

INTERNATIONAL MOBILITY MANAGER MANAGING INTERNATIONALLY MOBILE EMPLOYEES

OBJECTIFS

To be acquainted with the social and fiscal regulations governing inpatient and expatriation of employees
To prepare employment contracts
To calculate costs of expatriation and posting of workers internationally
To adapt social benefits to local practices
To prepare remuneration packages
To manage social protection for internationally mobile employees
To handle all necessary migration formalities
To handle administrative follow-up and wages for expatriates and inpatients

ADMISSION

The admission process aims to check suitability with regard to prerequisites, choice of certificate course, career objectives and the applicant's profile. It includes: • Review of the applicant's file comprised of a CV and a covering letter • A telephone interview.

PUBLIC ET PRÉREQUIS

HR assistants and managers

MOYENS PÉDAGOGIQUES, TECHNIQUES, ENCADREMENT

Questionnaire adressé aux participants 15 jours avant la formation pour connaître leurs attentes Méthodes pédagogiques : apports théoriques et pratiques (cas concrets, exemples d'application) Mise à disposition d'un support pédagogique et d'un accès personnel à des e-ressources en ligne à l'issue de la formation Consultants sélectionnés pour leurs compétences pédagogiques, expertise métier et expériences professionnelles

SUIVI ET ÉVALUATION

Attendance sheet and certificate of completion of training Immediate and delayed evaluation will be conducted by the forMetris firm.

DÉROULEMENT DE L'EXAMEN

8

MODULES

18

JOURS

de formation
en présentiel

MODULE #1

Gestion des expatriés

Droit du travail, protection sociale et fiscalité

3 JOURS

MODULE #2

Missions de courte durée à l'international

Obligations de l'employeur : droit de la sécurité sociale, droit du travail et immigration

1 JOUR

MODULE #3

Statut des salariés impatriés

Formalités d'immigration, droit du travail et protection sociale

3 JOURS

MODULE #4

Retraite des expatriés

Incidences des périodes à l'étranger sur le montant de la pension française

2 JOURS

MODULE #5

Rémunération des expatriés

Package de rémunération et techniques de calcul

1 JOUR

MODULE #6

Gestion des salariés inter-pays et des "Third Country Nationals" (TCN)

Aspects RH et protection sociale

1 JOUR

MODULE #7

Fiscalité des expatriés

Optimisez le coût de vos mobilités internationales

1 JOUR

MODULE #8

Gestion des expatriés - Perfectionnement

Études de cas transverses : droit du travail, protection sociale et fiscalité

3 JOURS

PROGRAMME

Modules de formation à suivre sur une période maximale de 12 mois

EXPATRIATE MANAGEMENT - 3 DAYS

- › Expatriate employment contracts
- › Social protection of posted workers
- › Social protection of expatriated employees
- › Fiscal impact of expatriation

SHORT-TERM INTERNATIONAL ASSIGNMENTS - 1 DAY

- › Formalize the short-term international assignment (less than 12 months)
- › The major principles regarding emigration abroad
- › Acquaint oneself with social protection regulations as part of an assignment abroad
- › Fulfill one's obligations as an employer
- › Acquaint oneself with and list all forms required in connection with international stays of less than 1 year

STATUS OF INPATRIATE EMPLOYEES - 3 DAYS

- › Status of inpatriate employees in labor law
- › Status of posted workers
- › Immigration formalities
- › Foreign nationals not required to hold a work permit (law of the 7th of March, 2016)
- › Foreign nationals required to hold a work permit
- › Change from student to employee status
- › Posted worker as defined by the Social Security System
- › Inpatriate employee as defined by the Social Security System

EXPATRIATE PENSIONS - 2 DAYS

- › Validation of periods spent abroad
- › Benefits under basic statutory schemes
- › Application for a pension statement and coordination rules
- › Additional schemes
- › Procedures to complete
- › Center for European and International Liaison on Social Security

EXPATRIATE SALARY AND REMUNERATION - 3 DAYS

- › Overview of different types of international mobility
- › Posted workers' salary
- › Expatriate employees' salary
- › Putting together the remuneration package
- › Cost of international mobility

MANAGEMENT OF INTER-COUNTRY EMPLOYEES AND "THIRD COUNTRY NATIONALS" (TCN) - 1 DAY

- › Economic and legal context of Third Country Nationals (TCN) and inter-country employees
- › Identify and analyze management issues
- › Differentiate legal frameworks of reference
- › Identify risks

EXPATRIATE TAXATION - 2 DAYS

- › Determine tax residence
- › Transfer of tax residence outside of France
- › Tax residence in France and work undertaken outside of France
- › Employer's role in employees' income tax

EXPATRIATE MANAGEMENT - ADVANCED TRAINING - 3 DAYS

- › Assignment, posting, expatriation, local contract: impact of these various options
- › Employment contract
- › Social protection
- › Taxation

PROMOTIONS À VENIR

LIEU

Espace Formation GERESO
22 place de Catalogne
75014 Paris

TARIFS

€ HT - € HT

- support + e-ressources,
- évaluation LearnEval,
- suivi individuel,
- contrôle des acquis de formation à l'issue de chaque module,
- préparation à l'examen,
- examen final devant un jury professionnel,
- certificat Professionnel reconnu par la FFP et l'OPQF

Réf : **CER-CHG-MOB-ANG**

Taux de réussite :



