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# ENABLING DUAL CAREERS IN THE GLOBAL WORKPLACE

## Overview and 5 year plan

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



# Global overview partner work permits\*

Once family member residence permit issued

## 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, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland, UK. Argentina, Australia, Canada, Hong Kong, N.Zealand, US (L, E visas + H4 in pipeline for Green Card)

Belgium, Ireland,  
Luxembourg (during 1<sup>st</sup> year, then open)  
Japan, Malaysia, Mexico, Singapore

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



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\* Simplified illustration: May apply to specific permits; recognition of non-married partner varies

# Best practice model:

## Spouse/partner has 'open' permission to work



Argentina *	Lithuania
<b>Australia</b>	Malta
<b>Austria</b>	<b>Netherlands *</b>
Bulgaria	<b>New Zealand *</b>
<b>Canada *</b>	<b>Norway *</b>
Czech Republic	Poland
<b>Denmark *</b>	Portugal *
Estonia	Romania
<b>Finland</b>	Slovakia
France *	<b>Slovenia</b>
Germany	<b>Spain *</b>
Hong Kong	<b>Sweden *</b>
Hungary	<b>Switzerland</b>
<b>Italy</b>	<b>United Kingdom</b>
Latvia	United States* (L1, E visas)

### 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 investment climate for employers with highly skilled international staff

Countries in **bold** font : recognise non-married partners  
\* recognise same-sex marriage

# One example of success - EU ICT Directive

Adopted May '14, implementation by Nov '16

## Advantages

- Easier to transfer ICTs (managers, specialists and trainees) to a branch in the EU
- Intra-EU mobility - easier to work in other Member States during assignment.
- Family members entitled to be employed or self-employed in host Member State throughout the duration of the transfer.

## Success for Permits Foundation

- Won wide support across Member States and different political parties for an amendment to allow family members to work.

# 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 2015-2020

Organisations highlighted 50 important business destinations where spouses/partners do not yet have 'open' permission to work

## 'Top 10'

- China
- Brazil
- India
- USA (H1B, O visas)
- EU (pending ICT implementation)
- Russia
- Singapore
- Indonesia, S. Africa, Japan
- Malaysia, Mexico, UAE

## Others:

**Europe:** Belgium, Ireland, Luxembourg

**S.E. Europe:** Serbia.

### Americas

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

### Asia

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

### Middle East

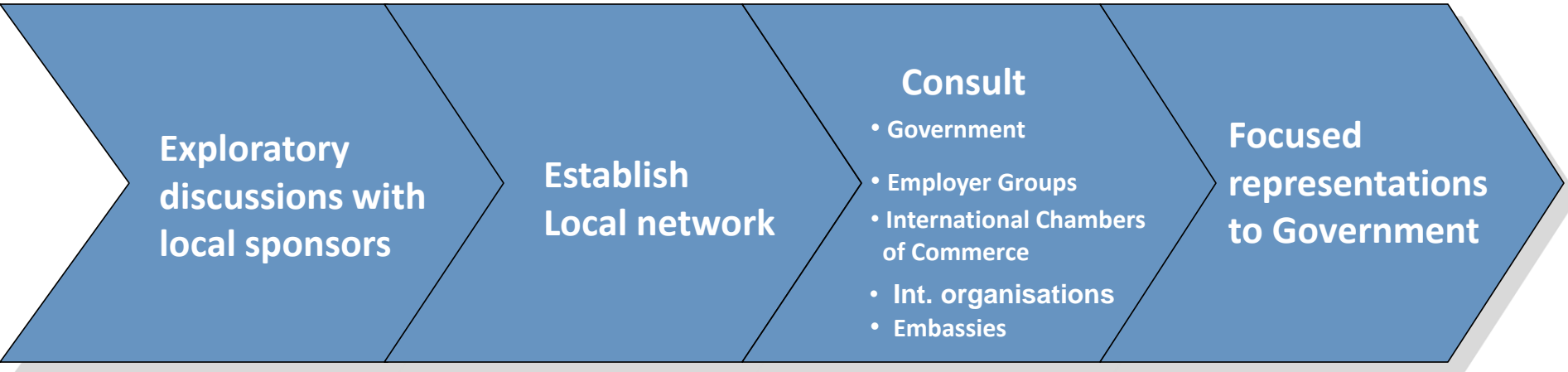
Azerbaijan, Egypt, Iran, Iraq, Jordan, Lebanon, Libya, Oman, Saudi Arabia, Turkey.

### Africa

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

# Local networks / steering groups

India, Brazil, Malaysia, (Indonesia, Japan, Russia)



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

# 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



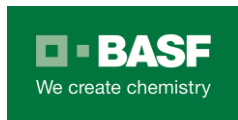
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# Sponsors – broad base of support

International employers (private & public) and service providers

Diverse sectors, global operations.



Observer



Diplomatic Service Families Association (UK)



Ministry of Foreign Affairs of the Netherlands



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