

Oil and Gas and Immigration in Africa

Who is talking?



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Peregrine Immigration Management

Who is talking?



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IBN Business and
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Namibia

Who is talking?



Kunle Obebe

Bloomfield Advocates &
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Nigeria

Who is talking?

Tiago Arouca Mendes

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Circle*)

Mozambique



Who is talking?



Marta Pinto-Coelho Roff

Maputo Relocation

Mozambique

Who is talking?



Paa Kwesi Hagan

Globetrotters Legal

Ghana

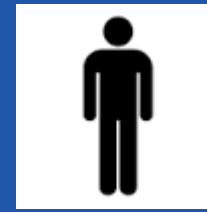
Today we will...

- Look at why the oil and gas industry is different in immigration terms
- Hear about specific oil and gas processes into four African countries
- Talk about red flags
- Forecast some trends in the industry
- Take your questions!

Why look at Oil and Gas?

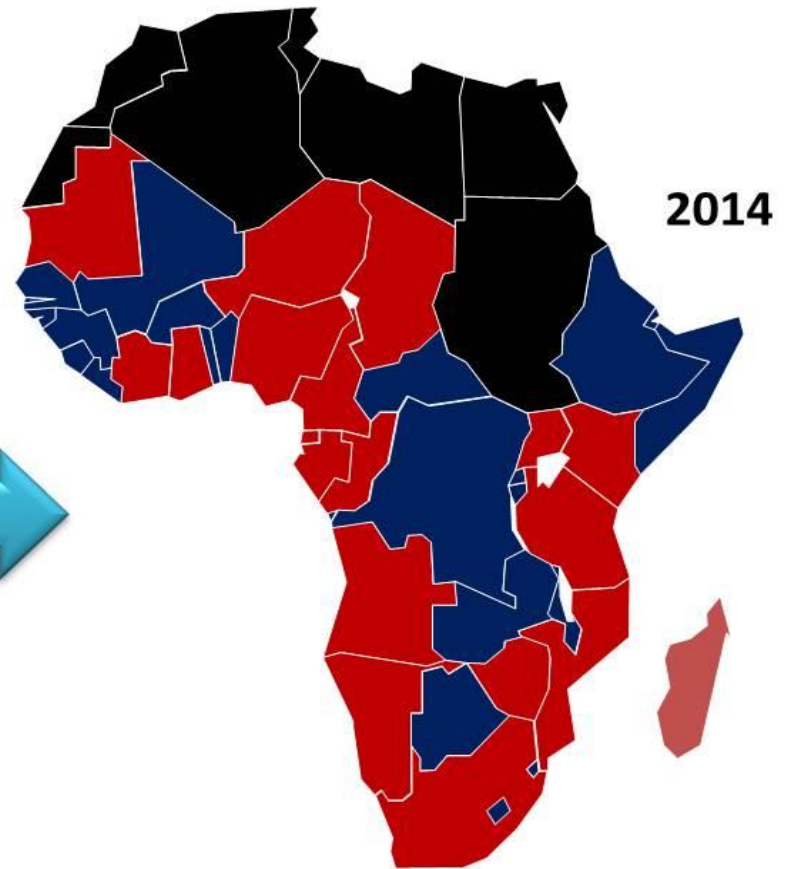
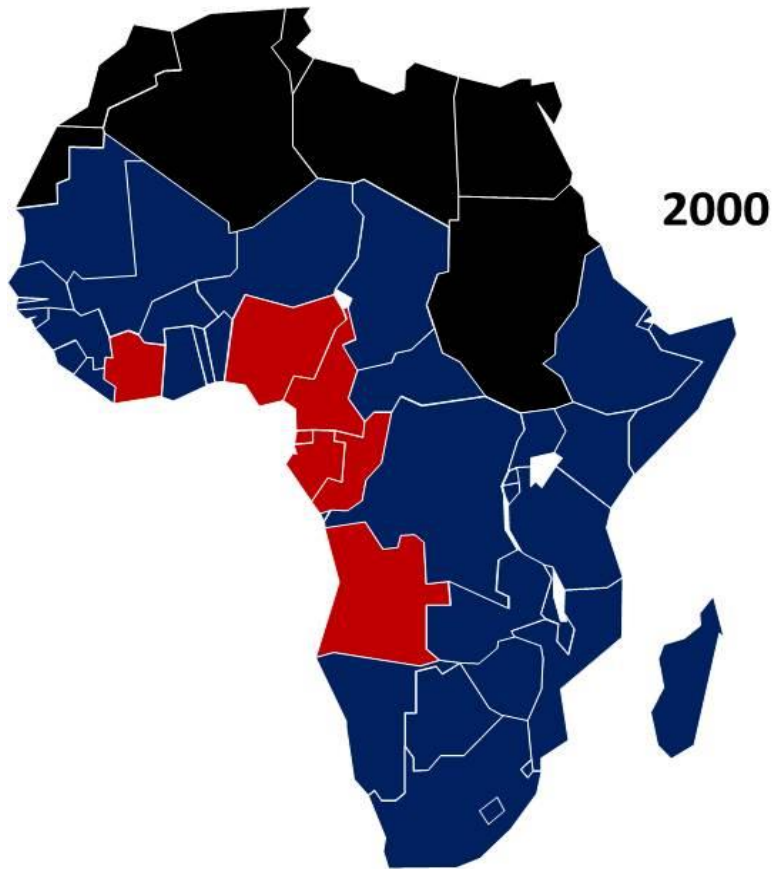
- Wealth and influence
- Low volume destinations
- Assignment type

Typical Assignment



- Home employment contract
- No university degree
- Linked entity?
- Little access to reliable information
- Short or long term permit?

Active oil and gas activities



Oil and Gas Boom..

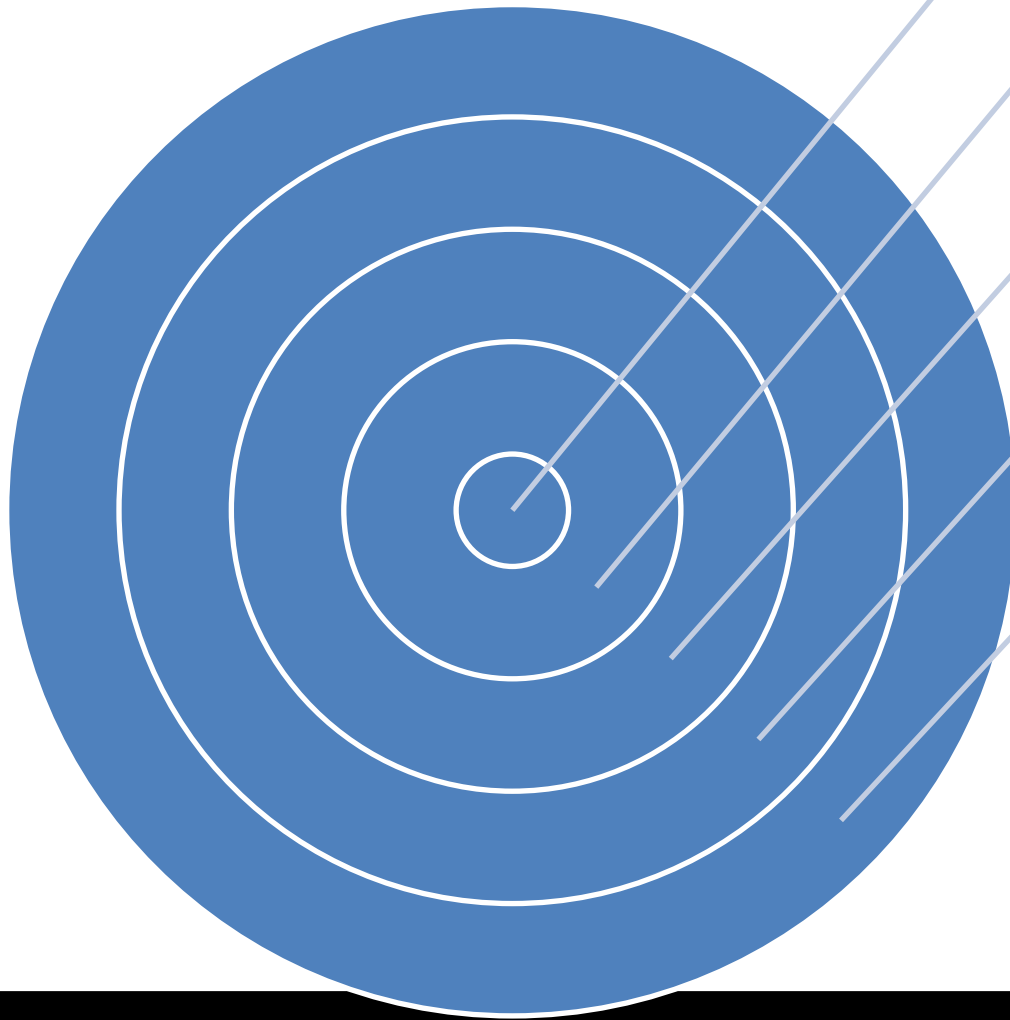
Oil and Gas is discovered

Entities are established

Infrastructure is built

Local labour market is protected

Special immigration options evolved



Namibia

➤ **Short Term (Under 90 Days)**

- Further applications can be filed from Namibia
- No local contract required

➤ **Work Permit**

- Local contract required
- Local labour market search required

Nigeria

➤ **Temporary Work Permit (TWP)**

- Rotations
- Maximum validity of 6 months

➤ **STR Visa and CERPAC (Oil and Gas)**

- Managerial/Supervisors
- Additional local labour market search + content board approval

Mozambique

➤ **Work Permit (Quota)**

- Quota dependent on company size

➤ **Short Term Work Authorisation**

- 180 days per year; high fees

➤ **Government Approved Projects**

- Streamlined process

➤ **Work Permit (Out of Quota)**

- Proof of qualifications and lack of local labour

Ghana

- **Petroleum Commission** establishment
 - Policies and Impact
- **Work Permit (Oil and Gas)**
 - Compulsory local labour market search + Petroleum Commission approval
- **Rotator Permit**
 - Not implemented in practice



General Red Flags

1. Regulation changes/electoral cycles
2. Lack of reliable infrastructure
3. Corruption

Oil price takes a dive



Oil and Gas Industry Red Flags

➤ Oil price drop

- General cost cutting – shorter assignments; cancelled assignments; less expatriates
- Amalgamation of companies

➤ Protection of local labour

Oil and Gas Assignment Red Flags

- Home employment contract
- No university degree
- Linked entity?
- Little access to reliable information
- Specific permit route?



Looking forward...

Prediction	What prediction could mean for us
Alternative energy source exploration	More companies needing immigration assistance
Local labour market protection	Awareness of any quota/skills transfer plans in-country, immediate query to host entity
Seismic exploration	Call for immigration assistance into new locations e.g Gabon; Chad; Madagascar
Natural gas growth	Volume into Mozambique, Angola and Tanzania
Office consolidations	Assistance with updating work permits for correct sponsor company; de-registrations of leaving assignees; corporate registration/quota checks

Looking forward



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