

# Today's world moves beyond borders

## The EU ICT Directive: What it means for your business



The new European Intra-Corporate Transferees Directive (ICT Directive) has been implemented by the majority of EU countries. But what is it, and more importantly, what does it mean for your immigration programme in the EU?

As a general rule, non-European ICT employees who work in more than one EU country require a work authorisation for each country. With the new ICT Directive, your employees coming to the EU may need just one ICT permit to work in multiple EU countries, which can greatly reduce your company's administrative burden and risk of immigration non-compliance.

The new legislation presents a huge opportunity for businesses to enhance their immigration flexibility and cost efficiency in Europe. Those who can most immediately benefit include:

- Companies with regional headquarters in Europe
- Companies active in the Consulting and IT sector that have ongoing projects in several EU Member States
- Companies with trainee, graduate or exchange programmes
- Companies with employees who have multi-country roles

But there are complexities to the rules. While Member States are required to abide by the EU provisions, they each have a different set of rules and requirements for the EU ICT Permit. For example, there are differing terms of maximum stay across Member States. The nuances can be challenging and ignoring them could expose your company to unnecessary compliance risk; but really understanding them can create business opportunities.



### How we can help

Your company can benefit from the new immigration rules, but only if you know how to navigate and strategically plan around the changes.

Fragomen sits on the EU's Expert Panel on Economic Migration and proactively provides input into the plans of European decision makers. We understand the intra-EU implications of the ICT Directive and ensure its business-friendly implementation into local regulations in Member States. We can partner with you to effectively map your resources, plan your immigration strategy across Europe and deliver cost savings.



## Our advisory services

We have the depth of immigration expertise to successfully deliver advisory services to get your people on the ground and in subsequent Member States quickly and efficiently. We will work with you to:

- Advise on a tailored immigration strategy in Europe for your ICTs, both for existing and future assignees
- Explore resource planning opportunities for project assignments in the EU
- Design immigration policies for multiple-country assignments or pan-European roles
- Conduct proactive internal audits to correct compliance oversights
- Develop cost-efficient customised immigration plans that tell you which countries to send your people to/from

We can also address the social security implications linked to intra-EU mobility with the EU ICT Permit, so that any immigration planning will also capitalise on social cost efficiencies.

## Contact us

To learn more about how we can help you to take full advantage of the ICT Directive to maximise your immigration programme across Europe, please contact:



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