



COVID-19 Global Mobility update

17 - 21 April 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.

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Combating COVID-19 with resilience

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EU Posted Workers Directive—Equal pay for equal work

What is the change?

As of July 30, 2020, the principle of “equal pay for equal work” between posted and local workers, as mandated by the revision of the Posted Workers Directive in 2018 ([European Union \(EU\) Directive 957/2018](#)), is due to become law across the EU.

This revision implies that the remuneration of posted workers should be at the same level as that of their local peers. The (revised) Posted Workers Directive does not define the concept of “remuneration” as such, except by specifying that remuneration includes all “*the constituent elements of remuneration rendered mandatory by national law (...) or by collective agreements (...) which have been declared universally applicable.*” Each country is to determine the different elements of remuneration on its own territory, to go live on 30 July, 2020.

What does the change mean?

Status of transposition

Regarding the adoption of the directive into member state law, in most countries the draft legislation has been published (e.g., in France, Belgium, Spain, Portugal, Poland, and

Sweden), while no details are available yet in others (e.g., in Germany, Denmark, Ireland, Slovenia, and Spain).

Having analysed the new concept of “remuneration” across the EU, a significant number of countries are stipulating that additional salary components will include overtime pay; allowances for night work, or dangerous or difficult work; and work on Sundays and public holidays, etc. In some countries where salary requirements had already been implemented in a very broad sense, no substantial changes are expected (e.g., Austria, Belgium, The Netherlands, Portugal, Sweden, and Ireland).

Main challenges

The most challenging aspect for employers will be identifying precisely what elements of remuneration must be paid exactly to comply with local labour law and collective bargaining agreements. In most countries, a distinction is made per sector, in addition to which there are further differences according to function, seniority, etc. Local authorities are expected to provide very transparent information about this, but, even if they do, the huge complexity of each country’s collective bargaining agreement and labour law landscape will create a significant problem for employers.

Adding to that complexity is the fact that, in most countries, the local remuneration requirements must also, in principle, be considered for short-term business travellers. This will put a huge burden on employers with highly mobile populations—to keep track of all moves within the EU and implement salary uplifts or allowance adjustments, perhaps for only a few days.

Lastly, for assignments more than 12 months (extendable to 18 months), all mandatory labour law of the host country will need to be respected, with the exception of local termination and occupational pension rules. This will necessitate an even broader scan of local requirements and for home HR functions to be more aware of compliance issues than ever before.

Considering the above, we strongly recommend that employers have the July 2020 changes high on their agendas. Of course, we will closely monitor the progress in all countries and keep you informed of new developments.

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Canada - Current Travel Restrictions and Exemptions

What is the change?

As part of its response to the coronavirus disease (COVID-19) pandemic, the Government of Canada and Immigration, Refugees and Citizenship Canada (IRCC) have released additional measures to manage the outbreak of COVID-19 resulting in travel restrictions to Canada.

All travel has been restricted with the exception of the following:

- Canadian citizens;
- Canadian permanent residents;
- Persons registered under Canada's Indian Act;
- Protected persons;
- United States (US) citizens or foreign nationals travelling from the US for an essential reason who have been in the US or Canada for at least 14 days before entering Canada (unless exempt); and,
- Certain foreign nationals (see full list [here](#))
 - Temporary foreign workers -
 - Holders of a valid work permit; and,
 - Holders of a written work permit approval (issued at any time).
 - Some international students -
 - Holders of a valid study permit; and,
 - Holders of a written study permit approval issued before noon EST on March 18, 2020.
 - Some approved permanent residents -
 - A person whose application for permanent residence was approved before 12 noon EST on March 18, 2020.
 - Immediate family members of a Canadian citizen or Canadian permanent resident.
 - Immediate family members with written authorization from the Government of Canada to reunite with a non-Canadian citizen or permanent resident living in

Canada (see Newsflash regarding Family Reunification for Temporary Residents in Canada).

All passengers will need to pass a health check conducted by the airlines before being permitted to board. Travellers who are symptomatic of COVID-19 will not be allowed to fly, regardless of citizenship.

With few exceptions, all persons must undergo a mandatory self-isolation period of 14 days and must have a credible isolation plan (i.e. how they will get to their residence/accommodation from the airport without using public transport, as well as how they will secure food or groceries) upon arrival in Canada, regardless of whether or not they have COVID-19 symptoms. This does not apply to non-symptomatic travelers who are transiting through Canada to their final destination, or to those delivering an essential service.

Please note that on Wednesday April 15 at 11:59 p.m., service hours at low-traffic border crossings will be reduced.

It is important that all travellers plan ahead and seek advice before beginning their travel to Canada.

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Canada - Guidance on Essential Services and Functions in Canada During the COVID-19 Pandemic

What is the change?

The Canadian Government has provided for exemptions from the travel ban for US citizens and foreign nationals if they are deemed to be entering Canada to provide 'essential services'. Prioritization of new work permit applications of foreign national workers who are deemed to be providing an essential service will also occur.

On April 9, 2020, the Government of Canada (Public Safety Canada) specified what constitutes "essential" work (see full list [here](#)). While this list is indicative of what might be

considered an essential service by IRCC or CBSA, it is not necessarily determinative.

The list focuses on “critical infrastructure” which is essential to the health, safety, security or economic well-being of Canadians and the effective functioning of government:

- Energy and Utilities
- Information and Communication Technologies
- Finance
- Health
- Food
- Water
- Transportation
- Safety
- Government
- Manufacturing

By considering the “essential” work list, in addition to exempting the individual from the travel ban requirements, employers may benefit from faster processing times and prioritization of work permit applications if the work is “essential.”

Additional supporting documentation is recommended for new work permit applications for those who will provide ‘essential services’, and those seeking entry on existing work permits to provide essential services.

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Canada - Temporary Processing Changes

What is the change?

As part of its response to the COVID-19 pandemic, the Government of Canada has implemented temporary processing changes for specific immigration applications in order to focus resources on critical services. The temporary processing changes will be effective until April 29 and may be extended.

The temporary processing changes apply to:

- Work permits -
 - If applying for a work permit from outside Canada, all persons must apply online.
 - If approved and before travelling, temporary foreign workers must have the following:
 - Work Permit approval letter;
 - Confirmation that the job is still valid and the employer is still operating and not subject to the mandatory closure of non-essential businesses; and,
 - Self-isolation plan (the plan must cover the *mandatory self-isolation period of 14 days* and *must be a credible isolation plan*, i.e. how they will get to their residence/accommodation from the airport without using public transport, as well as how they will secure food or groceries).
- Study permits -
 - If applying for a study permit from outside Canada, all persons must apply online; and,
 - IRCC will continue to process study permit applications to the extent possible.

- Visitor visas (including transit visas) and electronic travel authorization (eTA) applications -

IRCC has suspended processing of non-essential visitor visa applications and some eTA applications, unless exempted (see Newsflash regarding Current Travel Restrictions and Exemptions).

Canadian immigration authorities are processing applications, and approvals are being received.

We recommend that employers continue to apply for work permits for key foreign workers, and support permanent residence applications. Applications for temporary work permits for those providing essential services may be prioritized. Applying now will enable employers to have key foreign nationals in place when business fully resumes.

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Canada - Family Reunification for Temporary Residents in Canada

What is the change?

The Government of Canada has updated its policy to clarify the eligibility of family members accompanying temporary residents (i.e. work permit holders, study permit holders, etc.) to Canada. Under the present rules, accompanying family members will require the following:

- Written authorization from IRCC confirming their exemption to the travel restrictions;
- A valid visa or eTA;
- A valid passport; and,
- Clear indication of health (i.e., no visible symptoms).

Per the policy, principal applicants will need to travel to Canada first before accompanying family members are eligible to travel.

With few exceptions, all persons must undergo a mandatory self-isolation period of 14 days and must have a credible isolation plan (i.e. how they will get to their residence/accommodation from the airport without using public transport, as well as how they will secure food or groceries) upon arrival in Canada, regardless of whether or not they have COVID-19 symptoms.

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

Egypt - Travel and immigration restrictions announced

What is the change?

The Egyptian government announced travel and immigration restrictions to mitigate the spread of COVID-19.

Key points:

- Inbound and outbound passenger flights have been suspended by the Egyptian government. Inbound and outbound commercial passenger flights shall not begin operating again until further notice. Only special flights, arranged by the government, to return Egyptian nationals who have contacted Egyptian embassies in advance, to Egypt.
- Effective 25 March until 23 April, the majority of the government bodies have suspended its services. Services provided by Free zone, labor and immigration authorities are included in the suspension.
- Pending immigration applications are now on hold and expired work and residence permits extensions are not possible currently.
- Individuals outside Egypt who have work and residence permits that have expired could be required to secure a new entry visa to come back to the country following the expiration of their permits.

The new travel and immigration restrictions will impact the movement of people into Egypt. Employers should account for affected travelers and rearrange travel schedules accordingly. Significant delays may occur for consular and in-country processing.

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South Africa - COVID-19: Lockdown extended for 2 weeks, additional temporary visa measures announced

What is the change?

South African President Cyril Ramaphosa has announced that he is extending the nationwide lockdown on activities until the end of April to prevent further spread of COVID-19. The lockdown was scheduled to end April 16.

The stay-at-home order will apply until April 30. All individuals, except enumerated critical workers, must remain at home except for essentials, such as to buy food, medicine or supplies, to seek medical care or to collect a social grant. Inbound foreign nationals from high-risk countries remain barred from entry. High risk countries include China, France, Germany, Iran, Italy, South Korea, Spain, Switzerland, the U.K., and the U.S.

Additionally, the government has announced several temporary measures for foreign nationals who have already legally entered South Africa. These measures apply to foreign nationals whose visas expired Feb. 15, 2020 onward except for visa extensions filed before that date that remain pending. The following visa measures will remain in place until at least July 31.

Visa measures:

- **Expiring visas.** Foreign nationals with temporary residence visas that expire Feb-15 or later who did not renew their visas before the lockdown will not be declared undocumented or put on the prohibited persons list. Anyone whose visas expired before or during the lockdown will not be detained for holding an expired visa. Those who return to their home country after the lockdown instead of renewing their visa will not be deemed undesirable upon departure.
- **Visa applications.** The Department of Home Affairs is not accepting or processing visa or permanent residence applications during the lockdown. Those with visas expiring after Feb. 15 may re-apply after the lockdown and will not need to obtain a good cause authorization to stay in the country. Those with visas expiring after Feb. 15 who had scheduled appointments during the lockdown should reschedule to a date after the lockdown has been lifted.
- **Work, study and business.** People whose visas expire during the lockdown and those who have made applications for renewals or re-applied for their respective visas before the lockdown but remain pending, will be allowed to work, study or conduct business after the lockdown while waiting decisions on their applications.

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- **Nationals of high-risk countries.** Visas issued for nationals of high-risk countries who were outside South Africa on March 15 remain revoked.
 - **Departure ban.** During the lockdown, foreign nationals currently in South Africa are barred from departing, unless expatriation was initiated by another state.
 - **Lesotho Exemption Permit.** Lesotho Special Permits which expired on Dec. 31, 2019 remain valid until June 15, 2020. Holders of the Lesotho Special Permit have until June 15 to submit their applications for the Lesotho Exemption Permit, and no new applications will be accepted.
 - **Asylum Seeker Permits.** Asylum seekers whose visas expire March 16 to the end of the lockdown period will not be penalized or arrested as long as they legalize their visa within 30 calendar days after the date the lockdown is lifted.

South African businesses and their employees should identify employees affected by the temporary visa measures to plan next steps in the coming months.

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Mauritius – Travel ban, permit delays announced

What is the change?

The Mauritius government recently announced a number of measures to mitigate the spread of COVID-19.

Key points:

- Effective March 28, there is a complete ban on travel to Mauritius, until 15th May 2020. Access to the airport departure area is restricted to departing passengers with valid plane tickets.
- Only essential government services are available because of a country-wide lockdown, which will be in effect until 4th May 2020.

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- Additionally, both new applications and renewal applications for Occupation/ Work Permit applications will be delayed during the lockdown.
 - Individuals suspected of being infected with COVID-19 will be entered in a quarantine facility for 14 days, and will be tested. The same is true for those who have been in contact with an infected person. Individuals in quarantine for such reasons who test positively for COVID-19 are subject to longer quarantine periods.

The new travel restriction and residency permit processing disruption will impact the movement of people into Mauritius. Employers should account for affected travelers and rearrange travel schedules accordingly. Significant delays may occur for consular and in-country processing.

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Singapore - Exit declarations for Malaysian employees

What is the change?

In view of the extension of Malaysia's Movement Control Order (MCO) until 28 April 2020, the Ministry of Manpower has issued the following instructions in an email circular to employers cancelling work passes for their Malaysian employees:

1. Complete the [exit declaration form](#) confirming that:
 - The employee and the employer have both agreed to end the employment.
 - The employers has already settled all outstanding employment issues (including salary payment) with the employee.
 - The employee is aware that the prevailing work pass criteria, entry approval, Stay-Home Notice and other MOM requirements will apply if he/she wishes to work in Singapore again.
2. Employee to show the acknowledgement email and attachment, which will be sent to him/her after the form is

completed, to the immigration officer before leaving Singapore.

Employers are also requested to inform the employee that he/she may need to produce a medical certificate certifying that he/she is fit to travel (e.g., does not display COVID-19 symptoms) to the Malaysian immigration officer. Otherwise, he/she may be stopped from entering Malaysia.

3. Once the employee has left Singapore, employers are to [notify MOM](#) if they wish to cancel the work pass.

Employers are not obliged to provide housing for their Malaysian employees after 14 April, but may mutually agree with them on housing arrangements. To qualify for levy waiver for Malaysian employees who were on unpaid leave in Singapore until 14 April, please use [this form](#).

Employers are advised to check Work Permit (WP) Online and Employment Pass (EP) Online regularly for further updates and requirements that may be imposed on work passes.

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Cameroon - Travel restrictions issued

What is the change?

The Cameroon government has announced travel restrictions to mitigate the spread of COVID-19.

Key points:

- Effective from March 18, all borders are closed to travel from air, land and sea.
- Cameroonians who are abroad may return to Cameroon, but first they must visit a Cameroonian embassy in the foreign country where they are staying.
- Recent travelers to Cameroon have been placed in 14-day quarantines at designated hotels in Yaounde and Douala.
- Visas to Cameroon are no longer being issued, but Work permits and Residence permits can still be obtained. At the moment, it isn't known how much permit processing times are being impacted by the emergency.

- Government offices remain open at this time but access to them is limited.

The new travel restrictions will impact the movement of people into Cameroon. Employers should account for affected travelers and rearrange travel schedules accordingly. Delays may occur for consular and in-country processing.

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Spain - State of alarm extended again

What is the change?

Spanish authorities have extended the country's COVID-19 state of alarm again to mitigate the spread of COVID-19.

Key Points:

- The current state of alarm has been extended again until April 26. The extension applies to inland border controls as well.
- The original state of alarm implemented many measures to restrict the movement of people. It was first extended to April 12 and recently has been extended again to April 26. Business activities and travel remain limited. Certain immigration services are suspended and online services are also limited. Land borders are closed as well, with several exceptions.

The state of alarm extension will continue to impact the mobility of third-country, and EU nationals and their dependents into Spain. It is possible the current state of alert will be extended again. Employers should account for affected travelers and rearrange travel schedules accordingly. Delays may occur for consular and in-country processing

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Indonesia - Large-scale social restrictions (PSBB) in Indonesia

What is the change?

Following the signing of the "Regulation on Guidelines to Propose Large-scale Social Restrictions amid COVID-19 Pandemic" by the Health Minister, the following regional administrations have begun to implement PSBB measures with the approval of the central Government:

- [Jakarta](#): With effect from 10 April 2020
- [Bogor, Depok, and Bekasi \(Bodebek\)](#): With effect from 15 April 2020
- [Pekanbaru \(Riau\)](#): With effect from 17 April 2020
- [Tangerang](#): With effect from 18 April 2020

The PSBB guidelines cover the closing of schools and offices, as well as restrictions on religious activities, activities in public space and facilities, social and cultural activities, and transportation.

Schools and offices may be temporarily closed, with the exception of offices or institutions that provide services relating to defence and security, public order, food, fuel and gas, healthcare, logistics, finance, communication, industry, export and import, distribution, and other basic necessities.

However, public or private vehicles that take into account restrictions on the number of passengers and physical distancing; as well as goods transportation responsible for the fulfilment of people's basic necessities, can continue to operate.

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Thailand - Personal Income Tax Return (P.N.D.91 form) for visa and work permit renewal

What is the change?

In view of the COVID-19 situation, the Revenue Department has announced that it will extend the personal income tax (P.N.D.91 form) filing deadline for the tax year 2019 from 31 March 2020 to 31 August 2020. More details can be found [here](#).

As of 16 April 2020, the Employment Department at the One-Stop Service Centre (OSSC) is not accepting 2018 PND.91 forms to support work permit renewal applications. The 2019 PND.91 form is normally required from 1 April 2020.

The Immigration Bureau (Chaengwattana) is also not accepting 2018 PND.91 forms for visa extension applications submitted after 31 March 2020. However, the 2018 PND.91 form is accepted for visa extensions and renewals at the Immigration Department at the OSSC when submitted with an explanation letter.

This change is expected to affect work permit renewal applications under Non-BOI/IEAT/DMF schemes from 1 April 2020 onwards. A copy of the form and receipt of the 2019 PND.91 must be available before the submission of a renewal application. From a practical perspective, it may be necessary to take into account an individual's work permit renewal timeframe when considering when to file the 2019 PND 91.

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Thailand - Extension of temporary ban on all international flights to 30 April 2020

What is the change?

The existing ban on international passenger flights to Thailand will be extended from 18 April 2020 (17.00 UTC) to 30 April 2020 (17.00 UTC). All flight permits granted during this period will be cancelled.

The ban does not apply to state or military aircraft, emergency landing, technical landing without disembarkation, humanitarian, medical or relief flights, repatriation flights, and cargo flights. However, passengers on board aircraft in these categories will still be subjected to measures outlined in the communicable disease law, such as a 14-day state quarantine.

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Canada – Government Fee Increases

What is the change?

Canadian permanent residence status is an attractive and strategic avenue for employers to retain their critical talent in the region.

Starting April 30, 2020, government processing fees for certain permanent residence applications will increase. The affected application types include:

- Fees for principal applicants of the Economic business class (including self-employed, start-up visa, Quebec investor, Quebec entrepreneur, and Quebec self-employed) will increase from \$1,050 to \$1,575;
- Fees for principal applicants of the Economic non-business class will go from \$550 to \$825. This increase will not apply to fees for principal applicants and their families in the Caregivers programs, which will remain unchanged;
- Fees for spouses or common-law partners of all Economic classes will go from \$550 to \$825;
- Fees for dependent children of all Economic classes will go from \$150 to \$225; and,
- The right of permanent resident fee will increase from \$490 to \$500.

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