

	Category of workers by country	Preliminary recruitment conditions			Residence conditions			
		Admission conditions	Availability of domestic workers as grounds for refusal	Quotas	Authorised length of stay (possibility for renewal)	Restrictions on activity	Possibility for family reunification	Possibility for changing status
<b>France</b>	Workers on secondment	The employer carries out the process of obtaining the work permit.	Yes, except for workers earning more than 21,000 FRF per month	No	9 months (renewable once, and in exceptional cases twice)	Yes	No	No
	Seasonal workers	Recruitment procedure initiated by the employer Age limit (between 17 and 50) for an anonymous contract The worker must hold a temporary residence permit valid for the period of employment	Yes	In the framework of certain bilateral agreements (Morocco and Tunisia e.g.)	The activity must not exceed 6 months in any 12 consecutive month period (8 months for certain activities) Minimum duration of 4 months for seasonal workers from distant countries (Morocco and Tunisia)	Yes, the permit is only valid for the requested occupation; in a predetermined geographic zone for a single employer.	No	No
<b>Germany</b>	Workers employed under a contract for services	Bilateral agreements (seconded by the employer in the country of origin) Holding a work permit	No	Yes	2 years maximum (3 years in exceptional cases)	Yes	No	No
	Seasonal workers	Bilateral agreements The request must be made by the employer Minimum age: 18 years	Yes	No, but placement is limited to certain sectors.	3 months each year	Yes	No	No
	Guest workers (Gastarbeiter)	Bilateral agreements Age limit (between 18 and 40)	No	Yes (by country)	12 to 18 months	Yes	No	No

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<b>United Kingdom</b>	Persons who need a work permit	A work permit for a specific person must be requested by the future employer Restricted to highly skilled persons ("Keyworkers") Adequate command of English	Yes, except for some specific activities, i.e. intra-company transferees	No	Up to 4 years Renewals possible, subject to the same conditions "Keyworkers" will not normally exceed 36 months	Yes, a change of employer is possible only in some specific conditions.	Yes, if financial resources and housing are acceptable.	Yes, after 4 years working in the United Kingdom
	Working holiday-makers	Being a Commonwealth national Age restriction (between 17 and 27 years) Intention to take employment is incidental to holiday Sufficient financial resources for return No need for a work permit	No	No	2 years (no renewals)	No	Yes, providing spouse qualifies in own right and any child is less than 5 years old.	No
	Trainees Professional or specialist qualification training	Sufficient level of education and adequate command of English	No	No	Restricted to the training period (up to 3 months) Extension depends on the results obtained	Yes	Yes	No
	Work experience	Sufficient level of education and adequate command of English Persons must not be filling a genuine vacancy	No	No	12 months Extension possible for up to 12 months	Yes	Yes	No

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Switzerland	Seasonal workers	Bilateral agreements Request made by the employer	Yes	Yes, at local level (Canton)	Variable according to sector of activity 9 months maximum per year Renewable under certain conditions	Yes	No	Yes, after a certain duration of work
	Trainees	Bilateral agreements (signed with 25 countries) Proof of training or diploma Age limit (between 18 and 30)	No	Yes	1 year (6 months extension in special cases)	Traineeship carried out in the same occupation as previous studies.	No	No
Australia	Skilled temporary residents	Nominated (generally by the employer) except for a stay shorter than 3 months	Yes, labour market testing (LMT)	No	2 years (renewable once) 4 years (renewable) for the category "Education" between 3 months and 4 years for holders of a TBE visa	Yes	Yes	Yes
	Working holiday-makers (WHM)	Bilateral agreements Age limit (generally between 18 and 25)	No	Yes, since 1995/ 96 fiscal year	Up to one year (not renewable)	Yes	No	Yes
Canada	Workers whose employment requires approval	Preliminary authorisation	Yes	No	3 years maximum (renewable)	Yes	Yes	No (with a few exceptions)
	Workers who do not require approval	Bilateral agreements Medical exam	No	No	9 months maximum (renewable)	No	Yes	Yes

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	Seasonal workers	Agreements with certain countries	Yes	No	3 years maximum (renewable)	Yes	Yes	No
<b>Japan</b>	Highly skilled workers	Authorisation from the Ministry of Justice (very strict concerning skills)	-	No	Depends on the contract (renewal possible if they still have the same employment)	Yes	Yes, but they cannot work.	No
<b>United States</b>	H-1B (Specialty occupation)	Prevailing wages required Minimum of bachelor degree (4 year degree) + practice in the occupation	No	Yes	Initial admission for 3 years (can be renewed once)	Yes, related to a specific activity <sup>a)</sup>	Yes	Yes <sup>b)</sup>
	O (Extraordinary ability)	Requires consultation with peers	No	No	Up 10 years Depends upon activity	Must continue to work in the field of expertise.	Yes	Yes
	H-2A (Agricultural activities)	Temporary labour certification required Employers must respect certain conditions on wages	Yes	No	Initial admission for 1 year Extension up to 3 years Increments of 12 months each	Yes, specific activity and location	Yes	Yes
	H-3 (Industrial trainees)	Must justify why cannot be trained in his country A foreign residence must be maintained	No	No	Generally 2 years maximum Consistent with the training programme	Yes, specific activity and location	Yes	Yes

(a) Limitations are seldom applied. However some applicants are obliged to engage in the employment related to their visa. - (b) Except for some J-1 V visitors, most non-immigrants can adjust to other temporary or permanent categories, if they are qualified. If not, they are obliged to leave the country.

Source: SOPEMI, Trends in International Migration, 1999 edition, Paris 1999, p. 26.