



Academic MasterCourse

2020-2021

Human Resources and Global Mobility



www.eur-fta.nl

Erasmus Universiteit Rotterdam – Financial Tax Academy

The Institute for Taxation and Economics
(Fiscaal Economisch Instituut B.V.)
Erasmus University Rotterdam

Introduction **MasterCourse**

The Dutch Institute for Taxation and Economics (FEI BV) of the *Erasmus University*

***Rotterdam* offers the MasterCourse Human Resources and Global Mobility.**

This academic MasterCourse has been established in collaboration with The Expatisse Academy. The MasterCourse will be given online. The language is English.

Target groups

Organisations are increasingly dependent on other countries for their economic growth and future and are seeing opportunities across the border to withstand the increased competition. Due to this globalisation of economic activity, cross-border labour mobility has increased as well: employees, experts and (top) management are increasingly active on an international level. This has also added an international dimension to the position of the HR manager, which no longer applies to just a national reference framework.

In this new habitat, the HR manager needs to take into account the legal, social, fiscal, financial and cultural frameworks of many more countries and worldwide developments that influence the composition and execution of labour conditions. This has resulted in the creation of a new and challenging expertise: HR Global Mobility (HR GM).

The importance of the HR GM position for the organisation

The HR position has always been a condition for successful national entrepreneurship. However, as soon as the organisation has to deal with personnel operating internationally, this position becomes a critical factor for the success of company activities. If the HR GM position is not properly secured and employees cannot start work (on time) or are even forced to leave the country prematurely, work activities run the risk of stagnation (or even failure) and investments in the (high) costs that cross-border labour brings with it may be lost.

Furthermore, the organisation may have to deal with penalties, compensation, withdrawal of concessions and work permits, company shut-down,

reputation damage and resignation of talented employees. The importance of the HR GM position can therefore not be underestimated, even if the organisation has only a small number of internationally operating employees and limited accompanying work activities. The Covid-19 crisis in 2020 has underlined the importance of the HR GM function even more.

Education at an academic level

In recent years, HR GM has outgrown its mere operational and administrative role and is nowadays recognized as credible International HR Business Partner and essential contributor to the success of the organisation. In this new role, it is expected to advise the business in strategic matters and be an expert counterpart for both internal and external stakeholders. For that purpose, the HR GM professional needs to function at the same level as these stakeholders: at an academic level.

HR GM consists of such complex fields of knowledge that an academic education is necessary for the intrinsic understanding of those disciplines and the insight in coherence between those disciplines. Furthermore, not only the accompanying rules are continuously changing, but the context within and outside of the organisation is changing as well, which constantly creates new forms of deployment and types of rewards.

Education is required where knowledge and skills indispensable for this role are obtained. As of September 2016, the Institute for Taxation and Economics of the Erasmus University Rotterdam offers: the MasterCourse HR & Global Mobility.



Study load of the **MasterCourse**

The MasterCourse consists of lectures every two weeks, in which the theory will be discussed from a multi-country, cross-disciplinary and holistic approach. Prior to the lectures self-studies will be provided consisting of e-learning tests, video lessons and memo training. They need to be completed prior to the lectures.

This teaching method offers an individual course where you prepare intensively in your own time and own pace and training in class that focuses on case studies and discussions with teachers and fellow students. Students obtain advanced knowledge on and insight into the domain of international HR in general and the Global Mobility Function in particular.

Preparatory in-depth study materials will be put at your disposal before the lectures.

The course will be completed with writing a paper that needs to be defended to an exam committee which consists of prominent experts on Human Recourses and Global Mobility.

Attendance of the lectures is mandatory.

Additionally, the Expatise certification HR Global Mobility Advisor (Expatise certified HR GMA) will take place by the Expatise Academy Foundation, a non-profit interest organisation for Global Mobility and Reward Professionals and networking platform for international employers and employees, education institutes, government organisations and consultancy firms.

Examination & presentation of the certificates

The MasterCourse will be completed with a paper that needs to be defended before an exam committee consisting of prominent experts from the domain.

Participants who successfully complete the course and the paper will receive a MasterCourse Certificate from the Institute for Taxation and Economics at the Erasmus University Rotterdam. When no paper has been completed and defended the participant will receive a Letter of Participation.

Study load

20 erts (European Credit Transfer System).

1 erts is 28 hours of study.

What to achieve with this course

With this MasterCourse, you will meet the qualifications for the new generation HR GM professional.

You will understand the coherence between the various disciplines of cross-border mobility and you will be capable of providing proactive advice. You will instruct service providers and follow and check up on their activities. You will understand how jurisdictions relate to each other in an international context and you will possess insight into legal compliance obligations and non-compliance consequences belonging to the various manifestations of international deployment. You will be able to estimate the effect of changing circumstances and signal risks. You will be capable as expert counterpart to act proactively with respect to the correct considerations in the decision-making process regarding cases of international deployment. You will be able to make visible the costs and consequences and recommend alternatives. You will be capable of weighing the pros and cons in order to realise the objectives of the company. You will be able to reduce the costs while maintaining quality, realise savings and mitigate compliance risks.



Academic MasterCourse

Human Resources and Global Mobility

7
13
20

Topics

Months

Online lectures
every two weeks

+

Paper

Examination

=

Certificate

Features of this MasterCourse

- Education at an academic level. The course will be taught by prominent experts from academia, multinational companies, government agencies and renowned consultancy firms.
- Meet qualifications for the new generation HR GM professional.
- Interactive: interactive sessions in which maximum commitment of lecturer and participant is demanded.
- Cross-disciplinary lectures, in which the theory will be discussed from a multi-country, cross-disciplinary and holistic approach.



Human Resources and Global Mobility **Lecturers**

The course will be taught by prominent experts from academia, multinational companies, government agencies and renowned consultancy firms.

Lecturers:

Sheriff Aligbeh
Lyke Apontoweil
Alain Camonier
Chris Debner
Roeland van Esveld
Hanco van Geest
Suzanne van Hattum
Ellen Jansma

Nihat Kurt
Jelle Romeijn
Sanne van Ruitenbeek
Ernst Steltenpohl
Jet Stigter
Bettina Tang
Angela Weinberger

Coördinator:

Dr. Frank M. Werger



Academic Director:

Prof. dr. P. Kavelaars



Sheriff Aligbeh



Alain Camonier



Chris Debner



Roeland van Esveld



Hanco van Geest



Suzanne van Hattum



Ellen Jansma



Nihat Kurt



Sanne van Ruitenbeek



Ernst Steltenpohl



Jet Stigter



Angela Weinberger

The seven topics of the MasterCourse Human Resources and Global Mobility



MasterCourse Program

Preparatory e-learning program

Starts three months prior to the online sessions

Expatise preparatory e-learning program consists of seven modules based on the Expatise methodology: an integrated combination of just-in-time learning and just-in-case learning by means of video lessons, online tests and memo training, a personal repetition scheme that ensures storing new knowledge in the long term memory:

Module 1	Intercultural competencies
Module 2	The Global Mobility Profession
Module 3	General principles of international labour law
Module 4	General principles of global corporate immigration
Module 5	General principles of cross-border taxation
Module 6	General principles of international social security
Module 7	Setting up a business case

Participants will also have access to the Expatise online campus: a personal learning environment that comprises the Expatise Handbook for GM Professionals, topical libraries, discussion areas, access to the online courses of the Expatise Educate Yourself Portal and the Expatise live online community where GM professionals from around the world can exchange information and discuss challenges with peers.

The online sessions

Every two weeks on Thursday: 01:30 - 05:00 p.m. Dutch time. No sessions during holidays

Topics per online session

- Intercultural Communication
- The Future of Global Mobility
- Redesigning the GM Function
- Strategic Global Mobility
- Understanding and Applying Data Analytics
- Corporate Labour Migration Law
- International Labour Law
- International Income Tax
- Duty of Care
- International Social Security
- Compensation & Benefits
- Building the ROI Business case
- Branding the GM profession

Finishing the MasterCourse

- Writing a paper
- Examination & presentation of paper





'This MasterCourse is worldwide a unique academic course on International Mobility.'

Jai Patel, Philips



'It was great to attend an academic course in the global mobility area. The course was a wonderful experience! I gained new knowledge in many different areas within GM on an academic level and I met so many nice people with the same passion: Global Mobility.'

Katja Preissendoerfer, Bearing Point

'Participating in the program of this MasterCourse was an enjoyable, challenging learning experience. This program ensures a high standard of academic education with relevant practical insights in the field of Global Mobility that enables GM specialists to add value to global organisations.'

Reimara Valk



'The participation in this MasterCourse was great. Lecturers and participants have an amazing interaction. I gained a lot of knowledge and contacts in Global Mobility.'

Dominic Suter



Facts and Figures

Price of the course

The fee of the MC Human Resources and Global Mobility online amounts to € 5,450.- per person.

No VAT is due.

Introduction discount of € 500.- when applied before September 1, 2020.

Registration via the registration form on our website www.feibv.nl.

Admission requirements

Erasmus University Rotterdam offers an academic level course. The minimum admission requirements have been determined at a completed prior higher vocational training, academic level and relevant work experience. If you do not possess the required knowledge and / or experience, you can first participate in the preparatory course HR Global Mobility offered by the Expatise Academy.

Paper and exam

The course will be completed with a paper that needs to be defended. The exam committee consists of prominent experts on Humans Resources and Global Mobility.

Language

English

When

Preparatory e-learning:

3 months prior to online sessions

Online sessions:

January - December 2021

Paper and defence:

January - February 2022

General information

MasterCourse Human Resources and Global Mobility

Visiting address

Erasmus Universiteit Rotterdam
Fiscaal Economisch Instituut BV
Bayle Building, room J5-11
Burgemeester Oudlaan 50
3062 PA Rotterdam, The Netherlands

Postal address

Erasmus Universiteit Rotterdam
Fiscaal Economisch Instituut BV
Bayle Building, room J5-11
P.O. box 1738
3000 DR Rotterdam, The Netherlands

Coordinator

Dr. Frank M. Werger
Phone +31 10 408 1491
E-mail werger@ese.eur.nl

Office-assistant

Mrs Astrid C.W. Hamers
Phone +31 10 408 1491

The general terms and conditions of FEI BV can be found on www.feibv.nl

The course has been established in collaboration with Expatise Academy.

E-mail learning@expatise.academy



The **Institute for Taxation and Economics (FEI BV)** gives lectures and does research on taxation and economics in the Netherlands, as well as on the international and European tax law.

Institute for Taxation and Economics (Fiscaal Economisch Instituut B.V.)
Erasmus University Rotterdam
Burgemeester Oudlaan 50
(Woudestein)
Bayle Building, room J5-11,
3062 PA Rotterdam

Phone: +31 10 408 1491
E-mail: feibv@ese.eur.nl
eur-fta@eur.nl
Internet: www.feibv.nl
www.eur-fta.nl
Erasmus University Rotterdam -
Finance and Tax Academy