

Guidelines on Obtaining a Work Authorization in Georgia for Foreign Workers and Self-Employed (Individual Entrepreneur, etc.) Foreign Nationals

(Prepared by the Legal Department of Credo Bank)

On 1 March 2026, amendments to the Law of Georgia on Labour Migration entered into force. Under the amendments, foreign nationals are required to obtain the right to work in order to carry out paid activities in Georgia.

1. In which cases am I not required to obtain the right to work?

You are not required to obtain the right to work if:

- you hold an investment residence permit, a permanent residence permit, or a valid special residence permit issued on the basis of a written initiative of a member of the Government of Georgia;
- you carry out short-term professional activities in Georgia or work for a public institution or an enterprise established with state equity participation;
- you carry out labour activities or provide services entirely remotely for a local employer and those activities do not require you to enter the territory of Georgia;
- you are a partner in an enterprise registered in Georgia;
- you carry out labour activities/provide services for the benefit of a non-resident, and those labour activities/services relate to activities carried out by the non-resident outside Georgia, except where you are an individual entrepreneur and require a residence permit to lawfully stay in the country.
- you carry out leadership or managerial activities provided for by the Law of Georgia on Entrepreneurs in a category I, II, or III enterprise defined by the Law of Georgia on Accounting, Reporting and Auditing, or serve on the audit committee of such an enterprise;
- you carry out activities related to conservation, restoration and/or rehabilitation works on a cultural heritage monument;
- you have obtained the right of temporary stay in Georgia provided for by Article 60 of the Law of Georgia on the Legal Status of Aliens and Stateless Persons;

For further information on obtaining a residence permit, you may contact the Public Service Hall at <https://psh.gov.ge/>; tel.: 032 240 5405. You may also use the Public Service Hall's online chat at <http://chat.cloud.gov.ge/>.

2. In which cases am I required to obtain the right to work?

If you do not hold any of the residence permits referred to above or do not meet any of the criteria listed above, you are required to obtain the right to work in order to carry out activities in Georgia. This also applies if you carry out commercial activities in Georgia, for example, as a freelancer, individual entrepreneur, entrepreneurial natural person, etc. (except for the exemptions listed above).

3. In which fields are my activities restricted?	
Labour/entrepreneurial activities related to courier services	Annual quota - 0
Labour/entrepreneurial activities related to providing tourist guide services	Annual quota - 0
Labour/entrepreneurial activities related to passenger transportation	Annual quota - 0
Labour/entrepreneurial activities related to providing mountain, alpine and ski guide services to tourists	Annual quota - 200
4. In what case will I be considered to be carrying out short-term professional activities?	
You will be considered to be carrying out short-term professional activities if you carry out activities/provide services for the period prescribed by Georgian legislation, your activities do not constitute long-term employment in the Georgian labour market, and they are linked to a specific short-term project, event, or service. The period during which you carry out short-term professional activities must not exceed an aggregate of 4 months within a calendar year from the date on which you commenced those activities and, in any event, must not exceed your period of lawful stay in Georgia. For advice on this matter, you may contact the LEPL State Employment Support Agency: email: infosesa@moh.gov.ge; tel.: 032 239 5306;	
5. Do short-term professional activities require prior registration?	
Before the short-term professional activities commence, the local employer/service organiser must register the foreign national in the special electronic system at www.labourmigration.moh.gov.ge and submit the information required by law.	
6. What documents/information must the employer/service organiser submit in connection with short-term professional activities?	
6.1. Information about the local employer/service organiser: a) name of the local employer/service organiser; b) identification/personal number of the local employer/service organiser; c) actual and legal addresses of the local employer/service organiser; d) field of economic activity of the local employer/service organiser; e) contact details of the local employer/service organiser (telephone number and email address).	

6.2. Personal data of the person responsible for submitting the information:

- a) first name and surname (in Georgian and Latin scripts);
- b) personal identification number;
- c) position held;
- d) contact details (telephone number and email address).

6.3. Personal data of the person carrying out the short-term professional activities:

- a) first name and surname (in Georgian and Latin scripts);
- b) date of birth (day/month/year);
- c) sex;
- d) nationality;
- e) country of origin;
- f) foreign passport number;
- g) copy of the foreign passport (the page containing the person's photograph and personal data);
- h) authority that issued the foreign passport (as stated in the passport);
- i) dates of issue and expiry of the foreign passport;
- j) personal (eleven-digit) number assigned in Georgia (if any);
- k) Georgian residence permit number (if any);
- l) dates of issue and expiry of the Georgian residence permit (if any).

6.4. The person's profession and position:

- a) position held by the person carrying out the short-term professional activities;
- b) profession of the person carrying out the short-term professional activities.

6.5. Commencement and completion dates of the short-term professional activities carried out by the person (day/month/year).

7. Is there a fee for registering through the special electronic labour migration system (www.labourmigration.moh.gov.ge) for the purpose of carrying out short-term professional activities?

Registration through the special electronic labour migration system (www.labourmigration.moh.gov.ge) for the purpose of carrying out short-term professional activities is free of charge.

8. If I was carrying out entrepreneurial activities in Georgia as of 1 March 2026, by what date must I obtain the right to work?

By 1 May 2026.

9. How can I obtain the right to work?

The right to work is issued by the LEPL State Employment Support Agency.

If you are employed by a local employer or carry out paid labour activities, your employer must submit the application for obtaining your right to work. If you otherwise carry out paid/entrepreneurial (non-employment) activities, you must submit the application for obtaining the right to work yourself.

10. In what form should I or my employer submit an application for the right to work?

The application for the right to work must be submitted electronically through the following website: www.labourmigration.moh.gov.ge;

11. What documents should I or my employer submit to obtain the right to work?

If you are employed by a local employer or carry out paid labour activities, your employer must submit the following:

1. Information about the local employer:

- a) name of the local employer;
- b) identification/personal number of the local employer;
- c) actual and legal addresses of the local employer;
- d) field of economic activity of the local employer;
- e) contact details of the local employer (telephone number and email address).
- f) a document issued by the LEPL Revenue Service confirming the local employer's annual turnover and showing that the local employer's annual turnover (except in the case of an educational or medical institution) is not less than GEL 50,000 for each foreign national seeking the right to work, or not less than GEL 35,000 for each such foreign national in the case of an educational or medical institution. The local employer is not required to submit this document if it employs no more than 3 foreign nationals and no more than 3 months have elapsed since its establishment/registration;
- g) if the local employer is not registered as a VAT payer, instead of the certificate specified in subparagraph (f) of this paragraph, the local employer must submit an appropriate certificate/certificates issued by a competent authority/person confirming both that the local employer is not registered as a VAT payer and that, during the 12 consecutive calendar months preceding the issue of the certificate, the turnover of the local employer (except in the case of an educational or medical institution) for each foreign national the right to work is not less than GEL 50,000, or not less than GEL 35,000 for each such foreign national in the case of an educational or medical institution. The local employer is not required to submit this document if it employs no more than 3 foreign nationals and no more than 3 months have elapsed since its establishment/registration.

2. Personal data of the person responsible for submitting the information:

- a) first name and surname (in Georgian and Latin scripts);
- b) personal identification number;
- c) position held;
- d) contact details (telephone number and email address).

3. Personal data of foreign national:

- a) first name and surname (in Georgian and Latin scripts);
- b) date of birth (day/month/year);
- c) sex;

- d) nationality;
 - e) country of origin;
 - f) foreign passport number;
 - g) copy of the foreign passport (the page containing the person's photograph and personal data);
 - h) authority that issued the foreign passport (as stated in the passport);
 - i) dates of issue and expiry of the foreign passport (the passport's remaining validity period at the time the application is submitted must be at least 6 months);
 - j) personal (eleven-digit) number assigned in Georgia (if any);
 - k) Georgian residence permit number (if any);
 - l) numbers of the Georgian residence permit and residence card, and their dates of issue and expiry (if any).
4. Position to be held by the foreign national and the qualification requirements established for that position:
- a) position to be held by the foreign national (selected from the classifier available in the system);
 - b) requirements established for the position:
 - b.a) professional knowledge/qualifications/functions;
 - b.b) required level of education:
 - b.b.a) primary education;
 - b.b.b) basic secondary education;
 - b.b.c) complete secondary education;
 - b.b.d) vocational education;
 - b.b.e) higher education;
 - b.b.f) not required;
 - b.c) professional work experience/length of service (if required);
 - b.d) specific skills (if required);
 - b.e) additional knowledge and skills (if required);
 - b.f) other additional requirements (if any).
5. Profession/qualification, experience and skills of the foreign national to be employed:
- a) education:
 - a.a) primary education;
 - a.b) basic secondary education;
 - a.c) complete secondary education;
 - a.d) vocational education;
 - a.e) higher education;
 - a.f) no formal education;
 - b) profession/qualification;
 - c) professional work experience/length of service (specifying the number of years and field);
 - d) general and specific skills (if any);
 - e) additional knowledge and skills (if any).
6. Dates of conclusion, entry into force and termination of the employment agreement concluded between the local employer and the foreign national (day/month/year).
7. A copy of the employment agreement concluded between the local employer and the foreign national.

8. An application form confirming the foreign national's intention to be employed, certified by a qualified electronic signature or electronic seal.
9. Payment of the fee for the right to work by bank card through cashless payment (the service is available through the special electronic labour migration system at www.labourmigration.moh.gov.ge).

If you otherwise carry out paid/entrepreneurial (non-employment) activities, you must submit the following in person (personally and not through an authorised representative):

1. Information about the foreign national:
 - a) first name and surname (in Georgian and Latin scripts);
 - b) date of birth (day/month/year);
 - c) sex;
 - d) nationality;
 - e) country of origin;
 - f) foreign passport number;
 - g) copy of the foreign passport (the page containing the photograph and the person's personal data);
 - h) authority that issued the foreign passport (as stated in the passport);
 - i) dates of issue and expiry of the foreign passport (the passport's remaining validity period at the time the application is submitted must be at least 6 months);
 - j) personal (eleven-digit) number assigned in Georgia (if any);
 - k) numbers of the Georgian residence permit and residence card, and their dates of issue and expiry (if any);
 - l) dates of issue and expiry of the Georgian residence permit (if any);
 - m) identification number according to the extract from the Registry of Entrepreneurs and Non-Entrepreneurial (Non-Commercial) Legal Entities.
2. The foreign national's profession/qualification and work experience:
 - a) education:
 - a.a) primary education;
 - a.b) basic secondary education;
 - a.c) complete secondary education;
 - a.d) vocational education;
 - a.e) higher education;
 - a.f) no formal education;
 - b) profession/qualification;
 - c) experience in labour/entrepreneurial activities (specifying the number of years, field and functions);
 - d) specific skills (if any);
 - e) additional knowledge and skills (if any).
3. Information about the labour/entrepreneurial activities to be carried out by the foreign national:
 - a) the field, description and location of the labour/entrepreneurial activities to be carried out by the foreign national in Georgia;
 - b) mandatory information and documentation to be submitted by a self-employed foreign national:
 - b.a) the company's identification number or the personal identification number of the individual entrepreneur;
 - b.b) a document issued by the LEPL Revenue Service confirming the annual turnover of the company/individual entrepreneur and showing that the annual turnover of the company/individual entrepreneur (except in the case of an educational or medical institution) is not less than GEL 50,000 for each foreign

national seeking the right to work, or not less than GEL 35,000 for each such foreign national in the case of an educational or medical institution. If no more than 3 months have elapsed since the company was established/the individual entrepreneur was registered, the company/individual entrepreneur is not required to submit an annual turnover certificate;

b.c) if the person's activities are connected with a company registered in Georgia, or the person is an individual entrepreneur, and the company/individual entrepreneur is not registered as a VAT payer, the self-employed foreign national must, instead of the certificate specified in subparagraph (b.b) of this paragraph, submit an appropriate certificate/certificates issued by a competent authority/person confirming both that the company/individual entrepreneur is not registered as a VAT payer and that, during the 12 consecutive calendar months preceding the issue of the certificate, the turnover of the company/individual entrepreneur (except in the case of an educational or medical institution) was not less than GEL 50,000 for each foreign national seeking the right to work, or not less than GEL 35,000 for each such foreign national in the case of an educational or medical institution. If no more than 3 months have elapsed since the company was established/the individual entrepreneur was registered, turnover information is not required;

b.d) in the case of an individual entrepreneur, a document confirming the field of activity (an extract from the Registry of Economic Activities issued by the LEPL National Agency of Public Registry, or a certificate of the relevant activity issued by the LEPL Revenue Service);

b.e) if the person carries out leadership or managerial activities provided for by the Law of Georgia on Entrepreneurs in a category IV enterprise defined by the Law of Georgia on Accounting, Reporting and Auditing - an extract from the Registry of Entrepreneurs and Non-Entrepreneurial (Non-Commercial) Legal Entities.

4. A recording of the video interview between the foreign national and a representative of the Agency, to be made by the Agency.

5. Payment of the fee for the right to work by bank card through cashless payment (the service is available through the special electronic labour migration system at www.labourmigration.moh.gov.ge).

6. With respect to a person carrying out leadership or managerial activities provided for by the Law of Georgia on Entrepreneurs in a category IV enterprise defined by the Law of Georgia on Accounting, Reporting and Auditing, the Agency verifies the enterprise's category on the basis of information on public interest entities (PIEs) and category I, II and III enterprises supplied by the LEPL Service for Accounting, Reporting and Auditing Supervision (the Service), a state sub-agency within the system of the Ministry of Finance of Georgia. The Service prepares the information referred to in this paragraph on the basis of financial statements published by enterprises on the reporting website (www.reportal.ge). If, according to the information submitted by the Service to the Agency, an enterprise is not identified as a PIE or a category I, II or III enterprise, the Agency will deem it a category IV enterprise for the purposes of these Rules.

- After submitting the information/documentation, the foreign national must attend a video interview with the Agency. The interview is conducted in Georgian or English. If necessary, the foreign national may attend the interview with an interpreter. A self-employed foreign national must bring to the video interview the original foreign passport used to submit the application.

12. What is the fee for obtaining the right to work?

- Within 30 calendar days - GEL 200
- Within 10 working days - GEL 400

13. If I obtain work authorization, is that sufficient for working/carrying out entrepreneurial activity in Georgia?

Yes, if you hold any type of Georgian residence permit.

14. What should I do if I have obtained work authorization but do not hold any type of Georgian residence permit?

- If you are outside Georgia, you must apply to the authorised body for a D1 category immigration visa (work visa) within 30 calendar days after obtaining the right to work;
- If you are lawfully staying in Georgia, you must apply to the authorised body for a work residence permit or a residence permit for a person employed in the field of Information Technologies (IT) within 10 calendar days after obtaining the right to work.

One of the prerequisites for obtaining a work residence permit is that your remuneration must be at least five times the subsistence minimum (which varies and is currently approximately GEL 300), and the employing enterprise's annual turnover must be at least GEL 50,000 for each foreign national, or at least GEL 35,000 for each foreign national in the case of an educational or medical institution.

For further information on the procedures/documents required to obtain a residence permit, you may contact the Public Service Hall at <https://psh.gov.ge/>; tel.: 032 240 5405. You may also use the Public Service Hall's online chat at <http://chat.cloud.gov.ge/>;

For further information on the procedures/documents required to obtain a D1 category visa, you may contact the Ministry of Foreign Affairs of Georgia at <https://mfa.gov.ge/>; tel.: [032 294 50 00](tel:0322945000);

15. For what period is work authorization issued, and can it be extended?

The right to work is granted for a period of 6 months to 1 year and may be extended.

Note:

document reflects the interpretation of the Legal Department of Credo Bank regarding the procedures required to obtain authorization for labor activity in Georgia. Given that the regulation is new and there is no established practice regarding the procedures for obtaining such authorization, the information set out in this document may change in accordance with additional recommendations and clarifications issued by the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia and/or other relevant competent authorities. This document does not constitute a legal opinion or advice. For a comprehensive legal opinion, please consult a legal specialist.