

# Global Mobility Service



The rapid development of Asia's emerging economies has led to a lot of cross-border assignments being arranged so that business can work smoothly across the east and west. More and more professionals are now required to work in countries across Asia as 'global mobility' has become essential for an increasingly agile workforce.

In response to the changing needs of our corporate clients, our new "Global Mobility Service" seeks to assist global talents so they are able to relocate and work in Asian countries without hassle.

Dezan Shira & Associates has built its reputation over the past three decades as a specialized consulting company, with a service network spread across several prominent economies in Asia, including: China, Hong Kong, India, Indonesia, Malaysia, the Philippines, Singapore, Thailand, and Vietnam. Our regional presence and on-the-ground familiarity puts us in the best possible position to leverage our specialized staff and resources to provide key services to foreign investors and businesses looking to expand their operations in Asia.

## Key challenges

As multinational companies grow and become more global in scope, employment issues become more complex. This is especially the case when a company expands in Asia. There are several questions to be answered:

### | Do you know where to start?

This is a tough question for all investors. Some firms find costs to be a primary consideration, others seek to look more closely into country-wise policies, while many worry about staffing challenges. Here, consulting with our experienced professional services team will enable you to achieve clarity on your budget, purpose, and ability to draw up sustainable plans.

This will save you on cost and time and prepare you for doing business in unfamiliar territory. There is no perfect market or country to do business but finding the most suitable strategy

and gaining information on key concerns and priorities will minimize your risk exposure.

### | How do you assess the risk of hiring overseas?

Every Asian country has its own set of local laws, distinctive cultures, and different languages. When hiring employees in Asian countries, local cultural norms and practices may impact the scope of employment law more than what is presented in legal documents. Having a grounded understanding about local employment regulations and established practices makes a big difference to foreign employers.

### | Can you hire a foreign employee in an Asian country?

In some Asian countries, hiring foreign employees can be straightforward-so long as the foreign staff meet local conditions, the work permit can be issued and the employee can be hired. However, in some countries, hiring non-local staff requires approval from local authorities or needs to be within a specific quota. Without understanding the implication of these local regulations and the direct and indirect limits they may impose, the employer and potential foreign hire may be wasting their time.

### | How do you get your employees set up?

You need to comply with the local country's labor laws and be up-to-date with the employment terms, contracts, compensation structures, and tax treatment of businesses and employees in the country. For foreign staff, this may involve confirming eligibility for double tax treaty benefits, clarifying cross-border social welfare contribution liabilities, and other related issues. Without a proper plan in place, the investor may incur higher payroll costs in the short-term.



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## How we can help

GMS from Dezan Shira & Associates (DSA) can help you to expand rapidly in Asia. We have assisted foreign investors in Asia for over 25 years, developing a well-tailored approach to providing professional services for expatriates and their employers. This is best reflected in our GMS offering, which covers the following:

### 1. Expatriate tax planning and compliance

When an assignment is being discussed, most expats would be concerned about their “net” pay. In order to get a clear understanding and complete information about personal tax and benefits for the expats, expatriate tax planning is a highly recommended service we offer to our clients.

In theory, apart from offering a compensation package, the employer should also pay attention to an employee’s tax cost in both the country of employment and the home country. It could be a big burden for the employer and the employee if income tax is not paid in the correct way.

DSA is available to serve you with fast, accurate tax preparation. We are reliable, locally-owned and operated, and have offered tax advice to expatriates for over 25 years.

We keep you abreast of ever-changing tax deductions and breaks that affect your family and business. Further, we believe in the accuracy of our returns that we will represent you in the event of an audit – our audit protection is at no additional cost to you.

We specialize in tax planning, preparation, and support to organizations, as well as individual taxpayers on international assignment. With a focus on mobility tax consulting and compliance, we are able to consistently maintain a high standard of service to all of our customers.

At Dezan Shira, our team of professionals has extensive experience in every aspect of the tax process. Offering value-added advice and tax services, we help our international clients establish, maintain, and review accurate, timely, and easy-to-understand compensation programs.

### 2. Immigration support

For expatriate employees and their employers, obtaining a visa, work permit, or residency permit is a crucial step for any successful assignment. These are necessary before other on-arrival requirements like accommodation and transportation.

DSA’s immigration support services helps professionals obtain the visas and permits they need to fulfill their contracts. We consider every aspect of the immigration process, and stay up-to-date on all the latest requirements and amendments that could impact your application. This expertise is underpinned by the 28 offices we maintain across the world.

Your application process will start with an initial consultation with one of our dedicated immigration consultants. With so many different types of work visas per country, this first step allows us to analyze requirements for you and your dependents, and provide clear guidance on the process, time-frames, and costs involved. We focus on compliance with local immigration legislation, while easing your administrative burdens during your application.

Specifically, we can assist in the following areas:

- Business visas, work visas, and dependent visas;
- Immigration compliance based on local rules and practices; and
- Employment contracts, payroll administration, and tax withholdings.

Each of these areas have their own laws and regulations, and they vary greatly from country to country. In fact, many countries in Asia are becoming stricter in the enforcement of these rules, as they seek to encourage employment for domestic workers. DSA helps you avoid any compliance or immigration issues that could delay or interrupt your staffing process. This means quicker deployment, reduced compliance risk, and less expense.



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We handle the country-specific employment administration, while the client can focus on core business activity and employee performance. When DSA supports you on immigration services, you can be assured that you and your employees will be in compliance with local laws.

## 3. Cross-border payroll

Expanding into new jurisdictions involves navigating new payroll and tax regulations. By outsourcing your payroll, you'll have one less thing to think about. Our international payroll service will take care of all the reporting requirements, providing peace of mind.

Each month our international payroll team works together to prepare the necessary calculations and pay slips for the employees across multiple locations. We provide consolidated advice in one monthly correspondence. The company transfers a payment to us, and we make the necessary onward transfers to the employees and authorities in each location. Employees are then paid in the relevant currency in their employment country.

DSA provides outsourced payroll and personal tax services in Asia across a range of countries. We speak English as well as the languages of the countries we serve. We provide a single-point-of-contact, consolidated reporting, invoicing, and funds request for clients who have employees in one or multiple countries. Our services are designed to manage our multinational clients' day-to-day HR related outsourcing processes on a regional basis.

Our outsourcing services increase operational efficiency and control data management by providing a single point of contact for our clients. We help our clients grow their business by providing quality solutions and professional advice at local prices. We understand the issues and challenges of delivering Asian HR and payroll solutions. Whether you choose DSA in one or more countries, you can be assured of a cost effective, one point of contact payroll and tax service.

## 4. In-country social security service

Participating in social security systems is one way a new expat employee needs to be integrated into local payroll. However, every country has its own policies. Sometimes an expat may want to apply for social security exemptions, when available, although there are quite a few matters to be considered in this aspect.

Head offices therefore must have basic understanding about each country's social welfare system and cost. DSA can help expatriates with social security registration, monthly payment, annual compliance, or refunding, when applicable.



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## Why Dezan Shira & Associates?

Dezan Shira & Associates is a pan-Asia, multi-disciplinary professional services firm, providing legal, tax and operational advisory to international corporate investors. Operational throughout **China, ASEAN and India**, our mission is to guide foreign companies through Asia's complex regulatory environment and assist them with all aspects of establishing, maintaining and growing their business operations in the region. With more than 25 years of on-the-ground experience and a large team of lawyers, tax experts and auditors, in addition to researchers and business analysts, we are your partner for growth in Asia.

We provide Global Mobility Services to our clients across Asia. Dezan Shira & Associates appreciates and understands that employing foreigners in emerging economies can be challenging due to ever-changing regulations and dynamic local practices. We have accumulated abundant knowledge and experience of local markets. Our specialists are able to find constructive solutions for our clients in a time and cost efficient manner.

As always, we focus on helping foreign invested companies transform their HR teams into a true strategic function for their organization. Our aim is to help clients obtain better benefits for employees, stress-free payroll, and administrative relief.

### CONTACT



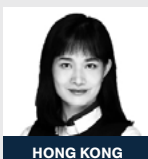
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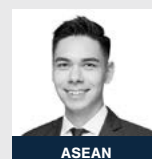
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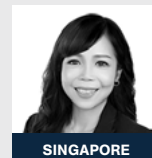
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