



Union Internationale des Avocats
International Association of Lawyers
Unión Internacional de Abogados



Best Practices in Coordinating Legal Advice in an Age of Accelerating Global Migration: Immigration, Tax, Talent Management, and Foreign Investment

Seminar presented by the UIA with the support of the Barcelona Bar Association
(Il·lustre Col·legi de l'Advocacia de Barcelona) – ICAB

THURSDAY,
MARCH 7
& FRIDAY,
MARCH 8, 2024



Barcelona

SPAIN

www.uianet.org

#UIAGlobalMobilityForum

Introduction

“Migration powers economic growth, reduces inequalities, and connects diverse societies. Yet it is also a source of political tensions and human tragedies.” - António Guterres

Whether it is economic migration for increased opportunities in the race for global talent, digital nomadism resulting from the decoupling of the office from where services actually are being performed, or migration for sanctuary as a result of global conflict and affliction, individuals increasingly are crossing international borders to secure better lives. However, obtaining permission, as a matter of immigration law, for the migrant to remain, either temporarily or permanently, in a host country is the beginning, not the end, of the 21st Century legal analysis.

Accordingly, the migrant’s immigration issues spur issues in other connected, but no less vital, areas of law including labour, taxation, estate planning, and human rights. When these vital connected issues are viewed in the context of ever

increasing technological resources available for the lawyer to practice in an ever smaller world, it is far from best practices for a lawyer to advise the migrant in a vacuum. Indeed the lawyer now has available resources to enable, as a matter of best practices, the migrant to receive coordinated legal advice across all relevant legal disciplines. The question is not whether, but when, where and how, this multidisciplinary advice should be coordinated.

At the UIA Inaugural Global Mobility Forum, lawyers from all around the world, specializing in various areas of international law, will convene in vibrant Barcelona to discuss, analyze, and discern best practices in coordinating advice on global migration. The Forum, while centered on global migration, is multidisciplinary, multijurisdictional, and progressive in its programming – an event not to miss!

We look forward to seeing you in Barcelona!

The UIA would like to thank the following partners:

Institutional Partner



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ORGANISING COMMITTEE

Martí ADROER

President of the UIA Tax Law Commission
Cuatrecasas
Barcelona, Spain
T +34 93 290 54 23
marti.adroer@cuatrecasas.com

Hervé LINDER

President of the UIA Immigration and Nationality Law Commission
Ernst & Linder LLC
New York, NY, USA
T +1 (212) 488 1672
linder@el-law.com

Riccardo CAJOLA

Vice President of the UIA Tax Law Commission
Cajola & Associati
Milan, Italy
T +39 027 60 03 30 5
rgc@cajola.com

Clayton CARTWRIGHT

Vice President of the UIA Immigration and Nationality Law Commission
The Cartwright Law Firm LLC
Columbus, GA, USA
T +1 (706) 494 1701
ccartwright@lawcart.com

WEDNESDAY, MARCH 6

19:30 WELCOME COCKTAIL

IL-LUSTRE COL-LEGI DE L'ADVOACIA DE BARCELONA

Calle Mallorca, 283
08037 Barcelona

THURSDAY, MARCH 7

09:00 – 09:30 REGISTRATION OF PARTICIPANTS

IL-LUSTRE COL-LEGI DE L'ADVOACIA DE BARCELONA

8th floor
Calle Mallorca 283, 08037 Barcelona

09:30 – 09:45 WELCOME AND OPENING OF THE SEMINAR

- **Rosa Isabel PEÑA SASTRE**, Council Member, Responsible for the International Relations, Barcelona Bar Association, UIA Director of Collective Members, Lex Administrativa Abogacia, Barcelona, Spain
- **Jacqueline SCOTT**, UIA President, Fortney & Scott, LLC, Washington, DC, USA
- **Hervé LINDER**, President of the UIA Immigration and Nationality Law commission, Ernst & Linder LLC, New York, NY, USA

09:45 – 11:00 SESSION 1 – START-UPS AND VENTURE CAPITAL

Investor, Innovator, and Start-Up Visas – Immigration, with the Best Business and Legal Advice, as a Driver of Growth

Many countries have visa categories to encourage direct investment and business development, but the mere existence of these categories is just the beginning, not the end result, for global mobility. There is a myriad of business issues, from financing to business plans to taxation, that need to be addressed such that such visa holders can optimize their stays in the host countries. Otherwise, their businesses will become failed businesses, only on a cross-border scale. This opening panel weaves immigration advice into legal advice for start-up businesses to discuss best practices so that such start-up businesses can maximize viability while ensuring assured immigration compliance.

MODERATOR: ▪ **Hervé LINDER**, President of the UIA Immigration and Nationality Law commission, Ernst & Linder LLC, New York, NY, USA

SPEAKERS:

- **Ilda DE SOUSA**, Kingsley Napley LLP, London, United Kingdom
- **Carles QUINDÓS SAURET**, Cuatrecasas, Barcelona, Spain
- **Ian E. SCOTT**, Scott Legal, P.C., New York, NY, USA

11:00 – 11:30 COFFEE BREAK

11:30 – 13:00 SESSION 2 – RESIDENCY AND WEALTH PLANNING – INTERNATIONAL ESTATE PLANNING

Residency and Wealth Planning – The Bolero Dance of Residency and Citizenship Planning with International Estate Planning

Estate planning can be traced back as far back as 3000 BC, contrasted to residency and citizenship planning, which soared with the onset of the jet age. In the 21st Century, a failure to coordinate advice in both of these areas of law to

Programme

a high net worth individual (HNWI) is a gamble that could pose severe financial and personal risk to the HNWI and their family. In a current political environment where residency by investment (RBI) and citizenship by investment (CBI) programs often are under heavy scrutiny, this panel shall discuss means by which RBI/CBI immigration advice coordinated with international estate planning can promote personal and financial security for the HNWI client.

MODERATOR: ▪ **Maria CASABLANCA**, Akerman LLP, Miami, FL, USA

SPEAKERS:

- **Balázs HORVÁTH**, Bekes Partners, Budapest, Hungary
- **Iñigo LECANDA CROOKE**, Lecanda Immigration & Nationality Law, Madrid, Spain
- **Marc-André SÉGUIN**, EXEO Attorneys, Montreal, QC, Canada
- **Gabrielle THÉRY**, M&B Avocats, Paris, France

13:00 – 14:30 LUNCH

14:30 – 15:45 SESSION 3 – REMOTE WORK (LABOUR LAW)

International Remote Work – A Labour of Love, a Taskmaster of Labour Compliance, or Both?

While remote work existed long before the COVID-19 pandemic, it exploded during the pandemic. “Work from home,” “hybrid work,” and “digital nomad” all became part of the vernacular of an increasingly mobile international workforce. However, an employee’s sourcing of a hotel room and a secure internet connection in a third country is not the answer to international remote work, but only the beginning of the analysis. This panel will combine the expertise of immigration and labour law experts to (a) assess the feasibility and transaction costs of international remote work and (b) advise on best coordinated immigration and labour compliance practices when implementing these arrangements.

MODERATOR: ▪ **Ben SHELDRIK**, Magrath Sheldrick LLP, London, United Kingdom

SPEAKERS:

- **Patricia BONITO PINTO**, Walder Wyss Ltd., Geneva, Switzerland
- **Sonia CORTÉS GARCÍA**, Abdón Pedrajas Littler, Barcelona, Spain
- **Inge EGGEN-TE PAS**, Kroes Advocaten Immigration Lawyers, Amsterdam, The Netherlands

15:45 – 16:15 COFFEE BREAK

16:15 – 17:30 SESSION 4 – REMOTE WORK (TAX LAW)

International Remote Work – Pairing the Best Immigration Advice with the Best Tax Advice to Lower Tax Compliance Costs for Employer and Employee

“Do not stay at least 183 days and do not trigger a permanent establishment for your employer” is the simplest tax advice parlayed in the global mobility industry concerning international remote work. Tax compliance with interna-

tional remote work though is more than avoidance of (a) tax residency for the remote employee and (b) the triggering of a permanent establishment by the foreign employer. This sequel to the international remote work – labour law panel shall pair tax and immigration attorneys to analyse best solutions for international remote scenarios while minimizing tax risk, and transaction costs, for both employers and employees.

MODERATOR: ▪ Clayton CARTWRIGHT, *The Cartwright Law Firm, LLC, Columbus, GA, USA*

SPEAKERS:

- Ferenc BALLEGEER, *FB-tax, Brussels, Belgium*
- Balázs BÉKÉS, *Bekes Partners, Budapest, Hungary*
- Riccardo CAJOLA, *Cajola & Associati, Milan, Italy*
- Dirk NUYTS, *AIIA Past President, Zurich, Switzerland*
- Magdalena ŚWITAJSKA, *Wardynski & Partners, Warsaw, Poland*

17:30 – 17:45 CLOSING REMARKS

SESSION CHAIR: ▪ Martí ADROER, *President of the UIA Tax Law Commission, Cuatrecasas, Barcelona, Spain*

SPEAKER:

- Maria-Eugenia GAY, *Second Deputy Mayor Barcelona City Council, Barcelona, Spain*

20:00 OPTIONAL DINNER

Restaurante Tragaluz

Pasaje de la Concepción nº5
08008 Barcelona

FRIDAY, MARCH 8

09:00 – 09:15 REGISTRATION OF PARTICIPANTS

IL-LUSTRE COL-LEGI DE L'ADVOCACIA DE BARCELONA
8th floor
Calle Mallorca, 283
08037 Barcelona

09:15 – 10:15 SESSION 5 – BUSINESS AND HUMAN RIGHTS

International Refugees and Strained Labour Markets – Addressing Two Issues at Once?

From Afghanistan to Ukraine to Lampedusa to the English Channel to the U.S. southern border, not a day often passes without global news concerning a wave of refugees. Yet, at the same time, many advanced economies, including countries that are frequent destinations of international refugees, are experiencing severe labour shortages. While international refugees never should be subject to exploitation, can refugees provide significant relief to strained labour markets of advanced economies, or are the immigration barriers to entry in such markets too high for refugee labour to make any difference at all? This panel will dissect this issue, from the standpoint of practical solutions for refugees, employers and governments.

MODERATOR: ▪ Adrián OJEDA CUERVAS, *Ojeda, Ojeda y Asociados, S.C., Mexico City, Mexico*

SPEAKERS:

- Omar HEGAZI, *Studio Legale Hegazi, Bergamo, Italy*
- Calin IUGA, *Iuga & Asociatii, Cluj-Napoca, Romania*
- Luana ROBERTO, *UIA Deputy Director of Seminars, Oratio-Fortis Avocates, Geneva, Switzerland*
- Nathania USTUN, *Ustun Law International, LLC, Fairfax, VA, USA*

10:15 – 11:15 SESSION 6 – IMMIGRATION AND INTERNATIONAL FAMILY LAW – Family Matters – Marrying Family Changes and Family Law Changes in International Work Assignments

It is unrealistic to expect that, with the international work assignment of an executive or highly-skilled employee, their family dynamic shall remain constant throughout the assignment. Children can be born and need to be educated, old relationships can expire, and new relationships can spring forth. Even if the family dynamic seemingly does not change, the family law regime in the host country may be very different from its counterpart regime in the home country. The combination of any and all such changes can impair severely the immigration law foundation under which the employee was admitted into the host country, which shall be the primary focus of this penultimate panel.

MODERATOR: ▪ Matthew WILLS, *Laura Devine Immigration Law, London, United Kingdom*

SPEAKERS:

- Hermie DE VOER, *Everaert Advocaten, Amsterdam, The Netherlands*
- Julien TRON, *MLL Legal Ltd, Geneva, Switzerland*

11:15 – 11:45 COFFEE BREAK

11:45 – 12:45 SESSION 7 – IN-HOUSE COUNSEL
Outside Immigration Counsel Advising In-House Counsel and Serving as In-House Counsel – Wearing Too Many Fedoras in an Ethical Rainstorm?

For decades, it has been common for immigration attorneys in private practice advising corporate clients through in-house counsel. Additionally, with the rise of relocation companies that provide immigration services, but are not law firms, an immigration attorney can be retained by a relocation company to serve as the advising attorney on host country migration matters for the company's clients. With all of these hats that an immigration attorney now can wear, how do they engage in best ethical practices when advising in-house counsel or when serving as "the attorney" for a third-party vendor? This finale panel of immigration attorneys and in-house counsel will address these questions and provide practical insights for future law practice models for global mobility.

MODERATOR: ▪ Andreea HAULBERT, *Karl Waheed Avocats, Paris, France*

SPEAKER:

- Irene BOCCARDO, *VP Global Immigration, MSI Global Talent Solutions, Worthing, United Kingdom*

12:45 – 13:00 CLOSING REMARKS

- Milagros POAL-MANRESA CANTARELL, *UIA Co-director of Seminars, ADR Synergies, Barcelona, Spain*

General Information

SEMINAR VENUE

IL-LUSTRE COL-LEGI DE L'ADVOCACIA DE BARCELONA

8th floor

Calle Mallorca 283, 08037 Barcelona

T +34 93 496 18 80

→ CONTINUING LEGAL EDUCATION

Every participant attending the seminar will receive a "Certificate of Participation" at the end of the event that may be to obtain "Credits" for "Continuing Legal Education" - "Continuing Professional Development" purposes, depending on national rules. For more information, please contact the UIA.

→ LANGUAGE

The working language will be **English**.

→ HOTEL RESERVATION

A limited number of rooms have been pre-booked at a preferential rate. Reservations should be made directly through the hotel. Credit card details must be given in order to secure your reservation. Please note that the number of rooms is limited. We recommend that you proceed with your reservations as soon as possible.

HOTELS

HOTEL ROOM MATE CARLA (4*)

130 meters from the Seminar Venue

C/ Mallorca 288, 08037 Barcelona, Spain

T +34 934 76 33 96

carla.jrepcion@room-matehotels.com

HOTEL CATALONIA EIXAMPLE 1864 (4*)

450 meters from the Seminar Venue

Roger de Llúria 60, 08009 Barcelona, Spain

T +34 932 720 050

eixample1864.reservas@cataloniahotels.com

HOTEL ALEXANDRA BARCELONA (4*)

350 meters from the Seminar Venue

C/ Mallorca, 251, 08008 Barcelona, Spain

T +34 93 467 71 66

groups@hotel-alexandra.com

RATES

Double room for single use € 132
Double room for double use € 142

Breakfast and VAT 10% included

NOT included: € 4,90 of city tax per person per night, to be paid directly at the moment of the check out.

Please indicate that you are part of the **UIA group** in order to get the special rate

Double room for single use € 140
Double room for double use € 170

Breakfast and VAT 10% included

NOT included: € 4,90 of city tax per person per night, to be paid directly at the moment of the check out.

Please indicate that you are part of the **UIA group** in order to get the special rate

Double room for single use € 225
Double room for double use € 234

Breakfast and VAT 10% included

NOT included: € 4,90 of city tax per person per night, to be paid directly at the moment of the check out.

Please indicate that you are part of the **UIA group** in order to get the special rate

→ REGISTRATION FEES

*Amounts exclusive of VAT

	On or before February 7	From February 8
UIA MEMBER	<input type="checkbox"/> € 345*	<input type="checkbox"/> € 395*
UIA MEMBER - YOUNG LAWYER (<35)**	<input type="checkbox"/> € 245*	<input type="checkbox"/> € 295*
NON MEMBER	<input type="checkbox"/> € 395*	<input type="checkbox"/> € 445*
NON MEMBER - YOUNG LAWYER (<35)**	<input type="checkbox"/> € 295*	<input type="checkbox"/> € 345*
ICAB MEMBER (<i>Il·lustre Col·legi de l'Advocacia de Barcelona</i>)	<input type="checkbox"/> € 250*	

Fees include:

- Attendance at all working sessions
- Welcome cocktail on March 6
- Lunch on March 7
- Seminar documentation
- Coffee breaks on March 7 & 8

The dinner on March 7 is optional and at additional charge.

*The VAT (21%) can be applied to the amount stated above according to the European Directive 2006/112/CE of November 28, 2006. **If you provide an EU VAT ID number, the VAT will not be charged.** For more information, please contact the UIA.

**Please attach proof of age to the registration form to benefit from young lawyers fee.

Please note that the number of places at the seminar is limited. The organisers reserve the right to refuse registrations in the event of excess applications.

In order for your name to appear in the **list of participants**, which will be distributed during the seminar, your registration form must be received by **March 1st** at the latest. An updated electronic list will be sent by email to all the participants after the seminar.

Cancellation and General Conditions

→ CANCELLATION CONDITIONS

All cancellations will be subject to a 50% deduction and will have to be sent in writing, to be received by the Union Internationale des Avocats **no later than February 7, 2024**.

No refund will be made for cancellations received after this date.

VISAS

Anyone who requires a visa invitation letter in order to attend the seminar should register and pay their registration fees **no later than February 7, 2024** to ensure there is enough time to obtain a visa.

→ GENERAL CONDITIONS

All registrations received by the Union Internationale des Avocats (UIA) along with the full payment of fees corresponding to the events selected will be confirmed in writing.

The UIA reserves the right to cancel or postpone the seminar to a later date, change the seminar venue and/or programme, make any corrections or modifications in the information published in the seminar programme and cancel any invitation to participate in the seminar, at any time and at their entire discretion, without having to provide any reasons for the same.

Neither the UIA, nor any of its managers, employees, agents, members or representatives shall be held responsible for any loss or damage, of any nature, suffered (directly or indirectly) by a delegate, accompanying person or a third party following any cancellations, changes, postponements or modifications.

The UIA strongly advises participants to subscribe to modifiable and/or refundable services, as well as to take out a cancellation insurance.

Neither the UIA, nor any of its managers, employees, agents, members or representatives shall be held responsible for any loss or damage, of any nature whatever, suffered (directly or indirectly) by a delegate or accompanying person, except in case of death or personal injury due to gross negligence by the UIA.

The contractual relations between the UIA and each participant (delegate or accompanying person) in relation to the seminar are subject to French law and jurisdiction, to the exclusion of any other law. Paris is the city of jurisdiction.

FORMALITIES

It is the responsibility of participants to ensure compliance with police, customs and health formalities for their journey. Participants unable to take part in the seminar because of their inability to take a flight or any other means of transportation due to being unable to provide the documents required (passport, visa, vaccination certificate, etc.) cannot claim any reimbursement.

All cancellations will be refunded in full, minus €50 + VAT to cover administrative costs, provided that the UIA has received the registration documents and **total registration fees no later than February 7, 2024 and the cancellation will have to be sent in writing no later than March 1st, 2024**.

If you register after this date, only 50% of the amount paid minus €50 + VAT to cover administrative costs will be refunded for cancellations due to visa refusals.

All cancellations due to a visa refusal must be sent in writing and reach the UIA **before the seminar**. Cancellations must be accompanied by a **proof of visa refusal**. If your visa is issued after the seminar date or if you do not have proof of visa refusal, you will not be entitled to a refund.

FORCE MAJEURE

“Force majeure” means any events external to the parties, of both an unforeseeable and insurmountable nature that prevents either the client or the participants, or the agency or service providers involved in organising the seminar, from executing all or part of the obligations provided for in the present agreement. By express agreement, such will be the case in the event of a strike affecting the means of transport, hotel staff, air traffic controllers, an insurrection, a riot or any prohibition whatsoever decreed by governmental or public authorities.

It is expressly agreed that for the parties, a case of force majeure would suspend the execution of their reciprocal obligations. At the same time, each of the parties shall bear the burden of all the expenses incumbent upon them, resulting from the case of force majeure.

HEALTH

The organisers decline any responsibility in case of any health problems existing prior to the seminar that may lead to complications or be aggravated during the entire period of the stay: pregnancy, cardio-vascular problems, any allergies, special diets, any disorders under treatment and not yet consolidated on the day the seminar starts, psychic or mental or depressive illness, etc. (Non exhaustive list).

PERSONAL DATA PROTECTION

Personal data collected is processed by the Union Internationale des Avocats, in its capacity as data controller. The data is used to manage registrations for events organised by the Union Internationale des Avocats.

In accordance with the applicable regulations, you have the right to access, rectify and delete your personal data, as well as the right to data portability. You may also withdraw your consent to the processing of your personal data at any time or request that such processing be restricted.

Finally, you have the right to specify instructions concerning the fate of your data in the event of your demise.



Union Internationale des Avocats
International Association of Lawyers
Unión Internacional de Abogados

Registration Form

Best Practices in Coordinating Legal Advice in an Age of Accelerating Global Migration

BARCELONA, SPAIN

THURSDAY, MARCH 7 & FRIDAY, MARCH 8, 2024

Register online at www.uianet.org
or please complete and return this form to: uiacentre@uianet.org

UIA (International Association of Lawyers)

■ Tel: +33 1 44 88 55 66 ■ Email: uiacentre@uianet.org

Family Name:

First Name:

UIA Identification number (if you already have one): M I _____

Firm:

Address:

Post Code: City:

Country:

Tel: Fax:

Email:

Date of Birth:

EU VAT ID-Number:

Special requests (special diet, allergies, handicap...):

Arrival/departure times & flight numbers:

Hotel:

A. SEMINAR REGISTRATION FEES

*Amounts exclusive of VAT	On or before February 7	From February 8
UIA MEMBER	<input type="checkbox"/> € 345*	<input type="checkbox"/> € 395*
UIA MEMBER - YOUNG LAWYER (<35)**	<input type="checkbox"/> € 245*	<input type="checkbox"/> € 295*
NON MEMBER	<input type="checkbox"/> € 395*	<input type="checkbox"/> € 445*
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ICAB MEMBER (<i>Il·lustre Col·legi de l'Advocacia de Barcelona</i>)	<input type="checkbox"/> € 250*	

* The VAT (21%) can be applied to these amounts according to the European Directive 2006/112/CE of November 28, 2006.

If you provide an EU VAT ID number, the VAT will not be charged. For more information, please contact the UIA.

** Please attach proof of age to the registration form to benefit from young lawyers fee.

B. SEMINAR SOCIAL ACTIVITIES

Please indicate below whether you plan to attend the following event **included** in the cost of your registration.

- Welcome Cocktail – Wednesday, March 6 Lunch – Thursday, March 7

C. OPTIONAL DINNER

(Not included in the registration fees)

- Optional Dinner – Thursday, March 7

• Please book person(s) for the dinner

€ 60 (Excl. VAT) x ___ / pers

TOTAL (C) (Excl. VAT) €

D. TOTAL

TOTAL (A) Excl. VAT – Registration Fees €

TOTAL (C) Excl. VAT – Optional Dinner €

TOTAL (A+C) Excl. VAT €

VAT if applicable (21%)* €

If you provide an EU VAT ID number, the VAT will not be charged

TOTAL (A+C+VAT) €

*The VAT (21%) can be applied to the amount stated above according to the European Directive 2006/112/CE of November 28, 2006. If you provide an EU VAT ID number, the VAT will not be charged. For more information, please contact the UIA.

E. CANCELLATION CONDITIONS AND GENERAL CONDITIONS

I, the undersigned, confirm having read and accepted the cancellation policy and the general terms and conditions given on page 6 of the registration programme. My registration will only be taken into account after receipt of my payment.

The participant is aware that his/her image and/or voice may be recorded or filmed during the entire duration of the seminar and, by signing this registration form, grants UIA the right to use, reproduce and distribute the concerned images and recordings by any known or unknown means and on all types of media, for an unlimited duration, completely free of charge.

The undersigned acknowledges having been informed of the processing of the personal data contained in this form by UIA, as detailed on page 6 of the registration programme.

F. METHOD OF PAYMENT

- By bank transfer in EUR, without charges to the payee, in favour of the Union Internationale des Avocats, quoting “2024 Barcelona Seminar”, to the following bank and account:

Société Générale – Agence Paris Institutionnels – 50 rue d’Anjou – 75008 Paris – France

BIC / SWIFT N°: SOGEFRPP

IBAN: FR76 3000 3033 9200 0503 4165 164

Kindly attach a copy of your bank transfer order to your registration form

- By credit card: Visa Mastercard

Card N°: _____ Expiry date: __/__/__ 3 digits: ___

Name of card holder:

I authorise the Union Internationale des Avocats to debit the above mentioned credit card in the amount of € (EUR)

Date: / /

Signature: