



Bilateral Work Agreements

Historically, Foreign Service family members have been limited to doing volunteer work or working within the Mission while at post because of their diplomatic or consular status. To increase their opportunities for employment, bilateral work agreements are established through a formal exchange of diplomatic notes between the United States and an individual country. These work agreements enable spouses and dependent children of U.S. Government employees assigned to official duty at an Embassy or Consulate in one of these countries to seek employment on the local economy. This is a list of countries with which the United States has bilateral work agreements.

ALBANIA
ANTIGUA AND BARBUDA
ARGENTINA
ARMENIA
AUSTRALIA
AZERBAIJAN
BAHAMAS¹
BAHRAIN
BARBADOS¹
BELARUS
BELGIUM⁷
BENIN
BHUTAN
BOLIVIA
BOSNIA-HERZEGOVINA
BOTSWANA
BRAZIL⁵
BULGARIA
CAMEROON
CANADA⁶
REPUBLIC OF CAPE VERDE
CHAD
COLOMBIA²
COSTA RICA
CROATIA
CYPRUS
CZECH REPUBLIC
DEMOCRATIC REPUBLIC OF
THE CONGO (Kinshasa)
DEMOCRATIC REPUBLIC OF
TIMOR-LESTE (East Timor)
DENMARK⁶
DJIBOUTI
ECUADOR
EL SALVADOR
ESTONIA
ETHIOPIA
FIJI ISLANDS
FINLAND
THE GAMBIA
GEORGIA
GHANA
GRENADA
GREECE

GUATEMALA
GUINEA BISSAU
GUYANA
HONDURAS
HUNGARY
INDIA²
IRELAND
ISRAEL
ITALY
JAMAICA²
KAZAKHSTAN
KENYA
KUWAIT
KYRGYZSTAN
LATVIA
LIBERIA
LIECHTENSTEIN
LITHUANIA⁶
MACEDONIA (The Former
Yugoslav Republic of)
MADAGASCAR
MALAWI
MALI
MALTA
MAURITIUS
MOLDOVA
MONGOLIA
MOROCCO
NAMIBIA
NAURU
NEPAL
NETHERLANDS⁷
NEW ZEALAND
NICARAGUA
NIGERIA
NORWAY⁶
PANAMA
PAKISTAN
PERU
PHILIPPINES
POLAND
REPUBLIC OF THE CONGO
(Brazzaville)

ROMANIA
RWANDA
SAINT KITTS AND NEVIS
SAINT VINCENT AND
THE GRENADINES
SENEGAL
SERBIA⁴
SIERRA LEONE
SLOVAKIA
SLOVENIA
SPAIN¹
SRI LANKA
SWEDEN
SWITZERLAND
TAJIKISTAN
TANZANIA
TRINIDAD/TOBAGO
TURKEY³
TURKMENISTAN
UGANDA
UKRAINE
UNITED KINGDOM⁶
URUGUAY
VENEZUELA
WESTERN SAMOA
YEMEN
ZAMBIA
ZIMBABWE

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- ¹ Limited number of family members permitted to work.
² Offer of employment required.
³ Restricted employment fields
⁴ Applied provisionally
⁵ Limited in time
⁶ Applies to NATO dependents
⁷ NATO de facto arrangement



De Facto Reciprocal Work Arrangements

On the basis of de facto reciprocity established by precedent, spouses and dependent children of U.S. Government employees assigned to official duty at an Embassy or Consulate in the following countries may apply through specified channels for a permit to work.

AUSTRIA	ICELAND	SEYCHELLES
BANGLADESH	JAPAN	SINGAPORE
BELIZE	JORDAN	SOUTH AFRICA
BURKINA FASO	KOREA	SUDAN
BURUNDI	LEBANON	SURINAME
CENTRAL AFRICAN REPUBLIC	LESOTHO	SWAZILAND
CHILE	LUXEMBOURG ¹	SYRIA
COTE D'IVOIRE	MAURITANIA	TAIWAN
DOMINICAN REPUBLIC	MEXICO	TOGO
EGYPT	MOZAMBIQUE	TUNISIA
FRANCE	NIGER	UNITED ARAB EMIRATES
GABON	PAPUA NEW GUINEA	
GERMANY ¹	PARAGUAY	
GUINEA	PORTUGAL	
HAITI	QATAR	
HONG KONG	RUSSIA	

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¹ Applies to NATO dependents

NOTE: Documentation required to make application for a work permit under de facto reciprocal work arrangements governed by INS regulations 8 C.F.R. 214.2(a)(2) and 8 C.F.R. 214.2(g):

- (1) Letter from the potential employer describing the job and salary;**
- (2) Form I 566;**
- (3) Form I 765.**

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<http://www.state.gov/m/dghr/flo/c24338.htm>