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Global Employer Services



COVID-19 Global Mobility update

02 – 05 June 2020

Dear all,

Please find below our most recent Mobility related global updates specifically related to the COVID-19 crisis and current guidance or measures that different countries are putting into place.

If you have any questions on below, please don't hesitate to reach out to us.

Updates by country:

Bangladesh Malaysia <u>Brazil</u> **Mexico** Colombia **Myanmar** Costa Rica Nepal **France Philippines Ghana** Saudi Arabia **Hong Kong** <u>Singapore</u> <u>India</u> South Africa

<u>Indonesia</u> <u>Sri Lanka</u>

Combating COVID-19 with resilience

<u>Visit our Deloitte COVID-19 webpage</u> to see a collection of Global Deloitte insights to help businesses manage and mitigate the risk associated with COVID-19.

Brazil - Inbound travel suspended for all foreigners

What is the change?

Brazil recently extended the suspension of inbound travel for all foreigners to mitigate the spread of COVID-19.

Key Points:

- For the 30-day period that began May 22, foreigners are not allowed to enter the country by air, land or water.
- Exemptions are available for: Brazilian nationals; immigrants with definitive residence authorization; close family of Brazilian nationals (except for Venezuela nationals); foreign professionals working for international organizations; foreign employees with Brazilian government accreditation; passengers transiting through Brazil who will not leave the international area of the airport and will be permitted entry to their destination country; humanitarian travel; technical landings for refueling, provided restricted nationals do not disembark from the aircraft; and cargo transportation in compliance with current laws.
- The suspension also does not apply to foreign maritime crew members who:
 - Possess a Seaman's Book granted under International Labor Organization Convention terms;
 - Are required to enter the country by the maritime agent to the Federal Police in order to perform certain duties while on a vessel or a platform operating in Brazilian jurisdictional waters; and
 - o Possess an entry visa if required.

Brazil suspended inbound travel from most of Europe and some Latin American and Asian countries in the third week of March. Air travel was then suspended for all foreign nationals at the end of March.

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Mexico - Suspension of resident immigration requirements extended

What is the change?

As of June 1, the Immigration Office (INM) is extending the suspension of immigration requirements related to temporary and permanent residency.

Key Points:

- The INM suspension extension applies to foreign nationals holding temporary or permanent residency, whether they are currently in Mexico or abroad.
- The suspension will remain in effect until health authorities decide government offices can resume activities.
- For residents, the deadline to complete all additional expiration-related requirements due from April 1 onward will be the day after the suspension is lifted.
- The suspension does not apply to companies, which must continue to complete requirements within the normal period determined by the INM (generally within 10 business day of receiving notification).
- The suspension also does not apply to non-resident foreign nationals who must continue to complete registration within 30 days of arrival.

The INM initially suspended immigration requirements for temporary and permanent residents in April.

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France - Entrance restrictions updated

What is the change?

France has updated entrance restrictions and related regulations.

- As of May 25, the following foreign nationals may enter France:
 - Citizens of France, the European Union, Andorra, the U.K., Iceland,
 Liechtenstein, Monaco, Norway, Switzerland, San Marino and the Vatican,
 as well as their spouses and children if they reside in France or if they are

- passing through France on their way to the country of which they are nationals or residents.
- o Third-country seasonal agricultural workers whose main residence is in the above countries, and who hold a prior declaration of employment, a receipt with the Simplified TESA or the TESA+ order number, a contract of employment signed with a company or an agricultural company operating in France.
- o Posted European workers whose assignment cannot be postponed, and who hold a service agreement specifying assignment duration.
- Third-country nationals, as well as their spouses and children, with a valid French or European residence permit who are traveling to their main residence.
- All foreign nationals entering France must hold a travel certificate in addition to the other required documentation (e.g., proof of residence, work certificate, etc.).
- As of May 25, travelers from outside of Europe are subject to 14-day quarantine.
- Travelers flying from Spain will be asked to enter voluntary quarantine. This measure shall also be implemented for travelers from the U.K. once the British quarantine has entered into force.

France closed its borders in April, and the EU external border closure will remain in force until at least June 15.

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South Africa - Lockdown further relaxed as country moves to Level 3

What is the change?

South African President Cyril Ramaphosa has announced plans to lower the nationwide alert to Level 3 starting June 1 and to allow additional activities to resume in phases.

Key points:

 Starting June 1, businesses in manufacturing, mining, construction, financial services, professional and business services, IT and communications, government and media services will resume. However, they must develop workplace plans before reopening, including social distancing measures, screening of employees upon arrival at work, quarantine protocols and testing for symptomatic employees and contact tracing in case an employee tests positive. Employees who are able to work from home should be allowed to, and employees over age 60 or those with underlying medical conditions should stay at home.

- Permitted business activities and some domestic travel for business will be phased in according to a schedule to be announced.
- People who do not need to go to work or school should continue to stay home, but people will be able to leave their homes to buy goods, obtain medical care or exercise, and the curfew on movement will be lifted. Gatherings remain prohibited, except for funerals of fewer than 50 people.
- Certain high-risk activities remain prohibited, including conferences. Restaurants, pubs, lodges and hotels will remain closed.
- South Africans citizens may return to their residence abroad only for work, study, family reunion, medical reasons, or to take up permanent residency.
 They must seek permission from the Department of Home Affairs via email by providing a copy of their valid South African passport, a letter confirming admissibility from the relevant embassy or consulate of the host country and any transiting countries, and proof of tickets and intended travel date.
- Hotspots within South Africa may return to Level 4 or 5. A hotspot is defined as an area with more than five infected people per 100,000 or where new infections are rapidly increasing. The list of hotspots will be reviewed every two weeks.

The additional easing of the nationwide lockdown will allow more business activities to resume, but employers will need to have workplace plans and protocols in place before reopening. Ramaphosa emphasized that the number of infections continues to increase and the alert level may return to Level 4 or 5 in any part of the country if COVID-19 spreads or overwhelms the health care system.

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<u>Bangladesh</u> - <u>Suspension of international flights to/from</u> Bangladesh

What is the change?

With effect from 12.01 a.m. (BST) on 31 May 2020 until 11.59 p.m. (BST) on 15 June 2020, all scheduled international commercial passenger flights to/from Bahrain, Bhutan, Hong Kong, India, Kuwait, Malaysia, Maldives, Nepal, Oman, Qatar, Saudi Arabia, Sri Lanka, Singapore, Thailand, Turkey, UAE, and UK shall not be allowed to land

at any airport in Bangladesh.

Foreign nationals with valid visas will also be required to produce a medical certificate (with English translation) to be obtained within 72 hours of travel, indicating that he/she is "COVID-19 negative". The individual will need to submit this certificate upon arrival at the entry point (airport/sea port/land port) in Bangladesh.

Passengers of Bangladesh origin and in possession of a "No Visa Required (NVR)" status, who are unable to present the required medical certificate upon arrival, will be institutionally quarantined for 14 days. If the individual is able to present the required medical certificate, he/she will be home/self-quarantined for 14 days instead. However, if diagnosed with symptoms of COVID-19 upon arrival, he/she will also be subjected to an institutional quarantine for 14 days.

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<u>Philippines - The Bureau of Immigration (BI) Manila launches online appointment system</u>

What is the change?

The BI begins its online appointment system at its main office in Intramuros, Manila, on 1 June 2020, Monday, in compliance with physical distancing protocols. BI Commissioner Jaime Morente said only clients with appointment codes will be served during the specified date and time. Government-issued or other valid identification cards must be presented.

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<u>Philippines - Restrictions on international travel still in</u> <u>effect under General Community Quarantine (GCQ), says</u> <u>The Bureau of Immigration (BI)</u>

What is the change?

The BI will continue to implement international flight travel restrictions at the Ninoy Aquino International Airport (NAIA) despite the lifting of the modified enhanced community quarantine in Metro Manila, and its move to GCQ.

Under existing guidelines approved by the Inter-Agency Task Force Against Infectious Diseases (IATF), only overseas Filipino workers (OFWs), Filipino citizens and their spouses and dependents; permanent residents; and foreign diplomats are allowed to enter the country.

All foreigners can leave anytime but Filipinos are not allowed to leave unless they are OFWs, permanent residents or holders of student visas in their country of destination.

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<u>Philippines - Guidelines for filing and issuance of Alien</u> Employment Permits (AEP)

What is the change?

In response to the declared state of public health emergency, the Department of Labour and Employment has issued a set of guidelines for the filing and issuance of the AEP, covering the online submission process for the following steps: company registration; filing of new/renewal of AEP applications; release of AEP cards; and requests for cancellation of AEPs. Full details can be found in the link below.

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<u>Philippines - Release of the AEP cards of approved applications</u>

What is the change?

The Department of Labour and Employment has engaged a courier service for the delivery of approved AEP cards. This service will be available from 2 June 2020. Detailed procedures and pricing rates can be found in the link below.

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<u>Singapore - Announcement on arrangements for foreigners returning to the Philippines</u>

What is the change?

The Philippines Embassy is arranging a flight for foreigners returning to the Philippines on 3 June 2020. Tickets can be purchased on a first come, first served basis from the **Philippine Airlines**.

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<u>Singapore - Appointments for services at Ministry of</u> <u>Manpower Services Centre (MOMSC) or Employment Pass</u> <u>Services Centre (EPSC)</u>

What is the change?

With Safe Reopening measures in place from 2 June 2020, the number of appointment slots for services at MOMSC or EPSC will be limited. Applicants are advised not be

worried if they are unable to obtain a slot or make an appointment yet as the following measures are in place:

- For card registration, MOM will automatically extend the expiry dates of
 notification letters to give pass holders more time to make an appointment. No
 hard copy letters will be issued for this extension. In the meantime, pass
 holders can remain in Singapore with their notification letters or card
 replacement letters. Those who telecommute or work in <u>permitted services</u>
 <u>approved by Ministry of Trade and Industry (MTI)</u> may use the letters as
 proof of the validity of their passes.
- For issuance of these passes, please refer to the respective webpages for options to consider: <u>Work Holiday Pass (under Work Holiday Programme)</u>; <u>Work Holiday Pass (under Work and Holiday Visa Programme)</u>; <u>EntrePass</u>; and <u>Personalised Employment Pass</u>.

The following groups are also advised **not** make an appointment yet:

- Pass holders who need to do a medical examination for card registration and have not done so. Please only make an appointment after completing the medical examination. Clinics will likely resume providing this service in Phase 2 (Safe Transition).
- Pass holders who are currently staying in dormitories gazetted as isolation areas. Please only make an appointment after you are allowed to leave the dormitory. Otherwise, it is an offence.

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<u>Singapore - Resumption of business activities from 2 June</u> <u>2020</u>

What is the change?

From 2 June 2020, businesses will be allowed to resume activities in a phased manner. In an email circular issued by the MTI on 31 May 2020, businesses are reminded to take the following actions:

- Check if your business may resume <u>here</u>.
- If your business is permitted to resume on-site operations on 2 June 2020, you are required to declare your manpower details using the "Permissions and Manpower Declaration" link at https://covid.gobusiness.gov.sg within

- two weeks of resuming operations. The details that you are required to provide are: (i) the total number of employees/workers working on-site, and (ii) the proportion of these employees/workers who are working part-time and/or shifts. The portal is now available to receive your declaration.
- Before you resume on-site operations, it is essential for your business to implement the <u>Requirements for Safe Management at Workplaces</u>, and comply with sector-specific advisories and requirements. More information can be found <u>here</u>.

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Singapore - Entry into Immigration and Checkpoint Authority (ICA) Building strictly for selected services and by appointment only; one-off delivery of identity cards and passports to applicants

What is the change?

Starting from 2 June 2020, the ICA at the ICA Building, 10 Kallang Road, will resume counter services in a limited and controlled manner, strictly for selected services and by appointment only. Members of the public should continue to use ICA's e-Services available at MyICA, such as for passport application, identity card (IC) re-registration, and extension of Short-Term Visit Pass.

ICA counter services will only be available for services that cannot be done or completed online. Examples include collection of passport and IC, and completion of formalities for long-term immigration facilities. ICA will not accept walk-ins for these services. Before making their way to the ICA Building, members of the public have to first obtain an appointment date and time. To find out how to make an appointment and view the full list of e-Services available, please refer to the link below.

ICA will also arrange delivery of the IC and passport to residents who have applied for an IC under mandatory/optional IC re-registration, or applied for a passport, between 1 January and 31 May 2020, and have not collected their IC or passport because of the circuit breaker. Applicants will not be charged for this one-off delivery service. ICA is in the process of arranging for the delivery service, and will contact all affected applicants and provide them with the details of this service from mid-June to end July 2020.

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<u>Sri Lanka - Extension of visas for foreigners in Sri Lanka</u>

What is the change?

With the extension of validity periods for all visa types to 11 June 2020, all visas expiring between 7 March 2020 and 11 June 2020 will be exempted from the overstay penalty.

However, all visa applicants are advised to pay the relevant visa fees and obtain endorsements for the visas in their passports by securing an appointment with the Department of Immigration and Emigration on or before 11 June 2020 at this <u>link</u>.

Only those who possess a valid Appointment Notice will be permitted to enter the Department. Please note that only a limited number of appointment slots will be given out per day. Applicants are advised to arrive 15 minutes before their allocated timeslot. If they do not arrive within a 10 minutes grace period, they will not be allowed into the premises, and will need to obtain a new appointment.

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<u>Costa Rica - Entry restriction extended</u>

What is the change?

Costa Rica recently extended the entry restriction until June 15 in a further effort to mitigate the spread of COVID-19.

Key Points:

 Only nationals and foreigners with one of the following legal immigration statuses can enter the country:

- o Permanent residence.
- o Temporary residence.
- o Special category.
- o Non-resident with Estancia subcategory.
- o People who submitted immigration applications before March 18.
- Those with authorization to enter the country will receive a health order on arrival to comply with a 14-day quarantine. The re-entry restriction for people who leave the country during this period is also extended until June 15.
- The Immigration Authorities are required to:
 - Extend office closures for customer service and general procedures such as first-time applications, completion of prevention and renewals, etc. until July 18.
 - o Approve an extension period to file documents for first-time applications, preventions and appointments until Aug.18.
 - Provide an additional validity period until Sept. 30 for Immigration Identity Documents (DIMEX/cedula) for Temporary and Permanent Residence and Special Categories that expired after Dec. 18, 2019.
 Beyond that period, immigration laws grant an additional period of three months, with the payment of a fine.
 - o Grant an additional term, until Aug. 18 to the DIMEX of those people with the Estancia category, due after March 17. For those receiving the Estancia approval resolution for the first time, this resolution serves as their legal stay document during the COVID-19 crisis.
 - o Extend the possibility of staying in the country until Aug.18 for those who entered the country as tourists after Dec. 17.
 - o Consular Visas will not be granted or stamped until July 18.
- The following points apply as well:
 - o Foreign nationals entering Costa Rica and who require processing of an immigration category may face delays, as the government could extend the above measures at any time.
 - Resolution notification may be delayed owing to reduced staff at Immigration offices.

Costa Rica restricted travel and limited immigration services the third week of March. New travel restrictions were implemented at the beginning of April and were then extended later that month.

Employers should anticipate significant disruptions to employee mobility and rearrange travel schedules for affected travelers accordingly.

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For the latest country-specific travel restrictions and immigration information in relation to COVID-19, visit <u>gowork.ges.deloitte</u> to view Deloitte's Digital travel Map.

France - COVID-19: Entrance restrictions updated

What is the change?

France has updated entrance restrictions and related regulations.

Key Points:

- As of May 25, the following foreign nationals may enter France:
 - O Citizens of France, the European Union, Andorra, the U.K., Iceland, Liechtenstein, Monaco, Norway, Switzerland, San Marino and the Vatican, as well as their spouses and children if they reside in France or if they are passing through France on their way to the country of which they are nationals or residents.
 - O Third-country seasonal agricultural workers whose main residence is in the above countries, and who hold a prior declaration of employment, a receipt with the Simplified TESA or the TESA+ order number, a contract of employment signed with a company or an agricultural company operating in France.
 - o Posted European workers whose assignment cannot be postponed, and who hold a service agreement specifying assignment duration.
 - Third-country nationals, as well as their spouses and children, with a valid French or European residence permit who are traveling to their main residence.
- All foreign nationals entering France must hold a travel certificate in addition to the other required documentation (e.g., proof of residence, work certificate, etc.).
- As of May 25, travelers from outside of Europe are subject to 14-day quarantine.
- Travelers flying from Spain will be asked to enter voluntary quarantine. This measure shall also be implemented for travelers from the U.K. once the British quarantine has entered into force.

France closed its borders in April, and the EU external border closure will remain in force until at least June 15.

Saudi Arabia - COVID-19: Visa validity extension, easing of lockdown restrictions

What is the change?

Saudi Arabia recently announced an automatic extension of tourist visa validity and a three-phase easing of COVID-19 lockdown restrictions.

- The validity of all tourist visas that expired during the international flight suspension has been automatically extended for three months. The extension was conducted through the General Directorate of Passports system, so no travel to the Directorate's offices is necessary.
- First phase: From May 28 to May 30:
 - O Curfew hours will ease from 6 a.m. to 3 p.m. in all the Kingdom's regions, except Mecca.
 - o Travel by private vehicles between cities and regions will be permitted when curfew hours are not in effect.
 - Work activities that previously were not allowed, such as those at retail and wholesale outlets, including malls, are permitted when curfew hours are not in effect.
 - Activities at barbershops, beauty salons, health and sports clubs and cinemas and recreational centers, where it is not possible to practice social distancing remain suspended. Other activities defined by authorities are also still suspended.
- Second phase: From May 31 to June 20:
 - O Curfew hours will ease from 6 a.m. to 8 p.m. in all the Kingdom's regions, except Mecca.
 - In the King's mosques, Friday and group prayers will be allowed to resume, except in Makkah. At the Grand Mosque, such prayers will continue.
 - o Children less than the age of 15, the elderly, and people with chronic diseases will not be allowed to enter mosques.
 - o Office work at Ministries and for private sector companies and government authorities will be allowed to resume.
 - o Public sector workers will return to full work attendance on June 14.

- o Travel between regions within the country using various transportation methods will be allowed.
- Domestic flights will be allowed if airlines follow precautions established by the Ministry of Health and civil aviation authority.
- o Beauty salons, barber shops, sports and health clubs, entertainment centers and cinemas will not be allowed to reopen during this phase, but restaurants and cafes will be permitted to do so.
- o Social gatherings of more than 50 people will still not be allowed
- Third phase: Beginning on June 21, there will be a return to the normal living conditions that existed before the COVID-19 lockdown restrictions were activated.

The automatic tourist validity extension is good news for holders of such visas.

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<u>India - COVID-19: Nationwide lockdown extended,</u> <u>reopening guidelines</u>

What is the change?

India recently extended the nationwide lockdown in containment zones and issued reopening guidelines.

- The Ministry of Home Affairs (MHA) has extended the nationwide lockdown in containment zones until June 30.
- Reopening guidelines organized in several phases were also announced by MHA to be implemented after the lockdown has ended. In Phase 1, beginning June 8, hotels, malls and places of worship will be allowed to reopen. In Phase 2, which is to be determined in July, the following will take place:
 - Schools, colleges and educational institutions will be allowed to reopen.
 - o Both intrastate and interstate travel will be allowed.
 - o Movement by trains, domestic flights and Shramik specials will remain active.
 - o Movement will not be allowed between 9 p.m. and 5 a.m.
- In Phase 3, which is yet to be determined, the following will take place:
 - o International flights and metro services will be allowed to resume.

- o Gyms, sports facilities, pools, and cinema halls will be allowed to reopen.
- o Social, sports, cultural, and political functions will be allowed to resume.

Employers should anticipate significant disruptions to employee mobility until the country begins to reopen, and arrange travel schedules for affected travelers accordingly.

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<u>Colombia - Mandatory lockdown extended, other</u> <u>measures implemented</u>

What is the change?

Colombia recently extended its preventive isolation/mandatory lockdown and implemented several other measures to mitigate the spread of COVID-19.

- The preventive isolation/mandatory lockdown has been extended from June 1 to July 1.
- Domestic flights are suspended until July 1 with exceptions for:
 - o Humanitarian emergencies.
 - o Merchandise transportation.
 - o Force majeure.
- International flights remain suspended until further notice.
- Land, river and maritime borders with Brazil, Ecuador, Panama, Peru and Venezuela remain closed until July 1 with exceptions for:
 - o Humanitarian emergencies.
 - o Merchandise transportation.
 - o Force majeure.
- Local governments are legally authorized to implement preventive measures in their jurisdictions.
- There are practical exceptions to the preventive isolation/mandatory lockdown extension in order to gradually phase in the free movement of people to reactivate the economy.

Employers should anticipate significant disruptions to employee mobility until the country begins to reopen, and arrange travel schedules for affected employees accordingly.

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Ghana - Ghana has extended its national border closures until further notice.

What is the change?

Key points:

- Air, land and sea borders are closed to all travelers for entering and leaving the country, except for the transporting of cargo, goods and supplies.
- Ghanaian citizens abroad may access a government special dispensation programme being rolled out to evacuate Ghanaians back to Ghana. Individuals arriving in Ghana under this programme will undergo mandatory quarantine.

The previous border closure was intended to last until May 31, but this has now been extended until further notice.

The extension or the border closure will impact movement of people into and out of Ghana. Employers should continue to monitor the situation, account for affected travelers and rearrange travel schedules accordingly.

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<u>Hong Kong - Exemptions from Compulsory Quarantine</u> <u>Arrangement</u>

What is the change?

Exemption from the Compulsory Quarantine Arrangement of Certain Persons Arriving at Hong Kong Regulation

The Government of the Hong Kong SAR has released updates to the category of persons that the Chief Secretary for Administration may designate for exemption from

the existing Compulsory Quarantine Arrangement of Certain Persons Arriving at Hong Kong Regulation, which will be in force until 7 June 2020.

Specifically, the following categories of persons may now be exempted from the compulsory quarantine requirement:

Exemption from Compulsory Quarantine Arrangement for inbound travellers from the Mainland, Macao, or Taiwan

- Where the person's or persons' entry into Hong Kong is necessary:
 - i. For the supply of goods or services required for the normal operation of Hong Kong, or the daily needs of the people of Hong Kong.
 - ii. For governmental operation.
 - iii. For the protection of the safety or health of the people of Hong Kong, or the handling of the public health emergency.
 - iv. For the person's or persons' receiving nursery, kindergarten, primary, or secondary education at any school registered under the Education Ordinance (Cap. 279) in Hong Kong, or for the provision of such education.
 - v. For the safe travelling of any person for the purposes mentioned in subparagraph (iv).
 - vi. Because of the exceptional circumstances of the case, that serve the public interest of Hong Kong.
- Where the person's or persons' travelling is necessary for purposes relating to manufacturing operations, business activities, or provision of professional services in the interest of Hong Kong's economic development.

More details on the 26 categories of persons who meet this definition can be found here.

Exemption from Compulsory Quarantine Arrangement for inbound travellers from foreign places

- Where the person's or persons' entry into Hong Kong is necessary:
 - i. For the supply goods or services required for the normal operation of Hong Kong or the daily needs of the people in Hong Kong.
 - ii. For governmental operation.
 - iii. For the protection of the safety or health of the people of Hong Kong, or the handling of public health emergency.
 - iv. Because of the exceptional circumstances of the case, that serve the public interest of Hong Kong.

More details on the eight categories of persons who meet this definition can be found **here**.

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Myanmar - Further extension of temporary measures

What is the change?

The Department of Civil Aviation has announced that the restrictions for all airlines operating international air services to and from Yangon International Airport (YIA) have been further extended until 15 June 2020, 11.59 p.m. (MST).

These restrictions had been <u>previously extended</u> to 31 May 2020 11.59 p.m. (MST) to temporarily suspend the landing of all international commercial passenger flights at YIA.

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Nepal - Notice regarding temporary shutdown of visa services

What is the change?

The Government has decided to extend the ongoing lockdown period until 14 June 2020. The Department of Immigration also suspends all its visa services until 14 June 2020, and requests all foreigners in Nepal to remain patient regardless of their visa term. The visas will be regulated after regular services resume, as per the <u>8 April 2020 notice</u> issued by the Department of Immigration.

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<u>Singapore - Changes to work pass services from 2 June</u> 2020

What is the change?

The MOM has announced several changes to its services from 2 June 2020 in line with the phased resumption of activities, including:

- Card registration: Pass holders can now <u>make an appointment</u> to visit
 the <u>Employment Pass Services Centre</u> or <u>MOM Services Centre (Hall C)</u> from
 2 June 2020.
- Card delivery services: Card delivery services will resume from 2 June 2020.
- Passes expiring from 6 May 2020–5 June 2020: Passes expiring from 6 May 2020–5 June 2020 will be automatically extended until 1 July 2020, except for these groups—Work Permit for Performing Artiste; Training Work Permit; Training Employment Pass; Personalised Employment Pass and their dependants; Work Holiday Pass; confinement nannies; and non-Malaysian foreign domestic workers (FDWs) below 50 years old (employers may proceed to renew their Work Permits). Further updates on this can be expected before 5 June 2020.

To view the full list of activities and their respective details, please refer to the link below.

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Singapore - Work pass holders urged to follow safe distancing rules or risk having passes revoked

What is the change?

The MOM reminds work pass holders to take COVID-19 rules seriously for their own protection and the safety of the community, including wearing a mask in public and observing safe distancing rules. Work pass holders include foreigners holding Employment Passes, S passes, and work permits. Regardless of the type of work pass they hold, those who are convicted also risk being banned from working in Singapore.

<u>Singapore - Employers to defer bringing pass holders from overseas into Singapore</u>

What is the change?

To reduce the risk of importing the COVID-19 virus, the MOM is restricting the entry of pass holders into Singapore. All employers are **strongly urged** to defer bringing pass holders into Singapore.

Based on Deloitte's observations, all requests for entry approval have been rejected by the authorities, and there are currently no indications of when these restrictions may be eased.

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Malaysia - Updates for expatriates and foreigners

What is the change?

Expatriates holding valid passes, including Employment Pass (EP), Professional Visit Pass (PVP), and Residence Pass-Talent (RP-T), or who have received the approval to obtain the abovementioned passes, will now be allowed to enter Malaysia if they have:

- Obtained approval from the Director General of Immigration: The request should be submitted from their company with the relevant supporting documents via email at KPI@imi.gov.my.
- Obtained a Letter of Approval and Letter of Entry Permit to Malaysia from the Malaysian Missions in their respective countries:
 - i. All individuals travelling to Malaysia must complete the Loan and Indemnity Letter (LoU). The letter can be downloaded from the official Immigration Department of Malaysia website (www.imi.gov.my).

- ii. The completed LoU must be submitted via email to the Malaysian Missions together with the relevant documents. Please click here to view the email addresses for the respective missions.
- iii. Once the request has been approved, a Letter of Approval and a Letter of Entry Permit to Malaysia will be issued by the Malaysian Mission via email.
- iv. The Letter of Entry Permit to Malaysia will need to be presented to the airline at the point of departure, and to the Immigration Department of Malaysia upon arrival.

In addition, foreigners who have overstayed since 1 January 2020 will be allowed to leave Malaysia within 14 days after the lifting of the Movement Control Order (MCO), without the need to apply for a Special Pass. However, foreign workers holding expired Visit Passes (Temporary Employment) will not be subjected to this exemption.

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<u>Indonesia - 102 regions get green light to implement new</u> normal

What is the change?

The Indonesian Government has granted permission to 102 regencies/cities located in the green zone areas to implement the new normal, and carry out productive and safe community activities.

These regencies/cities should continue to uphold health protocols strictly and cautiously, remain alert to the threat of COVID-19, and pay attention to the provisions regarding massive testing, aggressive tracing, tight isolation, and treatment.

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