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# Changes, Protectionism, and Brexit: Updates in Global Immigration

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# Worldwide Immigration Trends



## Eligibility

Use of nationality-based rules:

- Many African and Middle Eastern countries, many EU countries

Labor market test changes:

- Many EU countries



## Process

Simplification of immigration systems:

- China, Brazil, Colombia, Australia

Online lodgment:

- Many APAC countries

Diplomatic strain causing delays:

- Venezuela, Costa Rica, U.S., Russia



## Compliance

Stricter post-entry registration requirements:

- Some LAR countries

Increased and stricter audits:

- Some African countries

Stricter record-keeping

requirements for employers:

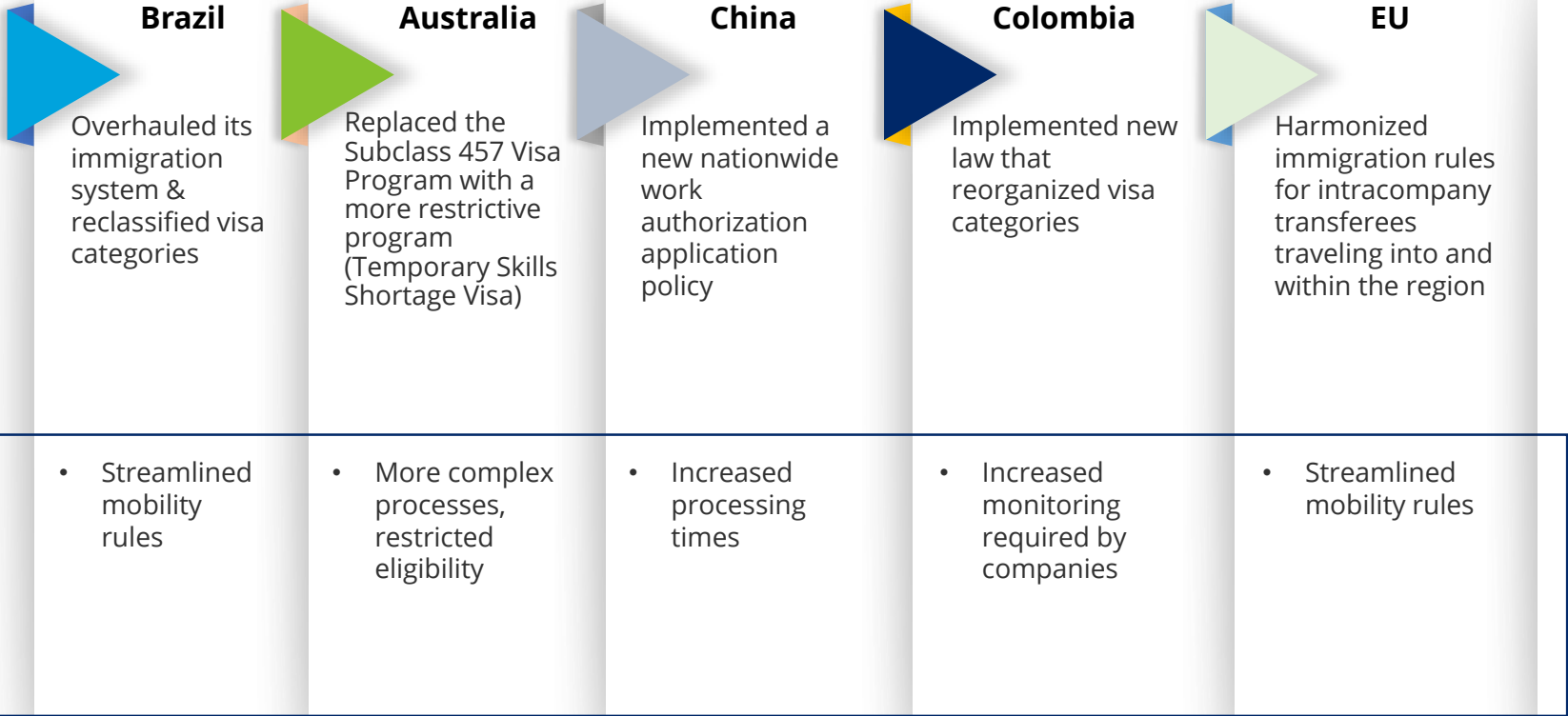
- EU countries

Stricter documentation

maintenance rules for posted workers:

- EU countries

# Significant Immigration Events





# Brexit: what is going to happen?



The UK will leave the EU on 29 March 2019; separation negotiations still underway



A Brexit transition period will run until 31 December 2020, during which time EU nationals will retain free movement rights in the UK



EU nationals residing in the UK before the end of the transition period will need to apply for status - the Home Office has promised this will be online and straightforward



Five years residence will lead to settled status with a bridging pre-settled status for new arrivals



Companies should identify who their impacted employees are in both the UK and the EU; consider moving EU nationals to the UK prior to Brexit



Beginning in 2021, companies will need to apply for work visas for EU nationals





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# Q&A