

HR for ERICs

ATTRACTIVENESS



POINTS of ATTENTION - 1

- 💧 **Differences in:**
 - 💧 **Standards and cost of living**
 - 💧 **Taxation**
 - 💧 **Social security.**
 - 💧 **Healthcare standards**

POINTS of ATTENTION - 2

- ◆ **Accommodation: possibility or not to find houses of adequate standard**
- ◆ **Partner's job: leaving a well-paid and rewarding job.**
- ◆ **Children's education: possibility or not to ensure an adequate education**

SALARY POLICY - 1

- ◆ **An appropriate and attractive salary policy can help attract and retain human resources while reducing weak retaining capabilities. The salary policy, cannot be restrictive and only cost-oriented. This approach may push the best staff members to look for other and better employment opportunities.**
- ◆ **Parameters to be considered are the differences in cost of living (to maintain a level of life similar to that at home) and the discomfort associated with the new location.**

SALARY POLICY - 2

- 💧 **It's easy to move people from a country with a lower standard of life/salary level to a country with a better standard: a pay rise is enough. Otherwise, it is necessary to establish clear and precise rules that can incentivize mobility without triggering a perverse loop of requests from non-mobile local staff.**

SALARY POLICY - 3

- 💧 **In any case, the pay mobility-related (and benefits) must be clearly linked to temporary transfer towards a specific workplace, so that it can be reduced or eliminated when returning home, or remodelled in case of a new destination.**

BENEFITS

- ◆ **In addition to the salary policy is important to introduce benefits such as contribution to costs for relocation; house renting, school for children; healthcare plans; language courses.**

TRAVELS

- 💧 **Paid travels to home, may be useful if the partner can not (or does not want) follow the employee in the new location. Some companies even prefer to pay weekly returns rather than dealing with the disadvantages and cost of transferring the entire family.**

BEGINNING

- 💧 **It is absolutely advisable to assist the staff in mobility in the early stages of relocation:**
 - 💧 **to find the best accommodation;**
 - 💧 **to be assisted in dealing with tax, social security, healthcare systems.**

RETURN

- ◆ **Return to the home is a delicate phase of mobility that needs to be planned and managed with the utmost care. The positive experiences gained in mobility must be reflected in career development and in the salary of employee.**

CLARITY

- ◆ **It is necessary to clarify and formalize, among institutions and employees:**
 - ◆ **time and modes of mobility,**
 - ◆ **activities to be carried out;**
 - ◆ **functional and hierarchical relationships .**
- ◆ **The best way to avoid misunderstandings and conflicts is to have clear, homogeneous rules, well-known to employees in mobility, as well as home and destination institution.**

SUGGESTIONS

- ◆ It is useful that ERIC's Representing Entities produce a document that summarizes the legal situation (work, social security, tax) of the countries where it operates and the wage levels and internal rules.
- ◆ Based on the above, each ERIC may develop a staff management and mobility policy to ensure a treatment as homogeneous and consistent as possible for HRs operating in the ERIC.