



In recent years, more and more job-seekers are coming to Lithuania. For EU citizens, the process of employment in Lithuania is fairly simple. Those arriving from non-EU countries must go through certain procedures, where most important ones are to first find an employer and get a work permit or a decision on compliance with labour market needs (unless a foreigner, according to Lithuanian laws is exempt from the obligation to have a work permit). After that, a foreigner can apply for a work visa or a residence permit.

In short, for a foreign citizen to arrive to Lithuania to work, s/he has to go through the following procedure:

### **Find a job vacancy/employer**

The general way to do this is by searching in various websites that regularly upload job vacancies ([read more about how to find a job in Lithuania](#)).

### **Obtain a work permit**

Once an employer/job placement has been found, the employer has to go through necessary procedures at a Lithuanian Labour exchange (unless a foreigner is highly qualified or will be taking an occupation that is a scarce in Lithuania). The foreigner will have to submit documents to the employer (ex.: documents proving your qualification, personal information etc.). This procedure usually takes about a month, though there can be exceptions based on the specific requirements for the job or the job itself (ex.: if the position requires a highly qualified worker, one might be excluded from this process entirely). In essence, this step is completed mostly by the employer.

### **Get a visa/residence permit**

Once the foreigner has obtained a work permit or a similar document issued by the Labour exchange, he can apply for **a visa** or **a residence permit**. The type of document also depends on his job and qualification, ex.: usually workers that receive a work permit apply for a national visa, which allows a person to stay for a year (and then possibly extend their work permit and get a new visa/residence permit); a residence permit is issued for professions that are scarce in Lithuania or employees who will earn more than 1.5 of the average wage in Lithuania.

A third-country national can come to work in Lithuania with one of these documents\*:

- 1. work permit;**

2. **the decision on compliance with labour market needs;**
3. **the decision regarding the compliance of work requiring a high professional qualification with the needs of the labour market of the Republic of Lithuania.**

\*Unless a foreigner is exempt from obtaining a work permit, for more information see below.

Each document defines both the **specific requirements for an employee or an employment contract and the period during which a foreigner can legally reside in Lithuania** (since the permits / decisions issued by the labour exchange do not confer the right to reside in Lithuania, foreigners must also have a visa or residence permit).

## **Who does not need to obtain a work permit (or a decision on compliance with labour market needs)?**

- citizens of the EU and EFTA Member States;
- **Third-country nationals who are members of the family of citizens of the Republic of Lithuania** and who hold a temporary residence permit issued in the case of family reunification or who have a permanent residence permit or a card for temporary or permanent residence of a family member of a citizen of the EU;
- **A foreigner whose profession is included in the list of shortage occupations** by type of economic activity (in 2022 these occupations included: welder, metal hull assembler, tailor, butcher, international freight vehicle driver, concrete worker, electrician);
- A foreigner who comes to work in a **profession that is included in the list of professions requiring a high professional qualification**, whose staff is lacking in the Republic of Lithuania list;
- A foreigner who will be paid a **salary of not less than 3 average monthly gross salary**;
- A foreigner who **has already worked in Lithuania for 2 years as a highly qualified worker** and wishes to change the temporary residence permit;
- A foreigner who, **having completed studies or vocational training program in Lithuania, intends to work according to the acquired qualification**. In this case, a document confirming the foreigner's qualification (diploma) must be submitted.

**A foreigner must obtain a work permit before arriving in Lithuania.** A work permit for a foreigner may be issued if there is no specialist in Lithuania that meets the qualification requirements of the employer. A highly qualified worker is not required a work permit; he / she is subject to other conditions for issuance of a temporary residence permit prescribed by law.

[Employment services](#) are responsible for issuing, cancelling and renewing work permits.

**An employer who wishes to recruit a foreigner must apply to the territorial labour exchange in whose territory the registered vacancy is registered.** The procedure for submission of documents, the deadlines and the required documents are available on the website of the Lithuanian Labour Exchange.

Below is a summary of the various processes described. To find out more about a specific case, follow the links in the table.

Work permit	Decision on the compliance with labour market needs	Decision on the compliance of a job requiring a high professional qualification with the needs of the labour market of the Republic of Lithuania
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<ul style="list-style-type: none"> <li>• Usually issued for one year. A person who receives a work permit can apply for a <a href="#">National D visa</a>. Permits for seasonal work are issued for up to 6 months. A person who receives a seasonal work permit can apply for a <a href="#">Schengen visa</a>.</li> <li>• People who receive work permits commonly are not issued residence permits (only visas).</li> <li>• One is not required (or rather, cannot) declare a place of residence, there is no need to wait for a residence permit to be issued (the fastest option).</li> <li>• A foreigner must receive his work permit before arriving to Lithuania, otherwise the Employment Service refuses to issue the document.</li> <li>• The National D visa is issued in 15 days.</li> </ul>	<ul style="list-style-type: none"> <li>• Usually issued for a period of two years. A person who receives this decision can apply for a <a href="#">temporary residence permit</a>.</li> <li>• A residence permit is issued for the length of the employment contract but cannot be longer than two years (with the possibility of extension).</li> <li>• There are specific requirements in order to receive a positive decision: the employment contract cannot be shorter than 6 months; documents that prove the employee's qualification have to be submitted; the employee has to have at least 1 year of work experience in the field of his qualification in the past 2 years.</li> <li>• It takes 4 months to receive a residence permit (under urgent procedure - 2 months).</li> </ul>	<ul style="list-style-type: none"> <li>• Issued if the employee has a high professional qualification and his/her salary is not going to be lower than 1.5 of the Lithuanian average wage. A person who receives this decision can apply for a <a href="#">temporary residence permit</a>. <i>(Under these circumstances, the period for processing the application is 2 months, under urgent procedure - 1 month)</i></li> <li>• If the employer is going to pay a salary that is three times bigger than the average salary in Lithuania and provide employment for more than a year, the employee can skip this decision and directly apply for a residence permit (Blue Card). <i>(Under these circumstances (or when a person's profession is included in a list of professions that are scarce in Lithuania; see below), a residence permit is issued in a month, under urgent procedure - 15 days).</i></li> </ul>
<b>Procedure</b>		
<ol style="list-style-type: none"> <li>1. An employer must register a job vacancy in a local Employment Service. The job vacancy must be open for at least 14 calendar days.</li> <li>2. Before inspecting the employee, the Employment Service checks whether the employer meets all the necessary requirements (operates according to the law, is not bankrupt etc.)</li> <li>3. The work permit is issued by both the local and the national Employment Service in a month. More information can be found <a href="#">here</a> (in Lithuanian) <a href="#">Permits for seasonal work</a> (in Lithuanian)</li> </ol>	<ol style="list-style-type: none"> <li>1. An employer must register a job vacancy in a local Employment Service. The job vacancy must be open for at least 14 calendar days.</li> <li>2. Before inspecting the employee, the Employment Service checks whether the employer meets all the necessary requirements (operates according to the law, is not bankrupt etc.).</li> <li>3. The decision by both the local and national Employment Service is announced in a month. More information can be found <a href="#">here</a> (in Lithuanian)</li> </ol>	<ol style="list-style-type: none"> <li>1. An employer must register a job vacancy in a local Employment Service. The job vacancy must be open for at least 7 calendar days.</li> <li>2. Before inspecting the employee, the Employment Service checks whether the employer meets all the necessary requirements (operates according to the law, is not bankrupt etc.)</li> <li>3. The decision by both the local and national Employment Service is announced in 10 calendar days. More information can be found <a href="#">here</a> (in Lithuanian)</li> </ol>

[More information about documents when coming to work to Lithuania](#)

[More information](#) about employment of foreigners

Source: *Employment Services and Migration Department*