

# Global overview partner work permits\* Nov 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 1<sup>st</sup> yr),  
Luxembourg (labour market check in 1<sup>st</sup> year)  
Japan, Malaysia, Mexico, Singapore

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



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



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



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