

Helma International Newsletter – January 2015



EDITORIAL

We had barely sent out our best wishes for the New Year when the terrorist attacks struck us, and left us literally speechless. Let's remember from this event the burst of conscience, both in France and internationally, and the involvement of the people, who expressed their commitment to freedom of speech. This is a sign of hope for 2015.

In July 2014, HELMA International, as privileged witness of international mobility, was interviewed by a French parliamentary committee regarding the 'exile of the French active forces'. The report issued by the Committee showed that the most mobile are younger, less wealthy and much more active. The attractiveness of France is hampered by legal instability and its lack of clarity of administrative provisions. In the longer term however, there is hope that the French diaspora will show its full potential and will contribute towards more reciprocal economic exchanges between the assignees' home and host countries.

With this positive note in mind, let's urge for a united, generous and lucid year in 2015.

Ghislain de Rengervé, President & Founder

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EXPERTS SPEAK

Exile of French active forces: myth or reality ?

Upon reading the report of the Commission of Inquiry of the French National Assembly (the 'CHATEL report') published in October 2014*, one realizes that perception (what people say) and reality (through statistical analysis) can be two different things.

That is, if the data at one's disposal regarding French citizens residing abroad is complete enough for us to analyze. France historically not being a country of emigration, the statistical tools at our disposal are not well enough suited in order to conduct precise studies. These tools mainly consist in the Registry of French persons living outside France (through registration in French Consulates); qualitative studies published by the OECD or the French Chambers of Commerce and Industry...

This being said, what do the data say, together with the experts who have been audited by the Commission of Inquiry? (including your preferred partner, HELMA International)?

The data say that, indeed, there are more and more French nationals moving overseas, but that other OECD member countries see similar phenomena occurring. Does this increase concern a growing number of graduates? Yes, just like in other OECD member countries. The 'brain drain' does not affect France in any higher proportions than the other member countries. International mobility among the graduate population is the result of two phenomena: firstly a higher rate of post-secondary education in the whole of the OECD countries, among which France, with its education rate having gone up 150% between 1980 and 2010 (according to a study sponsored by the World Bank and conducted in 2013 by MM. Brücker, Capuano and Mafrouk), and secondly, the globalization of actives, promoted in Europe by the ERASMUS and now ERASMUS+ programs (the latter benefiting from a 40% budget increase for the period 2014-2020).

The data also say that the tax burden in France is indeed high (particularly in relation to capital gains and wealth taxes), but that some legislation changes have been introduced in order to reduce the burden (e.g. implementation of research tax credits, adjustments in the wealth tax and inheritance rights- in order to take economic imperatives into consideration when it comes to the transferring of businesses). The experts also express concern about the taxation and administrative legislation lacking promotion, the Inquiry Commission pointing out that the French income tax scales are less burdensome compared to that of Germany, Spain, the UK, Belgium,...

In addition, the data at our disposal suggest that the complex administrative machinery and procedures do not contribute to making France a more attractive country. The Inquiry Commission advocates more legal stability and simplification of procedures, for both 'inbound' and 'outbound' persons, as well as for businesses.

And what about the impact of the economic crisis? French people have been moving overseas for quite some years now, and the crisis is a mere factor of acceleration of these departures, in smaller numbers though than the Spanish for example. French people moving overseas nowadays are 'less wealthy, younger and much more active' than during the last twenty years.

Thus, one can see that the so-called 'loss of attractiveness' of France should be somehow nuanced.

Because the French keep close ties with their country of origin, and because the French 'diaspora' overseas has considerable outreach potential.

Because one should keep in mind that the tax burden should be looked at in connection with public spending. French health insurance, daycare and schooling systems, for ex. are part of the reasons why impatriates want to raise a family here and why expatriates come back to do the same.

One might find that the 'Chatel report' is partisan. In any case, one thing that the report does not advocate is the unravelling of the French taxation policy. The report is acting in that regard on the April 2012 OECD recommendations to reduce inequality (Divided We Stand: Why Inequality Keeps Rising).

The 'Chatel report' rather draws up a list of 25 proposals ** to assist France' involvement in globalization, in all its forms, so that France is better equipped for worldwide talent competition.

* Inquiry Report nbr.2250 of the National Assembly dated October 2014 : *Les français de l'étranger : un atout dans la mondialisation* .
President : Luc CHATEL, Rapporteur : Yann GALUT. Documents d'Information de l'Assemblée Nationale. www.assemblee-nationale.fr. 658 p.

** Pages 213 to 215 of the National Assembly Inquiry Report

TESTIMONIAL

SODEXO PASS INTERNATIONAL - subsidiary of SODEXO group, leader in Life Quality Services

Our activity Services benefits and rewards, gives access to a wide range of services (among them, checks and restaurant cards, childcare checks, transport or rewards programs maps) contributing to improve the quality of life of their beneficiaries.

We are present in 34 countries and a large part of our turnover is made abroad.

In this context of increasing globalization, we have strengthened our mobility offer in order to accompany the transfer of our staff around the world, from France abroad, from abroad to France, over varying periods.

Given the complexity of these transfers and the legal and tax implications that are at stake, we appreciate mainly, the support and expert assessment offered by Helma International.

Helma International allows us to optimize and secure our business processes and it also provides us with guidance solutions on more complex issues. Its ability to appeal and conduct a wide network of specialists across the world makes them an advantaged partner in which we have full trust.

MUST KNOW ...

Visa on Arrival

The Tourists travelling to India from 43 countries can now benefit from the Tourist Visa on Arrival process. They can now apply online and then receive the greenlight within four days, before getting their visa at an airport on arrival.

The 'Visa on Arrival' facility is available for holders of passport of following countries, Australia, Brazil, Cambodia, Cook Islands, Djibouti, Fiji, Finland, Germany, Indonesia, Israel, Japan, Jordan, Kenya, Kiribati, Laos, Luxembourg, Marshall Islands, Mauritius, Mexico, Micronesia, Myanmar, Nauru, New Zealand, Niue Island, Norway, Oman, Palau, Palestine, Papua New Guinea, Philippines, Republic of Korea, Russia, Samoa, Singapore, Solomon Islands, Thailand, Tonga, Tuvalu, UAE, Ukraine, USA, Vanuatu, Vietnam.

Implementation of the Scheme for Provision of Biometric Data for Visitors to India

The Govt. of India mandated collection of biometrics at Indian Embassy/Authorized Visa Services Center for visitors to India.

From 1st May 2015 onwards, visa applicants should appear personally with prior online appointment and provide their biometrics (fingerprints and photograph of face) in order to submit the applications at the Indian Embassy/Authorized Visa Services Center. The Visa applications will not be processed until biometric data is received.

However, certain categories of applicants are exempted from the biometrics requirement. These include – Children under the age of 12 and adults above 70 years.

Fingerprints once recorded are valid for the next five years. Therefore, the applicant will not be required to provide biometric data for subsequent visa applications during this period.

INTERNATIONAL MOBILITY EVENTS



12th of February : Breakfast
23-24th of March: Monde Expat (Fair)
31th of March: Breakfast
9th of June: 8th International Mobility Summit
25th of June: Breakfast

- **5th of February:** HELMA international will be present at the E- Export fair organized by the CCI of Paris – Location: La Bourse de Paris (1st arrondissement of Paris).
- **10th of February:** HELMA International will be present at the Cindex breakfast and the following topic will be discussed: « Evolution of skills within the International Mobility field: Focus on the Quality Management and Digitalisation ».
- **12th of February :** HELMA International breakfast – « Global Mobility Outsourcing: Review of current practices ».
- **16th of March:** Intervention organized by Cercle Avenir International
- **23/ 24th of March:** HELMA International will be present at the Monde Expat Fair
- **31th of March:** HELMA International Breakfast – Presentation of the first online expatriate compensation calculator – Smart Expatriation.
- **3rd of June:** HELMA International participates in the EXPAT FORUM organized by Le Monde.
- **9th of June:** The 8th International Mobility Summit organized by Humanis – Location: Pré-Catelan (16th arrondissement of Paris).
- **25th of June:** HELMA International Breakfast – Topic «Household Goods Move Coordination Services».

PROFILE

Saffi Madougou Web Project Manager

After having graduated with a Master in Management of International Activities from Institut d'Administration des Entreprises, Lyon (2011) and further to her first professional experience at PSA Peugeot Citroën in Shanghai, Saffi joined the Relocation Team in HELMA International, France

Looking to gain experience in a global work environment in the International Mobility domain, Saffi joined HELMA India's offices in April 2012 as a Lead Coordinator in International Mobility. She brought her support and expertise for local operational tasks in the fields of Immigration, Relocation and Fiscal issues. She was also the Quality Project Manager entrusted to obtain the dual accreditations ISO 9001 & Eura Quality Seal in April 2013 for HELMA France offices.

From May 2014 and in the framework of a strategic web marketing project, she decided to extend her expatriation in India for one more year and was nominated as a Web Project Manager. She dedicated all her energy for the creation and development of Smart Expatriation Project, the first online expatriate compensation calculator.

Smart-expatriation.com is intended to become the main portal reference in International Mobility, available anywhere at any time. Programmed to be launched at the beginning of 2015, the website will enable professionals from the sector as well as any individual to calculate almost instantaneously the compensation relevant to any host country. Smart Expatriation integrates all aspects related to cost of living, fiscal considerations and social contributions.