercultural skills. In addition to lectures, participants will be involved in active exercises that include tests, videos, discussions, case studies and simulations, etc.



■ Training & Coaching

Health & Safety in multicultural working environments

- Training for Health, Safety & Environment managers, to understand how cultural differences may play a role in the perception of risks, and therefore how they can represent an obstacle to accident prevention and safety at work. Participants will acquire concepts and tools to analyze their work contexts, and at the same time to plan actions aimed at their own work context. Participants will also learn how to evaluate practices and tools to enhance Health & Safety in a Multicultural Environment in compliance with corporate strategies of CRS & Sustainability
- Training for foreign employees, so that they can learn the basic language concerning safety and prevention tools, understand their value and be able to adopt safe behaviors for themselves, and spread a safety culture among their peers



▪ Migration Training

- **Language training - pre-departure and upon arrival in the host country**
 - Language lesson packages (either in group, one-to-one, in classroom, online,...)
- **Training on cultural awareness to facilitate migrants' cultural integration upon arrival in the host country**
 - Training concerning the medical system, the school system, the system of government, how to work and live in the local context, etc.



▪ Migration Career Orientation

- **Skills assessment, vocational training & career orientation**
 - Skills analysis, Skills Development & Training, One-to-one Coaching or Team Coaching
- **Support in the development of a personal entrepreneurial project, domestic and/or international**
 - Training course from 3 to 9 months in length in a weekend formula using a wide range of training methods, and in partnership with several local institutions



▪ **Research, reports, videos**

- Research and reports covering various topics on global mobility and migration
- Market surveys for the development of entrepreneurial business projects
- Documentaries, videos/storytelling



Customers

- **Global Mobility & Migration Experts Community** works with HR Departments in different business sectors and all sizes, from multinational companies to SMEs, as well as with embassies, consulates, and NGOs involved in global mobility and migration processes, on projects involving integration and/or repatriation, training for migrants and minority communities...
- The approach adopted is pragmatic and result oriented; at the same time tailor-made and based on the knowledge of and on the relationship with the customer. It aims at building a continuative partnership, or developing programs for specific projects and needs



Contacts

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