

Employment of foreign citizens in Belarus

As of July 2026

From time to time, Belarusian employers have a need to hire foreign experts to work in Belarus. Belarusian legislation provides a special procedure for hiring foreigners going to work for Belarusian employers.

In Belarus, the main instrument regulating procedures for hiring foreign citizens is the Law of Belarus dated 30.12.2010 “On External Labour Migration”. The procedures are also regulated by a number of bylaws adopted within the law implementation.

In general, to work in Belarus, it is necessary to obtain a special permission to work for hire in Belarus (hereinafter referred to as the “Work permit”).

However, there are exceptions to this rule. In particular, it is not required to obtain the Work permit for:

- citizens of the countries of the Eurasian Economic Union (the Russian Federation, Kazakhstan, Armenia, Kyrgyzstan);
- heads of representative offices (branches) of foreign organizations in Belarus;
- foreigners permanently residing in Belarus (i.e. those having permission on permanent residence);
- foreigners who had concluded an employment agreement with resident of Belarusian Hi-Tech Park;
- foreigners hired by resident, subject of innovative activity or a joint company of the Industrial Park “Great Stone” for the positions of managers and specialists who are highly qualified employees;
- foreigners who are winners of national (international) competitions, awarded in their professional sphere.

Also, a Work permit is not required when hiring a foreigner for a job in the worker profession (employee position), the list of which is approved annually by a resolution of the Ministry of Labor and Social Protection of the Republic of Belarus. Such worker professions (employee position), as a rule, include a driver, a cook, a doctor, a nurse, a midwife, a veterinary doctor, a paramedic.

Please find below the information on the procedures for obtaining the Work permit.

The Work permit

Vlasova Mikhel & Partners. Legal services
Law firm

76A Masherova ave, office 10
Minsk, 220035, Belarus
tel.: + 375 17 319-84-96/67
fax: + 375 17 319-51-52
info@vmp.by
www.vmp.by

VMP

The Work permit is issued upon an application of a Belarusian employer in the name of a particular foreign citizen.

In this application, in addition to other data, the employer is to justify the necessity for hiring foreigner at available vacancy. While describing, the employer is to also specify the measures it took to search Belarusian citizens appropriate for the available vacancy (for example, submission of data on vacancies to the job placement department of Bodies for Labour, Employment and Social Protection of the Population).

It is so because the legislation of Belarus establishes a priority of Belarusian citizens for the available vacancies of Belarusian employers. In this regard, the migration authorities carry out an inspection and check the possibility to employ a Belarusian citizen and/or a foreigner permanently residing in Belarus instead of a foreigner. For these purposes, the migration authorities send the request to the Body for Labour, Employment and Social Protection. The negative conclusion of the Body for Labour, Employment and Social Protection on possibility to hire foreign citizen is one of the bases for refusal to issue the Work permit.

The Work permit is issued by the migration authorities without taking into account the conclusion of the Body for Labour, Employment and Social Protection for:

- the high-qualified employees;
- head of commercial company they incorporated, that have professional knowledge, skills and abilities, which is confirmed by documents on education and work experience in the worker profession (employee position) for at least two years, and whose monthly salary specified in the employment agreement is exceed five times the monthly minimum salary established in Republic of Belarus (currently BYN 4290, equivalent to EUR 1340)¹.

In general, the term for consideration of the application amounts to 10 days from the date of the filing. Shorter term is established for certain categories of legal entities:

- investors and (or) the companies created in Belarus by this investor or with its participation in accordance with the established procedure (after the conclusion of the investment agreement for implementing the investment project) - 7 days;
- residents, participants of construction, investors of the China-Belarus Industrial Park “Great Stone”, the China-Belarus “Industrial Park Development Company” CJSC - 5 days.

The Work permit can be issued for the following term:

- 2 years - in relation to the high-qualified employees;
- 1 year - in relation to other employees.

¹ The minimum salary is BYN 858 (as of 01.07.2026).

VMP

Term of the Work permit can be extended once. After one-time prolongation, the employer is to apply for the receipt of a new Work permit.

State fee charged for consideration of the application amounts to 2 basic units² (currently BYN 90 that equals to approximately EUR 28).

The Work permit is issued free of charge if the employer is the investor and (or) the company incorporated in Belarus by this investor or with its participation in accordance with the established procedure and after the conclusion of the investment agreement for implementing the investment project, or resident, participant of construction, investor of the China-Belarus Industrial Park “Great Stone”, the China-Belarus “Industrial Park Development Company” CJSC.

If a foreign citizen works for several Belarusian employers, they are obliged to receive the Work permit to work for each of the employer.

After obtaining the Work permit, the Belarusian employer is to enter into a fixed-term employment agreement with the foreign citizen. It is important to consider the following:

- the term of an employment agreement cannot exceed the term of the Work permit;
- an employment agreement is to comprise special provisions provided by the Belarusian migration legislation (including conditions under which the foreigner moves to Belarus, conditions concerning nutrition, accommodation and medical care of the foreigner, as well as monthly salary not less than the monthly minimum salary established in Republic of Belarus);
- an employment agreement is to be made in the Russian and (or) Belarusian languages, as well as in native or other language clear for the foreign citizen (if Russian and (or) Belarusian are not native or clear).

The employment contract shall be concluded no later than 30 calendar days from the date of a foreign citizen’s entry into the Republic of Belarus, and for those who entered before receiving Work permit, within 30 calendar days from the date of receiving such Work permit.

The employer shall notify the migration office on the conclusion (termination) of the employment contract within a period not exceeding 3 working days from the date of conclusion or termination of the employment contract (in electronic form).

With respect to certain professions (positions) as specified in the list issued by the Council of Ministers of the Republic of Belarus, prior to concluding the employment contract with the foreign employee, the employer is required to arrange, in accordance with the procedure

² 1 basic unit equals BYN 45 (from 01.01.2026)



established by the Council of Ministers of the Republic of Belarus, an assessment of the foreign employee's knowledge of one of the official languages of the Republic of Belarus to the extent necessary for communication. If the assessment result is unsatisfactory, employment and the conclusion of the employment contract will be unlawful.

Liability

For hiring foreign citizens without the obtaining of necessary permits, the employer can be brought to administrative responsibility in accordance with part 7 of Art. 24.35 of the Code of Administrative Offences of the Republic of Belarus. Sanction: fine up to 20 basic units (currently BYN 900 that equals to approximately EUR 280), for individual entrepreneur or a company - up to 50 basic units (currently BYN 2250 that equals to approximately EUR 700).

Furthermore, the foreign citizen can be brought to administrative liability on the basis of part 5 of Art. 24.35 of the Code of Administrative Offences of the Republic of Belarus. Sanction: fine up to 20 basic units (currently BYN 900 that equals to approximately EUR 280).

We will be happy to provide any further information or assistance to Belarusian companies should you are interested in the above procedures. Please contact info@vmp.by.

All rights reserved. Reproducing all or part of this publication is strictly prohibited, unless express consent of VMP Vlasova Mikhel & Partners law office was received. The material has been prepared for information purposes only. Online readers should not act upon this information without seeking professional assistance.

© Vlasova Mikhel & Partners. Legal services

Vlasova Mikhel & Partners. Legal services
Law firm

76A Masherova ave, office 10
Minsk, 220035, Belarus
tel.: + 375 17 319-84-96/67
fax: + 375 17 319-51-52
info@vmp.by
www.vmp.by