

EMIGRATION GUIDE



In Partnership With

THE GREEN ROOM 

The Induku Group is South Africa's leading human capital and recruitment firm committed to helping families' relocate to the USA with a US Green Card.

INTRODUCTION

In an effort to assist and equip families to adequately prepare for the rigors, complexities and even emotional trauma of emigration the Induku Group's directors Trevor Thomas and Lennie De Villiers pioneered THE GREEN ROOM in April 2020 serving as the hosts of the show. THE GREEN ROOM, is essentially a series of weekly webinars that explore all things emigration. Whether you are looking to immigrate to Canada, the UK, Ireland, Portugal, Germany, USA, Panama, Georgia, Malta, Uruguay, New Zealand or Australia the fundamental issues around emigration remain the same and the Induku Group saw the need for an open and comfortable space where people could get resourced, expose rampant misinformation around emigration strategies, identify common struggles and listen in to other's personal stories while grappling with the larger psychological issues around leaving one's homeland. The content for this epic Emigration Guide was built from the highlights of key conversations that emerged in the webinars, capturing the insights and expertise of four seasoned experts in their respective fields around various aspects of emigration.



Topics include:

- **THE PSYCHOLOGICAL IMPACT OF EMIGRATION // PG. 3**
- **PET TRAVEL: EMIGRATING WITH YOUR PETS // PG. 8**
- **MOVING YOUR BELONGINGS SUCCESSFULLY OVERSEAS // PG. 11**

While the content presented here only serves as a sampling of larger conversations, to better understand the full context of the excerpts shared kindly visit the Induku Group's Facebook and YouTube Channel for full form recordings of the webinars.



THE PSYCHOLOGICAL IMPACT OF EMIGRATION

INDUKU GROUP: There are so many topics on emigration and different literature – some speak about 3 stages of emigration, while others speak of 7 stages. What is essential to know about the various stages? What do people need to know?

PROFESSOR MARIA MARCHETTI-MERCER: Emigration is a process and a journey. Like any journey it has different steps. The first step would be the preparation, the practical decisions, family decisions and planning process. Then the second stage is actually landing in your chosen country and what happens there. At the start of any journey it is very exciting and new and for that reason it is often called the “honeymoon phase”. The next stage is crisis moment. Some people are more vulnerable to developing problems at this stage ... Finally there is the last phase when people start integrating their old identity, history and roots to the new society. People begin to wonder about what will be left of their old identity. The best outcome in my view is when you can retain your history, cultural identity while embracing your new society – maintain a dual identity! There is a lot of debate amongst psychologists about the different models and phases of emigration. Individuals are different and families are different and respond differently. Not everyone will go through the same steps. Some phases will be longer than others. It depends on circumstances and the people. It is important is to realise that you will go through various steps as you embark on this journey.

IG: Talk us through the grieving process and feelings of anger and loss that people often talk about when it comes to emigration. What tools can you give us to ride this stage successfully?

Prof MM-M: Some people focus on migration as a time of loss as you naturally have to leave behind everything familiar. That is the negative side but you can also view it from a positive side and as an opportunity. So when people experience the grief it is largely because they are experiencing the loss of leaving behind something of their lives. On the other side there are opportunities. It is important to acknowledge the grieving moment if it comes and allow yourself the opportunity to grieve. With all the practical requirements of moving, the paperwork and all the logistics around the process of moving from one life to another, people are too afraid to deal with the emotional process of emigrating. People are scared unpacking it will interfere with what they are doing. One must be careful of this. The psychological aspects of migration are very important and “unfinished business” exposed in moments of stress when you are outside of your normal



support structures in a new country can have an explosive effect. One must take some time for the psychological recognition of what is happening in one's life as you prepare to leave from one place to another.

IG: What are the things we need to be looking out for in your children when it comes to emigration when the family has arrived safely in your destination? Again what tools can help someone navigate this stage in the emigration process?

Prof MM-M: Children are often the “reluctant immigrants”. It is easy to think that you children are resilient and easily able to adapt when it comes to moving, as they



don't have the same history and depth and network of relationship as adults. How children respond does depend a lot on the developmental phase of the child. Actually one must understand that emigration has a huge impact and magnitude even on the small child who has to leave behind relationships with grandparents, special teachers and pets. As adults, we need to prepare our children to say, "Goodbye". Children pick up on the anxiety of their parents. Small children depend on a certain structure that gets disrupted in a move. It's important to help your children to process their emotions and feelings. The group I am particularly sensitive about are the adolescents who depend highly on social structure for their sense of identity.

They don't want to stick out as an outsider because of their accent for example and that can be tricky. You need to be extra patient with your teenagers. In today's world, the adolescents also live strongly in a virtual world and that actually helps them maintain relationships with their friends and family back at home. As a parent reassure them that it will take time for them to become part of a new peer group.

IG: Every family will have to adopt to the new culture of a new country. The parents often deal with work challenges while children we imagine may struggle to adjust at a new school. Some children thrive in change and the opportunities to reset and start a new life, while others react negatively to change. Talk us through how we can help our families navigate these challenges

Prof MM-M: I think it's important that is when you move as a family that everyone is involved in an age appropriate way in the decision process. Often parents try and hide their own stresses and struggles from their children but it can be helpful to share your emotional process with them by saying

things like, “I am also missing my friends,” and “it is difficult at work too” etc. It is important to share with your child that you miss your friends too and that you are having a hard time adjusting at work. You should encourage your child that while they cannot play the same sports as when they were back at home, they may try out an alternative. It is important to acknowledge the children make sure they feel heard. Don’t just say it will be fine. With adolescents respond with phrases like: “I know it’s scary and I do wonder how you will fit in, but if you struggle we can talk. Share that you are also sad to leave your friends and find it hard that you cannot go on holiday with your grandparents in a way that everyone feels that we are in it together. It is important to invite your children to be part of the journey and allow everyone a chance to express their own anxieties.

IG: Is it helpful to get your children to view or compare a country through the movies that they have watched?

Prof MM-M: There is so much familiarity that comes with the images in a movie and the reality when you get to the destination.



It is not a bad idea to do research as a family about your country of destination, watch moves on YouTube together, online you can get so many materials. It takes away a bit of the edge of moving...

IG: We often tell our clients in our “Live Your Dream” Programme that the honeymoon period is likely going to be shorter than they think and because of this depression is easy to kick in. Talk us through how one might be able to fight issues like depression and self-imposed isolation in your new country?

Prof MM-M: Depression can cause people to get very inward and withdraw from social relations and all this is negative. What is important if one spouse is at home or even if both husband and wife are working, to form



some sort of social structures and groups for the family. Schools become a way to connect; a church may also offer a good support group...

IG: What can you tell us about the dangers of making a decision to emigrate based solely on giving your children a better life?

Prof MM-M: Make sure you make the decision to move for yourselves and don't just sacrifice yourselves for your children. Be committed to emigration for your own reasons as the realities you face on the other side can make life become very stressful. We are human and can get resentful towards our kids depending

on their choices. Kids will grow up and do their own thing, even in some cases choosing to live and move to another country. One must be realistic about making the decision for yourselves whilst also doing the best to support your own children. When coming up to your decision consider is emigrating the best choice for my marriage and my career etc

PROFESSOR MARIA MARCHETTI- MERCER is a Professor of Psychology at WITS and has been in academia for over twenty- five years. She was the Head of the Psychology Department at the University of Pretoria for 10 years before moving to WITS in 2012. She is a recognised National Research Foundation scientist and her most current area of research is the impact of emigration on South African families. Her next project will focus on the role of technology in maintaining family connections and relationships in Africa. As a clinical psychologist by training, Prof. Marchetti - Mercer brought over 30 years' experience in academia to an important and timely interview around the psychological impact of emigration on families. As an immigrant herself from Italy, Maria settled in South Africa with her family in the 70s and has a personal and intimate knowledge of the various stages and processes of migration.

PET TRAVEL: EMIGRATING WITH YOUR PETS

INDUKU GROUP: What is the first thing you need to think about when emigrating with you pets?

COLLEEN CLACKWORTHY: Firstly you need to know where you are going as every country has different rules. Establish where you are going and the various requirements of that country. Start will looking at the health of your pet and getting it micro chipped. This is like your Green Card for your pet and will record the histology of your pet.

IG: How far does micro chipping extend? Can you export any animal?

CC: We work with domesticated animals like cats and dogs. Over the last three years with things like Avian Flu it is exceeding difficult to transport parrots and the likes all over the world because of veterinary requirements. You need poop samples and to have tracked the animal since purchase. Moving a dog or a cat to America for example in a month is very easy. There are embargoes on certain breeds of dogs and cats so Google and do your research so you don't disappoint yourself on whether



you can export your pets .Even if your pet is a cross of something that is part of the banned breed or looks like a banned breed that emigration will be blocked.

IG: What is the age restriction on exporting a pet?

CC: It's a personal thing. You have to look at the health of the animal as well as establish as a family where socially and emotionally you would place the pet in the social structure of the family and access carefully what direction you want to take, because it a very expensive process.



IG: What determines the price of emigrating your pet? Is it dependent on the breed or the weight of the animal?

CC: So the export costs start with the micro chipping, then the Veterinary Health Certificate and 5 in 1 vaccination. The second component of the export process includes the purchasing of a crate. It is important that the crate is ERTA approved to travel on an aircraft. The bigger the dog, the bigger the box the greater the expense; the smaller the dog, the less expensive. For freight it is not the grammage of the animal that determines the fees, but the volumetric weight of your pet in the box multiplied by the dollar rate of the airline. You then add the administrative fees plus the fuel

and security, aircraft bills and handling fee to get a state veterinary professional in that state to access the health of the animal. Those are just port export fees, you then need to start calculating the important fees and costs at customs

IG: What are the pros and cons of working with an agent?

CC: There is a lot of objective information online, on Facebook groups etc around pet emigration. If you do decide to go with an agent, chose one that is recognised in the public eye as it will save you time. An agent makes pet emigration simple and gives the client confidence by breaking down the complexities into sizable workable chunks ...

IG: Please give us some tips around the trauma of the pet and crate training and preparing your pet to emigrate

CC: Most people who take their pets overseas adore them as they are viewed as family members ... A well-loved, well-adjusted dog or cat reacts positively to a move. Yes it's scary, there are funny smells, the noises are a bit different

but it is more an inquisitive response rather than a fear response. We encourage people with dogs like a Staffie or a Jack Russell to administer calming medicines to them ahead of the travel. There are a lot of natural generic products on the market these days that are having enormous positive results that the owner can administer quite a long time before the travel of the pet. The second thing one can do is ensure that your pet travels with something that smells of you. So you put something in that crate that is familiar to them. The third thing you can do is crate train- so you get your agent to deliver the box ahead of time and you make that crate a happy place, feed them nibbles or biltong bits, carrots or whatever they love in it so that box is not a scary thing. It lives in your lounge, you crawl in it with the pet and play with them in it so on the day that they move it is a familiar place.”

IG: What is the quarantine time in America?

CC: There is no quarantine in America at all. One must have the 5 in 1 vaccination in American and rabies and must be older than 31 days.



IG: What breeds are more prone to the stresses of moving?

CC: There are certain breeds that a lot of the airlines will not travel with your parents, but other -Shih Tzu, French bulldogs, Pekinges stuffy nose breeds with a shortened trachea they struggle to breath and sometimes it causes heart failure of blacking out due to the airlines have a list of high risk the airport

COLLEEN CLACKWORTHY is the Managing Director of Pets Travel that is a member of the International Pet And Animal Transportation Association (IPATA) and a family orientated business specialising in pet travel both domestically and internationally.



MOVING YOUR BELONGINGS SUCCESSFULLY OVERSEAS

INDUKU GROUP: What is the biggest mistake clients make when it comes to relocation from the start, and what can we can do better?

VICKY KRUGER: Clients often are not sure of the budget for their relocation. It is important to ask the company you are looking to work for overseas and that is assisting you to relocate what the budget is before you decide what you are going to

take. You need to know what is important and what the size of the place you are moving to is. In the case of a private relocation, you need to understand what the replacement value of the items in your new country will be to understand whether to take them or not. Know what electronics you can take. Prepare you move in such a way that you don't take unnecessary items that you cannot use overseas and would be forced to sell. The other mistake is people do not read the restrictions/exclusions from their quotes properly. The removal company should ideally walk you through this. You need to understand that duty may apply to certain items while if items like food stuff or medication packed in a container all bring red flags that could see your container detained. Do your homework as to the regulations and find out what is allowed and what is not allowed to go.

IG: When is the right time to start sourcing a quotation around relocation costs?

VK: It's never too early to get a quote. Request a few quotes and compare the prices accurately and offerings early.

Our team come out over to your home for a **FREE** assessment and estimation to help determine the volume of items a client is trying to move. There are various methods of transporting goods- sea shipment or air freight. Start with the survey and then get all your ducks in a row with your documentation. Once your consulate appointment is secured we can do a final survey or assessment and a more accurate quote is made. Quotations are usually valid for 28 to 60 days and things like the rate of exchange can be locked to prevent fluctuations. Things like that can be negotiated.

IG: Can people share containers?

VK: A groupage shipment is available for those entering the same destination at the same port of entry. Everyone completes their own declarations forms and packing list so not everyone will suffer. We have a few options: 20 days and things like the rate of exchange Foot container, 40 days and things like the rate of exchange foot high cube container. Some people want to take vehicle in the container if duties are not too high. It is endless what you can do.



Air freight is calculated on weight of the consignment. Air freight should normally be very small. The groupage option does reduce the costs tremendously.

IG: How is the time on the water – how long does it take to receive your items in a country like the USA?

VK: The general time is 6 - 8 weeks. Any delays of clearance at customs and even packing of items etc can affect the transport times

IG: How long are your belongings stored upon arrival and is storage included in the pricing?

VK: From the point of entry, clearance



and delivery is within 5 -7 days so it is important for clients to be in the country when the container arrives. The relocation company usually send you a notification of the arrival of your container so you can plan your delivery schedules with them.

IG Should you have the same company package everything as the company transporting everything? How is insurance affected?

VK: Your insurance is not effective if you items are not packed and transported by the same company door to door. You need things professionally packaged to ensure minimal movement of items in the container.

IG: What do people do wrong when it comes to insurance?

VK: The number one mistake people often make is not stating the accurate replacement value of all their items on their application form followed by grouping items together. International insurance companies require a full list of items, descriptions and the replacement value for each item. Do your research on replacement values online on Google, IKEA for example of how much it would cost to replace your furniture etc in the country you are emigrating to. The insurance companies what a list of the high value items. Take the insurance door to door. Don't group anything together. Designer clothes and inexpensive jeans should be documented separately. Our company takes photos during the packing and unpacking stage. If there is a claim, we will investigate damage in transit and then we send a condition report to the insurance company that will deal with the claim.

IG: Taking weapons across is it possible?

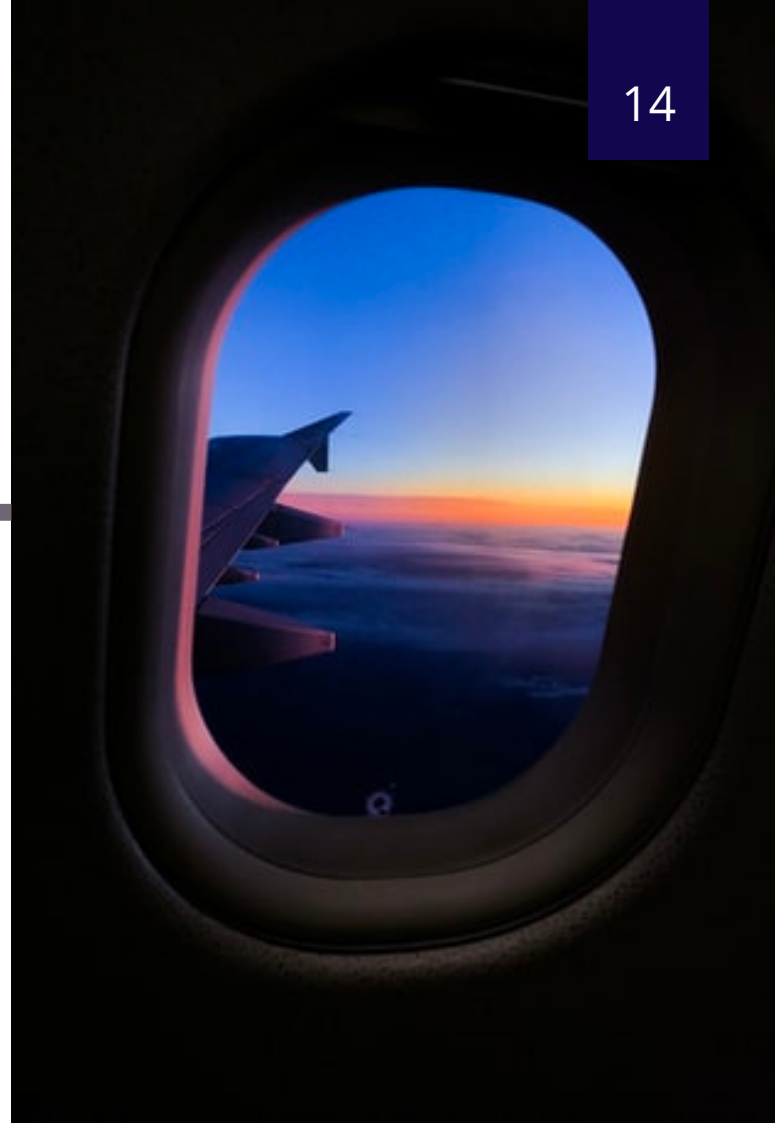
VK: Taking weapons is prohibited in most countries and on most shipping containers. Animal trophies, skins, medication, wine bottles and food stuffs should also not be packed on your container. There is a major process that follows clearing these items.

Vicky Kruger is a consultant at Magna Thomson for the past nine years and has a long history in logistics. Magna Thomson has been in the business for the past 33 years specializing in local and international door to door packing and relocation services.

CLOSING REMARKS

Emigration is a truly a process and definitely comes with many benefits, a few being personal growth that moving outside one's comfort zone to a new country with different people and a culture affords an individual or family. While the Induku Group does not encourage families that are currently facing marital strain and difficulty to view emigration

as a great escape or a tool to mend their relationships, the company does encourage its clients to appreciate that being in a foreign country as a family dealing with unfamiliarity together can knit them closer, very much like the present lock down is managing to achieve in many households. As Prof. Marchetti - Mercer remarked in a recent interview the journey of emigration is "an adventure that never ends ..." To all those embarking on a new life abroad in the future, we are cheering you all on! Should you be exploring options to immigrate to the USA the Induku Group has a number of viable options that may interest you. Feel free to reach out to us and our team of seasoned consultants will help you to kick start your emigration journey today!



OUR TEAM



LENNIE DE VILLIERS

Lennie de Villiers is a seasoned entrepreneur whose career boasts some 20 years of experience in capital markets. As a propriety trader at Nebank, Lennie managed the largest index arbitrage book in the country to the value of US\$ 2 billion. He also has extensive experience overseeing the index and dual arbitrage book at Merrill Lynch, arguably South Africa's leading trading house. During his tenure at Merrill Lynch Lennie closed numerous deals as a facilitations trader, sales and proprietor trader. He is also an active community leader and serves as an elder at his local church.



TREVOR THOMAS

Trevor Thomas is a serial entrepreneur who has 25 years of experience and commitment to the automotive industry. He served as the Corporate Manager at Alberante BMW with a focus on Sales and Marketing and quickly advanced to Sales Manager. Prior to that, he worked as the Commercial Manager for Nissan Tanzania, within the AMH Group. Trevor has an enduring passion for cars and served as the Chief of Operations and Sales for five years specialising in the importation of Taxi's. His career has also seen him work for seven years within the Autohaus Göbel Group - 2.5 years of which he sat at the helm of Chana South Africa as the General Manager.



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