

## Work authorisation for family members

### Global summary of country regulations

***30 countries now allow spouses or partners to be employed or self-employed during an expatriate assignment. This was only a small handful when Permits Foundation started in 2001.***

Permits Foundation campaigns globally to improve work permit regulations to make it easier for partners of expatriate staff to gain employment during an international assignment. The best international practice allows legally resident spouses, partners and other recognised family members to work freely, without a test of the labour market and not restricted to a particular employer.

The following countries have favourable arrangements, although they differ in the definition of eligible family members. Most of them have adopted the best practice of allowing the recognised family members to work freely during the assignment. A few countries require the family member who wants to work to have a job offer. They then issue a work permit or other letter of consent, linked to the employer, via a fast-track process usually without further conditions or a test of the labour market.

Family members of diplomatic staff and employees of international organisations should check with the employing organisation whether similar arrangements apply and what impact this has on diplomatic immunity.

If a country does not have special arrangements for the work authorization of accompanying family members, they generally need to apply for a full and separate work permit, not linked to the principal employee.

#### **Argentina**

Spouses and children are granted a residence permit that allows them to work freely during the course of the assignment. The spouse and children should be included in the employee's work and resident permit.

[www.mininterior.gov.ar/tramites/tramMigraciones.php?idName=tram&idNameSubMenu=tramMigraciones](http://www.mininterior.gov.ar/tramites/tramMigraciones.php?idName=tram&idNameSubMenu=tramMigraciones)

#### **Australia**

Spouses, de facto partners and dependants of temporary skilled workers sponsored by a business (subclass 457) are able to work and study while living in Australia.

[www.immi.gov.au/skilled/skilled-workers/sbs/](http://www.immi.gov.au/skilled/skilled-workers/sbs/)

#### **Austria\*** (For non-EU/EEA citizens)

Family members of the holders of Austria's "Red-White-Red Card", "EU Blue Card" or long-term residents obtain the residence title "Red-White-Red Card Plus", which grants free access to the labour market. Family members are spouses, registered partners and unmarried minors including adopted and step children. Spouses and registered partners must be 21 years of age or older when applying.

[www.migration.gv.at/en/types-of-immigration/permanent-immigration-red-white-red-card/family-reunification](http://www.migration.gv.at/en/types-of-immigration/permanent-immigration-red-white-red-card/family-reunification)

#### **Belgium\*** (For non-EU/EEA citizens)

The spouse, registered partner and dependent children of a B work permit holder, need a work permit linked to their own employer. This will be granted without a test of the employment market on completion of the necessary forms. The same applies to family members of Blue Card holders.

[www.aee.irisnet.be/en/web/aee/-/categories-particulieres](http://www.aee.irisnet.be/en/web/aee/-/categories-particulieres)

[www.werk-economie-emploi.irisnet.be/en/-/membres-de-la-famille](http://www.werk-economie-emploi.irisnet.be/en/-/membres-de-la-famille)

[www.werk.belgie.be/defaultTab.aspx?id=37215](http://www.werk.belgie.be/defaultTab.aspx?id=37215) (information in Dutch on Blue Card)

## Brazil

In a decree (no. 8.757, 10 May 2016) regulating the legal status of foreigners, the dependants (over 16 years of age) of temporary work visa holders will automatically be granted a visa that allows them to work. Complimentary legislation in the form of a Normative Resolution will define how the changes will work in practice and establish the implementation date.

## Bulgaria\* (For non-EU/EEA citizens)

Eligible family members of EU Blue Card holders have immediate access to the labour market. Eligible family members are the spouse and single dependant children.

<http://migration.mvr.bg/NR/rdonlyres/COB87B8D-70EA-45C6-87EA-B72FE1E78035/0/zakonza4usdencitevBulgaria.pdf>

<http://ec.europa.eu/immigration/showContent.do?id=3854#>

## Croatia\* (For non-EU/EEA citizens)

Eligible family members of EU Blue Card holders have immediate access to the labour market. Eligible family members are the spouse, common law partner and minor dependent (adopted) children.

[http://www.mup.hr/UserDocImages/engleska%20verzija/2014/Foreigners\\_Act\\_13.pdf](http://www.mup.hr/UserDocImages/engleska%20verzija/2014/Foreigners_Act_13.pdf) (see in particular Article 198; page 90)

<http://www.mvep.hr/en/consular-information/stay-of-aliens/granting-stay-in-croatia/>

## Canada

Spouses or common-law partners of skilled foreign workers (defined in the National Occupational Classification) authorised to work for at least 6 months may apply for a work permit that is 'open.' It allows them to accept any job without a labour market opinion.

[www.cic.gc.ca/english/helpcentre/answer.asp?q=199&t=17](http://www.cic.gc.ca/english/helpcentre/answer.asp?q=199&t=17)

## Czech Republic\* (For non-EU/EEA citizens)

Eligible family members (spouse and dependent children) of an EU Blue Card holder are granted a long-term residence permit, with which they are allowed to access the labour market without a work permit.

[www.portal.mpsv.cz/sz/zahr\\_zam/modka/ciz#coje](http://www.portal.mpsv.cz/sz/zahr_zam/modka/ciz#coje)

<http://www.mvcr.cz/mvcren/article/third-country-nationals-long-term-residence.aspx?q=Y2hudW09Ng%3d%3d>

[www.portal.mpsv.cz/sz/zahr\\_zam/zz\\_zamest\\_cizincu/zz\\_zvlastni#kdynepov](http://www.portal.mpsv.cz/sz/zahr_zam/zz_zamest_cizincu/zz_zvlastni#kdynepov)

## Denmark\* (For non-EU/EEA citizens)

The family members of all holders of a residence and work permit are also eligible for residence permits, which include the right to work or study during the stay in Denmark. The family members of foreign diplomats are also permitted to work. Recognised family members are the spouse, registered or cohabiting partner and children under 18. In certain circumstances of dependence, older children and parents may also be recognized.

Denmark has opted out of the EU Blue Card Directive.

[http://www.nvidanmark.dk/en-us/coming\\_to\\_dk/work/accompanying-family-members.htm](http://www.nvidanmark.dk/en-us/coming_to_dk/work/accompanying-family-members.htm)

## Estonia\* (For non-EU/EEA citizens\*)

The spouse and dependent children of EU Blue Card holders have immediate access to the labour market once they have been granted a residence permit. They are exempt from the annual quota of work permits.

<https://www.politsei.ee/en/teenused/residence-permit/tahtajaline-elamisluba/abikaasa-iuurde/index.dot>

<https://www.politsei.ee/en/teenused/working-in-estonia/>

## European Union\*

For citizens of the EU/EEA, free movement of workers normally applies. The spouse and children are also free to work, irrespective of nationality. During a transition period of up to 7 years after the accession of Croatia from 2013, conditions may be applied that restrict the free movement to and from Croatia. These transitional arrangements are gradually being removed.

[www.ec.europa.eu/eures/main.jsp?acro=free&lang=en&step=1&accessing=0&content=1&restrictions=1&fromCountryId=null&countryId=NL&langChanged=true](http://www.ec.europa.eu/eures/main.jsp?acro=free&lang=en&step=1&accessing=0&content=1&restrictions=1&fromCountryId=null&countryId=NL&langChanged=true)

For citizens from outside the EU/EEA, refer to individual countries, marked with \*.

### **EU Blue Card**

The EU 2009 Directive on highly qualified third country nationals has been implemented in national legislation by the participating Member States. It established attractive conditions for highly qualified third country nationals by creating a common fast-track procedure and conditions for Member States to issue a residence/work permit called the EU Blue Card. Dependants have access to the employment market. The UK, Denmark and Ireland did not adopt the Directive but have own arrangements for dependants.

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2009:155:0017:0029:EN:PDF>

### **Intra-corporate transfers**

A long-awaited Directive on Intra-Corporate Transfers was adopted by the EU Council in May 2014, following an earlier vote in the EU Parliament. As a result of Permits Foundation's lobby, family members will be entitled to take up employment or self-employment throughout the assignment. Member States have until November 2016 to transpose the Directive in their national legislation.

[http://www.consilium.europa.eu/uedocs/cms\\_data/docs/pressdata/en/jha/142571.pdf](http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/jha/142571.pdf)

[http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.L\\_.2014.157.01.0001.01.ENG](http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.L_.2014.157.01.0001.01.ENG)

### **Finland\* (For non-EU/EEA citizens)**

The spouse, cohabiting partner, registered partner and unmarried children under the age of 18 have an unlimited right to work once the temporary residence permit has been obtained. This also applies to family members of the EU Blue Card.

[www.migri.fi/moving\\_to\\_finland\\_to\\_be\\_with\\_a\\_family\\_member/right\\_to\\_employment](http://www.migri.fi/moving_to_finland_to_be_with_a_family_member/right_to_employment)

[www.migri.fi/moving\\_to\\_finland\\_to\\_be\\_with\\_a\\_family\\_member](http://www.migri.fi/moving_to_finland_to_be_with_a_family_member)

### **France\* (For non-EU/EEA citizens)**

Family members of intra-group transferees and holders of a Blue Card or a permit for "competences and talents" are permitted to work. The eligible family members are a spouse at least 18 years old and minor legitimate children (natural or adopted).

Married couples of same-sex and opposite-sex have the same rights in immigration procedures. To qualify for immigration benefits, such as a spouse residence permit, a same-sex marriage must take place in France or be registered and recognized by the country where the marriage took place. This does not apply to nationals of countries with which France has bilateral arrangements (Poland, Algeria, Tunisia, Morocco, Bosnia and Herzegovina, Montenegro, Serbia, Kosovo, Slovenia, Cambodia and Laos).

By contrast with married spouses, unmarried partners are not officially recognized in immigration law. However, under common law, the authorities may take other forms of relationship such as registered partners into consideration.

[www.immigration-professionnelle.gouv.fr/en/procedures](http://www.immigration-professionnelle.gouv.fr/en/procedures)

[www.immigration-professionnelle.gouv.fr/en/procedures/sheet/employees-on-assignment](http://www.immigration-professionnelle.gouv.fr/en/procedures/sheet/employees-on-assignment)

[www.immigration-professionnelle.gouv.fr/en/procedures/sheet/european-blue-card](http://www.immigration-professionnelle.gouv.fr/en/procedures/sheet/european-blue-card)

[www.permitsfoundation.com/news/france-same-sex-married-spouses-recognised-in-immigration-procedures/](http://www.permitsfoundation.com/news/france-same-sex-married-spouses-recognised-in-immigration-procedures/)

[www.admi.net/jo/20070322/INTD0700063D.html](http://www.admi.net/jo/20070322/INTD0700063D.html)

[www.legifrance.gouv.fr/Waspad/UnTexteDeJorf?numjo=SOCN0753910D](http://www.legifrance.gouv.fr/Waspad/UnTexteDeJorf?numjo=SOCN0753910D)

### **Germany\* (For non-EU/EEA citizens)**

The family members of highly skilled professionals with a settlement permit as well as family members of all resident permit holders have direct and unrestricted permission to work.

Same sex registered partners are also eligible for family reunification, in practice, but this is not provided for in law.

[www.make-it-in-germany.com/en/working/guide-to-working-in-germany/opportunities-for-family-members/#third-country-nationals](http://www.make-it-in-germany.com/en/working/guide-to-working-in-germany/opportunities-for-family-members/#third-country-nationals);

<http://www.auswaertiges-amt.de/EN/EinreiseUndAufenthalt/LernenUndArbeiten/ArbeiteninD.html?nn=623184>

[www.bmi.bund.de/EN/Topics/Migration-Integration/Immigration/labour-migration/labour-migration\\_node.html](http://www.bmi.bund.de/EN/Topics/Migration-Integration/Immigration/labour-migration/labour-migration_node.html);

### **Hong Kong Special Administrative Region of China**

Spouses of professional staff (including those under the Quality Migrant Admission Scheme) and capital investors may work without prior permission of the Immigration Department. See for further information 'Guidebook for Entry for Residence as Dependents in Hong Kong' section VI-16.

<http://www.immd.gov.hk/pdfforms/ID%28E%29998.pdf>

[http://www.immd.gov.hk/eng/services/visas/residence\\_as\\_dependant.html#lastTab](http://www.immd.gov.hk/eng/services/visas/residence_as_dependant.html#lastTab) (see under 'Condition of Stay')

[www.info.gov.hk/gia/general/200602/23/P200602230169\\_print.htm](http://www.info.gov.hk/gia/general/200602/23/P200602230169_print.htm)

## Hungary\* (For non-EU/EEA citizens\*)

Family members of holders of a residence permit for employment, including the EU Blue Card, who have been granted a residence permit, are allowed to carry out a paid activity (employment or self-employment) without requiring a separate permit. Family members eligible to apply for family reunification are the spouse, a minor child (including adopted and foster children) under parental custody, dependent children and parents.

<http://www.bmbah.hu/index.php?lang=en>

[http://www.bmbah.hu/index.php?option=com\\_k2&view=item&layout=item&id=58&Itemid=812&lang=en#](http://www.bmbah.hu/index.php?option=com_k2&view=item&layout=item&id=58&Itemid=812&lang=en#)

[http://www.bmbah.hu/index.php?option=com\\_k2&view=item&layout=item&id=54&Itemid=808&lang=en#](http://www.bmbah.hu/index.php?option=com_k2&view=item&layout=item&id=54&Itemid=808&lang=en#)

## India

Since February 2011, the spouse of an employee on intra-company transfer may apply for conversion of the 'X' (entry) visa into an Employment Visa in India, subject to the normal conditions for an Employment Visa. This includes a minimum salary \$25,000 a year, although this does not apply to ethnic cooks, language teachers (other than English language teachers) and translators and staff working for an Embassy/High Commission in India. Conversion requires approval of the Ministry of Home Affairs (Foreigners Division) after a report from the FRRO/FRO. This replaces the previous requirement to return to the home country to apply for an E visa. Permits Foundation, which lobbied for local conversion as a first step, has proposed a new visa category for intra-company transferees who are assigned to work in India for up to three years (renewable for an additional two years), whereby the accompanying spouse would be allowed to take all types of legal employment and self-employment.

<http://mha1.nic.in/pdfs/EmploymentVisa-300514.pdf>

<http://boi.gov.in/content/information-foreigners-possessing-entry-x-visa-2>

<http://www.permitsfoundation.com/news/india-permits-foundation-re-submits-proposal-for-intra-corporate-transferees-allowing-spouses-to-work/?type=news>

## Ireland\* (For non-EU/EEA citizens)

Spouses, civil partners and dependant unmarried children under 18 of holders of a Critical Skills/Green Card Employment Permit and Researchers are permitted to apply for an employment permit. No labour market test is required and there is no salary condition beyond National Minimum Wage. The permit is issued to the individual and allows employment with a named employer in a specified occupation. Either the employer or the individual may apply. The duration is linked to that of the principal permit holder. A change of employer is allowed after 12 months, provided a new application is made. Employees eligible for a Critical Skills Employment Permit are those with annual salaries of €60,000 or more and those in specified shortage occupations with a minimum salary of €30,000. Ireland has opted out of the EU Blue Card Directive.

[www.diei.ie/labour/workpermits/](http://www.diei.ie/labour/workpermits/)

[http://www.citizensinformation.ie/en/employment/migrant\\_workers/employment\\_permits/spousal\\_work\\_permit\\_scheme.html](http://www.citizensinformation.ie/en/employment/migrant_workers/employment_permits/spousal_work_permit_scheme.html)

## Italy\* (For non-EU/EEA citizens)

If a foreign national has a residence permit for employment, self-employment, asylum or religious reasons, valid for at least a year, the family members are granted a permit that allows them to study, or to be employed or self-employed without the need to convert to their own work permit. An employer notifies the Labour Office of the individual's start date. Recognised family members of EU Blue Card holders are also permitted to work and to be self-employed. Eligible family members are the spouse, children under 18 and adult dependent children and dependent parents.

[http://img.poliziadistato.it/docs/0554\\_initaliainregola\\_English.pdf](http://img.poliziadistato.it/docs/0554_initaliainregola_English.pdf) (see page 14, section 3)

<https://ec.europa.eu/migrant-integration/index.cfm?action=furl.go&go=/librarydoc/legislative-decree-2571998-no-286-on-consolidated-act-of-provisions-concerning-immigration-and-the-condition-of-third-country-nationals> (legislative decree 286, 1998. See Art 30.2)

## Japan

Under regulations implemented in May 2012 for highly skilled professionals, spouses are permitted to work in skilled positions (such as "instructor", "engineer", "specialist in humanities/international services"), for a specified employer. The normal immigration requirements (e.g. education or professional background) are waived and there is no limit on the number of hours per week. Spouses of other workers still need permission from the Immigration Bureau for 'extra-status activities' after getting an offer of employment for part-time work up to a maximum of 28 hours per week. The new regulations will be reviewed in 12 months. Permits Foundation, which lobbied for improvement, will continue to advocate an "open" permission to work that allows both employment and self employment.

[www.immi-moj.go.jp/newimmiact\\_3/en/preferential/index.html](http://www.immi-moj.go.jp/newimmiact_3/en/preferential/index.html)

[www.immi-moj.go.jp/english/tetuduki/zairyuu/shikakugai.html](http://www.immi-moj.go.jp/english/tetuduki/zairyuu/shikakugai.html)

### **Latvia\*** (For non-EU/EEA citizens)

The spouse of an EU Blue Card holder is allowed to work as soon as he/she obtains a residence permit. Eligible family members are a spouse and minor children. If family members other than spouse want to take up employment they need to follow the normal work permit procedure. Under this procedure, a vacancy should be registered in the State Employment Agency and available for EU citizens for at least one month. If it cannot be filled by an EU citizen, an employer should confirm an invitation to a third-country national and, if proven that this person has all necessary qualifications, a work permit will be issued and a new residence permit, stating that holder has right to employment with a particular employer.

[http://dzivotlatvija.lv/en/gimene\\_en/temporary-residence-permit1-25/holder-of-the-blue-card-of-the-european-union1](http://dzivotlatvija.lv/en/gimene_en/temporary-residence-permit1-25/holder-of-the-blue-card-of-the-european-union1)  
[http://dzivotlatvija.lv/en/gimene\\_en/employment1-25/employment1](http://dzivotlatvija.lv/en/gimene_en/employment1-25/employment1)

### **Lithuania\*** (For non-EU/EEA citizens)

The spouse and minor children of EU Blue Card holders and other foreign workers who have a temporary residence permit in connection with family reunification are exempt from the obligation to obtain a work permit.

<http://www.migracija.lt/index.php?-1603162752>  
<https://www.ldb.lt/en/Information/Services/Pages/Placementofforeigners.aspx>  
<http://www.migracija.lt/index.php?-849742125>

### **Luxembourg\*** (For non-EU/EEA citizens)

Family members of a EU Blue Card holder granted a residence permit are entitled to access the labour market as wage earners or independent workers, but during the first year they are subject to a “labour market test.” This is a check whether it is possible to hire a national or a European job seeker for the vacancy, whether the activity meets the national economic interests and if the family member has the required level of qualifications. Eligible family members are a spouse or partner in a civil partnership (over 18 years) and unmarried children under 18. Family reunification of direct ascendants or unmarried children over 18 years old can also be allowed for socioeconomic reasons.

<http://www.guichet.public.lu/entreprises/en/ressources-humaines/recrutement/ressortissant-pays-tiers/salarie-hautement-qualifie/index.html>  
<http://www.luxembourg.public.lu/en/publications/i/olai-bienvenue-tiers/index.html>  
<http://www.legilux.public.lu/leg/a/archives/2008/0138/2008A2024A.html>

### **Malaysia**

The previous provision where spouses on a Dependent Pass were permitted to take paid employment after obtaining an endorsement in their passport by the Immigration Department has been replaced by the requirement to apply for an Employment Pass (EP). The EP is subject to a contract of employment (up to 60 months) and the prior approval of the Expatriate Committee (EC) or relevant authorities before issuance by the Immigration Department.

Highly qualified expatriates who are already working in Malaysia for more than three years may apply for a Residence Pass-Talent, which allows them to continue working for up to 10 years. If the RP-T is issued, the spouse can seek employment without the need to apply for an Employment Pass.

<https://esd.imi.gov.my/portal/expatriates/myxpati/key-services/employment-pass/dependant-pass/>  
<https://esd.imi.gov.my/portal/expatriates/myxpati/key-services/employment-pass/>  
<http://talentcorpbucket.s3-website-ap-southeast-1.amazonaws.com/assets/products/pdf/Residence%20PassTalent.pdf>

### **Malta\*** (For non-EU/EEA citizens)

Spouse and minor children of an EU Blue Card holder shall be granted a residence permit within six months of application if all requirements are met. No time limit is applied with respect to access to the labour market.

[www.mhas.gov.mt/en/MHAS-Information/Services/Documents/Residence/CEA8-URP.pdf](http://www.mhas.gov.mt/en/MHAS-Information/Services/Documents/Residence/CEA8-URP.pdf)  
<http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=11773&l=1> (see article 14(3) and 14(5))

### **Mexico**

According to Article 52.VII of the Migration Law, recognised family members (spouse, common law partner, unmarried children and parents) of Temporary Residents also receive the status Temporary Resident for the same duration as the principal holder (up to 4 years) and will also be granted permission to work if they get a job offer.

Text of the Migration Law (Ley de Migración) of 25 May 2011,;  
[http://dof.gob.mx/nota\\_detalle.php?codigo=5190774&fecha=25/05/2011](http://dof.gob.mx/nota_detalle.php?codigo=5190774&fecha=25/05/2011)  
<http://www.inm.gob.mx/>  
[http://www.inm.gob.mx/static/marco\\_juridico/pdf/Ley\\_de\\_Migracion\\_y\\_Reglamento.pdf](http://www.inm.gob.mx/static/marco_juridico/pdf/Ley_de_Migracion_y_Reglamento.pdf)

### **The Netherlands\*** (For non-EU/EEA citizens)

Spouse or partner (including same sex partner) in a sustainable and exclusive relationship and children of expatriate employees earning more than euro 4,240 per month (or euro 3,108 per month under the age of 30 years) are allowed to work freely. Companies must apply to the Immigration and Naturalisation Service for “Highly Skilled Migrant” status for the expatriate employee. Salary minima do not apply to scientific researchers and medical doctors training to become specialists. Similarly, the eligible family members of an EU Blue Card holder earning more than €4,968 are also allowed to take any type of work and do not need a work permit. Partners of staff employed by a number of international organisations are also permitted to work under the relevant ‘seat agreements.

<https://ind.nl/EN/business/employer/highly-skilled-migrants/Pages/default.aspx>  
[www.eubluecard.nl/family\\_members](http://www.eubluecard.nl/family_members)

See also ‘Enabling an employee to come to the Netherlands’ <https://ind.nl/EN/Documents/3089.pdf>

### **New Zealand**

A partner of a person holding a Work Visa or Work Permit allowing a stay in New Zealand of more than six months may apply for and be granted an open Work Visa and Work Permit for the same period as their partner. They do not need to provide an offer of employment.

[www.immigration.govt.nz/migrant/stream/work/worktemporarily/requirements/Familystream.htm](http://www.immigration.govt.nz/migrant/stream/work/worktemporarily/requirements/Familystream.htm)

### **Norway**

The family members (spouse, partner and children under 18 yrs) of European Economic Area (EEA) nationals, and also of third countries nationals who hold a residence permit for skilled workers and have been granted a family immigration permit, are free to work, without any limitations to a specific employer or type of work.

<http://www.udi.no/en/received-an-answer/family-immigration/have-been-granted-a-family-immigration-permit/>

<http://www.regjeringen.no/en/dep/asd/topics/labour-market-policy/labour-immigration.html?id=976>

<http://www.udi.no/en/want-to-apply/work-immigration/skilled-workers/#Skilled-worker-with-a-Norwegian-employer-1>

<http://www.regjeringen.no/en/doc/laws/acts/immigration-act.html?id=585772> Immigration Act: See chapter 6 and 7 (Section 60) .

### **Poland\*** (For non-EU/EEA citizens)

Family members of EU Blue Card holder are granted a special residence permit for a maximum of two years, but it can be extended. They have immediate access to employment and are exempt from the need to obtain a work permit. Eligible family members are a spouse, if the marriage is recognized under Polish law and minor children.

[http://ec.europa.eu/immigration/what-do-i-need-before-leaving/poland/family-member\\_en#](http://ec.europa.eu/immigration/what-do-i-need-before-leaving/poland/family-member_en#)

The Office for Foreigners: <http://udsc.gov.pl/en/cudzoziemcy/obywatel-panstw-trzecich/>

### **Portugal\*** (For non-EU/EEA citizens)

Family members of an EU Blue Card holder who have been granted a residence permit are permitted to work and be self-employed. Eligible family members are a spouse, minor and dependent children.

<http://www.imigrante.pt/PagesEN/DocumentosNecessarios/ConcessaoAR/14Art98N1.aspx>

<http://www.imigrante.pt/PagesEN/DireitosDeveres.aspx>

[http://www.sef.pt/portal/V10/EN/asp/legislacao/legislacao\\_detalhe.aspx?id\\_linha=6262#0](http://www.sef.pt/portal/V10/EN/asp/legislacao/legislacao_detalhe.aspx?id_linha=6262#0) (see Article 83; page 44)

### **Singapore**

Spouses and children of Employment Pass holders are eligible for a Dependant Pass. Should he or she wish to take employment, the employing company must apply to the Work Pass Division of the Ministry of Manpower for a Letter of Consent. The application requires details of educational qualifications, job content and salary and is normally processed within 7 days (online application). Employment may not begin until the employer has received the Letter of Consent, which is generally granted.

<http://www.mom.gov.sg/passes-and-permits/letter-of-consent>

<http://www.mom.gov.sg/passes-and-permits>

### **Slovakia\*** (For non-EU/EEA citizens)

Family members of an EU Blue Card holder are entitled to apply for temporary residence for the purpose of family reunification. Holders are authorized to work and perform business activities immediately after obtaining this permit. Temporary residence for family unification is granted by the Police department until the end of the validity of the residence permit of the Blue Card holder, for maximum five years. Eligible family members are a spouse, (at least 18 years old) dependent children and a dependent parent.

<http://ec.europa.eu/immigration/showContent.do?id=2925>

[https://mzv.sk/web/en/consular\\_info/residence\\_of\\_foreigners\\_in\\_territory\\_of\\_slovakia](https://mzv.sk/web/en/consular_info/residence_of_foreigners_in_territory_of_slovakia)

[www.emn.sk/phocadownload/documents/act\\_on\\_residence\\_of\\_alien\\_21\\_10\\_2011\\_en.pdf](http://www.emn.sk/phocadownload/documents/act_on_residence_of_alien_21_10_2011_en.pdf)

## Spain\* (For non-EU/EEA citizens)

Under Article 19 of Organic Law 2/2009 and Articles 52-61 of Royal Decree 557/2011, in force since June 2011, accompanying family members (spouse, domestic partner or children of working age) receive a residence permit that allows them to work or be self-employed in any occupation or industry without any other administrative procedure. This also applies to eligible family members of the EU Blue Card.

[http://extranjeros.empleo.gob.es/es/InformacionInteres/FolletosInformativos/archivos/triptico\\_reagrupacion\\_familiar\\_eng.pdf](http://extranjeros.empleo.gob.es/es/InformacionInteres/FolletosInformativos/archivos/triptico_reagrupacion_familiar_eng.pdf)  
<http://extranjeros.empleo.gob.es/es/InformacionInteres/InformacionProcedimientos/Ciudadanoscomunitarios/hoja013/index.html>  
[www.noticias.iuridicas.com/base\\_datos/Admin/rd557-2011.t4.html#c2](http://www.noticias.iuridicas.com/base_datos/Admin/rd557-2011.t4.html#c2) (Article 58.4)

## Sweden\* (For non-EU/EEA citizens)

The family members (spouse, de facto or registered partner, and children under the age of 21 yr.) of a foreign national holding a work permit will be granted a residence permit for the same period. If the employee's work permit is for at least 6 months, the family members may also be granted a work permit.

[www.migrationsverket.se/info/518\\_en.html](http://www.migrationsverket.se/info/518_en.html)

Family members of Blue Card holders are also granted a residence permit and work permit with no time limit in respect of access to the labour market. The eligible family members are spouse, cohabiting partners and unmarried children under 18.

[www.migrationsverket.se/English/Private-individuals/Working-in-Sweden/Employed/Special-rules-for-certain-occupations-and-citizens-of-certain-countries/EU-Blue-Card.html](http://www.migrationsverket.se/English/Private-individuals/Working-in-Sweden/Employed/Special-rules-for-certain-occupations-and-citizens-of-certain-countries/EU-Blue-Card.html)

## Switzerland

### EU citizens:

Citizens of EU-25 Member States, plus EFTA countries Iceland, Liechtenstein and Norway, have freedom of movement for employment. Nationals from Bulgaria and Romania are subject to interim restrictions until 2016 at the latest. Croatian citizens are subject to quotas.

[https://www.bfm.admin.ch/bfm/en/home/themen/fza\\_schweiz-eu-efta/eu-efta\\_buerger\\_schweiz.html](http://www.bfm.admin.ch/bfm/en/home/themen/fza_schweiz-eu-efta/eu-efta_buerger_schweiz.html)

### Non-EU/EEA citizens:

The accompanying spouse, partner and children under 18 years of a person with a permanent residence permit or a residence permit are permitted to work on a salaried or self-employed basis anywhere in Switzerland.

[www.admin.ch/ch/e/rs/142\\_20/a46.html](http://www.admin.ch/ch/e/rs/142_20/a46.html)

Accompanying family members of staff of permanent missions and international organisations (holders of "B", "C", "D", "E", "I", "L" and "P" cards issued by the Federal Department of Foreign Affairs) have access to the Swiss labour market. They receive a Ci permit.

[https://www.sem.admin.ch/sem/en/home/themen/aufenthalt/nicht\\_eu\\_efta/ausweis\\_ci\\_aufenthalt\\_erwerb.html](http://www.sem.admin.ch/sem/en/home/themen/aufenthalt/nicht_eu_efta/ausweis_ci_aufenthalt_erwerb.html)

## United Kingdom\* (For non-EU/EEA citizens)

The Points Based System currently admits Tier 1 (high value migrants), Tier 2 (skilled staff with a job offer, including intra-company transferees) and Tier 5 (temporary workers). The spouse, civil partner, unmarried or same sex partner and children under 18 years of a work permit holder are allowed to work.

The UK has opted out of the EU Blue Card Directive.

<https://www.gov.uk/government/publications/guidance-for-dependants-of-uk-visa-applicants-tiers-1-2-4-5>

## United States

The spouse, including same-sex spouse, of the following visa holders may apply to the US Citizen and Immigration Services for an Employment Authorization Document (EAD): L1 (inter-company transfers with minimum 12 months pre-employment), E1/E2 (treaty traders and investors) and E3 (Australian nationals in a specialty occupation). The spouses of J1 (exchange visitors) may also apply provided their income is not needed to support the J-1 principal alien. The EAD can take up to three months to obtain; then the spouse is free to take employment.

[www.uscis.gov/portal/site/uscis/menuitem.5af9bb95919f35e66f614176543f6d1a/?vgnextoid=73ddd59cb7a5d010VgnVCM10000048f3d6a1RCRD&vgnnextchannel=db029c7755cb9010VgnVCM10000045f3d6a1RCRD](http://www.uscis.gov/portal/site/uscis/menuitem.5af9bb95919f35e66f614176543f6d1a/?vgnextoid=73ddd59cb7a5d010VgnVCM10000048f3d6a1RCRD&vgnnextchannel=db029c7755cb9010VgnVCM10000045f3d6a1RCRD)

Dependents, including same-sex domestic partners, of diplomats and employees working for UN and NATO (A, G and NATO visas) may also be eligible and should contact their organisation regarding the application procedure.

<http://travel.state.gov/content/visas/english/other/employee-of-international-organization-nato/a-g-nato-faqs.html>

For further information, links and news, go to

[www.PermitsFoundation.com](http://www.PermitsFoundation.com)

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We welcome updates and corrections of this information.

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