

LEGAL ALERT: REFORM OF LABOUR MIGRATION

Critical Updates for Foreign Nationals and Employers in Georgia

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Overview of Changes

The procedure for the employment of foreign nationals in Georgia has been fundamentally restructured following Decree No. 70 of the Government of Georgia and recent amendments to the Law of Georgia on Labour Migration. These legislative changes introduce a new mandatory requirement to obtain a **Work Permit (WP)**, significantly shifting the compliance landscape for businesses and individuals alike.



Key Takeaway:

The era of unrestricted labour access is over. Employers must now navigate a structured 3-step compliance process: Market Test, Work Permit, and Residence Permit.

Scope of Compliance

Mandatory for:

Exemptions

The Law does NOT apply to:

-  Refugees and asylum seekers

- ✓ Foreign directors of companies registered in Georgia
- ✓ Self-employed foreign nationals & individual entrepreneurs
- ✓ Any foreign national engaged in labour activities (excluding permanent residents)
- ✓ Foreign nationals working remotely from abroad for local entities

- ⓘ Personnel of accredited diplomatic missions
- ⓘ Staff of international organizations
- ⓘ Accredited journalists
- ⓘ Holders of investment residence permits



The new regulations bridge the gap between local market needs and foreign labour.

Work Permit Procedures

LEPL State Employment Support Agency is the designated authority. A Work Permit is a specific authorization that links three distinct components:

Specific Individual + Specific Employer + Specific Position

Work Permit is issued as follows:

For Labour Immigrants

Linked to a specific employer and a specific job position.



For Self-Employed

Linked to a specific activity and/or a specific field of operation.

Employer Obligations & Process

1

Vacancy Publication (Market Test)

Prior to employing a foreigner, you must prove no local candidate was found.

- **Action:** Post vacancy on `worknet.moh.gov.ge`
- **Duration:** At least 10 working days prior to application
- **Exemptions:** International status companies, startups, high-compensation staff (GEL 15,000+ salary).

2

Electronic Application

Following the market test, submit application via

`labourmigration.moh.gov.ge` .

Requires qualified electronic signature or corporate electronic stamp.

Fees and Processing Time

Service Type	Processing Time	Fee (GEL)
Standard Service	30 Calendar Days	GEL 200
Express Service	10 Working Days	GEL 400

Post-Permit Obligations

Obtaining the Work Permit is not the final step. Depending on the location of the applicant:

Inside Georgia

Apply for

Employment Residence Permit

Within **10 days** of receiving WP.

Outside Georgia

Apply for

D1 Visa

Within **30 days** of receiving WP.

Note: Exemptions apply if the individual already holds a valid residence permit or works fully remotely without entering Georgia.

Sanctions & Penalties

Illegal Labour Activity



Fine: GEL 2,000 imposed on BOTH the employer and the employee (calculated per person).

Recurrent violations attract double the fine.

Reporting Violations



Fine: GEL 1,000 for failure to provide info regarding amendment or termination of a labour contract.

⌚ Transitional Periods

MAY 1, 2026

Enforcement begins for foreign directors and self-employed individuals engaged prior to **March 1.**

JAN 1, 2027

Grace period ends for individuals already registered with active status on

labourmigration.moh.gov.ge



How We Can Assist

Our team provides comprehensive legal support to ensure full institutional compliance.



Market Testing

Managing the labour market testing process and accurate formulation of vacancy notes



Contract Drafting

Drafting labour contracts in accordance with the new legal standards.



Legal Representation

Full legal representation for obtaining work permits and residence permits.

Contact Us for Further Inquiries

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