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ENABLING DUAL CAREERS IN THE GLOBAL WORKPLACE

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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 Compact for Safe, Orderly and Regular Migration

Objective 5: Enhance availability and flexibility of pathways for regular migration:

(Article 21i): Facilitate access to procedures for family reunification for migrants at all skills levels through appropriate measures that promote the realization of the right to family life and the best interests of the child, including by reviewing and revising applicable requirements, such as on income, language proficiency, length of stay, **work authorization**, and access to social security and services;

Permits Foundation

- Aim

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

Open & direct permission to work

- Make representations and cooperate with/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

Our values support:

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



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Permits Foundation sponsors

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



Permits Foundation regular surveys on mobility and dual careers

71 HR Managers views on the impact of Brexit (UK)

177 organisations employing 7.5 million employees (global)

3300 expat partners private and public sector (global)

*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.



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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

Expatriate family

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



Best practice model:

Spouse/partner has 'open' permission to work

Argentina *	Ireland * (since 2019)
Australia	Latvia
Austria	Lithuania
Belgium (since 2019)*	Malta
Brazil *	Netherlands *
Bulgaria	New Zealand *
Canada *	Norway *
Croatia	Peru
Cyprus	Poland
Czech Republic	Portugal *
Denmark *	Slovakia
Estonia	Slovenia
Finland	Spain *
France *	Sweden *
Germany	Switzerland
Hong Kong*	UK (ENG, WAL, SCT) *
Hungary	United States* (L, E visas)
Italy	



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



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