



CINDEX

CINDEX activity in 2024

This document synthesizes the CINDEX main achievements in 2024

First of all, we surveyed our members on their expectations. It seemed to us that we needed to strengthen exchanges through Web spaces and by drastically modernizing the www.cindex.fr exchange website. (which dated from 2008). This 5-month project made it possible to create a new site with a junior company at a lower cost.

We have also strengthened our notoriety by opening to LinkedIn with a dedicated page, fed by a weekly post and ~1000 followers, as well as newsletters every 6 weeks.

We also organized a meeting day, on 13 May at the Museum of the History of Immigration, on the theme "Faced with the uncertainties of the world, let's strengthen our networks"; The members accompanied by our partners were able to enjoy conferences and networking sessions:

- Hervé Qualizza, Mountain Guide who gave us a different perspective on leadership,
- Arnaud Vaissié, CEO and Chaiman of International SOS, on his geopolitical vision of the world
- Olivier Sibony, author of "The Noise" on an insight and analysis of decision-making
- Bénédicte Crucis from Meetwiz on systemic relationships

The main topics covered in the commissions are described below

HR Commissions	<ul style="list-style-type: none">- International mobility becomes more strategic and linked to Talent Management- Artificial Intelligence; Impacts on our businesses- Support for spouses during international mobility. (Cultural adaptation, langage, coaching etc...)- Spouse Employment Support- Charter for international care / well-being of families (from an internal working group)- Organization of the reception of inpatriates during the Olympic Games (from an internal working group)- Support for the Spouse agreement, explanatory note, facilitation of acceptance letters (in French and English) (from an internal working group)
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Tax Commissions	<ul style="list-style-type: none"> - International teleworking, a European trend. Tracking tool - Exceptional regime in certain countries. Tax news - Overview of international immigration laws. - Transfer pricing, impact on international mobility
Health Commissions	<ul style="list-style-type: none"> - Bed bugs - how to fight this scourge - Medical records when moving to another country - Medicine for work in isolated places - Impact of CBD - Medical concierge service fights against medical deserts - Support for international hostages - Employer's Responsibility & Health Risk outlook
Security Commissions	<ul style="list-style-type: none"> - Several interventions by Institut Montaigne: Scenario for Taiwan by 2028, Security in West Africa, Russia/Ukraine towards an end to the conflict - Country risks and specific points according to current events - A look back at the crisis exercise organized with the CDCS - Olympic Games Security (from an internal working group) - MBA in security from the National Gendarmerie Officers' School

These commissions are subject to precise monitoring (participation rate, satisfaction rate) which allows us to adjust the relevance of the subjects covered and the organisational conditions if applicable.

2 permanent working groups met every quarter on

- Immigration, with the police prefectures of Paris and Nanterre and the Office of Professional Immigration (BIP)
- Social Security with members of the CLEISS, URSSAF international, CPAM and CFE

For the members, it is a question of reporting difficulties in the field in their handling of files and unblocking situations.

Finally, each year we carry out a survey on our internationally mobile workforce and the main characteristics of these movements (age groups, gender, family situation, geographies, type of contracts, etc.).

We welcomed 7 new members and 3 left us. In all, 70 companies or organizations are part of the CINDEK, representing about 500 active members

Perspectives 2025

In addition to the commissions, our members have decided to set up:

- 5 working groups: International Disability, Mental Health (Health), International Mobility Policy (vis-à-vis feminization and young people), Call for subcontracting, Business Travelers empowerment (Security)
- 8 CODEV groups (rapid collective intelligence and problem-solving workshops). Following the two 2024 pilots, this system has been acclaimed to extend it to more members.