

# Global Immigration alert

March 2026

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## Georgia

### New work authorization and visa and residence permit requirements

#### Executive summary

Effective 1 March 2026, new work authorization and visa and residence permit requirements for foreign workers went into effect.

#### Key developments

As an update to our earlier [alert](#), authorities have now finalized the regulations, resulting in the following amendments and additions to the plan previously communicated:

- Authorities have introduced annual quotas for certain professions, which will limit the number of applicants eligible for work authorization.
- Employers will be required to submit work authorization applications on behalf of their foreign employees to the LEPL State Employment Agency (“the Agency”). Self-employed foreign nationals will be required to submit their applications directly to the same Agency.
- The Agency will review and process work authorization applications within 30 calendar days. The process may be expedited to 10 business days for additional fees.
- A work authorization is initially issued for six months to one year and may be extended annually during five consecutive years. After five years of continuous extensions, it may be extended for periods of one to five years at a time. For individuals engaged in the IT sector, a work authorization is initially issued for three years and may be extended for up to three years per extension.
- The immigration authorities will be permitted to cancel work authorizations for failure to obtain and maintain a D1 visa or residence permit, as well as violations of the conditions of the work authorization. Authorities may also cancel work authorization held by self-employed foreign workers who remain outside of Georgia for more than six consecutive months.

#### Pre-posting requirements

- When hiring foreign employees, local employers will now be required to first post the appropriate vacancy on a specified website ([www.worknet.moh.gov.ge](http://www.worknet.moh.gov.ge)) at least 10 business days before applying for work authorization for any foreign individual.
- If the Agency cannot identify suitable local candidates during this period, the employer may proceed with the work authorization application. If candidates are proposed and the employer rejects them, the employer must notify the Agency within three business days, providing sufficient justification. The Agency will review the justification provided within three business days and decide whether the work authorization process may continue. If approved, the employer should submit the required information and documents electronically.
- The required information and documentation include the foreign employee’s identity details, academic qualifications, relevant experience and skills, details about the position and qualification requirements and the employment agreement.
- Holders of International Company Status and holders of Innovation Startup statuses are exempt from vacancy-posting procedures and can directly apply for work authorization for their foreign employees.
- Vacancies offering a monthly gross remuneration exceeding GEL15,000 (approximately €4,760) that objectively require specific higher education directly related to the position are likewise exempt from pre-posting obligations. However, the Agency retains the discretion to impose pre-posting obligations on such vacancies if it determines that a role does not need to be performed by a particular foreign employee.
- For foreign self-employees engaged in labor and/or entrepreneurial activities in Georgia by 1 March 2026, the transition period will apply until 1 May 2026.

## Impact on employers

Employers may remain abreast of developments, review their internal policies and processes, and evaluate their current talent pipelines, to plan for future needs and mitigate delays and business disruptions.

## Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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EYG no. 001574-26Gbl

2101-3682263  
ED None

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