

WORK AUTHORIZATION FOR AFGHANS

Eligibility Category	Pending Asylum	Granted Asylum	Pending I-485 (Green Card)	Granted I-485 (Green Card)	Pending and Granted TPS
Required Documentation	EAD Card	Employment authorized incident to status. May present I-9 documents, including but not limited to EAD Card.	EAD Card	Employment authorized incident to status. May present I-9 documents, including but not limited to Green Card.	EAD Card
Process	I-765 application, category (c)(8) Can file I-765 once 150 days, minus any applicant-caused delays, have passed from filing I-589 (asylum application) while I-589 is still pending.	Automatic processing by USCIS upon I-589 approval. EAD will be issued in category (a)(5). Note: Applicants who were granted asylum by an immigration judge will need to file Form I-765.	I-765 application, category (c)(9) Can file I-765 in category (c)(9) concurrently with I-485 (“green card” application) or while I-485 is pending.	Automatic processing by USCIS upon I-485 approval.	I-765 application, category (c)(19) Can file I-765 concurrently with I-821 (TPS application) or while I-821 is pending Can be granted I-765, category (a)(12) after I-821 (TPS application) has been approved. USCIS also has authority to grant a temporary EAD while TPS application is pending, but they do not always do so.
Estimated Processing Timeline	1-3 months* from filed I-765 *Initial EAD should be processed within 30 days of filing I-765, although USCIS does not always comply with this rule. Renewal EADs based on pending asylum have lengthier processing times.	2-4 weeks from granted asylum* *Total: approx. 6 months from filed I-589	4-5 months from filed I-765	1-2 weeks from approved I-485* *Total: approx. 3-6 months from filed I-485	USCIS-posted processing times are about 9-12 months, though USCIS has generally indicated faster processing times for Afghans (3 months, as of October 2022). Note: With anticipated volume increase of applications, prolonged processing times beyond 3 months are expected.
Fee	No Fee for Initial EAD; Fee or Fee Waiver Request required for renewals.	None	None* <i>*Ambiguous USCIS guidance on whether fee waiver request is required: may consider submitting Form I-912 (Fee Waiver Request) in the abundance of caution.</i>	None	\$410* for EAD (if filed concurrently with TPS, also requires \$85 biometrics fee and \$50 TPS fee) *Exempt: children under 14 and adults 65 and older <i>Fee waiver available</i>
Validity Period	2 years	2 years	2 years	Indefinite (Green Card has expiration date after 10 years but no expiration on status.)	TPS validity period