

Country	Name of ICT Program	Eligibility	Validity	Cost	Processing Time	Dependents	Audits/Compliance	Volume/year	Differentiation from other work permits in country
Argentina	Temporary Residence Visa	1. Argentine sponsoring company must be registered with the Argentine tax authorities and provide proof that the company paid all corporate income taxes. 2. The Argentine sponsoring company must be registered with RENURE (Registro Nacional Único de Requirientes de Extranjeros). 3. Labor laws require that the foreign national receives at least a portion of the salary in Argentina from the sponsoring company.	One year (renewals for one year)	USD 300	Entry Permit: 10-42 calendar days Temporary Residence Visa: 7-45 calendar days	Yes. - Legal opposite-or same-sex spouse - De facto opposite- or same-sex partner - Children under 18 years - Children over 18 if the child has a disability and is dependent on the principal applicant - Other family members such as the principal applicant's parents or parents-in-law	No audits. To sponsor foreign nationals for work permits or visas, companies must be registered with RENURE (Registro Nacional Único de Requirientes de Extranjeros). A company's RENURE registration number must be included in each foreign national's work authorizationapplication.	Information not publicly available but this is a commonly used work permit.	Employee does not need to be on local payroll or have a local contract.
Canada	Intracompany Transferee	1. Foreign national currently employed and has continuously worked for at least 1 year within previous 3 years for entity abroad in an executive or senior managerial position or a position involving specialized knowledge on a full-time basis and will work in a similar role in Canada 2. Canadian and foreign employers must be legal entities that have a parent, subsidiary, branch, or affiliate corporate relationship. Each entity must either be doing business currently or plan to do so in the near future. "Doing business" means that the entities are or will be regularly, systematically, and continuously providing goods or services in Canada and the foreign country.	Validity depends on category. Ex. An intracompany transferee admitted to Canada in a specialized knowledge position typically receives an initial Work Permit for three years, with a possible two-year extension for a total of five years; executives and managers may receive work authorization with total validity of up to seven years.	USD 365	Visa nationals: ranges from two weeks up to one year Non-visa nationals: one day (same-day processing on arrival)	Yes. - Legal opposite-or same-sex spouse - De facto opposite- or same-sex partner - Children under 22 years - Children 22 or older if they have a physical or mental condition An unmarried same- or opposite-sex partner may qualify as a dependent if the couple has cohabitated for at least one year before the application.	Audits are generally on a case-by-case basis. Individuals usually make complaints to immigration authorities through a web form and then the authorities follow up with audits.	Information not publicly available but usually in the tens of thousands	Exempt from LMIA requirements (labor market test Allows for predictability in work status and mirrors US L-1 program (so easy for individuals versed in US immigration) Cap on number of individuals For specialized knowledge, there is prevailing wage floor.
Japan	Intracompany Transferee (ICT) Residence Status	1. Foreign national worked for sending (home) entity for at least one year prior to transfer 2. Sending and host entity need to have a strong capital relationship (required a copy of holding structure to illustrate relationship) 3. Minimum salary based on prevailing wage of Japanese nationals in the same field. From an immigration perspective, JPY 200,000/month is the minimum salary to process a work permit 4. Foreign national's job duties must be of a professional nature	Approved for one, three or five years	USD 19-29	21 to 42 calendar days (for companies categorized as 1 or 2) or 35-70 calendar days (for companies categorized as 3 or 4) Sponsoring companies are categorized by the Immigration Services Agency from 1 to 4 based on the amount of withholding tax they pay each year. The classification affects processing times and the amount of documents required for a work visa application.	Yes. - Legal, opposite-sex spouse - Unmarried children, regardless of age There is no specific age limitation for children provided they are genuinely dependent on the principal (e.g., where dependent child is a student, is disabled or unable to work). However, adult, dependent children (typically 20 years old and above) may be subject to greater scrutiny by immigration officials and require additional documentation.	No visibility into audits but they are used and vary substantially by company.		Can be useful when applicant not otherwise eligible to work in Japan due to qualification or difficulty in substantiating the relevance of their work experience. Fragomen generally uses the Engineer/Specialist in Humanities/International Services ("EG/SH") over the ICT as the holding structure in ICT applications can be considered sensitive and some companies may not be comfortable providing this information. Change of employer is harder in the ICT category.

Netherlands	EU Intra-Company Transfer (ICT) Permit	1. Foreign national is a manager or specialists and holds a Bachelor or Master level degree or five years' employment experience at this level 2. Alternatively, the foreign national is a trainee and holds a Master level degree 3. Foreign national's salary must be at least market rate 4. FN is on home contract outside the EU for at least three months 5. FN has main residence outside the EU (alternatives are available if this requirement is not met) 6. Home employer and host employer are part of same company group	Managers/specialists: Issued for a period between 90 days and three years Trainees: Issued for a period between 90 days and one year	EUR 345 (approximately USD 333)	Visa nationals: 23-109 calendar days Visa-exempt nationals: 58-160 calendar days	Yes. - Legal, opposite- or same-sex spouse over 21 years old - Registered opposite- or same-sex partner over 21 years old, if the partnership is recognized by the Netherlands -De facto opposite- or same-sex partner over 21 years old -Children under 18 of the principal applicant, spouse, or partner - Legally adopted children under 18 of the principal applicant, spouse, or partner -Stepchildren under 18, under full custody or with consent from the non-traveling parent (if applicable), of the principal applicant			EU ICT Permit holders from another country can work and stay in the Netherlands for up to 90 days after filing a notification with the Labor Authority or for longer after applying for an EU ICT Mobile Permit with the Immigration Authority. Work is generally allowed as of two business days from the moment of notification or filing. Dutch EU ICT Permit holders can similarly stay and work in other EU countries after completing a notification or mobile application.
Panama	Temporary Visa as International Executive (<i>permiso temporal de personal contratado como ejecutivo de compañía internacional</i>)	1. Foreign national must be an executive or representative (in a directive-operative role) of an international foreign company with headquarters or representation office in Panama, with headquarters outside Panama. 2. Minimum salary level is USD 1,000 a month which cannot be paid from Panamanian source.	Up to one year initially for the visa and one year for the work permit (which can be renewed up to six times)	Residence permit and multiple entry visa: 1650.00 Estimated disbursements: 400.00. Work permit: Fees: 750. Estimated disbursements: 250.00	Residence permit (visa): 3 to 5 months. Work permit: 4 to 6 months. Both processes run in parallel.	Yes. -Legal, opposite-sex spouse - Children under the age of 18 - Children between the ages of 18 and 25 who can prove dependence due to disability (no age limit) or are single and full-time students in a school or university - Other family members may qualify, such as financially dependent parents of the principal applicant	Yes to verify that the company has a physical presence in Panama.	2021: 201 applications (.92% of visa applications) 2022: 114 through August (.63% of visa applications)	Since their salary must be paid from abroad, foreign nationals are exempt from paying income tax and joining social security; however, the company must provide a private health insurance.
South Korea	D-7 (Intracompany Transfer Visa)	1. Position must be specialized or managerial. 2. Foreign nationals must possess a university diploma (or have significant work experience) and have been employed by the overseas parent company of the South Korean host entity at which they will work (or its overseas affiliate) for at least twelve months immediately before the secondment 3. Foreign nationals must be paid a salary that is consistent with the industry standards for a similar position.	Generally granted for one year, but can be granted for up to two years.	USD 200	28 to 42 days	Yes. - Legal, opposite-sex spouse - Unmarried children under 19 years			

Spain	EU Intracompany Transfer (ICT) Permit under the Entrepreneurs Act	1. The host position is for a manager, specialist, or trainee 2. The foreign national has a university degree or equivalent education, or three years of relevant work experience (trainees must always have a university degree) 3. The foreign national has been employed by the corporate group for at least three months immediately prior to the application 4. The foreign national receives a salary suitable for a specialist and similar to a local employee, in line with the applicable collective bargaining agreement and with local labor laws 5. The home employer and host sponsor belong to the same corporate group; 6. The home employer is established outside the European Union.	Managers/specialists: Up to three years Trainees: Up to one year	EUR 147-700 (depending on nationality)	28 to 56 calendar days	Yes. - Legal, opposite- or same-sex spouse - Domestic opposite- or same-sex partner - Children (including adopted) under 18 of the principal applicant, spouse, or partner - Stepchildren under 18 of the principal applicant, spouse, or partner, under full custody or with consent from the non-traveling parent - Children and stepchildren over 18 of the principal applicant, spouse, or partner, if economically dependent and part of the family unit -Parents of the principal applicant, if economically and/or physically dependent	General compliance checks apply, but this group is considered low risk.	Information not publicly available.	The EU ICT is one of three key permit options in Spain processed by the Large Companies Unit under the Entrepreneurs Act, a streamlined processing method compared to permits not falling under the Entrepreneurs Act. Eligible registered companies requesting joint processing benefit from streamlined document requirements and from shortened processing times.
United Kingdom	Senior or Specialist Worker Visa (Global Business Mobility)	1. Have a valid certificate of sponsorship from your employer 2. Have worked for your employer outside the UK - If salary is less than GBP 73,900 a year, must have worked for employer outside the UK for at least 12 months; -If salary is equal to or more than GBP 73,900 a year or more, there is no minimum time requirement 3. Perform a job on the list of eligible occupations 4. Be paid the minimum eligible salary required for your job - At least GBP 42,400 or the ‘going rate’ for the job - whichever is higher. 5. Must have at least GBP 1,270 in bank account to show can support self when arrive in UK	The shorter of: -the time given on certificate of sponsorship plus 14 days - 5 years Possibility of extension for up to: - 5 years in any 6-year period if paid less than GBP 73,900 - 9 years in any 10-year period if paid equal to or more than GBP 73,900	Application fee: GBP 625 per person (if will stay in the UK for up to 3 years)to 1,423 per person (if will stay in the UK for more than 3 years) Healthcare Surcharge: approx. GBP 624	From date of application: - 3 weeks (if outside UK) - 8 weeks (if inside UK)	Partner and dependent children can apply to join.	Companies must submit a sponsor license application to become a sponsor, explaining how the company will meet their sponsor license obligations (monitoring immigration status and preventing illegal working, maintaining migrant contact details, record keeping, migrant tracking and monitoring and recruitment practices and general sponsor duties). They must also provide specific evidence to add to the GBM:SS license, including evidence of how overseas entities are linked by common ownership or control. The Home Office can audit a company at any time, unannounced, and expect to interview individuals responsible for the license on their knowledge and the processes they have in place. Sponsors are expected to retain certain documents on file for sponsored workers which can be reviewed during an audit to ensure the sponsor is compliant with their license.	From April 2022 (when the program was launched) through June 2022, there were 2,927 applications.	Sets a higher eligibility bar for requiring "seniority" or "expertise", some period of past service or a high salary threshold No "cooling off" period, which prevented re-entry for 12 months, as was required by previous ICT program. Does not lead to settlement but extensions are possible to ultimately accrue the period of residence required to secure permanent stay in the 10-years enable under the UK's "Long Residence" rules No English language requirement which can sometimes delay Skilled Worker applications.

United States	L-1 (A) Intracompany Transferee Executive or Manager (B) Intracompany Transferee Specialized Knowledge	Employer must: - Have a qualifying relationship with a foreign company (parent company, branch, subsidiary, or affiliate, collectively referred to as qualifying organizations); and - Currently be, or will be, doing business as an employer in the United States and in at least one other country directly or through a qualifying organization for the duration of the beneficiary’s stay in the United States as an L-1. Employee must: - Worked for the qualifying organization abroad for 1 continuous year within 3 years preceding admission to US - (L-1A) Seek to enter US to provide service in executive or managerial capacity for branch of same employer or one of its qualifying organizations - (L-1B) Seek to enter US to provide services in a specialized capacity to a branch of same employer or one of its qualifying organizations	Initial stay of three years (unless a new office); extensions granted in two year increments until employee has reached seven years	USD 460 but may also require the following fees: - USD 500 fraud prevention and detection fee - USD 4,500 if the employer has 50 or more employees and ore than 50% of its workforce is made up of H-1B and L-1 workers	Blanket L petition: 5 weeks Individual L petition: 5 weeks to 3.5 months, depending on service center	Yes. - Legal, same- or opposite-sex spouse - Unmarried children under the age of 21	Department of Homeland Security conducts site visits to ensure that the information presented to the government in a specific L petition materially represents the terms and conditions of the employment	Number of L visas issued annually (may not be an entirely accurate reflection because it represents initial and renewed Ls and doesn’t account for adjudication of L-1s at the border for Canadians which is a large number). Numbers are currently very affected by the pandemic: 2017: 78,178 2020: 35,942 2021: 24,863	No cap (as there are for H-1B Skilled Worker petitions each year) Allows for dual intent (can apply for permanent residence) No explicit wage protections built into the program Blanket petitions let the employer skip the USCIS petition for each foreign national. Eligibility for blanket L certification: - petitioner and each of qualifying organizations are engaged in commercial trade or services; - petitioner has an office in US doing business for more than one year or more; - petitioner has 3 or more domestic and foreign branches, subsidiaries, and affiliates; and - petitioner, along with qualifying organization meets one of the following: (1) obtained at least 10 L-1 approvals during previous 12-month period; (2) US subsidiaries or affiliates with combined annual sales of at least USD 25 million; (3) US workforce of at least 1k
---------------	--	--	---	---	--	---	---	--	--

OECD Country	ICT Program?
Australia	No
Austria	Yes
Belgium	Yes
Canada	Yes
Chile	No
Colombia	No
Costa Rica	No
Czech Republic	Yes
Denmark	No
Estonia	Yes
Finland	Yes
France	Yes
Germany	Yes
Greece	Yes
Hungary	Yes
Iceland	No
Ireland	Yes
Israel	No
Italy	Yes
Japan	Yes
Korea	Yes
Latvia	Yes
Lithuania	Yes
Luxembourg	Yes
Mexico	No
Netherlands	Yes
New Zealand	No
Norway	Yes
Poland	Yes
Portugal	Yes
Slovak Republic	Yes
Slovenia	Yes
Spain	Yes
Sweden	Yes
Switzerland	No
Turkiye	Yes
United Kingdom	Yes
United States	Yes