Managing employee mobility in Southeast Asia
Global perspective. Local insight.
Global mobility and the growing importance of Southeast Asia

The well-documented unprecedented growth of the Asia-Pacific region in recent years has culminated in a unique and highly favourable economic environment in the SEA region for multinational companies, particularly in the wake of the financial crisis that continues to affect organisations throughout the world. The region’s growing importance is characterised by the following key success factors:

• Singapore’s status as a major international hub location and leading global financial centre;
• Growth opportunities in countries such as Indonesia, Philippines, Thailand and Malaysia as a result of their vast natural resources and abundant local workforce; and
• Emerging markets like Vietnam, Laos, Cambodia and Myanmar.

For companies operating in the region, this means a growing number of cross-border workers moving in and out of the region as they seek to capitalise on high growth, new markets, and sustainable new opportunities or to develop new skillsets within their workforce.

With the expansion of employee mobility in the region comes a greater need for local knowledge in terms of expatriate management and administration. Cross-border movement brings increased complexity, cost, risk and compliance obligations for the employer, something which is especially important when considering the increase in mobility at the most senior levels within multinationals operating in the region.

At Deloitte we recognise that our clients see Southeast Asia as one of their top priorities. We have developed an integrated approach to support and promote employee mobility within organisations as they seek to manage their expatriates, or even lead their regional or global expatriate programmes from the region. From cost mitigation, tax compliance and immigration services through to policy implementation, talent management and global mobility strategy, we can not only help employers to manage their expatriates in the region but importantly, we have the capability to help make global employee mobility a key business initiative within multinational organisations.
Our range of integrated services

Our integrated market offering has been designed to support an range of mobility programmes from those in their early phases all the way through to well established mobility functions. This approach enables us to provide more strategic, proactive and value-added support to our clients.
Our service capabilities

With our integrated services across the full spectrum of global mobility issues, our professionals can lead and coordinate global expatriate engagements from Singapore as well as support other lead offices with regional Asia Pacific or Southeast Asia coordination services (e.g. US or UK headquartered multinationals). Our Global Employer Services tax professionals offer:

- An understanding of both the business context and tax issues associated with international assignment services, enabling us to provide programme services that support your business worldwide;

- A strong track record of designing, developing, and administering international assignment programme packages across the globe;

- The skill to manage the strategic change that results in alignment of your compensation and benefits programmes with corporate goals;

- Access to a worldwide network of experienced professionals, including former government officials, who understand how to navigate the local tax landscape; and

- A cost-effective, configurable approach to compliance management resulting from our significant investment in the process, technology, and people that bring consistency, flexibility, control, and customisation to your global assignee programme.
As the global economy demands the movement of the best people from country to country, international assignment programmes are essential for successfully operating global businesses. Now more than ever, the cost management and internal processes associated with these programmes need to be well planned and executed.

The initial step to building an efficient mobility programme is ensuring effective regulatory compliance procedures are in place. Failure to comply with local tax laws can compromise the success of an assignment therefore it is essential that companies identify ways to comply with local home and host location tax regulations and minimise risk.

As organisations evolve and refine their mobility strategies there is the potential to see significant efficiency gains from clear service delivery models, business aligned policies, streamlined processes, and the greater automation gained from mobility technology.

The benefit of this evolution will be improved effectiveness of the organisation’s ability to execute its mobility strategies and, in turn, address business needs for growth, globalisation, and global talent management as a strategic business partner.
Contacts

Jill Lim  
Tax Partner & Southeast Asia GES Leader  
jilim@deloitte.com  
+65 6530 5519

Ricky Chandrasekera  
Associate Director – Global Employer Services  
rickychandra@deloitte.com  
+65 6216 3317

Mario Ferraro  
Director – Human Capital Consulting  
maferraro@deloitte.com  
+65 6535 0220

Don Riegger  
Southeast Asia Clients & Markets GES Leader  
driegger@deloitte.com  
+65 6216 3157

Daniel Walker  
Associate Director – Global Employer Services  
dwalker@deloitte.com  
+65 6530 5584

Victoria Lunn  
Manager – Global Employer Services  
vilunn@deloitte.com  
+65 6216 3349

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