

Monaco Career Day
Workshop H (by Gordon S. Blair) - Expatriate solutions

Question: how can my company manage impact of currency fluctuations on international employment contracts?

Answer from Catherine Mathieu - Gordon S Blair Law Offices, Principal

You may include a special clause with a maximum exchange cap rate or anticipate the repatriation by mentioning a fictive "reference salary" expressed in the home country currency.

Question: how to choose between Secondment and Expatriation when there is an existing social security agreement?



Main differences between secondment and expatriation : employer's cost (2/2)			
	Home country: Belgian Contract	Secondment from Belgium to France	Expatriation to France
Gross salary	50 000 €	50 000 €	50 000 €
Employer's soc. sec. contribution	6 000 €		22 500 €
Total cost to the employer	56 000 €	56 000 €	72 500 €

Question: a Swiss company, based in Zurich wants to hire me to work in France. Is it possible to be paid as a French resident from a Swiss company?

Answer from Catherine Mathieu - Gordon S Blair Law Offices, Principal

Sure it is possible, should the Swiss company second you to its subsidiary based in France. Depending on your situation, you will be liable for the Swiss social security scheme as well as to French income tax. If there is no office in France, you have to pay attention to the risk of permanent establishment in France.