

Keys for a successful integration of foreign workers

Garance Barrault et Catherine Mathieu



Your Business Mobility Solutions

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Today our consulting services enable companies and private clients to improve the investment return on their most important asset : their people.

People consider the relocation policy as being a “strategic topic”, which affords to secure the attractively and the long term development of business.

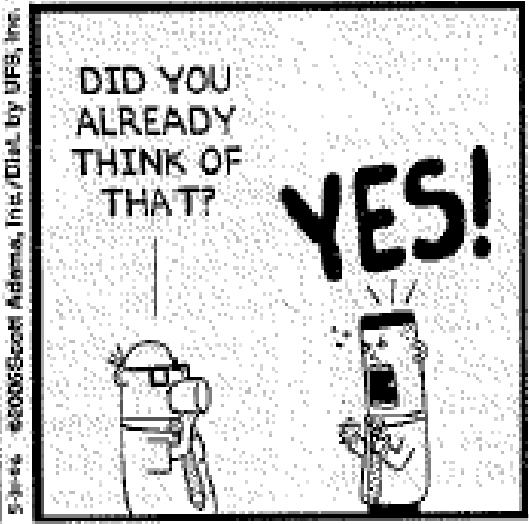
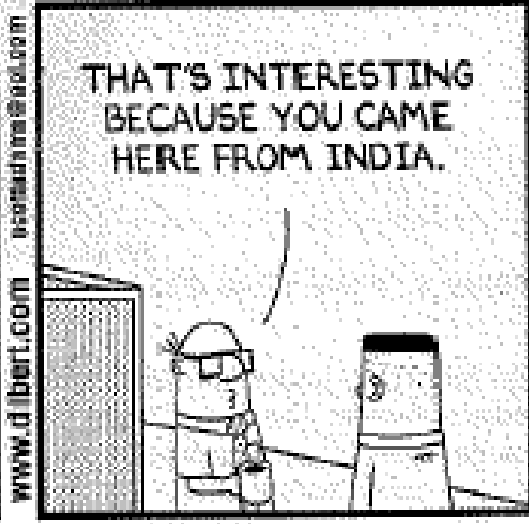


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DILBERT By Scott Adams



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Key issues before departure



1. **Recruitment** - Employers should be ethical in their recruitment practices, both in relation to potential employees and any impact on their country of origin and of destination.
2. **Employment contract clauses**
3. **Travel and accommodation** - Migrant workers will often have to travel long distances and be in need of accommodation when they arrive to take up a job.
4. **Integration into the host community** - Relocating to a new country can be difficult and intimidating. Employers should try to play an active role in helping migrant workers settle and integrate into their new host community, find school for children, help wife to find a job, health, social & cultural activities...
5. **Preparation of entry visa and work permit**
6. **Design of package of remuneration**





Key issues upon arrival



1. **Relocation services** : Accommodation assistance, help for the registration to the selected school, help in the opening of a bank account, assistance finding a job for the spouse...
2. **Foreign language course (speak little or no French)** - For workers with little or no understanding of French, or who cannot read French.
3. **Obtention of work permit and residency permit**



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Key issues after setting up



1. **Foreign language course (speak little or no French)** - For workers with little or no understanding of French, or who cannot read French.
2. **Joining networks**
3. **Subscribing complementary health plan, insurances, disability plan, retirement, tax assistance**
4. **Expertise in intercultural training** : to optimize their integration, we suggest to our customers intercultural training courses which ensures them success in their personal and professional projects.



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Relocation and HR Outsourced services



RELOCATION

- Accommodation
- Services to family
- Administrative training
- Assistance
- Intercultural training

HR EFFECTIVENESS

- Representation and step next to different authorities :
- Immigration (work & residence permits) ;
 - Package of remuneration ;
 - Employment contract ;
 - Handling payroll

COMMUNICATION

- Communication to employees:
- Preparation of employee handbook, any other booklets and serve as a support for information meeting;
 - Etc...





Consultant profile

Jurist by training after having obtained her Master in Law specializing in the laws of Internet commercial contracts at the University Laval of Quebec, Canada, Garance Barrault began her professional career as jurist within law firms and within the legal departments of companies. In 2002, she joined a Monegasque company of international standing as General Secretary overseeing the legal department, Human Resources, financial and administration staff.

In 2008, in this period of globalization, she created Welcome to Monaco, a company specializing in professional mobility, which meets the needs of Human Resources Management and of people during periods of international transfer.





Consultant profile

Catherine Mathieu has over 15 years of professional experience in 'operational HR functions' in very different international environments (legal & tax services, business consulting and consumer products retail distribution).

After a legal education, she spent several years in 2 legal and tax firms (PWC and Ernst & Young), before becoming Compensation & Benefits Manager for Altran, and a Director, Human Resource Department for Monoprix, the major retail city outlets chain.

Through this dual professional experience in law firms and private companies, she has acquired a unique hands-on experience of most of the employment related and human resource matters.

Experience

-  (Galeries Lafayette & Casino Group) - Clichy
Director of the Department of Human Resource
-  - Paris
Compensation & Benefits Manager
-  - Paris
Senior Tax and legal Consultant
-  - Sophia-Antipolis
Junior Tax and legal Consultant

Contact Information

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