

Helma International Newsletter - September 2013



EDITORIAL

"On 1 July 2013, Helma International acquired Brookfield France, earlier known as Pricoa France. We are thus implementing our growth strategy to become **the leader in the French market in international mobility solutions**. This acquisition will enhance our portfolio of major accounts and develop certain skills in relocation and tenancy management.

The first asset of a service company, are its men and women. We have set up an organization that relies on the noteworthy experience and professionalism of its resources. Customer satisfaction and quality are core values practiced daily by our teams. Our goal is to become the biggest player in our markets and continue to be **the benchmark for quality and innovation** in the complex field of international mobility.

With nearly 100 employees worldwide, a network of partners in 120 countries, Helma International is more than ever able to assist you in your international mobility projects."

Ghislain de Rengerve, Founder of Helma International

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Katja De Decker
Head of Relocation
Department at Helma
International

EXPERTS SPEAKS

China's New Exit-Entry Administration Law Took Effect on July 1st.2013

China's State Council published the new Exit-Entry Administration Law On May 3, 2013. The new Exit-Entry Administration Law is enacted to cope with the rising trend of immigration and to target new problems and situations faced by the Exit-Entry Administration. The new regulations took effect on July 1st. 2013, a new visa system replaced the existing one.

New Visa Categories

Under the new visa system proposed by the Draft Regulations, the number of types of ordinary visas would be increased from the current eight to thirteen. Hereinafter are the changes on visa categories.

- Z visa (Employment/work visa, issued to foreign workers and their accompanying family members) will be replaced by :
 - Z1 visa (issued to foreign workers working over 90 days)
 - Z2 visa (issued to foreign workers working no longer than 90 days).
- X visa(Student visa, issued to students and others coming to China for training or internship for a period of six months or more) will be replaced by:
 - X1 visa (long-term study)
 - X2 visa (short-term study)
- The F visa, the business visa under the current system, would be issued to non-business visitors under the new system; a separate M visa is added and would be issued to foreigners coming for business and trade purposes.
- J visa(Journalist visa, issued to foreign journalists) will be replaced by:
 - J1 visa (Issued to resident foreign journalists)
 - J2 visa (Issued to foreign journalists for short-term stays).

New categories of visa:

- Q1 visa (Family reunion visa, issued to family members [children] of Chinese citizens or permanent residents, including children left in China to be taken care of by Chinese relatives) and Q2 visa (Issued to foreigners visiting Chinese citizens and permanent residents for a short term).
- R1 visa (Issued to foreign professionals who are highly skilled or whose skill is urgently needed by China, and who will be residing in China) and R2 visa (Issued to the R-1 types of foreign professionals staying in China for a short term).
- S visa (Issued to foreigners coming to China for private activities. including marriage, inheritance, and adoption, or for medical services).

TESTIMONIAL

French automobile maker– A Strategic approach to International Mobility

Our client, a French automobile maker, leader in technological innovations and present world-wide, has a significant expatriate population. This company wished to implement a greater control over the use of company cars when French expatriates returned to France for holiday or professional assignments.

This service was delegated to Helma International in order to simplify the process and to create a solution which was effective and user-friendly for employees while reducing cost for the company.

The solution, we proposed, was to establish a company policy which took into consideration the rules in regards to the employees' designation and family compositions, as well as creation of a tracking method allowing the company to optimize control of the policy.

Through audits and rigorous control this solution offered multiple advantages for our client : excessive use of company cars was greatly reduced (earlier the system was being abused as it was free usage for all) costs were reduced, and employees were treated fairly.

MUST KNOW ...

Foreigners students status modification

New regulations dated on July 22nd and 30th, 2013 regarding higher education and research, is a new legislation that would improve the current foreigners' students' status.

Temporary residence permits ("Autorisation Provisoire de Séjour"), granted to students holding a "Master" degree, previously valid 6 months will now be valid for 12 months.

Moreover, students will no more be limited to only one employer/one job and can diversify their professional experience.

Finally, their residence permits can now be valid for 4 years.

New Schengen Short Term Visas duration rules

According to European regulation (UE) n° 610/2013 dated on 26/06/2013, the method to calculate the duration of stay for Short Term Visas in the Schengen area has been modified.

Previously, the duration of these visas, for tourism or business reasons, was 90 days in a 180 day period. This period was calculated as from the entry date in the Schengen area.

As from October 18th, 2013, the "90 days" will be calculated within a 180 day period and will be based on the previous entries into the Schengen area.

Therefore, if a traveler has already stayed in a Schengen country, this period will be taken into account to calculate the maximum duration of stay for the new visa application.

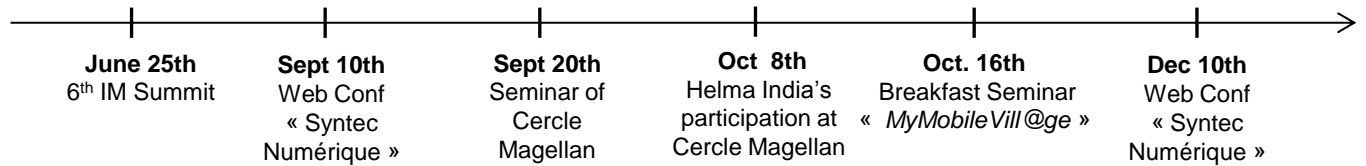
Modification on the Indian Consulate procedure for Indians visas

New procedures have been implemented at the Indian Consulate in France.

Many changes have been done for certain visas procedures (X-Visa, B-Visa, etc.).

Please check our website (www.helma-international.com) for more details.

INTERNATIONAL MOBILITY EVENTS



June 25th : 6th International Mobility Summit at the Pré-Catelan Paris.

Sept 10th : Web Conference for the « Syntec Numérique » members

Sept 20th : Participation at the seminar of Cercle Magellan

Oct 8th : Helma India's participation at Cercle Magellan as part of the "India day". Topics discussed would be on all compliance topics that a HR/ mobility manager needs to know before sending an assignee to India.

Oct 16th : Helma Breakfast Seminar - « *Presentation of MyMobileVillage, International Mobility Management IT Tool* »

Dec 10th : Web Conference for the « Syntec Numérique » members on *"Optimising compensation and benefits package during economic crisis time"*

PROFILE



Katja De Decker
Relocation Department Director

Originally from Finland, Katja De Decker obtained a university degree in School Counseling and Psychology, then she moved to Belgium. In ISC Saint Louis in Brussels, she obtained a post-graduate degree in Human Resources Management. She started her career in Brussels in International recruitment and later in coaching of expatriate spouses.

After her move to Paris, Katja started in relocation in 2005, first in a relocation company providing destination services for expatriates moving to France, before joining Pricoa Relocation (later Brookfield GRS) in December 2007. She started as a manager for a team of International Assignment Managers coordinating a wide range of services – Policy counseling, cost management, tax advice, immigration, destination services, transportation, intercultural training, spousal coaching, language training etc.

She speaks Finnish as her mother tongue, in addition to fluent French and English.

Since the acquisition by Helma International in June 2013, Katja took over a new role as Relocation Department Director. She is responsible for the overall performance of her teams, quality and development of the operational teams. Katja also works closely with the Commercial team to put in place new services for clients of Helma International.