

## All countries

### Timing

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#### Asia

China	<p>A lead time of 2-3 months (better 4-6 months) is recommended.</p> <p>Working in China without valid immigration titles can lead to serious sanctions, including police detention and being expelled from China.</p>
Hong Kong	<p>Normally takes four weeks to process a visa/entry permit application for investment upon receipt of all the required documents.</p>
Singapore	<p>EntrePass: the processing time for each EntrePass application will take at most eight weeks for most cases.</p> <p>EP: the application will take at most 10 business days (online application) or eight weeks (for overseas company without a Singapore-registered office) for most cases.</p> <p>S Pass: application will take at most three weeks for most cases.</p>
United Arab Emirates	<p>The residency visa and work permit applications are filed together and need to be completed prior to the employee commencing his/her work. The processing time of the application varies depending on nationality and qualification level of the employee and can take 1-4 weeks.</p>

#### Europe

Austria	<p>In general six to eight weeks.</p> <p>Six months decision period for authority.</p>
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Czech Republic	<p>For an Employee Card the future employer must notify a regional branch of the Labour Office that they have created a specific vacancy which they intend to fill with a foreign national. After 30 days of the position being registered with the Central Register of Vacancies and not having been filled with an employee from the EU/EEA and Switzerland, the employer will be allowed to employ a foreign national. The employer should conclude a Future Employment Agreement, through which he commits himself to concluding an Employment Agreement. The statutory deadline for processing the application is 60 days from the date of filing the application, in especially complicated cases 90 days.</p> <p>The time limit to process the application for the Blue Card as well as the Intra-Company Employee Transfer Card is 90 days since the date of the submission of the application.</p> <p>Deadlines for processing an application will be suspended or extended in cases stipulated by law, for instance if the applicant is requested to eliminate flaws in the application or if proceedings are suspended by ruling.</p>
England & Wales	<p>UK Expansion Worker (UKEW) visas: for international businesses that are not yet trading in the UK. Allows up to five senior employees of the HQ business to apply for UKEW visas once a UKEW sponsor licence is granted. Minimum of four to six months, including sponsor licence processing time, but often longer due to preparatory steps required.</p> <p>Sponsor licence application by trading UK entity and subsequent Skilled Worker or Global Business Mobility (GBM) visas for intra-company transfers applications: up to six months [total] from first UK hire/UK Expansion Worker arrival, depending on variables, including bank account timing.</p>
France	<p>Whereas prior to the change in regulations, applications were filed with the Labour Ministry in France (standard processing time six -eight weeks), the processing time under the new consular procedure is in practice considerably shorter for intra-group transfers and certain types of local work authorisations (notably for the European Blue Card).</p> <p>However, several types of applications require that either a social security certificate of coverage (not just proof of application) or an undertaking to register with French social security be included in the application file. Obtaining such a certificate can take months, advance planning is advised.</p>
Germany	<p>Visa with mandatory consent of the German Federal Employment Agency: up to three months (sometimes longer); Visa without consent of the German Federal Employment Agency: up to two months.</p>
Hungary	<p>The administrative time limit in proceedings opened for determining an application is 21 days.</p> <p>In single procedures the competent authority shall adopt a decision on applications for residence permit within 70 days from the date of submission.</p> <p>If the third-country national is employed by a preferred employer, the competent authority shall adopt a decision on the merits within 60 days from the date of submission of the application.</p> <p>In case of a refusal, the decision may be appealed within 8 days.</p>

Ireland	<p>AWS permissions typically have a processing period of 4 weeks.</p> <p>Employment permit applications have two distinct processing queues, which fluctuate depending on the time of year and the volume of applications received by the DETE. For standard employers, the processing period typically ranges from between 12-16 weeks. Employers who are frequent users of the employment permits system may obtain Trusted Partner Initiative status with the DETE, which, where granted, would allow their applications to avail of faster processing periods. Applications filed under the Trusted Partner Initiative are typically processed in 4-8 weeks.</p> <p>Visa required nationals must apply for an entry visa before entering Ireland. The processing times for an entry visa may vary depending on the individual embassy where the individual applies, but in general entry visas will be processed within 8 weeks.</p>
Italy	<p>As regards the length, there are two types of stay:</p> <p>Short-term stay (i.e., up to 90 days in any 180-day period in Schengen): in this case, citizens of visa waiver countries (e.g., USA, Australia, Japan) can enter with no visa for tourism, missions, business, invitations, religious reasons, transit, transport, sport competitions and study; citizens of other countries (e.g., China, India, Russia) need a Schengen C visa.</p> <p>Long-term stay (i.e., more than 90 days in Italy): in this case work permit and/or a National D visa is required, regardless the reason of stay.</p>
Netherlands	<p>The maximum decision period is three months, however this will be shorter (approximately two weeks) for a recognised sponsor and can be longer in case of specific circumstances.</p> <p>In practice, recognition as a sponsor takes approximately eight weeks, however, this can take up to six months in case the company exist for less than three years in the Netherlands.</p>
Poland	<p>Depending on the type of procedure: one to six months. The authorities are heavily overloaded with the applications therefore employers should plan ahead when intending to hire Non-EEA Nationals.</p>
Portugal	<p>Timings are different as it is a tailor-made process.</p>
Slovakia	<p>As a general rule, a decision on the application for a residence permit shall be issued within 90 days. In several cases, for instance in case where the third-country national will perform work in a position classified as a "position in short supply" and his/her place of work will be in a district with low unemployment rate, a decision on the application for a residence permit shall be issued within a shorter period of 30 days.</p> <p>In general, obtaining a residence permit, is time-consuming and administratively quite difficult.</p>

Spain

The average processing time for any of the most common procedures is no less than 3-4 months.

In the procedures provided for in Law 14/2013, as well as those for professionals in the audiovisual sector, the process is much quicker, and it is established that they must be resolved in a maximum of 20 working days.

For the registration of EU citizens, provided that the requirements for registration are met, the registration card is obtained on the same day it is applied for, but appointments can take around two weeks.

Nationality is one of the slowest processes and can take up to three years to be resolved.

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## **South America**

Brazil

For each type of profile a certain time is allocated for this procedure, due to the complexity of each situation. However, the Federal Police gives a time frame of 130 to 180 calendar days to grant the authorization.