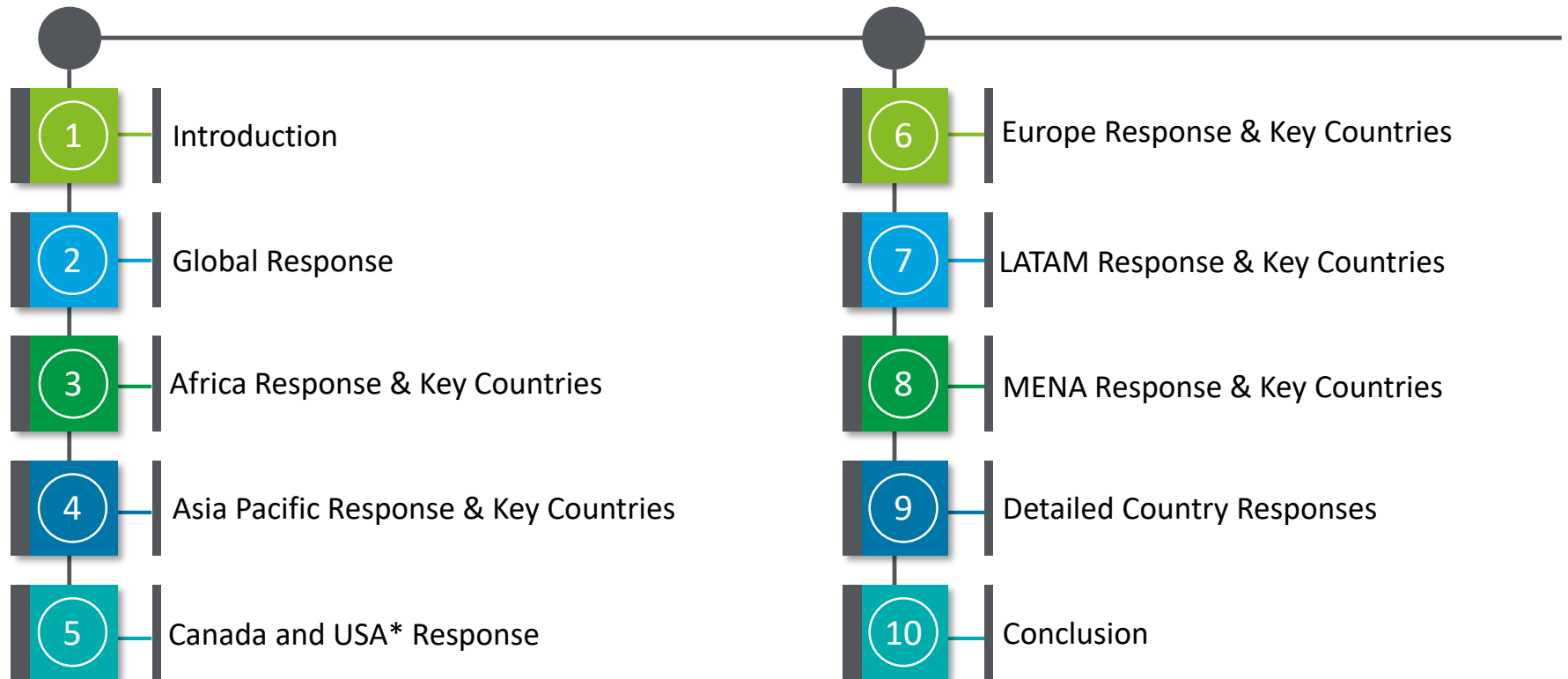


**Critical Immigration Measures in Response to
COVID-19**

July 2020

Contents



Introduction



Introduction

With COVID-19 affecting the movement of people across the majority of countries around the world, Deloitte understands the business impact and challenging considerations that our clients need to make.

As our clients work to make decisions in these challenging and uncertain times, Deloitte is there to provide support. In this report, we have outlined the immigration authorities' alignment to the COVID-19 situation focusing on measures that businesses might be considering, including reduced working hours and salary, unpaid leave/furloughs, redundancies, work from home and remote working.

This report highlights actions, time limitations and other immigration related aspects that need to be considered when changing employment terms and considerations.



Regional Key Locations

We have provided deeper insight into some of the key locations for each region:

Africa Ghana, Kenya, Nigeria, South Africa

Asia Pacific Australia, China, Japan, Singapore

Canada & USA Canada and USA*

Europe Germany, Ireland, Switzerland, UK

LATAM Argentina, Brazil, Chile, Colombia

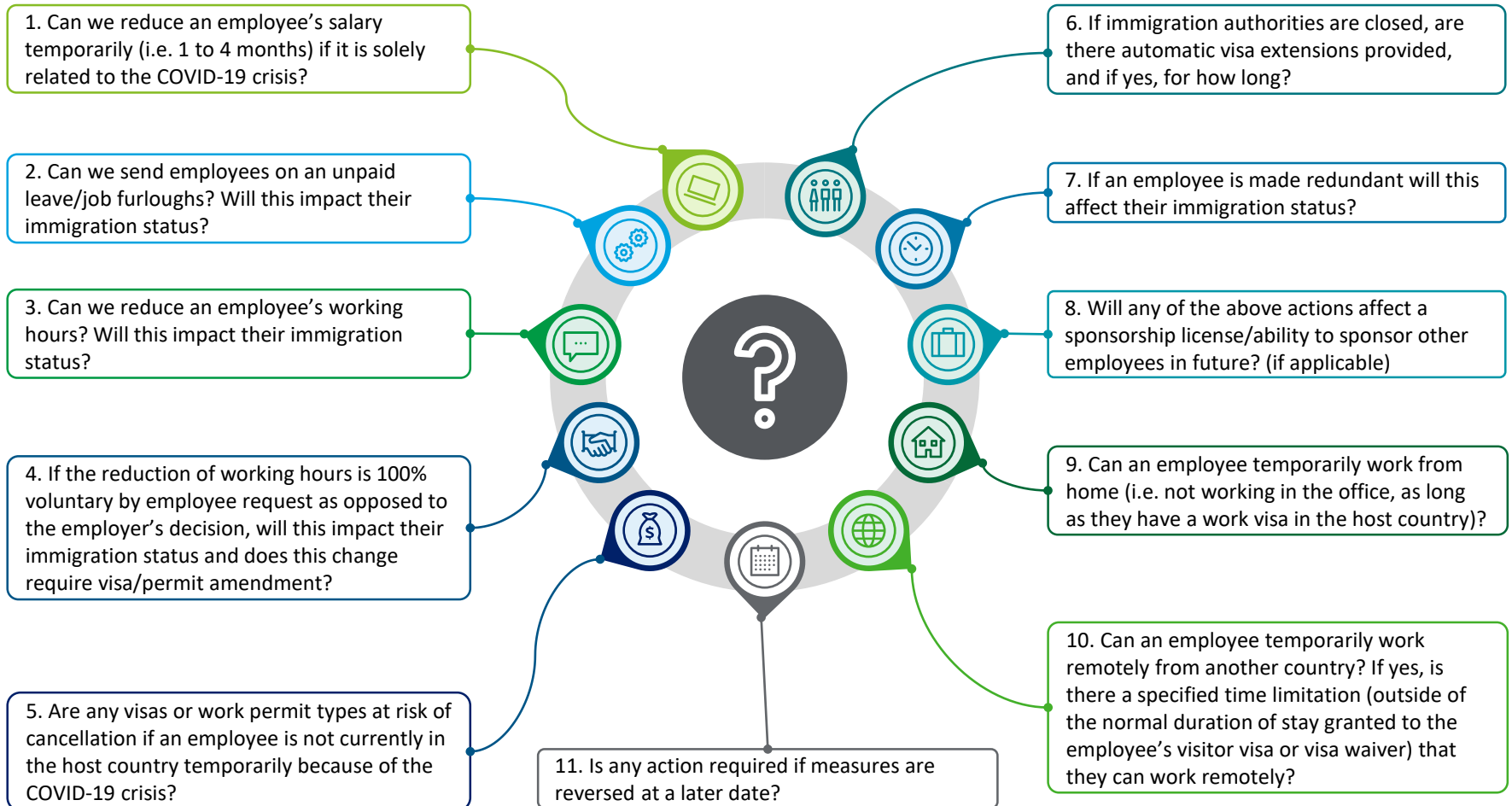
MENA Egypt, Qatar, Turkey, UAE

Source: BAL. US analysis for this alert has been provided by BAL

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Introduction

We asked Deloitte's global immigration network (for their country) and Berry Appleman & Leiden (for the USA) to provide responses for the following questions:



Global Response



Global Response

■ Yes
 ■ No
 ■ N/A
 ■ Possibly



Regional Responses

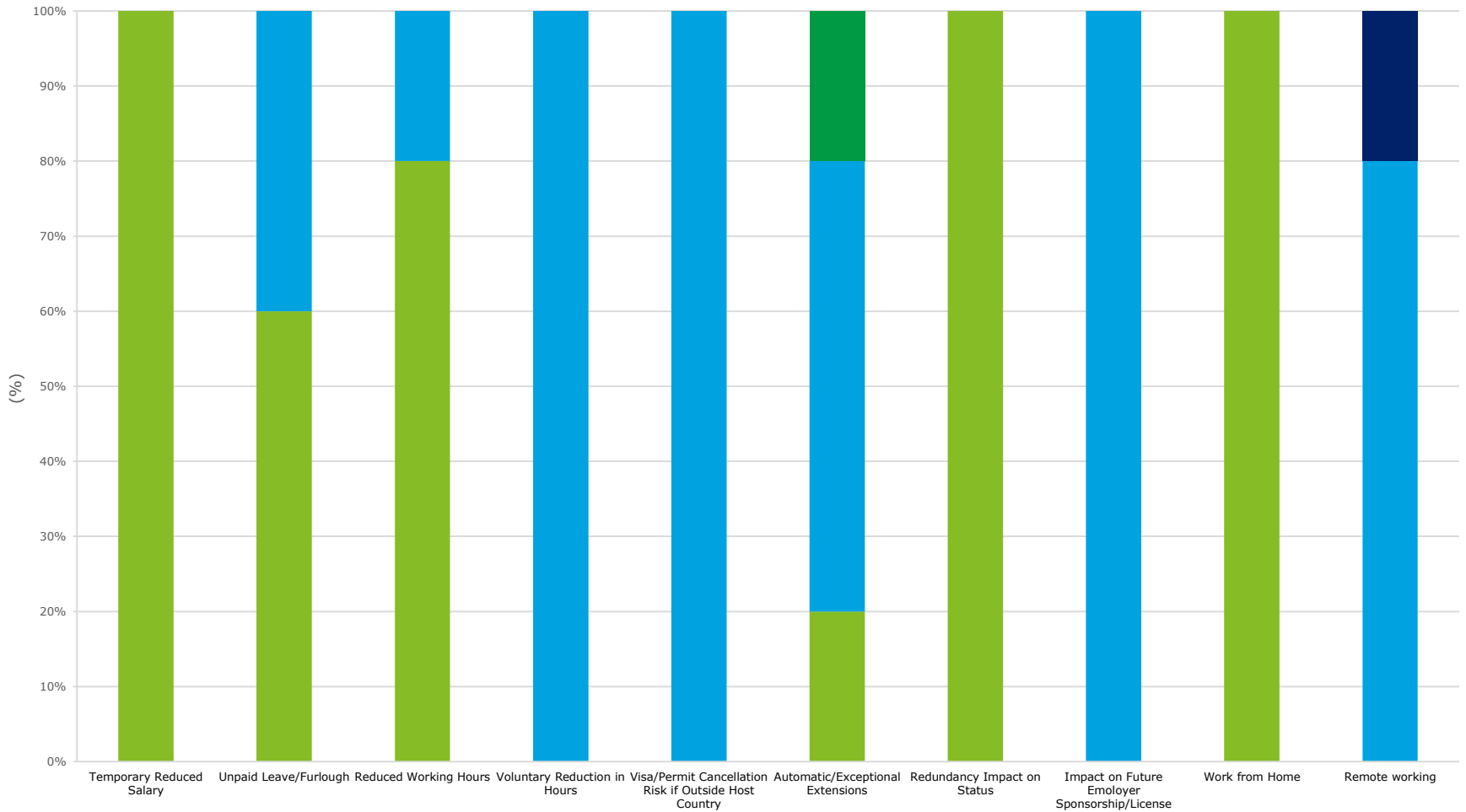


Africa Response

Responses from: Ghana, Kenya, Nigeria, South Africa, Uganda

■ Yes
 ■ No
 ■ N/A
 ■ Possibly

66
99



Africa – Key Countries

Deeper insight into some of the key locations in Africa

■ Yes
 ■ No
 ■ N/A
 ■ Possibly

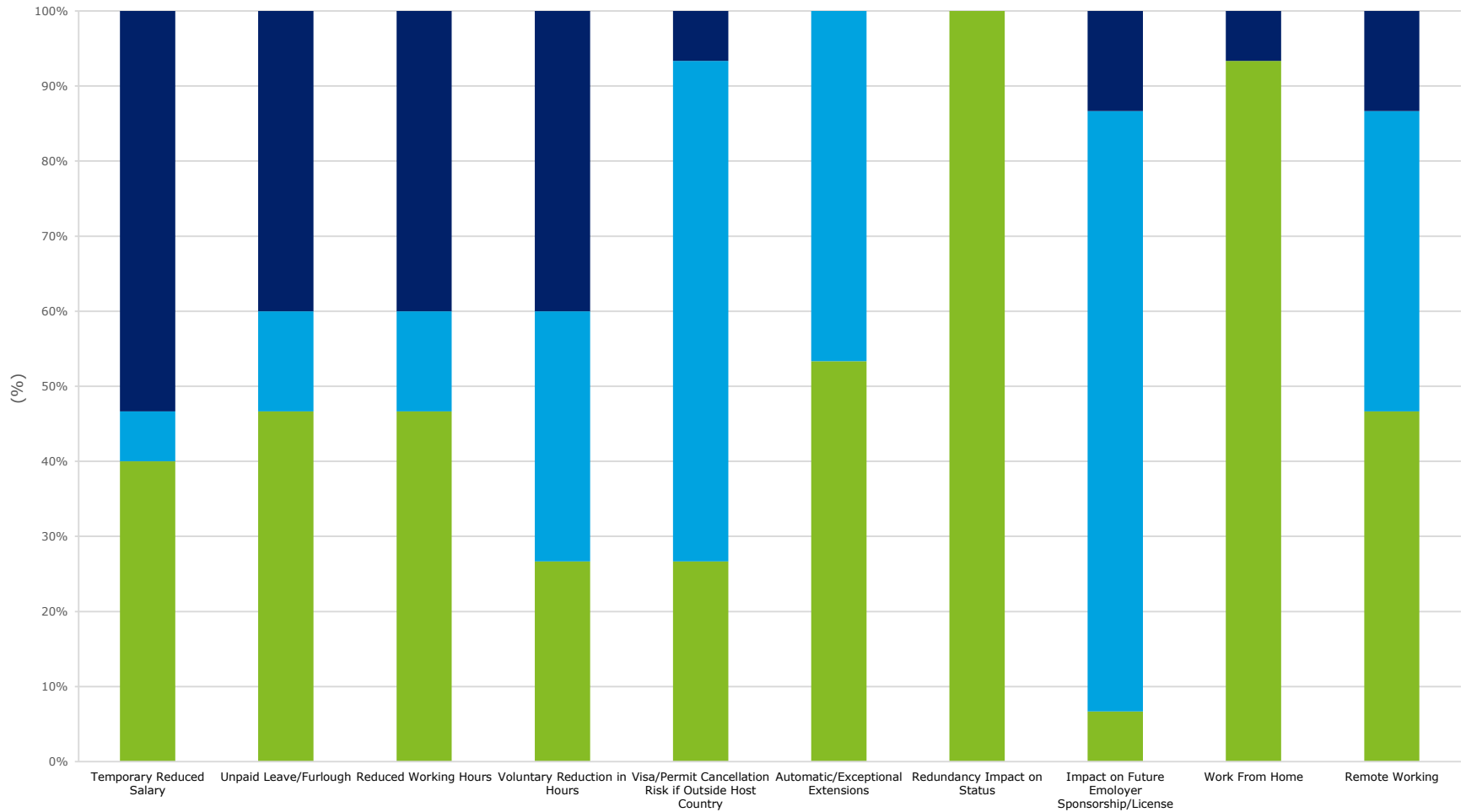
| Questions | Ghana | Kenya | Nigeria | South Africa |
|---|-------|-------|---------|--------------|
| Can an employee's salary be reduced temporarily? | Yes | Yes | Yes | Yes |
| Can employees be sent on an unpaid leave/job furloughs? | No | Yes | Yes | No |
| Can an employee's working hours be reduced? | No | Yes | Yes | Yes |
| If the reduction of working hours is 100% voluntary/employee-led will this impact an individual's immigration status? | No | No | No | No |
| Are any visas or work permit types at risk of cancellation if an employee is not currently in the host country? | No | No | No | No |
| Are there automatic/exceptional immigration visa extensions provided? | No | No | No | Yes |
| If an employee is made redundant will this affect their immigration status? | Yes | Yes | Yes | Yes |
| Will any of the above actions affect a sponsorship license/ability to sponsor other foreign employees in future? | No | No | No | No |
| Can an employee work from home? | Yes | Yes | Yes | Yes |
| Can an employee work remotely from another country? | No | No | No | No |

Asia Pacific Response

Responses from: Australia, Bangladesh, China, Hong Kong, India, Indonesia, Japan, Malaysia, Philippines, Singapore, Sri Lanka, South Korea, Taiwan, Thailand, Vietnam

Yes No N/A Possibly

66
99



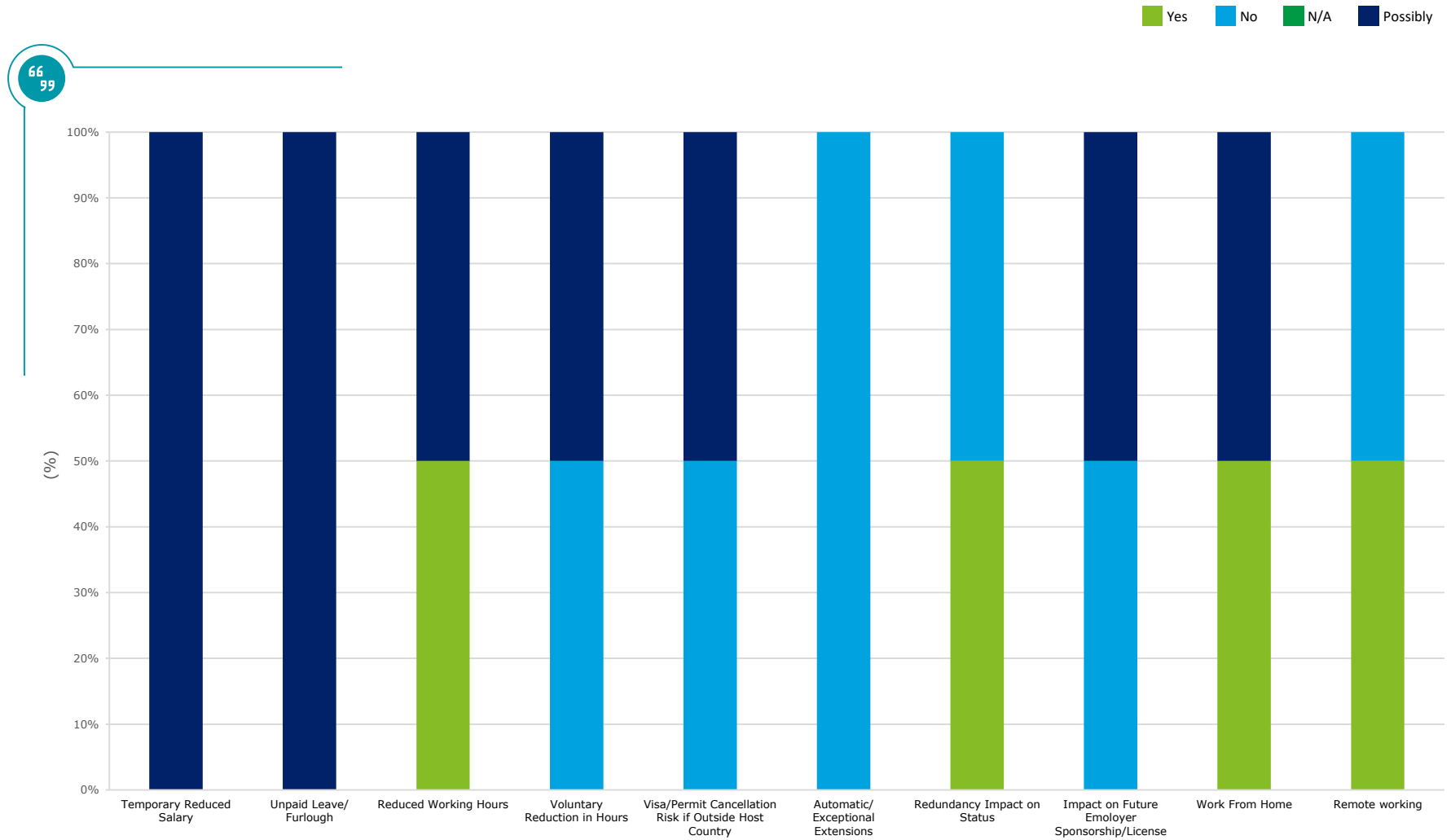
Asia Pacific – Key Countries

Deeper insight into some of the key locations in Asia Pacific

■ Yes
 ■ No
 ■ N/A
 ■ Possibly

| Questions | Australia | China | Hong Kong | Japan |
|---|-----------|----------|-----------|-------|
| Can an employee's salary be reduced temporarily? | Possibly | Possibly | Possibly | Yes |
| Can employees be sent on an unpaid leave/job furloughs? | Yes | Possibly | Possibly | Yes |
| Can an employee's working hours be reduced? | Yes | Possibly | Possibly | Yes |
| If the reduction of working hours is 100% voluntary/employee-led will this impact an individual's immigration status? | No | Possibly | Possibly | Yes |
| Are any visas or work permit types at risk of cancellation if an employee is not currently in the host country? | No | No | No | Yes |
| Are there automatic/exceptional immigration visa extensions provided? | No | Yes | No | Yes |
| If an employee is made redundant will this affect their immigration status? | Yes | Yes | Yes | Yes |
| Will any of the above actions affect a sponsorship license/ability to sponsor other foreign employees in future? | Possibly | No | No | No |
| Can an employee work from home? | Yes | Yes | Yes | Yes |
| Can an employee work remotely from another country? | Possibly | Yes | No | Yes |

Canada and USA Response



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Canada and USA

Deeper insight into Canada and USA

■ Yes
 ■ No
 ■ N/A
 ■ Possibly

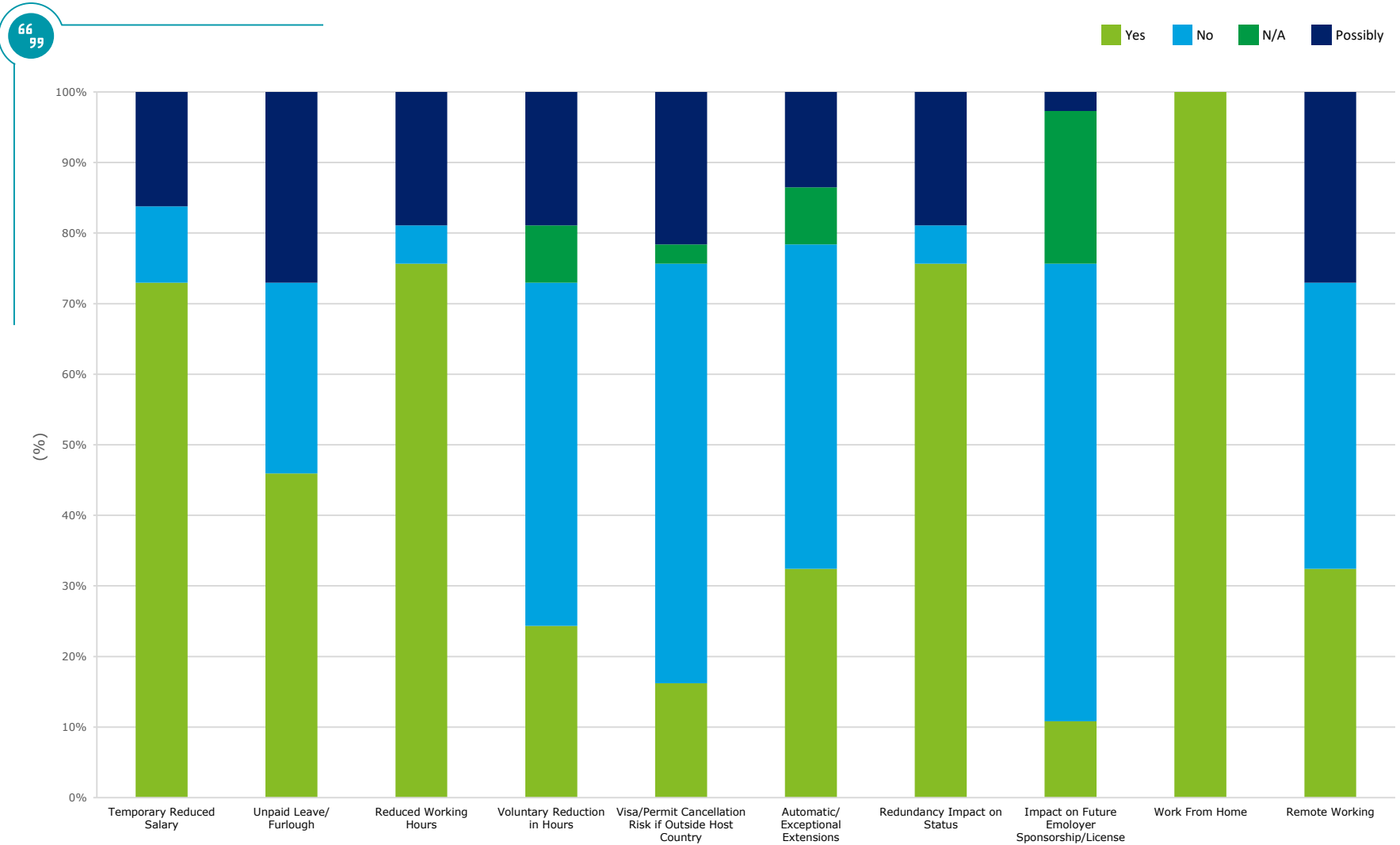
| Questions | Canada | USA |
|---|----------|----------|
| Can an employee's salary be reduced temporarily? | Possibly | Possibly |
| Can employees be sent on an unpaid leave/job furloughs? | Possibly | Possibly |
| Can an employee's working hours be reduced? | Yes | Possibly |
| If the reduction of working hours is 100% voluntary/employee-led will this impact an individual's immigration status? | No | Possibly |
| Are any visas or work permit types at risk of cancellation if an employee is not currently in the host country? | No | Possibly |
| Are there automatic/exceptional immigration visa extensions provided? | No | No |
| If an employee is made redundant will this affect their immigration status? | No | Yes |
| Will any of the above actions affect a sponsorship license/ability to sponsor other foreign employees in future? | No | Possibly |
| Can an employee work from home? | Yes | Possibly |
| Can an employee work remotely from another country? | Yes | No |

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European Response

Responses from: Albania, Austria, Azerbaijan, Belarus, Belgium, Bulgaria, Cyprus, Croatia, Czech Republic, Denmark Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Iceland, Ireland, Israel, Italy, Kazakhstan, Lithuania, Luxembourg, Malta, Norway, Poland, Portugal, Russia, Serbia, Spain, Sweden, Switzerland, The Netherlands, Ukraine, United Kingdom, Uzbekistan



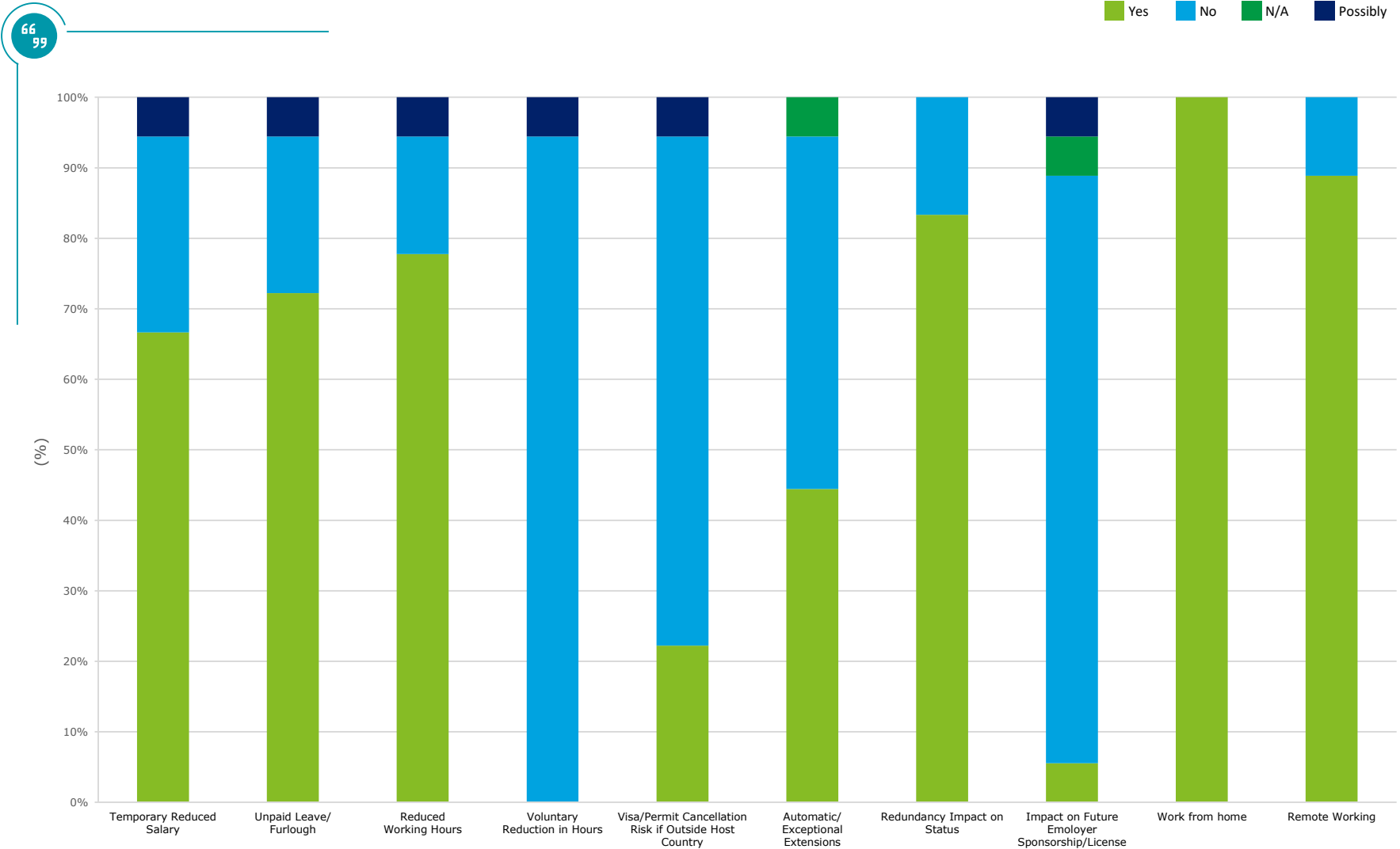
Europe – Key Countries

Deeper insight into some of the key locations in Europe

| Questions | ■ Yes ■ No ■ N/A ■ Possibly | | | |
|---|---|----------|-------------|-----|
| | Germany | Ireland | Switzerland | UK |
| Can an employee's salary be reduced temporarily? | Possibly | Yes | Yes | Yes |
| Can employees be sent on an unpaid leave/job furloughs? | Possibly | Yes | Yes | Yes |
| Can an employee's working hours be reduced? | Yes | Yes | Yes | Yes |
| If the reduction of working hours is 100% voluntary/employee-led will this impact an individual's immigration status? | Yes | No | Yes | Yes |
| Are any visas or work permit types at risk of cancellation if an employee is not currently in the host country? | No | Possibly | Possibly | N/A |
| Are there automatic/exceptional immigration visa extensions provided? | No | Yes | No | Yes |
| If an employee is made redundant will this affect their immigration status? | Yes | Possibly | Possibly | Yes |
| Will any of the above actions affect a sponsorship license/ability to sponsor other foreign employees in future? | N/A | No | No | No |
| Can an employee work from home? | Yes | Yes | Yes | Yes |
| Can an employee work remotely from another country? | No | Possibly | Yes | No |

LATAM Response

Responses from: Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican, Ecuador, El Salvador, Guatemala, Guyana, Mexico, Panama, Paraguay, Peru, Trinidad and Tobago, Uruguay, Virgin Islands



LATAM – Key Countries

Deeper insight into some of the key locations in LATAM

■ Yes
 ■ No
 ■ N/A
 ■ Possibly

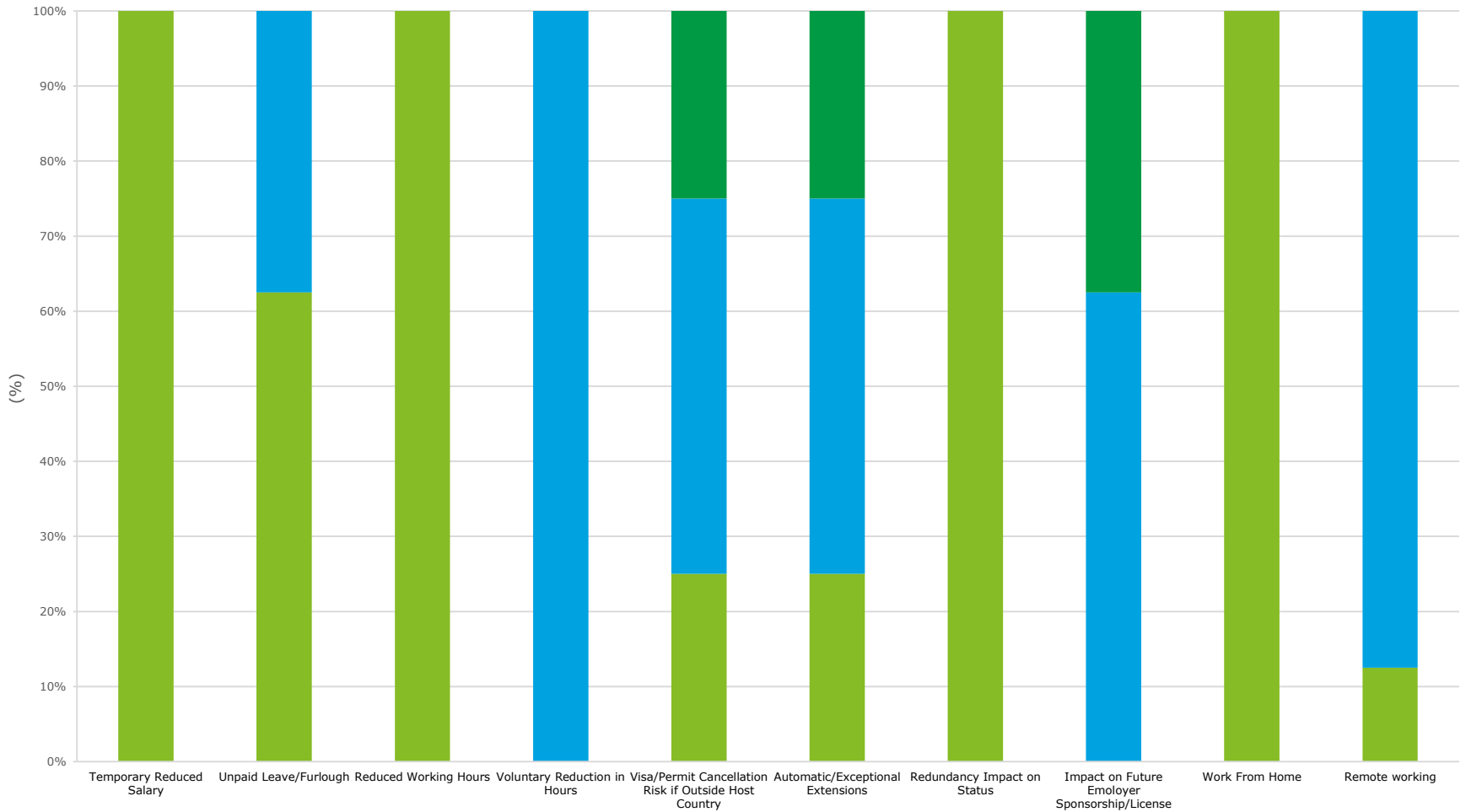
| Questions | Argentina | Brazil | Chile | Colombia |
|---|-----------|--------|-------|----------|
| Can an employee's salary be reduced temporarily? | Yes | Yes | Yes | Yes |
| Can employees be sent on an unpaid leave/job furloughs? | Yes | Yes | Yes | Yes |
| Can an employee's working hours be reduced? | No | Yes | Yes | Yes |
| If the reduction of working hours is 100% voluntary/employee-led will this impact an individual's immigration status? | No | No | No | No |
| Are any visas or work permit types at risk of cancellation if an employee is not currently in the host country? | No | Yes | Yes | No |
| Are there automatic/exceptional immigration visa extensions provided? | Yes | No | No | Yes |
| If an employee is made redundant will this affect their immigration status? | Yes | Yes | Yes | Yes |
| Will any of the above actions affect a sponsorship license/ability to sponsor other foreign employees in future? | No | No | No | No |
| Can an employee work from home? | Yes | Yes | Yes | Yes |
| Can an employee work remotely from another country? | Yes | Yes | Yes | Yes |

MENA Response

Responses from: Bahrain, Egypt, Jordan, Morocco, Qatar, Saudi Arabia, Turkey, UAE

■ Yes
 ■ No
 ■ N/A
 ■ Possibly

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MENA – Key Countries

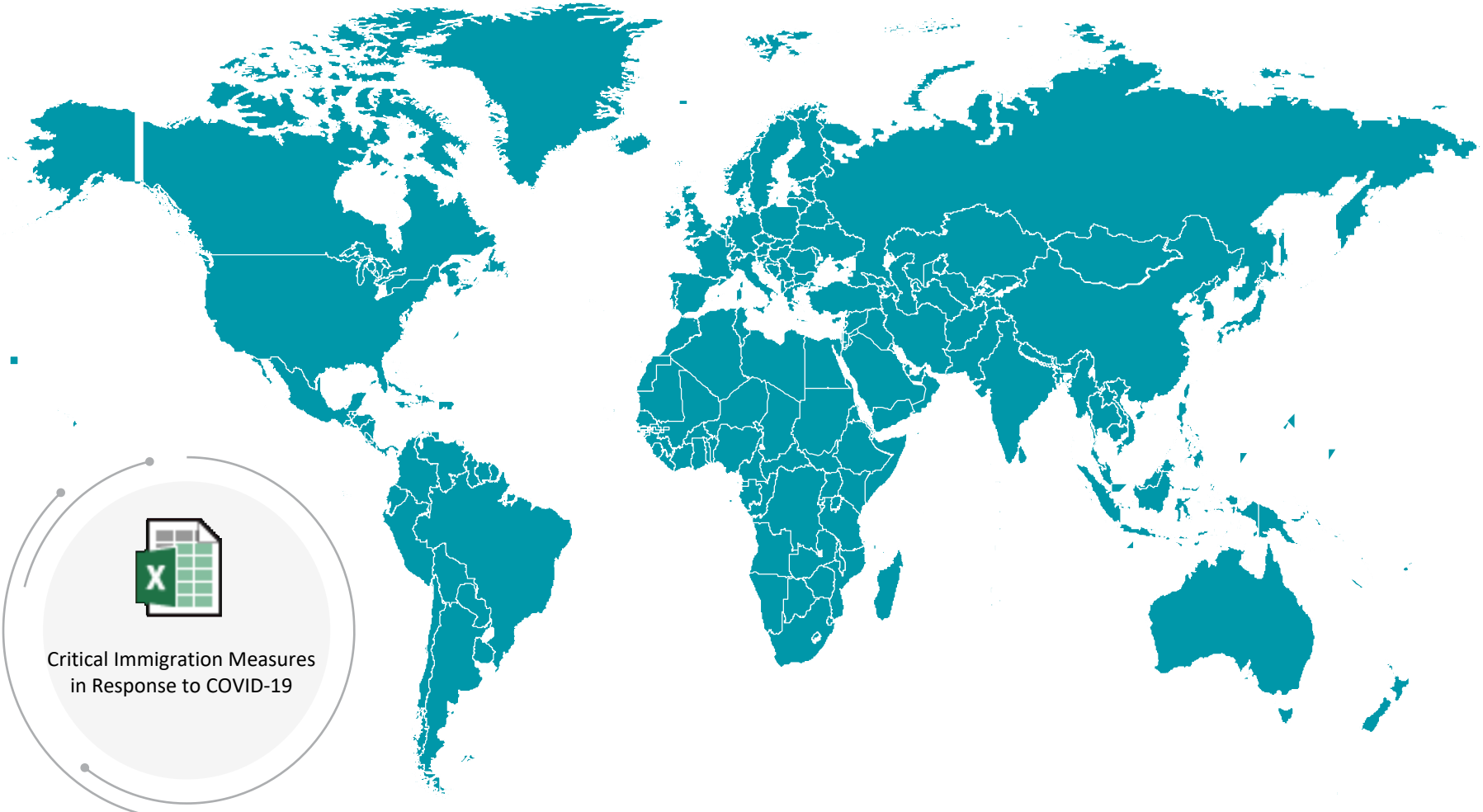
Deeper insight into some of the key locations in MENA

■ Yes
 ■ No
 ■ N/A
 ■ Possibly

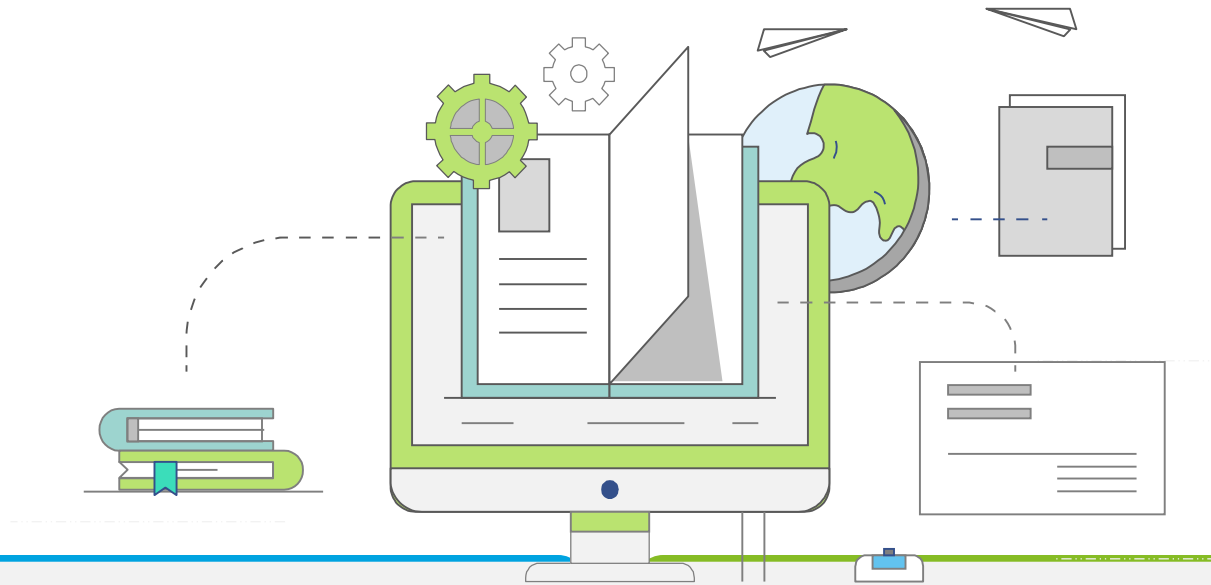
| Questions | Egypt | Qatar | Turkey | UAE |
|---|-------|-------|--------|-----|
| Can an employee's salary be reduced temporarily? | Yes | Yes | Yes | Yes |
| Can employees be sent on an unpaid leave/job furloughs? | No | Yes | Yes | Yes |
| Can an employee's working hours be reduced? | Yes | Yes | Yes | Yes |
| If the reduction of working hours is 100% voluntary/employee-led will this impact an individual's immigration status? | No | No | No | No |
| Are any visas or work permit types at risk of cancellation if an employee is not currently in the host country? | N/A | No | Yes | Yes |
| Are there automatic/exceptional immigration visa extensions provided? | N/A | No | No | Yes |
| If an employee is made redundant will this affect their immigration status? | Yes | Yes | Yes | Yes |
| Will any of the above actions affect a sponsorship license/ability to sponsor other foreign employees in future? | N/A | No | No | No |
| Can an employee work from home? | Yes | Yes | Yes | Yes |
| Can an employee work remotely from another country? | No | No | Yes | No |

Critical Immigration Measures in Response to COVID-19

Double click the icon below for a detailed analysis of the immigration authorities' alignment to COVID-19 situation globally.



Conclusion



The COVID-19 pandemic will inevitably have a significant impact on the future of immigration policy, business travel and global mobility. Around the world, many governments have reacted quickly to apply concessions for employers and their people, as set out in this document.

With the rapidly changing measures being implemented worldwide, Deloitte understands the business impact and challenging workforce decisions that our clients face in these uncertain times. Immigration professionals in the Deloitte firms around the world are continuing to liaise with the relevant global authorities in order to provide up-to-the-minute advice and analysis.

Deloitte will continue to keep our clients updated with developments on immigration policy and practices. Please reach out to your Deloitte Immigration contact for further information. As tax and employment law considerations should also be taken into account when changing employment terms and considerations, please let us know if you need any support.

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