

Human resources play a crucial role in determining business strategy and, with the growing scope and complexity of today's workforce, companies need a global solution.

Mayer Brown's Global Mobility & Migration team knows this terrain well. We have the agility, on-the-ground experience and dedicated resources to help clients manage their global workforce.

We operate in the world's principal financial centers - in the Americas, Europe, Asia and the Middle East - and collaborate with a carefully nurtured selection of internationally experienced lawyers in other countries with whom we have worked closely for many years.

Our Global Mobility & Migration team works hand-in-hand with our Global Employment & Benefits team. Comprising more than 100 lawyers, we serve all aspects of the mobility needs of our clients. Our international practice is renowned for steering clients through complex, multi-jurisdictional legislation and for delivering shrewd commercial advice.

We advise on all global mobility and migration matters. This includes advising on visa strategy, audits and immigration compliance, the impact of changes in company structure on visa status and new market entry.

We advise on the full range of employment law issues, from recruitment to termination to restructuring, and all matters in between. Our strengths include employment counselling, employment litigation, employee benefits, executive compensation, global restructuring, outsourcing of human capital, employment and severance agreements, pensions plans, including fiduciary duties of employers and plan trustees, employee stock ownership and other incentive-based compensation, labour relations and union matters.

We also advise on HR regulation, risk management and compliance, personal data privacy, the use of social media in the workplace, diversity and inclusion, mediation, arbitration and litigation.

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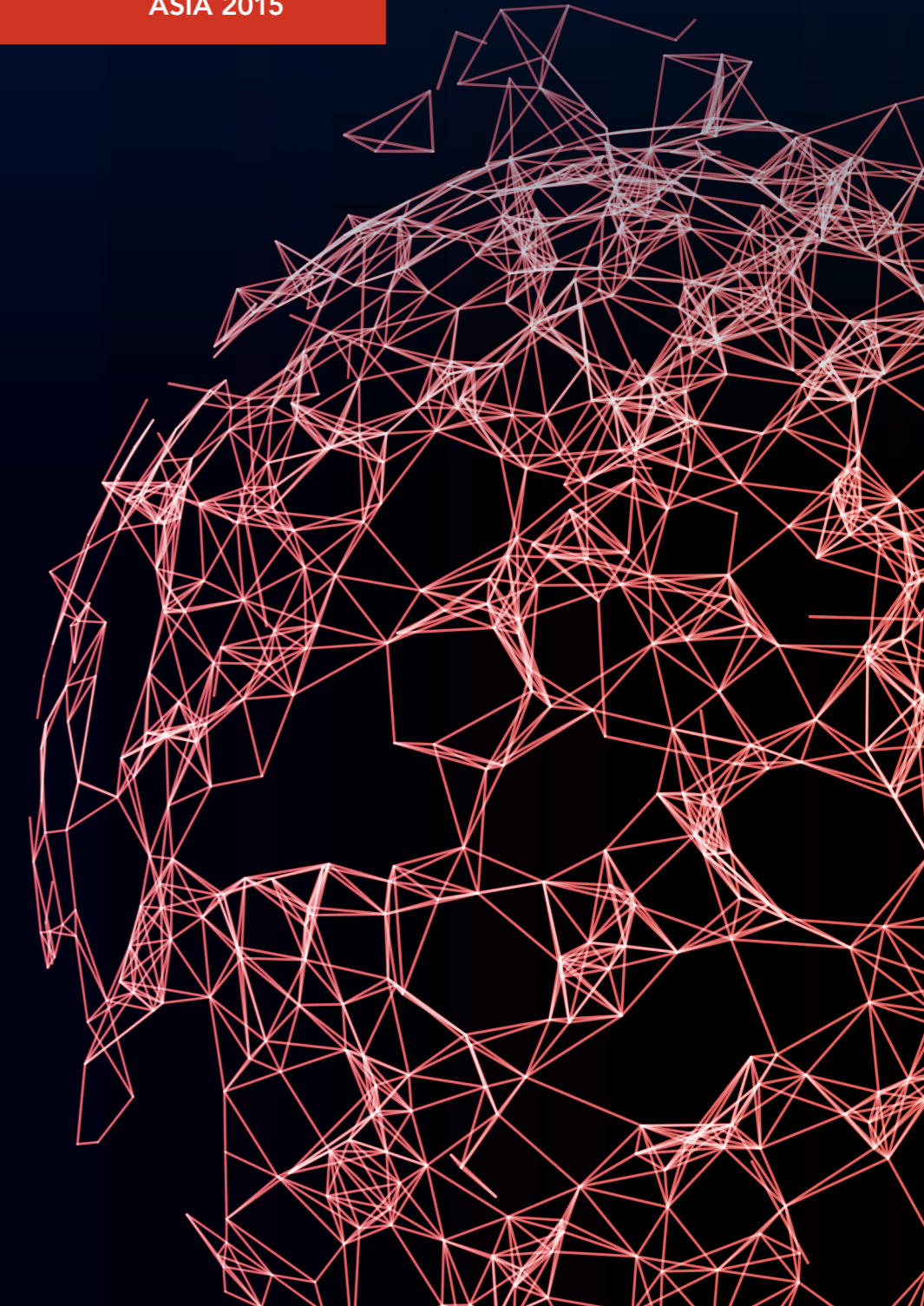
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# Immigration & Business Visitors

Traffic Lights












ASIA 2015



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### Asia Immigration and Business Visitors Traffic Lights 2015

	Australia 	PRC 	Hong Kong 	India 	Japan 	New Zealand 	Singapore 	South Korea 	Taiwan 	Thailand 	Vietnam 
Converting business visitor status into work status in country	Permitted	May be permitted	Prohibited	Prohibited	Permitted	May be permitted	Permitted	May be permitted	Permitted	Prohibited	May be permitted
Obtaining work permits quickly (2-4 weeks)	Permitted	Prohibited	May be permitted	Permitted	May be permitted	Permitted	Permitted	Permitted	Permitted	May be permitted	Prohibited
Family members of employee working in country in dependent status	Permitted	Prohibited	Permitted	Prohibited	Prohibited	Permitted	Prohibited	May be permitted	Prohibited	Prohibited	Prohibited
Renewing work permit indefinitely so length of stay in country is unlimited	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	May be permitted	Permitted	Prohibited	May be permitted
Switching employee to local payroll in country as local employee	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted
Working without a university diploma or specialized skills	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	May be permitted	Prohibited	May be permitted	Prohibited	Prohibited	Prohibited
Visiting country as business visitor while work permit application is pending	Permitted	Permitted	Permitted	Permitted	Permitted	May be permitted	Permitted	May be permitted	Permitted	Permitted	Permitted
Doing the following as a business visitor:											
Attend meetings	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	Permitted	May be permitted	Permitted
Negotiate contracts	Permitted	Permitted	Permitted	Permitted	Permitted	May be permitted	Permitted	Permitted	Permitted	Prohibited	Permitted
Visit client sites	Permitted	Permitted	Permitted	Permitted	Permitted	May be permitted	May be permitted	Permitted	Permitted	May be permitted	Permitted
Repair equipment sold by the foreign company	May be permitted	May be permitted	Prohibited	May be permitted	May be permitted	Prohibited	Prohibited	May be permitted	May be permitted	Prohibited	May be permitted
Supervise local employees	May be permitted	May be permitted	Prohibited	May be permitted	May be permitted	Prohibited	Prohibited	May be permitted	May be permitted	Prohibited	May be permitted
Train local employees	May be permitted	May be permitted	Prohibited	Prohibited	May be permitted	Prohibited	Prohibited	May be permitted	May be permitted	Prohibited	May be permitted
Be trained by local employees	Permitted	May be permitted	Prohibited	May be permitted	May be permitted	Prohibited	Prohibited	May be permitted	Prohibited	May be permitted	May be permitted
Working in country before work permit issued	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited	Prohibited

Prohibited by legislation

May be permitted by legislation, depending on the circumstances of the case

Permitted by legislation