

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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Immigration & Business Visitors

Traffic Lights












EUROPE 2014

This Mayer Brown publication provides information and comments on legal issues and developments of interest to our clients and friends. The foregoing is not a comprehensive treatment of the subject matter covered and is not intended to provide legal advice. Readers should seek legal advice before taking any action with respect to the matters discussed herein.

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Europe* Immigration and Business Visitors Traffic Lights 2014

	Belgium 	Denmark 	France 	Germany 	Italy 	Norway 	Russia 	Spain 	Switzerland 	Turkey 	UK 
Converting business visitor status into work status in country	Green	Green	Red	Yellow	Red	Red	Red	Green	Red	Yellow	Red
Obtaining work permits quickly (2-4 weeks)	Yellow	Green	Yellow	Green	Red	Yellow	Green	Green	Yellow	Green	Green
Family members of employee working in country in dependent status	Green	Green	Yellow	Green	Green	Green	Green	Green	Red	Red	Green
Renewing work permit indefinitely so length of stay in country is unlimited	Yellow	Red	Yellow	Yellow	Yellow	Red	Green	Green	Green	Green	Red
Switching employee to local payroll in country as local employee	Yellow	Green	Red	Green	Yellow	Red	Yellow	Green	Red	Green	Green
Working without a university diploma or specialized skills	Red	Yellow	Red	Yellow	Red	Red	Yellow	Red	Red	Red	Yellow
Visiting country as business visitor while work permit application is pending	Green	Green	Green	Green	Green	Green	Green	Green	Yellow	Green	Yellow
Doing the following as a business visitor: Attend meetings	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Negotiate contracts	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
Visit client sites	Green	Green	Green	Yellow	Green	Green	Green	Green	Green	Green	Green
Repair equipment sold by the foreign company	Yellow	Green	Red	Yellow	Yellow	Yellow	Green	Red	Red	Red	Green
Supervise local employees	Yellow	Red	Red	Yellow	Yellow	Red	Yellow	Red	Red	Red	Red
Train local employees	Green	Yellow	Red	Yellow	Yellow	Red	Yellow	Red	Red	Yellow	Yellow
Be trained by local employees	Green	Green	Red	Yellow	Red	Green	Green	Red	Red	Yellow	Yellow
Working in country before work permit issued	Red	Yellow	Red	Red	Red	Yellow	Red	Red	Red	Red	Red

* Countries have been selected on the basis of their economic and commercial relevance.

 Prohibited by legislation

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

 Permitted by legislation