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Expatriate Compensation - A good compensation package is one that is considered fair by an expatriate, but it must also be cost-effective for the organization. It should be planned to achieve the mobility and staffing goals of the organization.

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an aggregation of his
extensive experiences
working in the field. He and
his cadre of expert authors
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successfully with
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and the mobile employee:
from the reasons to go
global to setting
appropriate market-based pay
rates, tax implications,
recognising and rewarding
performance and dealing with
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Expatriate Compensation: A
practical and informative

As argued by Sims and
Schraeder (2005) in their
recent review of expatriate
compensation practices, such
adjustments are made using
the 'no loss' approach:
expatriate compensation is
adjusted upward for higher
costs of living, but is not
adjusted downward if the
cost of living in the host
country is less than in the
home country.

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and Section 409A by Mary K.
Samsa, Akerman LLP, with
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Benefits & Executive
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Practice Note outlining
various issues under Section
409A of the Internal Revenue
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company or foreign company
whose employees are subject
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traditional compensation
approaches. For many years,
expatriate compensation has
been focused on a dilemma:
having assignees on
expensive home-based
expatriate package versus
localization - which is
about replacing expatriates
with locals or at least
transition expatriates from
an expatriate package to a
local salary.

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Practical Mobility
Management: Tips to Manage
Expatriate Housing By Anne
Rossier-Renaud , Mercer

Housing is one of the
costliest items in an
expatriate compensation
package as well as an
important factor in the
satisfaction of the assignee
and family, a factor that
can make the difference
between a successful
assignment and a failed one.

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Expatriate Compensation: A practical and informative textbook for managing expatriate compensation, mobility, and international assignments in the world of work Kindle Edition. by Mark Bussin(Author)Format: Kindle Edition.

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obligations for expatriate
health plans and coverage
under the Affordable Care
Act (ACA), the Expatriate
Health Coverage
Clarification Act of 2014
(EHCCA), and related
implementing guidance.

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Intricacies in design of the international compensation package for expatriates are multiple and adopting standard practices could result in administrative challenges and ambiguity. Lack of information related to the industry segmentation, international job pricing leaves HR managers with limited inputs to effectively design a compensation package (Csizmar2013a:1).

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Management (IHRM) in the ...
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field of expatriate
compensation is extremely
complex. Designing and admin

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eBook by Mark Bussin ...

Before looking at the various approaches to expatriate compensation, it's important to note that continuing pressure on costs has brought greater use of local contracts, or variations of them, and a move away from the conventional 'fully loaded' expatriate packages, particularly in developed markets and/or non-hardship locations.

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secondment letter to be used
in the expatriate context
when a US employee is
temporarily assigned to work
abroad while remaining
employed by the original
(actual) employer. This
Standard Document has
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important explanations and
drafting tips.

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