



## Going Local: How to Design, Communicate and Implement a Successful Expatriate Localization Policy (Paperback)

By Yvonne Bosson

AUTHORHOUSE, United States, 2010. Paperback. Condition: New. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.Companies have long accepted the high cost of expatriate assignments as the price of doing business in the global arena. Now, companies are increasingly considering expatriate localization in response to increased pressures to trim costs within global mobility programs. Expatriate assignments cost an average of \$1 million over a three-year period; so converting an expatriate to a local package can save a company hundreds of thousands of dollars, if done correctly. Localization involves changing the expatriate's total compensation (including base salary, incentive compensation, risk benefits, perks, social security and retirement plans) into one that is identical to that available to locally hired employees. This is done with the understanding that the employee does not intend to return to their home country. The benefits of localization for cost containment, peer equity and business imperatives are evident. However, developing and implementing an effective localization policy is a challenge that most employers find too daunting to undertake alone. From handling changes in retirement benefits to salary differentials, local labor law and tax compliance, the complexities of this conversion are enormous. Now, corporate employee mobility expert...



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