

## BGI Alert

27 February 2026

### A Work Permit Introduced in Georgia

With effect from 1 March 2026, any foreign national who does not hold a Georgian permanent residence permit is required to obtain a labor activity permit (“**Permit**”) prior to commencing any form of remunerated employment, freelance engagement, or entrepreneurial activity in Georgia (which may include holding a share in the local entity or acting as a director). Following the amendments to the Law on Labor Migration and the Law on Legal Status of Foreigners introduced in June 2025, the Government Resolution №70 (“**Resolution**”) was adopted on 20 February 2026, establishing detailed rules of the new labor migration regime.

Under the new regulation, a valid visa or temporary residence permit no longer constitutes a lawful basis for employment or business activity in Georgia. The Permit required for such activity is issued by the State Employment Promotion Agency (“**Agency**”). Exemptions apply to the following categories of foreign nationals: recognized refugees, asylum seekers, employees of accredited diplomatic missions and international organizations, accredited foreign journalists, and holders of valid investment residence permits.

The new regime introduces enhanced governmental supervision over recruitment of foreign personnel. An employer intending to engage a foreign national must first publish the relevant vacancy on the national employment portal ([www.worknet.moh.gov.ge](http://www.worknet.moh.gov.ge)), for a minimum of 10 business days. If, within 10 business days, the Agency is unable to provide the employer with a suitable qualified local candidate who meets the requirements of the vacancy, the local employer may apply for a Permit for a specific foreign national. On the other hand, if the Agency does locate such a candidate, but the employer does not wish to hire him/her, the employer is required to justify its position to the Agency. Overall, the Agency has a discretion to decide whether the refusal to employ the proposed candidate was properly justified. An application for the Permit may be submitted only in case of positive decision of the Agency. Exemptions from this labor market test are limited and include companies holding tax status of an ‘international company’, international experts in educational sector, and positions offering a monthly remuneration exceeding GEL 15,000 and at the same time objectively requiring a relevant higher education degree (as advertised by the employer).

The Resolution introduces annual quotas for specific occupational categories, *inter alia*, zero-quota restrictions. Based on the currently introduced quotas, foreign nationals are precluded from obtaining Permits to work as couriers, passenger transport drivers, or tourist guides. The annual quota of 200 is established for the activities related to provision of mountain, alpine, and ski guide services to tourists.

Foreign nationals intending to operate as self-employed individuals, including registered individual entrepreneurs, are required to apply independently through the electronic labor migration portal at [www.labourmigration.moh.gov.ge](http://www.labourmigration.moh.gov.ge). The legal status of foreign nationals performing work exclusively on a remote basis from abroad remains subject to interpretative uncertainty.

Along with the personal and professional documentation, the Permit application must be supported with evidence of existing or intended business activity and a business plan or equivalent justification. Applicants are subject to a mandatory video interview conducted by the Agency. The standard term for the issuance of the Permit is 30 calendar days, subject to the fee of GEL 200. An expedited procedure of 10 business days is subject to the fee of GEL 400.

Foreign nationals who are registered in the Labor Migration system with active status as of 1 March 2026 are required to obtain the Permit by 1 January 2027. Self-employed foreign nationals already conducting labor or entrepreneurial activities are required to obtain the Permit by 1 May 2026.

*This Alert is for general information purposes only. It does not constitute and is not intended to be relied upon as legal advice. BGI shall not be responsible for any loss in the event this update is relied upon without seeking our professional advice first.*

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