



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 integrated service offering

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.

International assignment services

- Individual tax returns for mobile employees
- Hypothetical tax calculations / tax equalisation
- Net pay calculations
- Income and social tax planning
- Immigration
- Global project management

International human resources

- Assignment package design
- Calculation of assignment compensation
- Assignment cost projections
- Global compensation analysis and reporting
- Global compensation process optimisation
- Global payroll wage and tax calculations
- Tax equalisation administration
- Policy design and benchmarking
- Process and service delivery model design
- Mobility programme budget and cost reporting

Technology – Global Advantage (GA)

- GA Portal
- GA Connect
- GA Calendar
- GA Organizer
- GA Tracker
- GA Equity Awards
- GA Equity
- GA Workpapers
- GA Compensation Assistant
- GA Tax Calculator
- GA Service Initiation
- GA Cost Projection
- GA Business Traveler
- GA IHR

Compensation and benefits

- Tax reporting and compliance
- Employment tax
- Retirement plans
- Executive compensation
- M&A due diligence, post-merger integration and consulting
- Foreign pensions
- Health and welfare plans
- Health reform
- Benefits administration

Risk.Talent.Rewards.

Maximises the competitive advantage embedded in the global workforce through:

- Global controls
- Global mobility transformation
- Global rewards
- Global talent and performance

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.



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Comprising over 250 partners and 5,500 professionals in 22 office locations, the subsidiaries and affiliates of Deloitte Southeast Asia Ltd combine their technical expertise and deep industry knowledge to deliver consistent high quality services to companies in the region.

All services are provided through the individual country practices, their subsidiaries and affiliates which are separate and independent legal entities.