



# Global Mobility Checklist

The age of remote work has made it possible for employees to do their jobs from anywhere in the world, leading many to consider relocating outside their home countries. A sound global business strategy should now include a plan that enables team members to compliantly work from any location across the globe.

To help ensure a smooth transition for your international workforce, here are key guidelines to design a successful and compliant global mobility strategy.



## Six things to consider when implementing an effective global mobility strategy

- 01 Visa requirements:** Relocating an employee involves obtaining the appropriate [documentation and visas](#). Be very clear about the level of support your company is capable of providing throughout the visa process. As many countries, such as [China](#), have stringent work visa requirements, you must ensure your employees have sufficient time to secure these permits before they begin working in the country – or your company could face significant penalties.
- 02 Digital nomads:** The ability to work while exploring the world has gone from a dream to a reality. Digital nomads are increasing in numbers – and are set to rise even more post-pandemic. Companies can attract and retain the best talent by expanding their acquisition strategies across borders, instead of limiting recruitment efforts to the local region.
- 03 Expenses:** Moving employees abroad will likely entail travel and shipping expenses for possessions and important belongings. However, it can be more cost-effective to give relocating employees a set allowance to buy furniture and other necessities when they arrive at their destination.
- 04 Employee wages and benefits:** Each country has specific rules regarding wages and benefits. Say your company hires software developers in the UK and Ireland. Even though these workers carry out the exact same role, their compensation [will be different](#) due to the varying taxes, market standards, allowances, benefits, contributions, and exchange rates. Ensure you and your employees understand the regulations within the country they are moving to.
- 05 Emotional support:** International relocation is a dramatic change in people's lives. Employees might be abroad without their spouses or have uprooted their families. This means they need more support from managers, HR, and fellow team members to ease the uncertainties and stress of moving to another country. This could take the form of special team gatherings to foster a culture of inclusion if there are other employees established in the new country, or resources and perks focused on ensuring their wellbeing throughout the transition.
- 06 Compliance:** Labor, tax, and payroll laws vary by country and are constantly evolving. For instance, termination laws may be drastically different than what you're used to, which is why local HR and legal expertise is vital to ensure compliance. Inability to follow these rules can lead to a tarnished company reputation as well as legal penalties and fines.

## How we can help

Don't let the stress of global mobility slow your plans for international success. At G-P, we understand that work is no longer a place we go – now, work can be done anywhere. As your partner in global expansion, we unlock the possibilities of the everywhere workforce, enabling opportunity for everyone, regardless of geography. Our industry-leading Global Employment Platform™ allows you to build highly skilled global teams in days instead of months – without the hassle of setting up subsidiaries or branch offices. We help you find, hire, pay, and manage your teams in compliance with local labor laws so you can focus on what matters most: **your people**

GET STARTED



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