



01

**What does Business need to
facilitate the flow of talent?**

CHALLENGES



Scattered immigration landscape



Complexity amongst immigration schemes and processes: many types of visas, work permits, quotas, skills, education requirements, minimum salary levels, labour market testing, etc.

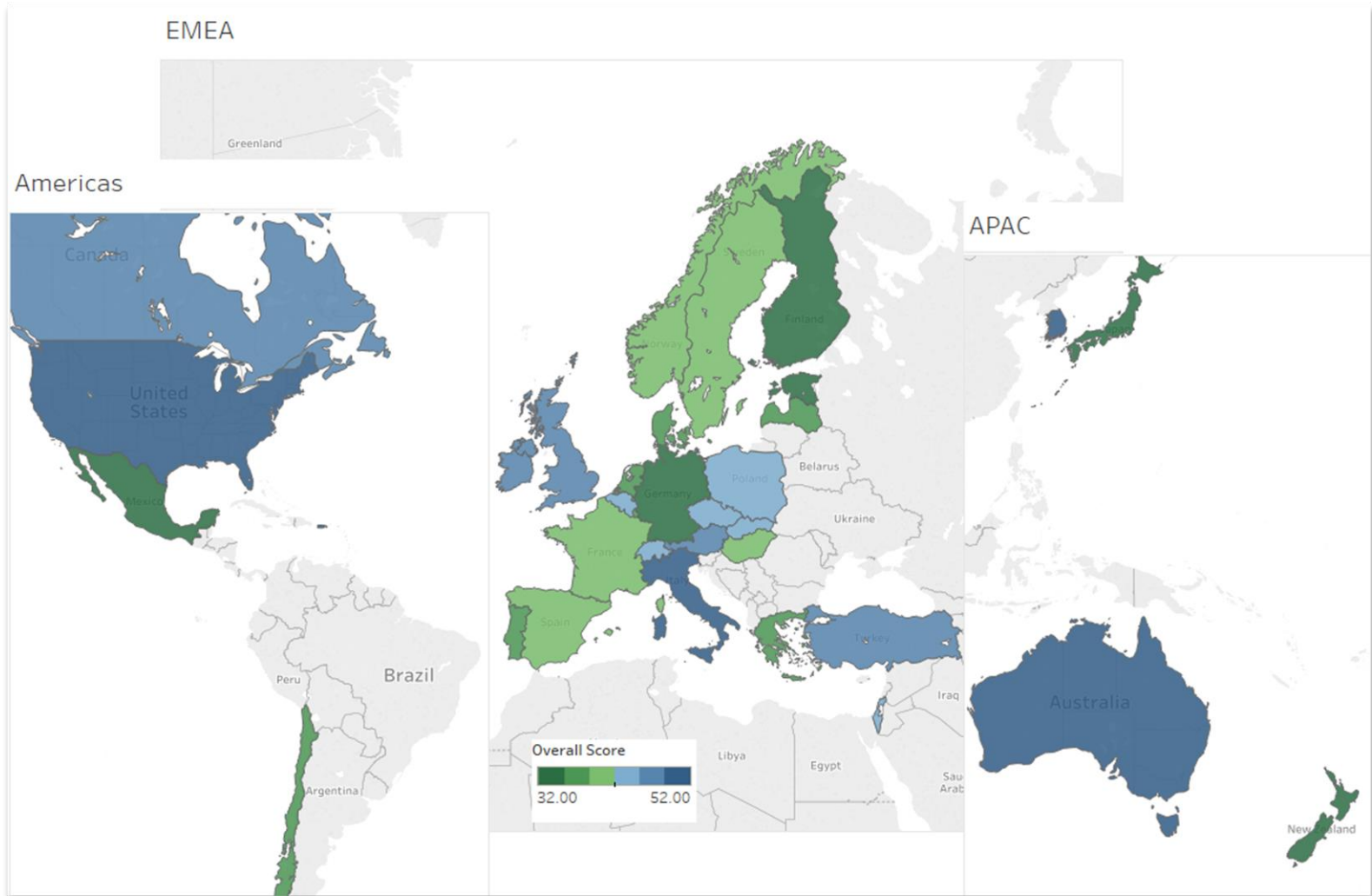


Compliance and Penalties



Disproportionate administrative burden

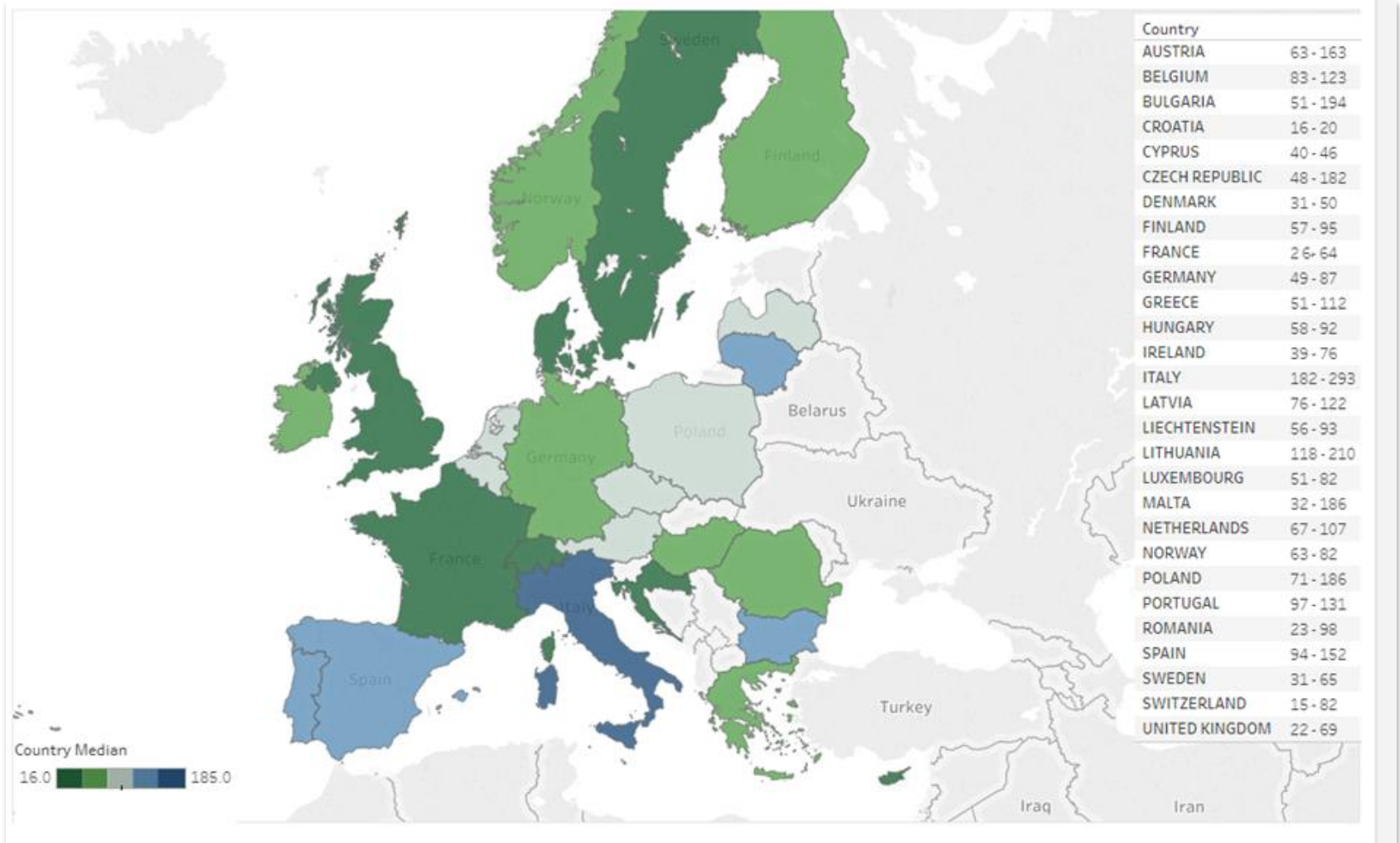
TALENT ATTRACTIVENESS PROCESS INDEX



Lower Score = Green = More Open
Higher Score = Blue = Less Open

*Content for Index last reviewed June 2018

WORK READY TIMES





02

Business Travel

What determines which visa is needed?

There are no universal rules of what is “business visit” and what is “work”.



Activity:

- What is the purpose of the trip and what will the person be doing?
- Compensation? Travel Expenses?
- “Management” of traveler’s activities
- Who benefits from traveler’s visit? Will anyone bill for his/her activities?



Length of Stay:

- Generally stays of more than 90 days (some as little as 30 days) trigger a work permit
- Some countries have cumulative stay rules (e.g. Schengen Area)

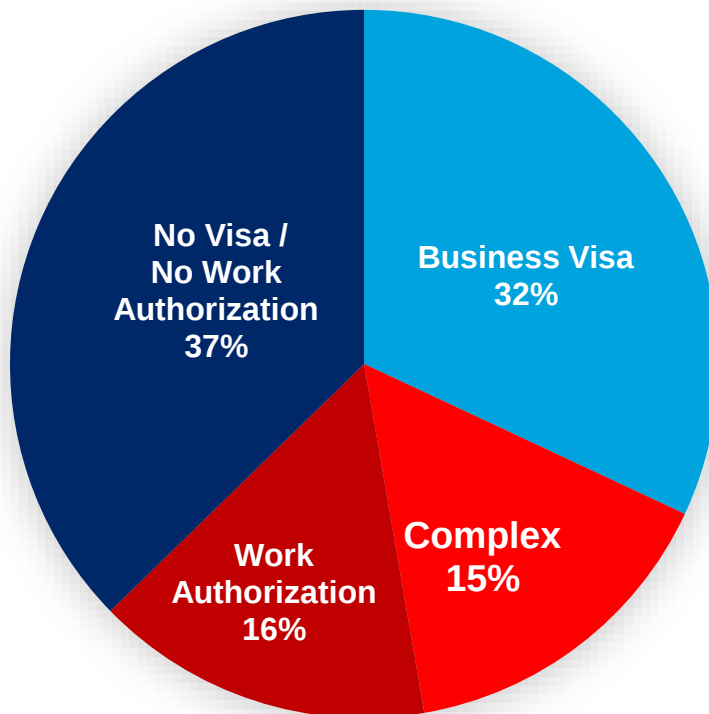


Nationality:

- Visa-exempt vs. visa-required nationalities for entry into each country
- Nationality-specific work authorization exemptions (e.g. Australia ↔ New Zealand)

What visa do they need?

*Based on travel assessments in Fragomen's Business Visa Matrix (2016/2017)



What is a Typical “Business Trip”?

*Based on travel assessments in Fragomen’s Business Visa Matrix (2017/2018)



64% of business trips are shorter than one week



Nearly all business travelers are paid in home country



Typical “business” activities:

- 25% attend a meeting
- 1% fact find
- 1% conduct marketing or sales
- 5% attend conferences and seminars

What is a Typical “Work Trip”?

*Based on travel assessments in Fragomen’s Business Visa Matrix (2017/2018)



54% of work trips were 10 days or longer BUT that means 46% of work trips were for short stays



Local pay = Strong indicator of work BUT not always the determining factor



Typical “work” activities:

- Managing Staff
- Financial auditing
- On-the-job training
- Preparing/Developing/Designing work product (strategies, documents, roadmaps, etc.)
- Hands-on work - repairing machinery & equipment



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WORLDWIDE

QUESTIONS?

Thank you!