

Global Migration & Executive Transfers

BAKER & MCKENZIE

**Local knowledge,
global execution**



To run a global business, you have to be able to move people worldwide.

It helps to have knowledgeable, local immigration law advisers with an international outlook.

In today's economy, the global movement of employees is essential. Getting the right people to the right places at the right time, with proper support, is critical to the success of far-flung businesses.

But there often is a gap between business necessity and practical reality when it comes to moving executives to new countries. You have to anticipate and deal effectively with a host of interconnected legal issues and individual concerns.

- What are the local immigration and visa requirements? How do you ensure compliance with local regulations pertaining to employment of foreign staff?
- What are the tax implications? What about benefits and pension obligations? Are you taking on more than you thought?
- What records are you required to keep, and how do you maintain them so visas can be renewed and status reports can be filed on time, and accurately?
- How do you coordinate transfers to several jurisdictions? What do you have to do to move the working spouse and dependents?

We offer comprehensive legal advice on executive transfers — delivered locally around the world.

At Baker & McKenzie, we have been helping companies navigate immigration regulations and other issues involved in international transfers for more than 50 years. With offices in more than three dozen countries, our network of immigration law attorneys and other professionals has more experience in more places than any other law firm worldwide.

We can help you plan and implement global transfers and provide on-site coverage to your company and employees in most major business communities around the globe. We assist both pre- and post-transfer to ensure that employment contracts are complete and enforceable, that employee benefits meet needs and relevant legal requirements, and that tax planning is sound and defensible.

If you are moving people abroad to move your business ahead, we can help.

Here are ways we help:

- **Short-term work assignments** and business visitors.
- **Transfer of staff to existing operations**, including employees with specialist and technical skills, executives and managers and new employees hired from overseas.
- **Short-term specialist visas** for training assignments, work experience and working holidays, entertainment, sporting and media events.
- **Business migration** and inward investment.
- **Large-scale transfers**, including transfers relating to “major change” projects.
- **Coordination among members of our global team** to obtain foreign visas from consular offices or to execute transfers to several different jurisdictions.
- **Employment, employee benefits and taxation advice**, in relation to transfer of staff and auditing to ensure compliance with employers’ obligations to prevent unauthorized employment.
- **Transfer-related immigration matters**, including permanent residence, citizenship and relocation of spouses and other dependents.
- **Establishment of new business operations abroad**, including the transfer of senior personnel to establish operations and related corporate and securities and taxation advice.
- **Ancillary transfer issues**, working with a range of professionals in relation to shipping of personal belongings and customs and excise duties.
- **File management**, maintaining employee records for visa renewals, provision of status reports and planning and coordination of global immigration requirements.
- **Client care**, including electronic bulletins on major changes in local immigration law and practice, a quarterly newsletter outlining global developments and regular seminars and workshops for clients on a broad range of issues.

Baker & McKenzie provides sophisticated legal advice and services to the world's most dynamic global enterprises and has done so for more than 50 years.

Our network of lawyers is among the world's most diverse and respected. We come from more than 60 countries and speak more than five dozen languages, including a common one, English. We are guided by a culture of integrity, personal responsibility, friendship and tenacious client service.

Our unique approach enables clients to call upon more than 3,000 locally qualified, globally experienced lawyers in more than 36 countries. We deliver the broad scope of quality legal services required to respond to any business need — consistently, confidently and with sensitivity for cultural, social and legal practice differences.