

Situation in the Middle East: Immigration Considerations and Solutions for Business Continuity

Background

As the events in the Middle East continue to evolve, an increasing concern for businesses navigating the uncertainty is the safety of employees and ongoing business continuity. For some, this may result in relocation of staff on a short or long-term basis or discontinuation of travel.

This guide is intended to help companies identify some key steps they can take to better understand the impact and manage the risk.

What actions should be taken?

- ▶ Identify all impacted employees including local and foreign nationals.
- ▶ Identify the valid visas held by all impacted employees to facilitate speedy, temporary relocation if required - e.g., Schengen Visas, US B-1, UK Visitor Visa, etc.
- ▶ Advise all impacted foreign national employees to register their presence with their home country embassy.
- ▶ Advise all employees to collect all original biographical documentation e.g., passports, birth/marriage certificates and have them readily available.

How can the Fragomen team help?

- ▶ Identify potential countries for immediate relocation for evacuation of employees.
- ▶ Identify the population outside of Israel returning for military service, and the impact on their immigration status in home country.
- ▶ Develop strategies for current immigration cases in Israel that may be impacted. For example, looking at alternative destination countries suitable for the employee and the business.
- ▶ Advise on long-term relocation plans, as well as mandatory interim steps from an immigration perspective.
- ▶ Provide guidance on remote work possibilities in different countries to ensure business continuity.
- ▶ Work with the business to prepare a crisis management plan.

Who should you contact?

For assistance or more information please contact the Knowledge Group at knowledge@fragomen.com or your Fragomen contact.