



PERMITS
foundation

FAMILY MATTERS IN GLOBAL MOBILITY

**Seeing the bigger picture,
speaking up for migration policy
change**

Permits Foundation International Symposium
Michiel van Campen, Director
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Permits Foundation

- Mission

Permits Foundation campaigns globally to improve work permit regulations for the partners of expatriate staff on international assignment.

Core Values:

- *international mobility, equal opportunity and diversity in the workplace contributes to a better world where people can reach their potential.*
- *We respect the trend in society where both partners increasingly want to have their own careers*
- *we recognize that being able to work has a positive impact on well-being, family relationships and adjustment in the host country.*

Not-for-profit

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

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
- Enhance HR brand

Host countries

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

Expat family

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

Our values support:

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

In Practice

- Make representations to host governments to liberalize business-related work permit legislation;
- Seek and co-ordinate support from national and international organizations;
- Share best-practice information and news about governmental progress;
- Raise awareness on this issue at conferences and seminars;
- Encourage debate by preparing briefing material for selected media;
- Attract companies and diplomatic organizations as a sponsor to:
 - Generate resources for Permits Foundation;
 - Generate information and evidence to support the focus of Permits Foundation;
 - Demonstrate to governments a broad base of support in both the private and public sectors.

Global overview partner work permits*

Sep '17

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 (subject to transition arrangements for Croatia)

Non-EU citizens in Austria, Bulgaria, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, Italy, Latvia, Lithuania, Malta, Netherlands, Norway, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, Switzerland, UK.

Argentina, Australia, Brazil, Canada, Hong Kong, N.Zealand, Peru, US (L, E visas; and H1B spouses awaiting Green Card)

Belgium, Ireland, Luxembourg

Japan, Mexico, Singapore

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

Country plan development 2016-2020

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

Priority Countries

Asia

- China
- India
- Singapore
- Malaysia
- Japan

The Americas

- USA (H1B/H4, O visas)
- Mexico,
- Brazil

Africa

- South Africa

Europe

- EU (ICT Directive, Blue Card Revision)
- Brexit

Middle-East

- UAE

Others:

Europe: Belgium, Ireland, Luxembourg

S.E. Europe: Serbia.

Americas

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

Asia

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

Middle East

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

Africa

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

Permits Foundation sponsors

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



Deloitte

HEINEKEN



AstraZeneca



MERCER

Schlumberger



NASPERS



BGRS



ExxonMobil



NetExpat



ING

NOVARTIS

**Council for
Global Immigration**
A **GOI** initiative



gemalto
security to be first



Observer

**Global
Connection**
Expatriate Support



**Diplomatic Service Families
Association (UK)**



**Ministry of Foreign Affairs of the
Netherlands**



**PERMITS
foundation**

UNITED NATIONS SYSTEM
Chief Executives Board for Coordination

How to get involved

Become sponsor

Indicate priority countries

Nominate focal point

- Annual donation € 6,800 recommended
- Country activity plan
- E-mail 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

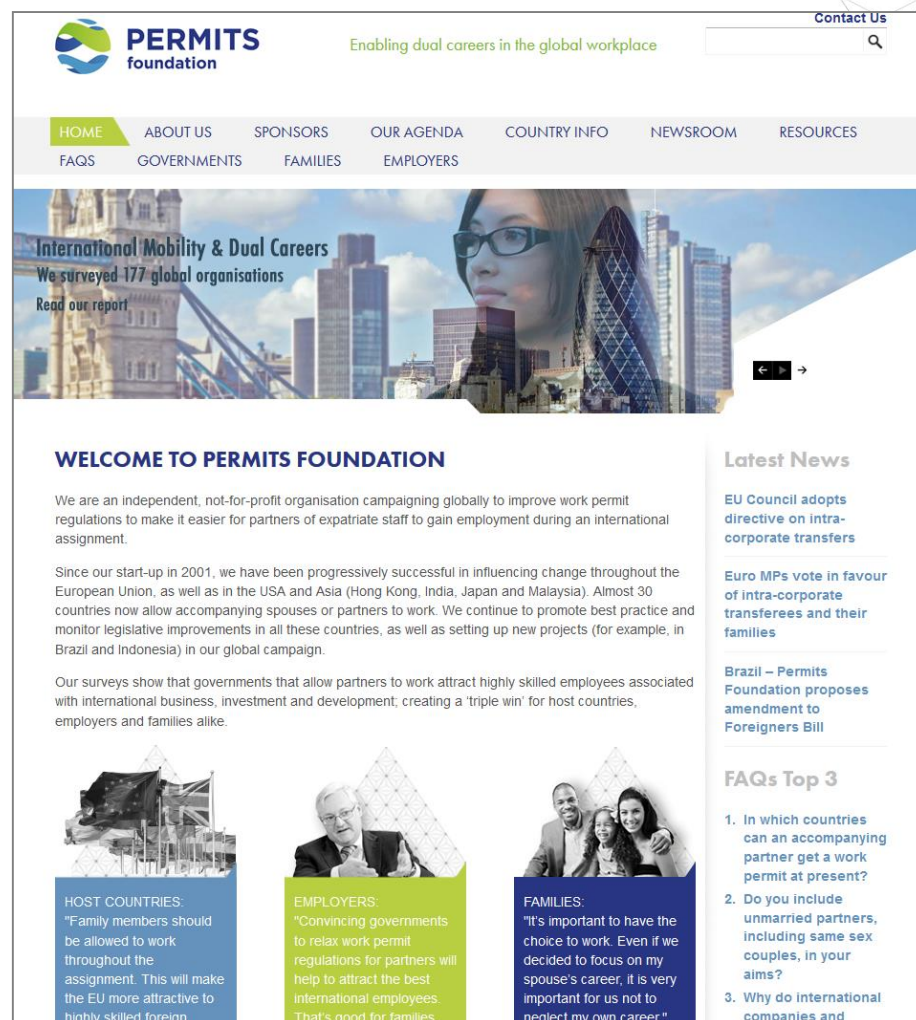
Be involved more actively

- 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)

Visit our website: **Permitsfoundation.com**

- Make a link to your website
- 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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