

# PwC Middle East

## Global Mobility Services



*Mobility opportunities are key to attracting, developing and retaining talent – but diverse preferences and expectations all need careful management. PwC has been helping multinational organisations manage the complex tax, planning, administrative, and strategic aspects of deploying an international workforce for more than 40 years.*

PwC helps companies manage the complex tax, administration and strategic aspects of deploying an evolving international workforce by **Making Mobility Easy**.

We understand from our clients and feedback from our CEO survey that as the needs of businesses to source and mobilise talent continues to increase, the nature of talent mobility continues to shift in fundamental ways.

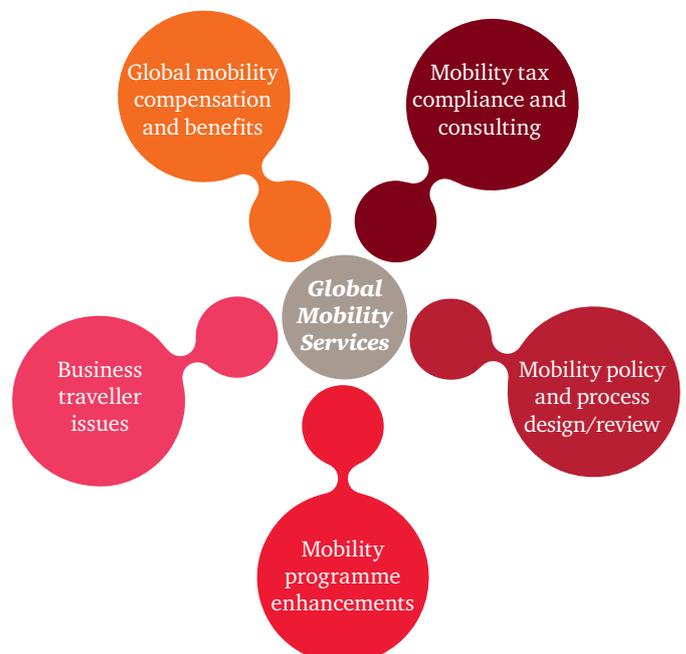
Most of the growth in talent mobility is coming not from traditional expatriates, but from a variety of new mobility types – commuters, business travellers, virtual assignments, and freelance project workers.

Getting international mobility right can be difficult. Companies need to master the tax and reporting implications created by having a mobile workforce, whilst building attractive positions for candidates, managing costs and establishing effective processes and controls.

Even though getting mobility correct can be challenging at times there are also opportunities. With more and more information and data being exchanged for regulatory purposes, there is a real opportunity for employers to gather more meaningful data on their employees. By using the data you have, you could for example create a more unique tailored benefits package without incurring any additional costs.

*Our Global Mobility network of more than 7,000 specialists in 140+ countries can assist in the following areas:*

- Income tax and social security compliance and planning
- Employment tax
- Immigration and legal
- Mobility policy and process design
- Mobility technology solutions
- Business traveller issues
- Global compensation collection
- Payroll reporting.





### Your organisation

- Compliance status reporting
- Research and insights
- Vendor authorisations
- Global compensation management
- Mobile costings
- Travellers compliance

## myMobility

The integrated mobile experience



### Your employee

- Tax data gathering
- Mobile status reporting
- Visa and immigration services
- Transfer planning
- Calendar
- Communications and status
- Secure storage



### Your partners/vendors

- Real-time collaboration
- 'Live' relocation tracking
- Secure invoicing

At PwC we take data security very seriously. We are the only mobility practice that has a System and Organisation Controls 2 Type II certification, which is the most comprehensive certification within the Systems and Organisations Control Protocol. Would you allow your data to be stored with a mobility provider without this certification?

The benefits of PwC's myMobility tool allows employers to see a real-time dashboard of the status of their global mobility programmes and gives them access to all their global mobility services – including initiation for new assignments and tool kits such as the global cost projection tool.

Sophisticated analytics capabilities means that you can review all aspects of programme costs and spend by region, location and assignee and combine reporting capability to drive further analysis to make timely programme interventions.

The myMobility tool and app provides employees with access to a single online system to monitor the status of all tax, social security and immigration applications and to share information with PwC using integrated scanning features.

## Key contacts



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*PwC's Global Mobility team in the Middle East provides consulting advice and solutions across all areas of global mobility.*

*If you are interested in finding out more about the solutions we can deliver, and the value we can bring to your international assignee programme, please contact us.*

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