

## GENERAL WORK VISA (LOCAL HIRE) PROCESS MAP

### STEP 6: ENTRY TO SOUTH AFRICA

The principal applicant may now enter South Africa, presenting their work visa to the Immigration Officer upon arrival at the port of entry. Upon arrival, the applicant can begin working.

### STEP 5: GENERAL WORK VISA APPLICATION

The application must be filed by the applicant at the relevant South African consular post (or designated Visa Application Centre) which has jurisdiction over his/her country of citizenship/residence.

Processing time: 2-12 weeks

### STEP 4: DEPARTMENT OF LABOR APPLICATION

The Department of Labour (DoL) certification process must be successfully undertaken before the General Work Visa application can be filed. The intended position should be created through the online portal of the DoL. The DoL will consider the application, conduct an inspection at the host entity's premises to check compliance with labour legislation and then issue a provisional positive or negative certification to the host entity and the Department of Home Affairs.

Processing time: 4-6 weeks



### STEP 1: INITIATION

Client submits work permit documentation to FGI. FGI reviews all documentation and reverts back with any issues, missing information, etc.

### STEP 2: QUALIFICATION EQUIVALENCY EVALUATION

The applicant's educational qualifications must be evaluated by the South African Qualifications Authority (SAQA) in order to determine their equivalency to local qualifications.

Processing time: 3-4 weeks

### STEP 3: LABOR MARKET TESTING

Prior to the Department of Labour application, the South African employer is required to conduct a diligent labour market search to prove that there are no suitably-qualified and experienced South African citizens or permanent residents to take up the proposed position.

Processing time: 2 weeks