



Department for  
Business, Energy  
& Industrial Strategy

# EU Exit Business Readiness Forum: Focus on Workforce & People



March 2019



Department for  
Business, Energy  
& Industrial Strategy

# Thanks for your feedback in the survey

## What we heard from you

Q&A with policy experts really useful

Background and context for each topic really helpful

Sound quality could be improved

Links to further sources of information

Dial in or webinar option would be helpful

## Actions we are taking



Detailed write up of Q&A shared after the Forum



Introduction to each topic with 'how things work today'



Mics for panel, roaming mic for Q&A



Weekly bulletin with recent announcements, tools and links



WebEx and dial in available. EU Exit Webinar series planned with British Library

# Objectives for these forums



Share the key information businesses need to prepare for Exit



Provide you with materials to cascade to your network of members



Respond to your questions and gather your feedback

# Business Readiness Forums: Programme to end-March

## February: Cover all key policy themes

7 Feb



Importing & Exporting



Regulations & Standards - Good

14 Feb

Digital & Data



Organisational Compliance

21 Feb



Workforce & People



Intellectual Property

28 Feb



EU/UK Funding



Public Procurement

## March: Share new content released

7 March

*Focus for today*



Workforce & People

14 March



Regulations & Standards

21 March



Digital & Data



Energy & Climate

28 March

*Topics TBC based on key announcements and emerging business needs*

*Agenda subject to change based on key announcements*

# Agenda for today

- |   |   |         |
|---|---|---------|
| 1 | Welcome and Introductions                   | 10 mins |
| 2 | Parliamentary and EU developments           | 10 mins |
| 3 | Consumer protection                         | 15 mins |
| 4 | EU/UK Business mobility (travel & students) | 20 mins |
| 6 | Recognition of qualifications               | 15 mins |
| 7 | Q&A   | 15 mins |

## Context: Consumer protection and business



Consumers are central to our economy: their choices about what they spend on goods and services drives innovation and competition



Robust consumer protections promote consumer confidence in the UK market, supporting economic growth



These consumer protections support responsible business practices, ensuring that irresponsible businesses never benefit



Business plays a significant role in the maintenance of these protections



Government relies on compliant business to help consumers understand their rights and protections

## Context: Consumer protection and business



The UK has a long history of protecting consumer rights and are committed to maintaining this for UK consumers. This will not change in any scenario



UK consumers should not see any immediate differences in protection under UK than under EU law, as UK and EU law is highly aligned



We are retaining all necessary powers for UK enforcers to continue protecting consumers in the UK courts



Government has carried out extensive engagement on EU exit with civil society groups including consumer bodies and trades unions

## How things work today



The EU consumer protection regime means consumers can buy from any country in the EU with their rights protected and products meeting safety standards



It is supported by a cross-border consumer enforcement framework & Civil Judicial Cooperation



These also provide advice on individual consumer rights



UK consumers can use UK law and UK courts for redress



# Consumer protection: what is staying the same



UK consumers will retain all existing protections when buying from UK businesses



## UK consumers will retain all existing protections when buying from UK businesses



There will be no change in the responsibilities of UK businesses when selling to UK consumers



UK traders will likely have continuing obligations to EU consumers under EU law post-exit



This would depend on the Directive concerned and how much a UK trader is physically present in the EU MS



Directives such as Sale of Goods, Timeshare and Product Safety Directives may represent continued obligations for UK traders

# Consumer protection: what is changing



General UK-EU  
consumer  
protection



Alternative and  
Online Dispute  
Resolution



Package travel and  
timeshare  
regulations



## UK-EU consumer protection may be impacted



UK consumers will no longer be able to use the UK courts to seek redress from EU based traders



Businesses selling into EU MS should keep apprised of any future changes in EU MS laws



If uncertain, whilst selling into the EU, businesses should seek legal advice relating to the individual MS law



# Alternative and Online Dispute Resolution



Businesses will still be able to use the ADR process when buying and selling in the UK



The obligations around ADR for businesses will not change as a result of a no-deal



The UK will no longer have access to the ODR platform; hosted by the European Commission for Member States



Businesses should remove references to the ODR platform from their websites.



# Package travel and timeshare regulations



Insolvency protections for UK consumers buying package travel from UK traders will not change



UK traders will have to comply with the regimes of whichever MS they are selling into.



Timeshare contracts made in UK law will offer consumers the same protections



UK businesses selling timeshare in the UK will not have to take any action



Businesses selling into EU MS should keep apprised of any future changes in EU MS laws

# Further advice and guidance on action to take

## Source of material in this section

Consumer rights if there's no Brexit deal - Available [here](#)

## Additional information beyond this presentation

There may be other issues not addressed in this material

In some areas, policy content is still being developed

Please visit **gov.uk/euexit** for the latest information

# How things work today



EU membership means freedom of movement, EU/EEA/Swiss citizens do not need a visa to make short-term trips to the UK (personal or business)



EU/EEA/Swiss nationals currently have an unrestricted ability to study in the UK and are free to work without restrictions both during and after study



No limit on the number of international students who can come to study in the UK



Non-EU/EEA/Swiss students must apply for a Tier 4 visa except if they are coming to study for a short course (6 or 11 months) for which there is a short term study visa



# EU-UK business mobility: what is staying the same



In a no deal scenario, EU/EEA/Swiss citizens will still be able to enter the UK for up to 3 months, to work, visit or study, without requiring a visa (personal or business). European Temporary Leave to Remain is available for those wishing to stay beyond 3 months



# No visa for short term visits between UK & EU



EEA & Swiss citizens will continue to have visa free access to the UK



The UK has a wide range of visa-free “fly-in fly-out” permitted business activities



In the event of no deal, the European Commission has proposed granting UK citizens visa-free travel to the EU, conditional upon the UK granting reciprocal and non-discriminatory visa-free travel for all EU Member States. Under these conditions, UK citizens will be permitted visa free travel in the EU/EEA for business meetings, training, sports/cultural events and short-term study for up to 90 days in any 180 day period

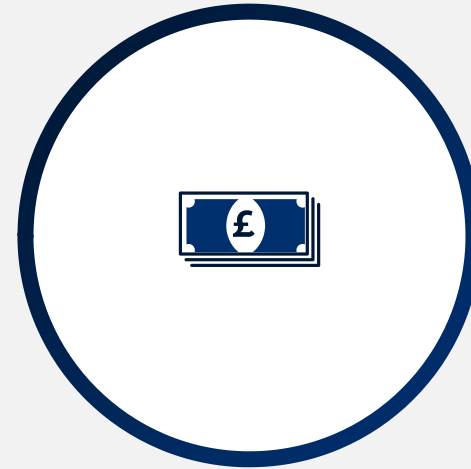


Should UK citizens need to undertake activities not listed above or intend to stay beyond 90 days in any 180 day period, they should check with the host country authorities as visa and work/resident permit requirements vary between EEA and EU countries

# EU-UK students in the event of the UK leaving the EU with no deal



EU nationals entering the UK to study for more than three months would need to apply for European Temporary Leave to Remain and, if intending to stay for more than three years, might need to apply for a visa to cover any period of stay beyond three years



The UK Government announced that EU nationals (and their family members) who start a course in England in the 2019/20 academic year or before will remain eligible for 'home fee' status and undergraduate and postgraduate financial support from Student Finance England for the duration of their course provided they meet the existing residency requirement



# UK students in the EU



The government will need to reach agreement with the EU for UK organisations to continue participating in Erasmus+ and ESC projects and is seeking to hold these discussions with the EU. If discussions with the Commission to secure UK organisations' continued ability to participate in the programme are unsuccessful, the government will engage with Member States and key institutions to seek to ensure UK participants can continue with their planned activity.



UK citizens wishing to continue education in the EU should check the immigration requirements of the education institution and Member State they wish to study in

# EU-UK students: Immigration requirements from 2021 onwards



EU students will in future  
be treated in the same way  
as students from the rest of  
the world regarding  
immigration controls



## EU students treated in same way as rest of world



Need to demonstrate same eligibility requirements as current non-EU/EEA students



No limit on the number of international students who can come to study in the UK



EU/EEA students study for up to 30 days without a visa - short-term visa for 6 month courses



Increased post-study leave period (to six months) for Masters and Bachelors students.

# Further advice and guidance on action to take

## Source of material in this section

EU Exit information for UK nationals in the event of no deal - [here](#)

European Commission proposal on visa-free travel to the EU for UK nationals - [here](#)

Foreign travel advice for all countries - [here](#)

Erasmus+ in the UK in no deal - [here](#)

## Additional information beyond this presentation

There may be other issues not addressed in this material

In some areas, more information will be published on GOV.UK

Please visit **gov.uk/euexit** for the latest information

# How things work today



MRPQ Directive sets out reciprocal framework of rules that facilitates recognition of qualifications for EEA and Swiss nationals in a state other than that in which it was awarded.



General system recognition based on equivalence of qualifications. Applies to engineers, teachers etc.



Automatic system recognition based on minimum training requirements or professional experience



Also provides a mechanism for those who want to work on a temporary or occasional basis in another EEA state or Switzerland.



# Recognition of qualifications in a No Deal Scenario: what is changing?



Current system of reciprocal recognition of professional qualifications no longer applies



Equivalent EEA and Swiss **Qualifications** in scope, content and level will be recognised



Regulators are no longer obligated to offer aptitude tests or supervised work experience for non-equivalent EEA or Swiss qualifications



# Reciprocal recognition of qualifications stops



New system will be in force for exit day



Recognition decisions received in the UK before exit will remain valid



Recognition decisions ongoing at exit will be decided under the rules in place prior to exit as far as possible



Applications submitted after exit day will be subject to a new system



## EEA lawyers will be treated the same as third country lawyers after Exit Day



Lawyers already admitted to the UK profession will be able to continue to practice as they currently do now



Lawyers who have applied for admission to the UK profession by exit day will be allowed to continue the application process under pre-exit rules



Transition period until Dec 2020 for lawyers who registered as Registered European Lawyers before Exit Day, to transfer to UK title



## EEA lawyers will be treated the same as third country lawyers after Exit Day



EEA Lawyers who do not transfer to UK title will continue to be able to provide services in unreserved activities. EEA Lawyers who own a firm may need to amend their business structure to meet regulatory rules in England & Wales



Swiss Lawyers will be able to continue to practice as they do now, both on a permanent and temporary basis, provided they meet the conditions set out in the UK-Switzerland Separation Agreement

# Further advice and guidance on action to take

## Source of material in this section

Providing services including those of a qualified professional if there's no Brexit deal- Available [here](#)

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Please visit **gov.uk/euexit** for the latest information

Send further questions on these and other issues to [sed@beis.gov.uk](mailto:sed@beis.gov.uk)

Please visit [euexit.campaign.gov.uk](http://euexit.campaign.gov.uk) for more information