

Global overview partner work permits* April 2019

Once family member residence permit issued

- * Simplified illustration: May apply to specific employee permits
- * Increasing recognition of unmarried partners; and work permission for children (of working age)

Authorised to work on dependant's permit / Open work permit

- Can work for any employer
- Or be self-employed

Work permit linked to employer

- Simple process or letter of consent
- No employment market test
- Procedure < 4 weeks

Work permit linked to employer

- Skills, salary, quota, employment market test; May need to return to home country
- Procedure > 4 weeks

Europeans in EU/EEA (subject to transition arrangements for Croatia)

Non-EU citizens in Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, Ireland (CSEP holders), Italy, Latvia, Lithuania, Malta, Netherlands, Norway, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, Switzerland, UK.

Argentina, Australia, Brazil, Canada, Hong Kong, New Zealand, Peru, USA (L, E visas; H1B spouses awaiting Green Card)

Greece (free access after 1st yr), Ireland (ICTs), Luxembourg (labour market check in 1st year)
Japan, Mexico, Singapore

Brunei, China, Colombia, Congo, Ethiopia, Egypt, Gabon, India, Indonesia, Japan, Kazakhstan, Korea, Malaysia, Nigeria, Oman, Pakistan, Papua New Guinea, Philippines, Romania, Russia, Sri Lanka, S. Africa, Syria, Taiwan, Thailand, Turkey, USA (H1B, O visa), Vietnam.

Best practice model: Spouse/partner has 'open' permission to work

Argentina *	Italy
Australia	Latvia
Austria	Lithuania
Belgium *	Malta
Brazil *	Netherlands *
Bulgaria	New Zealand *
Canada *	Norway *
Croatia	Peru
Cyprus	Poland
Czech Republic	Portugal *
Denmark *	Slovakia
Estonia	Slovenia
Finland	Spain *
France *	Sweden *
Germany	Switzerland
Hong Kong	UK (ENG, WAL, SCT) *
Hungary	United States* (L, E
Ireland (CSEP holder) *	visas)



Advantages

- Full access to employment market once resident visa or permit is issued
- Facilitates temporary project work, self-employment, tele-working
- Reduced bureaucracy for the authorities
- Helps employers fill urgent or temporary vacancies
- Attractive investment climate for employers with highly skilled international staff

Countries in bold : recognise non-married partners

Countries * : recognise same-sex marriage