



PERMITS
foundation

ENABLING DUAL CAREERS IN THE GLOBAL WORKPLACE

June 2021

"Governments are responding to our proposals – over 30 countries now allow spouses or partners to be employed or self-employed during an international assignment."



Permits Foundation

- Aim

Support international mobility and dual careers by advocating improvement of work permit regulations for the partners of highly-skilled mobile employees worldwide.

Open permission to work

- Make representations to host governments
- Raise awareness and encourage debate
- Co-ordinate support from local networks, employer organisations, home country governments etc.
- Share information and progress

Not-for-profit

Permits Foundation Sponsors

International employers (private & public) and service providers
Diverse sectors, global operations.



Diplomatic Service
Families Association (UK)



Ministry of Foreign Affairs of the
Netherlands



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Patrons

Top level support

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Chief HR Officer and member of Unilever Leadership Executive, Unilever



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meets quarterly, approves strategy

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Dual careers - A corporate issue

International companies and organisations need skilled, mobile staff to support global operations

- Numbers are small, but essential (av. 1% of manpower)
- More women in employment
- More dual career couples / dual earners
- Diversity - more nationalities, unmarried or same-sex partners

For 70% of partners, their own employment prospects are an important factor in the decision to relocate

Affects men and women of all nationalities working in private and public sectors worldwide



Challenges for mobile partners who want to work

- Look for a new job in unfamiliar location
- Timing dictated by employee's move
- Adapt skills to local employment market
- Learn language, different culture etc.
- Compete with well qualified local staff
- Foreign diplomas recognised?
- Persuade potential employer to apply for work permit and wait until obtained...

Work permit procedures and uncertainty

– a structural hurdle for partner and employer



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Permits Foundation regular surveys on mobility and dual careers – new large-scale survey coming in 2021!

74 HR Managers views on the impact of Brexit (UK)	2018
1063 employees/partners on Tier 2 visas (UK)	2015
177 organisations employing 7.5 million employees (global)	2012
3300 expat partners private and public sector (global)	2008

*Key messages for **governments***

- Work permit restrictions have a negative impact on international business.
- Work permit restrictions for partners seriously impact on employees' willingness to transfer.
- Countries that allow partners to work are more attractive destinations for international business and highly skilled staff.
- Allowing partners to work has positive economic and social impacts.

*Key messages for **employers***

- Lack of partner employment opportunities adversely affects global mobility of highly skilled international employees.
- Dual careers are becoming more important.
- Employers should do more to support.

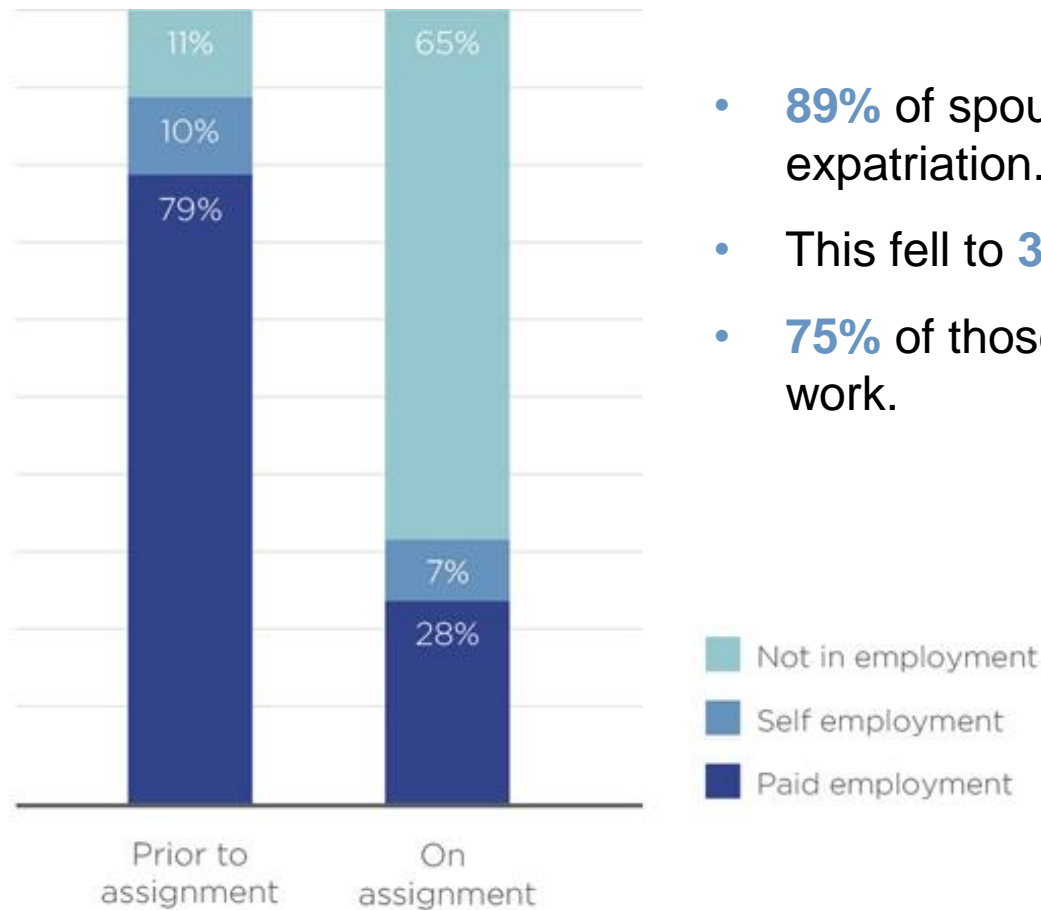
Impact of immigration restrictions on international business

Employers say:

- **96%** - Important to be able transfer employees internationally.
- **92%** - Work permit limits on expat numbers have negative effect on business.
- **85%** - Time limits or bans on work permit extensions have a negative effect on business.
- **96%** - Partners of international assignees should be allowed to work in the host country for the duration of the assignment.

“More and more couples today expect to pursue employment abroad.”

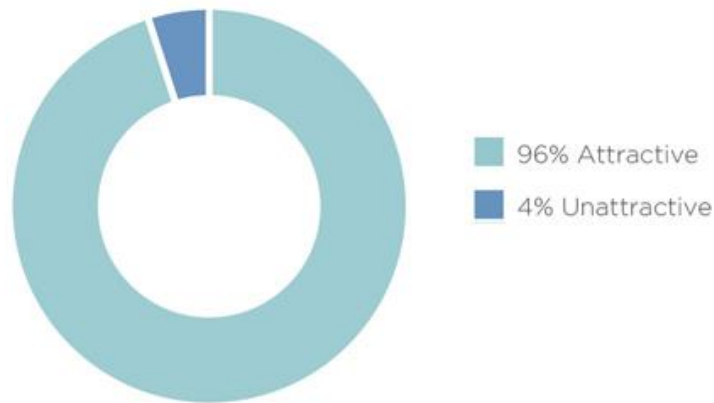
Partner employment falls during assignments



- **89%** of spouses were working before expatriation.
- This fell to **35%** during expatriation.
- **75%** of those not working would like to work.

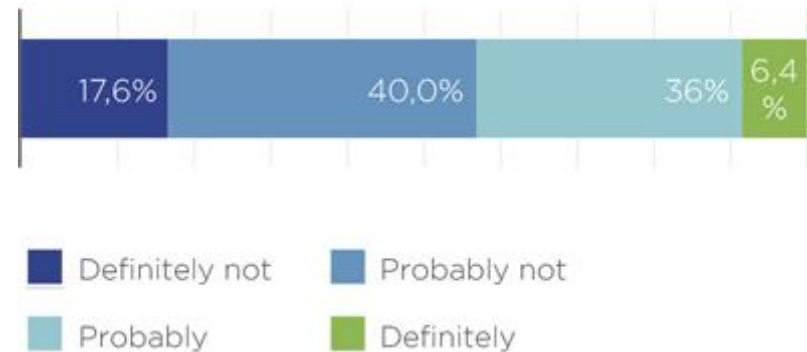
Impact of partner work permit restrictions on mobility

Destinations



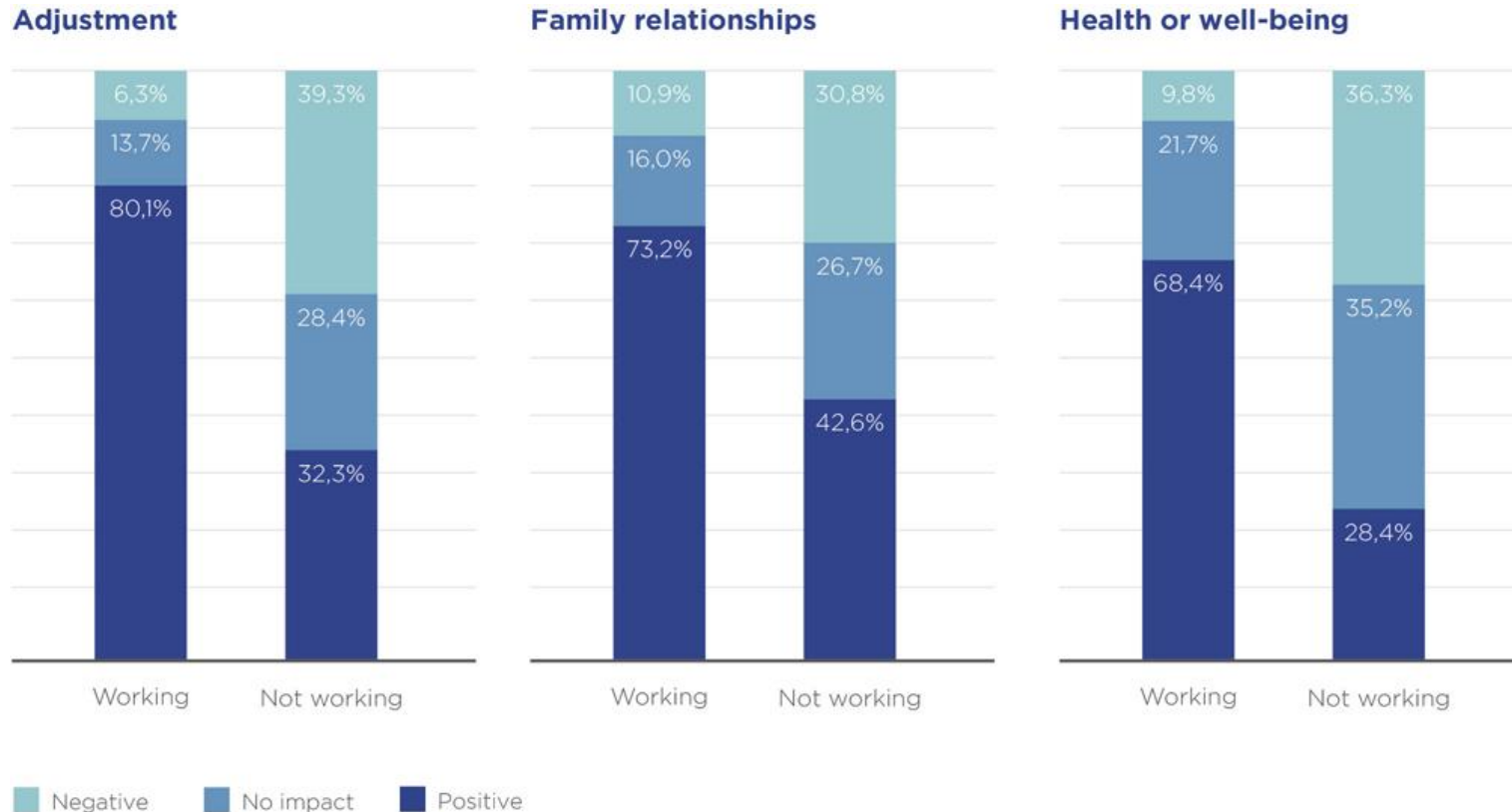
Countries that enable spouses and partners to work are attractive destinations for **96%** respondents

Would you go to a location where it is difficult to get a work permit?



58% unlikely to relocate to a country where it is difficult for a spouse or partner to get a work permit.

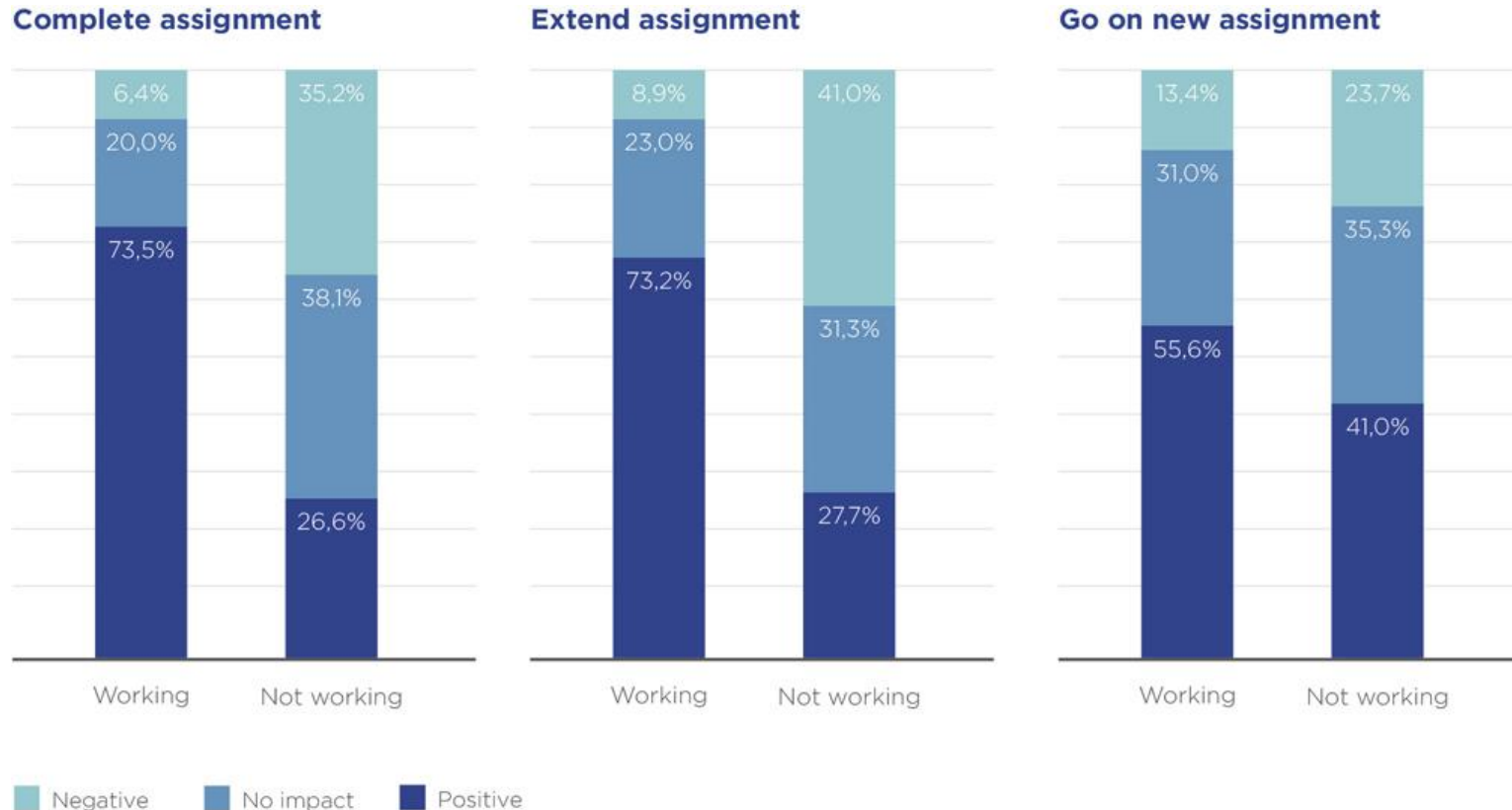
Working has a positive impact on adjustment, family relationships and well-being in the host country



68-80% of working spouses say that working has a positive impact.....

30-40% of non-working spouses report a negative impact of not working

Working has a positive impact on willingness to complete or extend the assignment, and go to a new assignment



55-73% of working spouses say working has a positive impact.....

24-41% of non-working spouses report a negative impact of not working

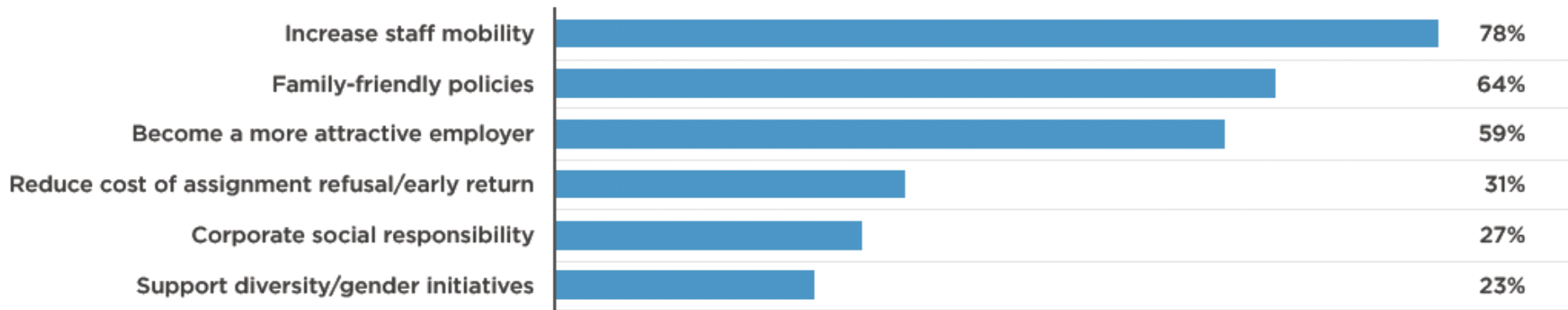
Dual careers are becoming more important to organisations

66% HR mobility managers say that dual careers and partner issues are becoming more important in their organisation

70% say their company should do more to support

“Dual career and partner issues are becoming more important in my organisation for the new generation of expats. A strong global mobility policy is not a nice to have but a need to have.”

Why employers have a dual career policy



“When the spouse is happy, there is a stronger likelihood of a successful assignment.”

“Most of our expats come from countries where a dual career is the most common family setting. We have to recognise that in our policy to meet society’s expectations.”

Source: Permits Foundation International mobility and dual career survey report, 2012

Dual career policies and practice

71% of employers provide some form of dual career support

Formal written policy	33%
Informal guidelines	11%
Case-by-case basis	27%
No support	29%

Global overview partner work permits*

Feb. 2021

Once family member residence permit issued

- * Simplified illustration: may apply to specific employee permits
- * Increasing recognition of unmarried partners; and work permission for children (of working age)

Authorised to work on dependant's permit / Open work permit

- Can work for any employer
- Or be self-employed

Work permit linked to employer

- Simple process or letter of consent
- No employment market test
- Procedure < 4 weeks

Work permit linked to employer

- Skills, salary, quota, employment market test; May need to return to home country
- Procedure > 4 weeks

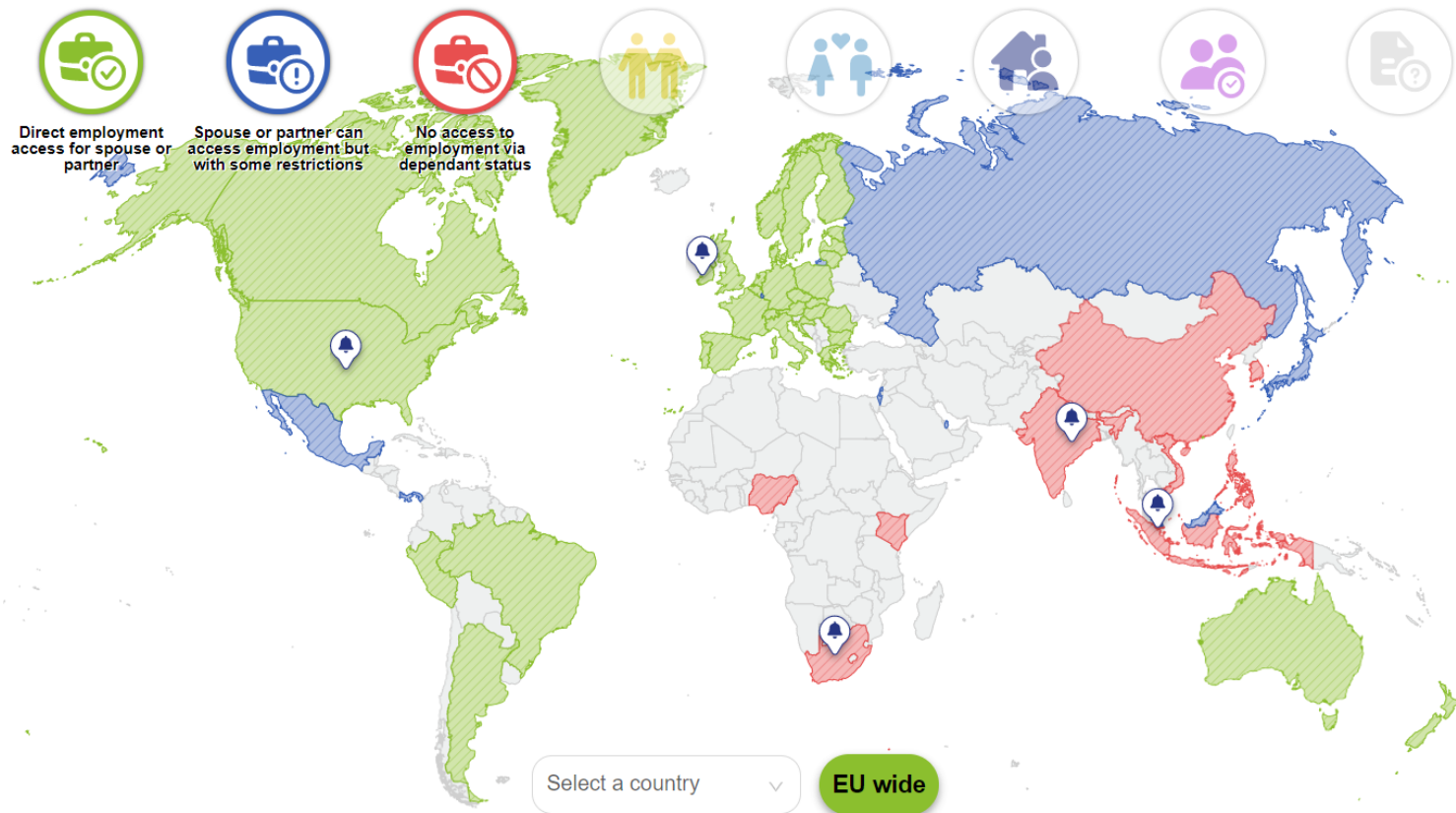
Europeans in EU/EEA

Non-EU citizens in Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland (CSEP holders), Italy, Latvia, Lithuania, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland, UK. Argentina, Australia, Brazil, Canada, Greenland, Hong Kong, New Zealand, Peru, USA (L, E, certain H4 visas)

Luxembourg (labour market check in 1st year), Israel, Japan, Malaysia, Mexico, Panama, Qatar, Russia, Singapore

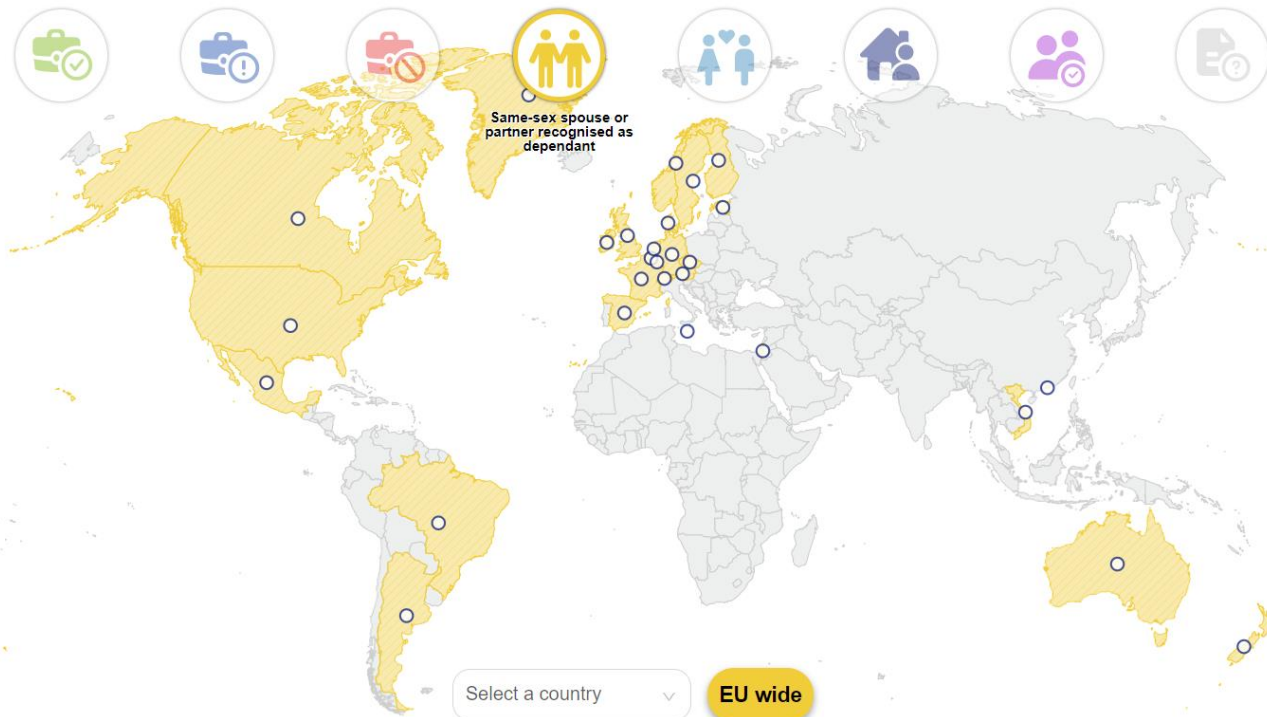
Brunei, China, Colombia, Congo, Ethiopia, Egypt, Gabon, India, Indonesia, Japan, Kazakhstan, Kenya, Korea, Nigeria, Oman, Pakistan, Papua New Guinea, Philippines, Sri Lanka, South Africa, Syria, Taiwan, Thailand, Turkey, USA (H1B, O visa), Vietnam

Permits Foundation world map of partner work authorisation: over 30 countries enable direct access to employment



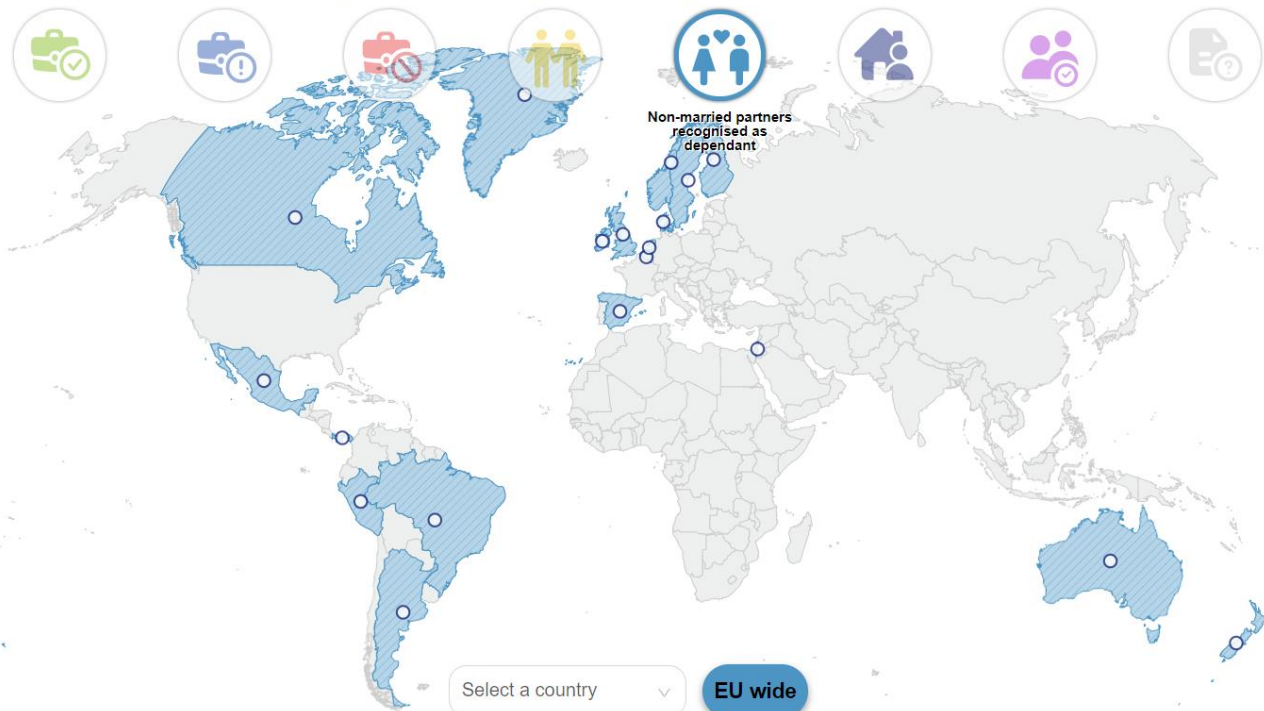
Same-sex spouse or partner recognised as dependant

World map of mobile spouse and partner work authorisation



Non-married partners recognised as dependant

World map of mobile spouse and partner work authorisation



Success highlights

Over 30 countries now allow spouses or partners to work for any employer or be self-employed

European Union

Member States allow recognised family members to work freely, under EU Blue Card, EU intra-corporate transfer (fully implemented 2019), or other national schemes.

- Partner recognition growing. Children of working age allowed to work too.
- Belgium and Ireland (CSEP Holders) added to “best practice” category 2019.

USA

Spouses of intra-company transfers & treaty traders (L/E visas), eligible for employment authorization (EAD) since 2001. Proposal to rescind H4 EAD withdrawn in January 2021.

- Currently lengthy processing times for spousal employment access
- Same-sex marriage recognised; unmarried partners not yet recognised.

India

Spouses of Employment visa holders can apply locally for E visa. (1st step recognition.) Lobby on-going for full work authorisation. Met key government ministers in 2015,17,19. Permits Foundation supported proposal for a specific ICT visa - implemented in 2018.

Brazil

Government decree on the legal status of foreigners effected in 2016 included clause that the partners of temporary work visa holders can work in Brazil.

Japan

Under highly skilled worker scheme 2012, the work permit requirements for professional spouses slightly relaxed.

Best practice model:

Spouse/partner has 'open' permission to work



Advantages

- Full access to employment market once resident visa or permit is issued.
- Facilitates temporary project work, self-employment, tele-working.
- Reduced bureaucracy for the authorities.
- Helps employers fill urgent or temporary vacancies.
- Attractive destination for mobile families.
- Attractive investment climate for employers with highly skilled international staff.



Permits strategy

- Provide evidence, promote best practice, build on examples of success
- Focus on countries that are:
 - important to business/international organisations
 - role models - trend setters in their region
- Global organisation with local support networks

Country plan development 2021-2022

Organisations highlighted over 50 important business destinations where spouses/partners do not yet have 'open' permission to work (for all the key employee permits)

Top Priorities - Country Level

- China
- USA (immigration reform)
- India
- South Africa
- Singapore
- Japan
- UK (monitoring mid-skills level post Brexit)

Multilateral Level:

- Global Forum on Migration and Development (GFMD),
- United Nations Global Compact on Migration
- European Union: monitoring ICT Directive, EU Blue Card implementation in practice

Others:

Europe Ireland, France, Luxembourg, Slovenia, Austria

Russia

Americas

Bolivia, Chile, Ecuador, Mexico, Honduras, Panama, Trinidad & Tobago, Uruguay, Venezuela.

Asia

Indonesia, Kazakhstan, Mongolia, Myanmar, Korea, Malaysia, Pakistan, Philippines, Thailand, Vietnam.

Middle East

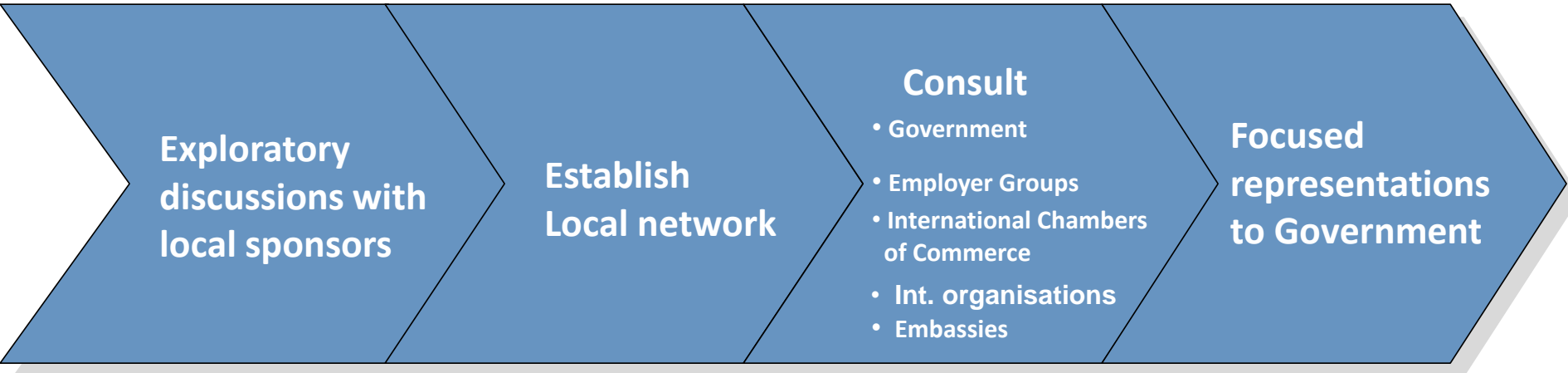
Azerbaijan, Egypt, Iran, Iraq, Jordan, Lebanon, Libya, Oman, Saudi Arabia, Turkey, UAE

Africa

Algeria, Angola, Burundi, Congo, Ethiopia, Gabon, Ghana, Kenya, Morocco, Nigeria, Rwanda, Senegal, Tanzania, Tunisia.

Local networks / steering groups

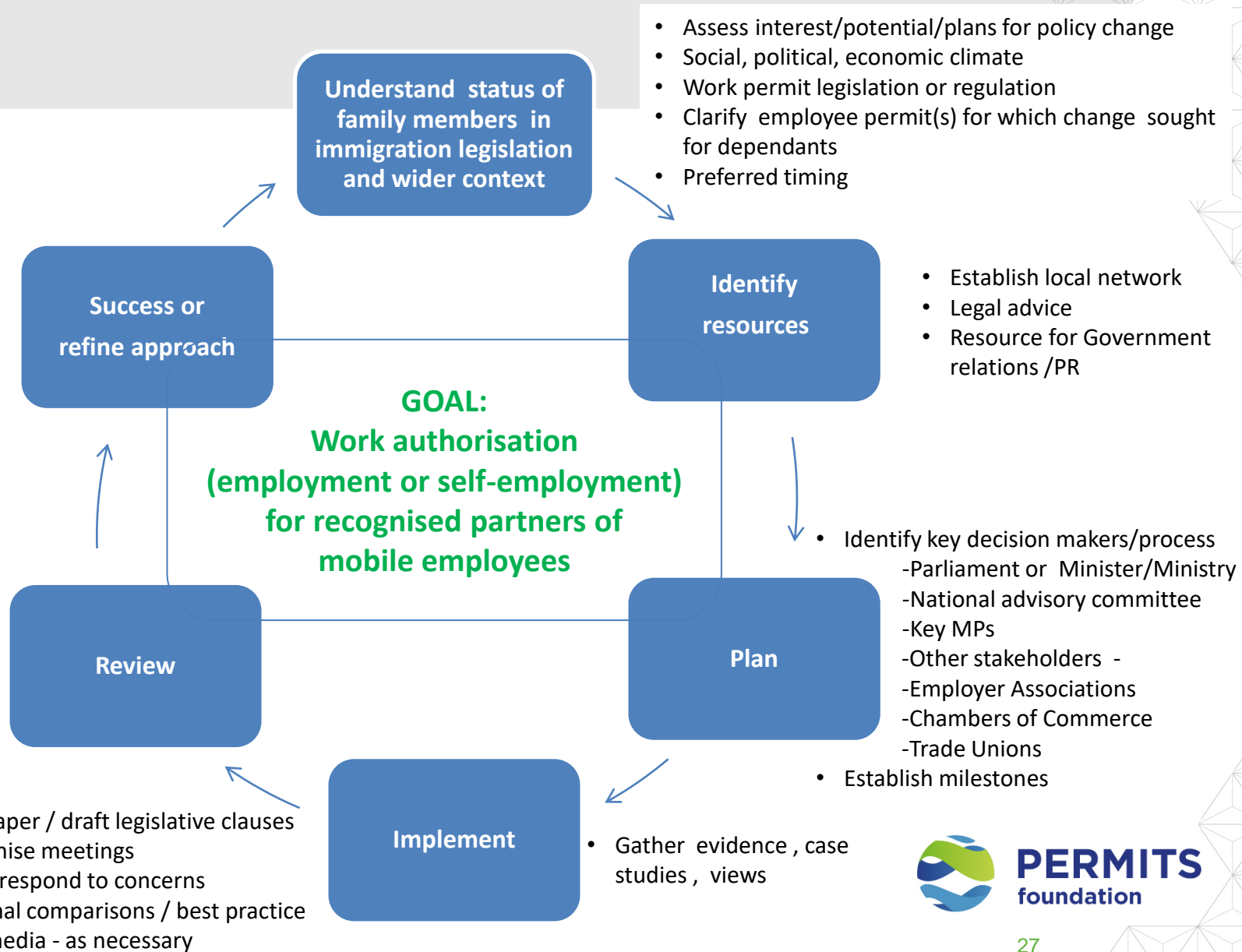
How we work on the ground



Visits and support by Permits Foundation

- international perspective, evidence from global surveys
- examples of best practice legislation in other countries
- experience of successful process in other countries
- contribution to network costs

Key steps in a local campaign



How to take part

Become sponsor

Indicate priority countries

Nominate focal point

- Annual recommended donation € 7,000
- Country activity plan
- E-newsletter, attend annual seminar and networking events

Use our resources

in your expat briefing package; make a link to our website; spread the news

Being a sponsor does not need a lot of your time

Take part more actively

- Nominate board member or patron
- Share ideas and contacts, local “champions” and opinion leaders
- Help us plan and shape local lobby
- Take part in local networks (your local rep)

The business case for change

- 'triple win'

International employers

- Reduce cost of assignment refusal or early return
- Attract / retain mobile talent
- Show "we care" social responsibility and contribute to DE&I
- Enhance HR brand

Host countries

- Attractive climate for skills, talent
- Supports trade & investment
- Helps integration
- Enhance country brand

Mobile families

- Partner works - maintains and develops skills
- Easier to return to work in home country
- Mobile family, motivated, happy, work/life balance

Our values support:

- international mobility
- equal opportunity and diversity
- men and women of all nationalities

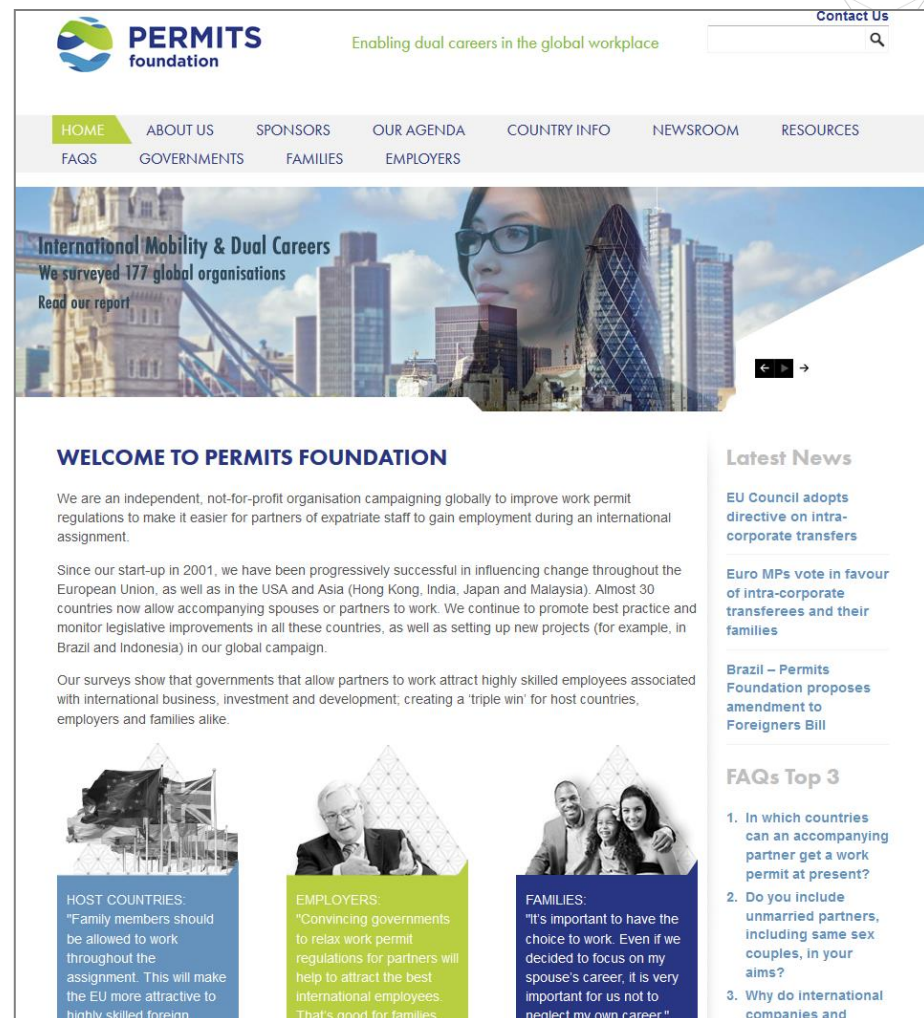


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Visit our website: **Permitsfoundation.com**

- Make a link to your website, follow us @permitslobby
- Add to your briefing packs
- Spread the news, show your support

- Resources for HR staff, Families and Governments
- Evidence for policy makers
- Country info on work authorisation for spouse/partner/family members
- Links to work permit regulations
- Links to dual career resources
- Latest news
- Discussion groups



Contact us

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