







Table 1: A cross-country comparison of immigration provisions that can safeguard against the exploitation of migrant workers by employers sponsoring their visas




Country	Provisions applicable to all migrant workers on employer-sponsored visas	Provisions applicable to migrant workers recognised as victims of labour exploitation under a separate immigration route	
	Grace period after sponsored employment ends, before the visa also ends	Permission to remain	Permission to work
UK	Workers whose sponsored employment ends have 60 days (or until the visa's expiry date, if sooner) until their visa is curtailed.	If referred into NRM , and with positive reasonable grounds, as long as it takes to obtain a conclusive grounds decision. In 2024, the average wait time for conclusive grounds decisions was 630 days.	Under the rules, a positive reasonable grounds decision in the NRM does not offer victims a new right to work, but only preserves the right to work inherent in the immigration status they held at the time they received a reasonable grounds decision. In the case of sponsored workers this means they can either continue to work for their sponsor (if their visas were still valid), or they have no right to work at all (if their visas expired).
		If a positive conclusive grounds decision is obtained, and the person was undocumented at the time, this can lead to Temporary Permission for Victims of Slavery. Significant limitations apply.	If the person meets the strict criteria to be granted Temporary Permission, they obtain the unrestricted right to work.
Canada	The remaining duration of individuals' closed work permit, or until a removal order against them becomes enforceable. There is also flexibility for workers whose visa expired. They have a 90 day "restoration period" to restore their status.	12 months , with the Open Work Permit for Vulnerable Workers. This is not renewable. To stay in Canada beyond the 12 months Open Work Permit, people would have to find another sponsor/make a separate immigration application.	Mostly unrestricted. Employers previously found to be non-compliant are excluded, as well as those that "regularly offers striptease, erotic dance, escort services or erotic massages)."
Australia	180 days at a time or a maximum of 365 days in total across the entire visa grant period. During this period individuals have the right to work, including outside their nominated occupation.	6-12 months initially, with the Workplace Justice Visa. This is extendable up to a maximum of 4 years (if the workplace exploitation claim has not yet been finalised).	Unrestricted.
New Zealand	No grace period ordinarily . An individual may be in breach of visa conditions if they stay in New Zealand after their employment has ended. However, workers who were dismissed during a trial period can apply for a 3-month long Dismissed Worker Visitor Visa. This does not include a right to work, but allows them to stay in New Zealand as a visitor while they	6 months (with Migrant Exploitation Protection Work Visa). This is not renewable. To stay in New Zealand beyond the 6 months granted by the Migrant Exploitation Work Visa, people would have to find another sponsor/make a separate immigration application.	Unrestricted.

	contemplate a potential further immigration application.		
USA	Some workers on employer-sponsored visas have up to a 60-day grace period until their visa ends. However, this excludes agricultural workers and seasonal workers.	If reporting exploitation, and Homeland Security confirms deferred action, initially up to 4 years . This can be renewed for an additional period of up to 2 years. Deferred action can be terminated at any time at the discretion of homeland security.	Unrestricted (subject to the worker reporting exploitation and demonstrating an “economic necessity for employment”).
Republic of Ireland	After informing the Department of Enterprise, Trade and Employment, workers will usually be allowed 6 months to find another job and apply for a new General Employment Permit.	4-6 months , with a temporary Stamp 1 permission to remain in Ireland for the purpose of applying to the Reactivation Employment Permit (REP), an employer-sponsored route. If a REP is granted, initial leave is for up to 2 years, extendable for up to a further 3 years.	Restricted. To work legally, a victim of exploitation would have to find a new employer that would be linked to the Reactivation Employment Permit. While the criteria for eligible employers are relatively accessible (law-abiding, with at least 50% of workforce who are Irish or EEA nationals), the REP does not generally allow workers to change employers within the first 12 months, unless they are made redundant or in exceptional circumstances that change the nature of the contract.
Finland	As of 1 April 2025, if employment is terminated, individuals on a work-based residence permit have three months to find a new job. If no new job is found in this period and there are no other grounds for continued residence, the permit will be cancelled and the worker has to leave Finland. For some specialists and managerial roles, the time period will be six months.	Up to 12 months (with the Extended Permit), but this cannot be renewed. Once the individual finds new employment, the expectation is that they can begin the process of applying for another residence permit.	Unrestricted.
		Whatever is left on the existing visa (with Certificate of Expanded Right to Work). If workers plan to stay beyond this period, they need to apply for another residence permit before their Certificate of Expanded Right to Work expires.	Unrestricted.

Legend

 = longest grace period
 = stricter grace period
 = strictest grace period

 = 12 months+ leave
 = shorter leave
 = shortest leave

 = unrestricted right to work
 = right to work with conditions
 = no right to work