

## Leveraging SOFA advantages: Global Mobility in the Defence Industry

Navigating workforce mobility can be complex for third country nationals, especially those working in the defence industry. Fortunately, the Status of Forces Agreement (SOFA) provides certain exemptions and privileges that simplify these formalities. SOFA is an agreement between a host country and a foreign nation, allowing the foreign nation's military forces to operate within the host country. This agreement covers legal jurisdiction, tax exemptions, and immigration requirements, offering significant advantages to those covered.

### Visa and Residency Permits

Individuals covered by SOFA often do not need to obtain a visa or residency permit to live and work in the host country, as their presence is authorised under the agreement.

### Work Authorization

Military personnel and their dependents may work in the host country without needing a separate work permit, encompassing both military-related and civilian jobs.

### Legal Jurisdiction

SOFA outlines which country has legal jurisdiction over personnel, covering criminal prosecution and civil disputes.

### Tax Exemptions

The agreement often includes provisions for tax exemptions on income earned by military personnel and their dependents while stationed in the host country.

### Healthcare and Education

SOFA may provide access to healthcare and education services for military personnel and their families under similar conditions as host country nationals.

### Duration and Scope

Privileges and exemptions are typically limited to the duration of the individual's assignment in the host country. Standard immigration rules apply once the assignment ends.

### Advantages of Immigration, Taxation, and Social Security under SOFA

### Limitations and further assistance

While SOFA offers significant benefits, strict limitations exist regarding who qualifies under the agreement. Family members seeking employment outside the scope of SOFA may need to adhere to standard immigration requirements, including obtaining work permits or visas, complying with local labor laws, and fulfilling tax obligations.

Given the complexity and variability of SOFA agreements, we suggest reaching out to our team for personalised advice and assistance. Our consultants can help you understand the specific terms and conditions of the SOFA relevant to your situation and to be compliant with all regulations.

*For more detailed information or specific queries about a particular SOFA agreement, please contact us.*