



GLOBEX UPDATE

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Events, developments, and opportunities in the international marketplace

CHINA MAKING CHANGES TO IMMIGRATION LAWS FOR FOREIGN WORKERS

China is looking to implement new immigration policies that would make it easier for highly-skilled foreign nationals to obtain Permanent Residence visas in Shanghai. The new legislation would simplify the application process for foreign nationals and start-ups looking to invest or start a business in China. The current procedure requires applicants to have lived in China for three cumulative years within the last four-year period in order to apply for visa status. The new law would require foreign nationals who have worked in Shanghai continuously for four years, have resided in China at least six cumulative months per year, and who meet annual income and income tax thresholds in order to be able to apply for Permanent Residence status. Additionally, highly-skilled foreign nationals, will be able to transfer their Work-Type Residence status to Permanent Residence status after three years of work and foreign investors looking to do business in Shanghai who do not obtain work permits abroad can obtain a Private Affairs visa upon arrival and then apply for a Residence Permit in country thereafter. The changes are said to take effect starting July 1, 2015.

NEW DOCUMENTATION REQUIREMENTS FOR MULTINATIONAL EMPLOYERS IN FRANCE

France is imposing new recordkeeping requirements for employers with employees on foreign payroll. Multinational employers sending employees on temporary assignment to France must now maintain important recordkeeping documents on the worksite which include timesheets, a copy of a letter appointing a French representative, along with the declaration and documents describing activities abroad and firms in non-compliance could face monetary penalties. The French representative acts as a liaison between the Labor Inspector and the employer. The appointment letter must be maintained on the company work site for the duration of the assignment. It is the host company's responsibility to verify that the sending employer has completed a Secondment Declaration and has appointed a legal representative for each company.

Success Stories

- Completed Asian benefits program for a start-up financial firm.
- Help-Desk implemented for high tech multinational firm.
- Secured local Canadian benefits policy for engineering firm.

NIGERIA IMPOSES LEGISLATION FOR HIRING FOREIGN NATIONALS

A new law in Nigeria has recently been implemented which would impose harsh penalties on employers who do not meet the requirements for hiring foreign nationals. Employers are now required to renew their foreign national quota and submit monthly foreign worker reports to immigration authorities. Before a residence permit is granted, employers must prove that they and their foreign workers have complied with the new law or they could be subject to a fine of approximately 3 million NGN (\$15,000 USD) and/or face imprisonment of up to one year. Employers hiring foreign nationals will see more structured regulations and should work with their administrative departments to ensure compliance in order to avoid penalties and fines.

Recruiting and retaining key talent around the world remains a formidable challenge for HR management. More and more, a company's success depends on the ability to offer a competitive benefits package while remaining within budget. Globex Partner Brokers can offer their clients access to a range of products, capabilities and resources custom-tailored to helping multinationals optimize their employee benefits around the world. Contact any member of the Globex Health & Benefits Team to learn more.

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