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New Immigration Law

The law 5275/2026 (“Promotion of legal migration policies, transposition of Directive (EU) 2024/1233 on a single application procedure for the issuing to third-country nationals of a single work and residence permit in the territory of a Member State and on a common set of rights for third-country workers residing legally in a Member State, amendments to the Migration Code and other provisions”) has been published in the Government Gazette. The law introduces significant changes to the requirements, procedures, and characteristics of residence permits in Greece, as well as new types of residency titles.

Specifically:

Dependent employment (“*metaklisi*”) process

- Minimum age threshold for third-country nationals to be admitted for dependent employment is set at 18 years.
- Minimum duration of employment contracts is reduced from 12 to 6 months.
- New possibility for *metaklisi* process through a Temporary Employment Agency (TEA) with minimum share/company capital of EUR 1,000,000. The details of the indirect employer must be included in the application.
- New “fast track” procedure for dependent employment process of up to 500 workers per project for legal entities or investment schemes falling under the strategic investment legal framework.
- Renewal possibility for dependent employment work permits increased from 3 to 5 years.

Transposition of Directive (EU) 2024/1233 on the single residence and work permit

- Applies to residence permits for highly skilled workers (E.1), special purpose permits (E.3), and dependent employment (E.4).
- Express provision allowing change of employer after 6 months of employment.
- Exceptionally, an earlier change of employer is allowed in cases of a) breach of labour law, b) dismissal, or c) upon employee's request. This provision applies also to seasonal workers.
- Mandatory processing of initial or renewal applications by the competent authorities within 90 days from the application or supplementary documents submission, with a possible 30-day extension.
- Periods of unemployment are permitted for a duration from 3 to 6 months, depending on the individual's lawful residence and employment in the country.
- Ensures the right to equal treatment with Greek workers.

Admission-quota determination procedure

- Possibility of increasing the maximum number of available quotas for third-country nationals by up to 15% to address unforeseen or urgent needs.
- Automatic extension of the relevant ministerial decision beyond the calendar year for which it applies, until the issuance of the next decision.

New residency titles

- **National visa "Z.13"** (up to 12 months) for workers transferred from a company in a third country under a contract with a Greek company for the construction or operation of industrial, technological, pharmaceutical, or other infrastructure.
- **National visa "Z.13A"** (up to 12 months) for employment in companies registered in the National Start-Up Registry ("Elevate Greece").
- **National visa "Z.14"** for visiting professors at Higher Education Institutions or University-level Legal Entities.
- **National visa "Z.15" ("talent visa")** (12 months) for job or business-activity seekers with high educational qualifications.
- **National visa "Z.16"** for students of foreign higher-education institutions that have concluded agreements with Greek Colleges for course attendance and practical training.
- **Residence permit "H.5.2"** for studies at colleges.
- **Residence permit "H.11"** for one-year stay for graduates/researchers seeking employment.
- **"Second-chance" residence permit "I.9"** for legally residing third-country nationals for at least 5 years, under conditions.

Territorial jurisdiction

- Distribution of initial and renewal applications among immigration offices irrespective of the applicant's place of residence, based on workload.

Residence permit renewal

- Late submission of renewal applications allowed for up to 3 months after expiry. A 100 € penalty per month of delay applies.

Validity duration of residence permits

- Adjustment of validity duration so that, from the date of issuance of the initial or renewal decision, at least two years of validity remain.
- Maximum duration of the high-skilled permit (E.1) increased from 2 to 3 years.

Other provisions

- Adult children who lack legal capacity shall qualify as family members.
- Holders of a residence permit as scholarship recipients ("H.7.") or students ("H.1.") are granted the right to employment for up to twenty (20) hours per week.
- The option to submit a direct residence permit application as a digital nomad is abolished; the issuance of a national D visa is now a prerequisite.

Let's talk

For a more in-depth discussion on the above you may contact:



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