

Helma International Newsletter – January 2014



EDITORIAL

Individual behaviors have significantly evolved with the breakthrough of smartphones, tablets and other digital media vectors. Within only a few hours, you can immortalize New Year's by sending a clip to your parents via your phone, you can check on your tablet that your ordered gifts have all been delivered to your godchild's home in time, you can entertain yourself with your favorite phone applications during your travel. Wherever you may be, information flows to you, and you are able to communicate worldwide.

We wonder how the international mobility industry will be impacted by these new means of communication. My personal conviction is that management of international mobility cannot remain separate from this behavioral and industrial revolution. Information technology will bring instantaneous and qualitative information depending on who receives it: expatriates, HR Managers, International Mobility Managers, service providers in the International Mobility field, and all of this within a secure environment. The nature of our services will have to evolve with increased instantaneity, transparence, through intelligent information systems who offer free access. However, it will become crucial to place the cursor in the right place: between an all-technology solution and direct human to human contact. This is the challenge that Helma International wishes to overcome within the coming months and years, by proposing an international mobility management tool as well as innovative online services.

In this global mindset of the high-tech conquest, I would like to send you all my best wishes for this New Year 2014.

Ghislain de Rengerve, Founder of Helma International

Contacts:

HELMA France
21 Boulevard Poissonnière
75002 Paris
Tel. + 33 (0) 1.80.49.18.00
Fax. + 33 (0) 1.80.49.18.01
contact@helma-international.com
www.helma-international.com

HELMA Malaysia
Level 16, Menara Park
Jalan Yap Kwan Seng
50450 Kuala Lumpur - MALAYSIA
French mobile: +33 (0)678 93 44 58
Malaysian mobile: +601 78 29 08 58

HELMA India
No. 504, 5th Floor
Prestige Meridian -1
29, MG Road, Bangalore 560 001 - INDIA
Tel / Fax: +91 (0) 80 40 95 90 70 / 71
contactindia@helma-international.com

HELMA Relocation France
15 rue Croix Castel
78800 MAISONS LAFFITTE
Tel. + 33 (0) 1.71.51.00.04
Fax. + 33 (0) 1.39.12.70.30
contact@helma-international.com
www.helma-international.com

HELMA Germany
Im Grossacker 8
79252 Stegen - GERMANY
Tel. + 49 (0) 7661 6298 744
Fax. + 49 (0) 7555 6298 738
cbosenius@helma-international.com

HELMA China
Rm 3012, 16 Henan Rd (South)
Shanghai - CHINA
Tel. + 86 (0) 21 63 55 30 22
Fax. + 86 (0) 21 63 55 30 68
lyang@helma-international.com

Content

Page 1 : **Editorial**

Page 2 : **Expert Speaks**

Page 3 : **Testimonial**
Infosys – A computer engineering company based in India describes Helma International

Page 3 : **Must Know**

Page 4 : **International Mobility Events**

Page 4 : **Profile**
Lei YANG
China Country Manager at Helma International

EXPERTS SPEAKS

Foreign workers' secondment within the European Union

For many years now, France has actively struggled against illegal work, as well as social dumping. The polemic around the “Polish plumber” remains in our memories regarding workforces' secondments within the European Union with regards to service delivery.

On this particular subject, it is not necessarily the “salary dumping” that concerns France about (since the wages paid to someone in secondment contract must be equivalent to what is applicable in the host country), but the possibility of foreign companies not paying the French social security contributions via the principle of secondment. In the end, with regards to the high level of social contributions in France, the European workforce remains cheaper most of the time.

France thus began a quest to ameliorate the management of this legal situation.

It has become an important political issue within the European Union: European States were invited to specify the new aspects of the execution of directive 96/71/CE, a directive that relates to workforce in secondment contracts as part of service delivery. Last December, the 28 European labor ministers, after a period of intense quarreling, managed to agree on how to set up this Directive, clarifying the 1996 one.

The most important element in this text (once the Directive is confirmed and applied), is that each country member of the EU will have the right to impose a list of documents to be provided by the foreign company during their employee's secondment in the EU. France had high hopes for this particular change, and will now reserve the right to ask for any document judged necessary to an application file (The United Kingdom, on the another hand, were favorable to a “closed” list in this Directive).

The implication here is that a number of new circulars will see the light soon as a means of strengthening control on secondment contracts in service delivery.

It is now possible for French companies who wish to hire foreign workforce to do so with increased control over these types of moves. It is important to mention that hosting seconded workers in France does not mean that they remain completely subjected to labor rights applicable in their home country. The host country's labor rights legislation is also applied on the following elements (this is imposed by French law):

- Duration of work time
- Minimum wage determined by the “convention collective”
- Number of days off French formatted salary slips
- Obligation to provide French formatted salary slips

Finally, a few last words on social protection/coverage: in case of transfers within the EU, a secondment certificate can be requested as applicable under current legislation (in order to obtain the A1 certificate). Outside the EU, it will be necessary to verify the existence of bilateral social security conventions. In the absence of said conventions, the foreign company will be obliged to register at the URSSAF located in the Bas-Rhin region in order to pay these mandatory social contributions in France.

TESTIMONIAL

Infosys – A computer engineering company based in India describes Helma International

“Helma International has been our immigration advisors for more than 5 years now and are very customer centric with an eye on compliance adherence, striking a good balance and no compromise whatsoever on both these aspects. They have a group of professionals who are great to work with and very pleasant to deal with. The amount of networking they had done and goodwill created within the French Authorities in India and in France within a very short span are testimony for their professionalism. “

Prasanna Aravamudhan, 03/01/2014

MUST KNOW ...

The end of the transition period for Romania and Bulgaria

As of 2007 both countries were subjected to a transition period obliging them in certain cases to obtain a work permit to work in France.

On the 1st of January 2014, this transition period ended. This implies that there are no more restrictions on the French labor market for these two nationalities.

Taxes owed to the “OFII” by employers when hiring foreign labor

On the 1st of January 2014, the tax amount was modified.

To give an example:

For a new hire whose assignment duration is equal to or greater than 12 months: 55% of the monthly wage (maxed at 1987.40 when the monthly wage is greater or equal to 3 613.45 euros).

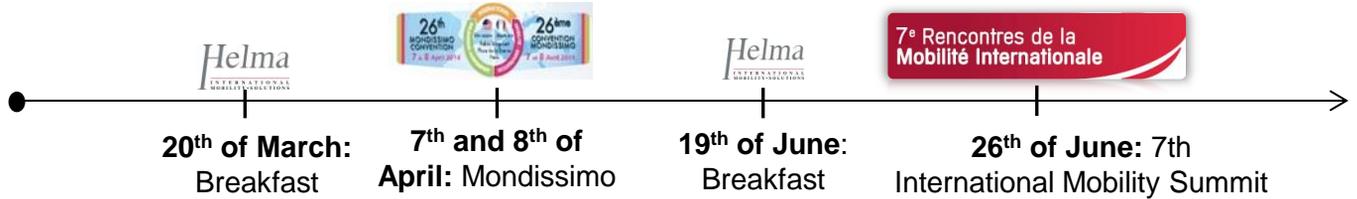
For a new hire whose assignment duration is inferior to 12 months: 300 euros (when the monthly wage is greater than 2 168.07 euros).

Decrease of the tax payable by foreign students in France

The rule for paying these taxes, that are due when foreign students change their status, was modified with the finance law of 2014. Before this law, when a student status was changed to another (for example a student becoming an employee), the student was obliged to pay the tax applicable to new resident permit requests (more expensive than a renewal) even though they were already in possession of a residence permit under their student status.

From now on, they will only have to pay the tax applicable to residence permit renewals.

INTERNATIONAL MOBILITY EVENTS



- **20th of March:** Helma International breakfast.
- **7th and 8th of April:** Participation at Mondissimo Exhibition– Annual Convention on Global Mobility.
- **19th of June:** Helma International breakfast.
- **26th of June:** 7th International Mobility Summit organized by Humanis International at the Pré-Catelan, Paris.

PROFILE



Lei YANG
China Country Manager at Helma International

Originally from Shanghai (China), Lei YANG studied at the University of Shanghai where she graduated with a Bachelor's degree in Communication in 2001. After having completed her first professional experience at American Standard, she decided to move to France and lived there for 4 years. In 2004, she graduated from "DESS" (Administration of Enterprises) at IAE located in Lille (France), while working at Vannes Lefebvre as an Export Manager for 3 years.

At the beginning of 2007, she chose to return to China. There, she decided to join "Medical Group" (a company located in Lyon) where she was hired as China Country Manager. This experience enabled her to learn how to manage a team of commercial / marketing individuals, in order to develop the Business in China.

In April 2009, Lei began her career in the International Mobility Industry at Helma International. Thanks to her previous professional experience, she joined Helma International Business Development unit as the China Country Manager. She is currently coordinating expatriate transfers going to and leaving China on diversified fields, such as immigration, relocation, compensation and benefits. She also provides tax consultations and advice on what social security regime fits the different work contract profiles. All these services are provided within the Chinese legal framework. Last but not least, Lei develops the entire business in China by creating and strengthening long-term partners and by managing relationships with local authorities and institutions.