

Work in Lithuania

2026 QUOTA FOR THIRD COUNTRY EMPLOYEES

WHICH FOREIGNERS ARE SUBJECT TO THE QUOTA?

The quota covers all professions and job functions in all sectors of companies' activities **and will only apply to third-country nationals who intend to obtain a temporary residence permit in Lithuania based on work** (in accordance with Article 44(1)(2) of the Law on the Legal Status of Foreigners).

THE QUOTA LIMIT FOR 2026
24 706

This year, the quota cannot be increased. The quota will be recalculated in 2027.

THE QUOTA DOES NOT APPLY TO:

Highly qualified employees applying for the EU Blue Card

Lithuanian university **graduates** with a diploma (≤5 years after graduation)

Foreigners holding residence permit under temporary protection

The quota **does not apply when the temporary residence permit based on work is renewed**, only when the permit based on work is issued.

If you employ **students or family members**, they are **exempt from the quota** as long as their residence permits are based on grounds other than work.

I want to relocate a candidate from a non-EU country, but they do not meet the Blue Card requirements.

Does the quota apply to them?

YES

I employ students and plan to continue their employment after they finish their studies.

Does the quota apply to them?

NO

I have a foreigner with a residence permit based on work, and they want to switch to a Blue Card.

Does the quota apply to them?

NO

Even after the quota limit has been reached, temporary residence permits based on work will still be issued to foreigners whose salary is:

≥ 1.2 average monthly salary
(2 893,68 Eur Gross)

≥ 1 average monthly salary
(2 411,4 Eur Gross)*

By ensuring the appropriate salary, you can continue hiring third-country nationals

*if the occupation is included in the [list of high value-added occupations](#)