

Guide on the Employment of Foreign Citizens in the Territory of the Republic of Moldova

CHISINAU 2023

*This informative material
was prepared within the framework of
the project
“Enhancing Access to Justice
for a Living in Dignity”, implemented by
UNDP Moldova in partnership
with the Law Center of Advocates (CDA)
with financial support from Germany.
The opinions expressed are those of the
authors and do not necessarily reflect
the views
of UNDP and Germany.*



I. According to Article 431 of Law No. 200 of the Republic of Moldova “On the Regime of Foreigners in the Republic of Moldova” of July 16, 2010, foreigners may engage in employment on the territory of the Republic of Moldova based on the right of stay or the right to temporary stay for the purpose of employment, as well as a temporary residence permit for the purpose of employment, issued by the competent authority for foreigners.

1) The right to temporary stay for the purpose of employment is granted to: a labor immigrant; a foreign citizen involved in investment projects of national importance; a highly qualified foreign worker; a foreigner engaged in teaching, cultural, healthcare, or sports activities; a foreigner holding a managerial position; a foreigner holding a managerial position in the field of information technology; an information technology specialist; a foreigner employed by residents of free economic zones; and a foreigner whose occupation is included in the List of Priority Professions.

2) The right to temporary stay for the purpose of employment is granted by the competent authority for foreigners — the General Inspectorate for Migration — based on a standard application submitted by an enterprise, institution, or organization with the status of a legal entity, regardless of the type of ownership or organizational-legal form, including a representative office of a foreign entity or a natural person who employs foreigners or utilizes foreign labor (hereinafter referred to as the beneficiary applicant).

3) Foreigners who arrive for the purpose of employment on the basis of individual employment contracts may occupy only vacant job positions that have been declared and registered by the beneficiary applicant with the National Employment Agency.

4) Foreign minors are not granted the right to stay for the purpose of employment. A person is considered a minor in the Republic of Moldova until reaching the age of 18.

5) Documents required for the granting/extension of the right to temporary stay for the purpose of employment, which the beneficiary applicant submits personally (or through a legal representative) to the Single Window for Foreigners' Documentation or via web services:

- A standard application for the granting of the right to temporary stay;
- A copy of the page from the foreigner's national passport containing identification data;
- Proof of residential premises in the Republic of Moldova;
- A certificate of no criminal record or another document with equivalent legal force;
- A copy of the individual employment contract;
- Documents substantiating the purpose of requesting the right of stay;
- Residence permit (only when extending the residence permit).

6) Clarification of certain requirements for documents and deadlines for submission/issuance, as well as appeal procedures – applicable to all the employment cases listed below:

a) The standard application for the granting of the right to temporary stay for the purpose of employment can be downloaded from the official website of the General Inspectorate for Migration (GIM) (<https://igm.gov.md>). It is completed and submitted by the beneficiary applicant, i.e., the employer referred to in item 2).

b) The individual employment contract of the foreigner must specify the monthly salary, which shall not be lower than the average monthly salary in the economy, as forecasted for the management year. In 2023, the average salary in the Moldovan economy amounted to 11,832 Moldovan lei.

c) A document confirming the availability of residential premises in the Republic of Moldova may be:

- A document of ownership of residential premises in the Republic of Moldova — this may be a sale-purchase agreement, gift agreement, exchange agreement, certificate of ownership, or inheritance certificate. Ownership rights must be registered in the State Real Estate Register;
- Or a document certifying the right to use the residential premises — this may be a property lease agreement or a gratuitous use agreement, registered with the territorial tax authority.

d) The certificate of no criminal record (or another document with equivalent legal force) must be translated, certified, or apostilled by the authorities of the state of which the foreigner is a citizen. If the certificate of no criminal record does not specify a validity period, it is considered valid for six months from the date of issue.

e) If a foreigner has legally resided for at least two years in a country other than that of their citizenship, they must submit a certificate of no criminal record or an equivalent document issued by the authorities of the country of residence, translated and certified or apostilled, as well as a document confirming the right of residence in that country.

f) For the extension of the right of stay, a certificate of no criminal record is not required.

g) All documents must be submitted in original and copy.

h) To be granted the right to temporary stay for the purpose of employment, documents must be submitted 30 days before the expiry of the foreigner's legal stay in the territory of the Republic of Moldova.

i) For the extension of the right to temporary stay for the purpose of employment, documents must be submitted no later than 15 calendar days before the expiration of the temporary residence permit for employment purposes.

j) Citizens of the European Union must submit documents no later than 15 calendar days before the expiration of the period for which the right to stay/reside was granted.

k) A state fee is charged for the examination of applications for the granting or extension of the right to temporary stay for the purpose of employment, as well as for the issuance of identity documents to foreigners:

- A state fee of 1,440 MDL is currently charged for granting the right to temporary stay for employment purposes;
- A fee of 720 MDL is charged for extending the right to temporary stay for employment purposes;
- A fee of 50 MDL is charged for issuing a temporary or permanent residence permit.

Starting January 1, 2024, a new fee system will be applied (pursuant to the Law of the Republic of Moldova on State Fee No. 213, Chişinău, July 31, 2023):

- For granting the right to temporary stay for employment purposes – 3,600 MDL;
- For extending the right to temporary stay for employment purposes – 1,800 MDL;
- For registering posted workers for a period of up to 90 days – 100 MDL per person;
- For issuing a temporary or permanent residence permit – 150 MDL.

Failure to pay the state fee constitutes grounds for issuing a decision to refuse the granting or extension of the right to temporary stay for the purpose of employment. —

l) According to Article 333 of the Contravention Code, failure by foreign citizens or stateless persons to submit an application for the granting or extension of the right to temporary stay within the prescribed time limits to the competent authority for foreigners shall result in a fine ranging from 18 to 30 conventional units. One conventional unit is equivalent to 50 Moldovan lei.

m) The decision to grant or extend the right to temporary stay for the purpose of employment is made within 15 days from the date of submission of the documents. This is an official document issued to foreigners by the competent authority, confirming the right to temporary stay in the territory of the Republic of Moldova.

n) Temporary Residence Permit (TRP).

The issuance of a TRP for employment purposes is carried out by the competent authority for foreigners. The foreigner is required to appear before the competent authority for foreigners within five calendar days from the date of being granted the right to temporary stay for employment purposes in order to apply for the TRP. It is issued upon the foreigner's personal request no later than 7 calendar days from the date of application.

The validity of the TRP is limited to the period for which the right to temporary stay was granted or, where applicable, extended. The TRP is renewed upon each extension of the right to temporary stay.

o) A decision to refuse the granting or extension of the right to temporary stay for the purpose of employment may be appealed before an administrative court within 30 days from the date the decision is communicated, in compliance with the preliminary procedure established by the provisions of the Administrative Code of the Republic of Moldova.

p) The employer bears responsibility for the integration of the labor migrant.

q) In the event of early termination of the individual employment contract, the beneficiary applicant must notify the competent authority for foreigners within five working days in order to initiate the revocation of the foreigner's right of stay.

r) Contact details of the competent authority for foreigners:

General Inspectorate for Migration:
<https://igm.gov.md/ru/node/100854>

Phone 1: (373-22) 820-007

Phone 2: 080001527

7) Granting/Extension of the Right to Temporary Stay for a Labor Immigrant (Article 434 of Law No. 200 of the Republic of Moldova, 2010):

The right to temporary stay for a labor immigrant is granted for a period of up to one year, with the possibility of extension for a new term.

8) Granting/Extension of the Right to Temporary Stay for Employment Purposes to a Labor Migrant Whose Occupation Is Included in the List of Priority Professions (Article 435 of Law No. 200 of the Republic of Moldova, 2010):

a) In addition to the documents listed in point 5), in order to grant the right to temporary stay for this category of labor migrants, it is required to submit — in original and copy — a diploma or other document certifying the professional training of the foreign worker invited for employment, translated and certified or apostilled by the authorities of the state of which the foreigner is a citizen (this document is not required for the extension of the right to temporary stay).

b) The right to temporary stay for employment purposes for a labor migrant whose occupation is included in the List of Priority Professions is granted for a period of two years, with the possibility of extension for a new term.

9) Granting/Extension of the Right to Stay for Employment Purposes to Foreign Citizens Involved in Investment Projects of National Importance (Article 437 of Law No. 200 of the Republic of Moldova, 2010):

a) The right to temporary stay for employment purposes for foreign citizens involved in investment projects of national importance is granted for a period of up to two years, with the possibility of extension for a new term, which shall not exceed the duration of the investment project's implementation.

b) For the extension of the right to temporary stay for employment purposes of a foreign citizen, in addition to the documents listed in point 5), the beneficiary applicant must submit data on the employment dynamics of local workers.

10) Granting/Extension of the Right to Temporary Stay for Employment Purposes to Persons Holding Managerial Positions (Article 436 of Law No. 200 of the Republic of Moldova, 2010):

a) The right is granted to persons holding managerial positions and managing subordinate hired personnel within the beneficiary applicant, in which investments have been made in accordance with the provisions of the Law on Investments in Entrepreneurial Activity No. 81/2004, or in which jobs have been created.

b) In addition to the documents listed in point 5), to grant or extend the right to temporary stay for this category of persons, it is necessary to submit:

- A copy of the foreigner's individual employment contract specifying duties and monthly salary, which must not be lower than the average monthly salary in the economy forecasted for the reporting year. According to the constituent document, a manager may submit a management contract or a mandate agreement;

- Additionally, proof of investments made certified by an accredited auditor registered in the State Register of Auditors, or a report on the withholding of income tax, mandatory health insurance contributions, and mandatory state social insurance contributions, confirming the creation of jobs (form IPC 21).

c) The right to temporary stay for employment purposes for persons holding managerial positions is granted for a period established in accordance with paragraph (3) of Article 361 of Law No. 200/2010 of the Republic of Moldova on the regime of foreigners.

d) If the beneficiary applicant does not meet the conditions set forth in paragraph (3) of Article 361, persons holding managerial positions may obtain the right to temporary stay for employment purposes as labor immigrants.

11) Granting/Extension of the Right to Temporary Stay for Employment Purposes to Foreigners Employed in External Aid Projects (Article 438 of Law No. 200 of the Republic of Moldova, 2010):

a) In addition to the documents listed in point 5), to grant or extend the right to temporary stay for this category of persons, it is necessary to also submit a petition from the project executor or the public administration body/institution/organization of the beneficiary.

b) The right to temporary stay for employment purposes for foreigners employed in external aid projects is granted for the duration of the project's implementation, which shall not exceed the period requested in the petition submitted by the project executor or the public administration body/institution/organization of the beneficiary.

12) Granting/Extension of the Right to Temporary Stay for Employment Purposes to Highly Qualified Foreign Workers (Article 439 of Law No. 200 of the Republic of Moldova, 2010):

a) The right to temporary stay for employment purposes is granted to highly qualified foreign workers under the following conditions:

- The beneficiary applicant intends to employ the foreigner in the relevant position based on an individual employment contract with normal working hours and to pay a salary of not less than five times the average monthly salary in the economy, as forecasted for the reporting year;
- The foreigner possesses the necessary professional training, work experience, or specific skills required for the position held.

b) The documents listed in point 5) must be submitted.

c) The right to temporary stay for employment purposes for highly qualified foreign workers is granted for a period of up to three years, with the possibility of extension for a new term, which shall not exceed the duration of the individual employment contract.

13) Granting/Extension of the Right to Temporary Stay for Employment Purposes to Foreigners Engaged in Teaching, Cultural, Healthcare, and Sports Activities (Article 4311 of Law No. 200 of the Republic of Moldova, 2010):

a) The right to temporary stay for employment purposes is granted or extended to foreigners engaged in teaching, cultural, healthcare, sports activities, or other types of temporary specific activities in specialized institutions of the Republic of Moldova, subject to the following conditions:

- Beneficiary applicants from the fields of culture, healthcare, education, sports, and science are certified in accordance with the law;

- Bilateral interinstitutional or international agreements exist regarding the admission of the invited foreigner.

b) In addition to the documents listed in point 5), to grant or extend the right to temporary stay for this category of persons, it is necessary to submit a conclusion issued by the competent authority in the fields of culture, healthcare, education, sports, or science.

c) The right to temporary stay for employment purposes is granted to the foreigner for a period of up to one year, with the possibility of extension for a new term.

14) Granting/Extension of the Right to Temporary Stay for Employment Purposes to Posted Foreign Workers (Article 4310 of Law No. 200 of the Republic of Moldova, 2010):

a) For posted foreign workers assigned for a cumulative period exceeding 90 calendar days within one calendar year.

b) In addition to the documents listed in point 5), except for the employment contract, to grant or extend the right to temporary stay for this category of persons, it is necessary to submit a copy of the posting document issued by the enterprise that posted the foreigner and countersigned by the beneficiary applicant, as well as a copy of the contract for the provision of services and/or performance of work.

c) The right to temporary stay for employment purposes for posted foreign workers is granted for a period of one year, with the possibility of extension for a cumulative period of up to three years, which shall not exceed the duration of the contract for the provision of services and/or performance of work.

15) Granting/Extension of the Right to Temporary Stay for Employment Purposes to Foreigners Holding Managerial Positions within a Beneficiary Applicant Operating in the Field of Information Technology (Article 4312 of Law No. 200 of the Republic of Moldova, 2010):

a) In addition to the documents listed in point 5), the following must be submitted: a conclusion issued by the competent authority in the field of information technology, and a copy of the foreigner's individual employment contract specifying duties and monthly salary, which must not be lower than the average monthly salary in the economy, as forecasted for the reporting year. According to the constituent document, a manager may submit a management contract or mandate agreement.

b) The right to temporary stay for employment purposes is granted to the foreigner for a cumulative period of up to four years, with the possibility of extension, depending on circumstances, for a new four-year term.

16) Granting/Extension of the Right to Temporary Stay for Employment Purposes to Foreign Specialists in the Field of Information Technology (Article 4312 of Law No. 200 of the Republic of Moldova, 2010):

a) In addition to the documents listed in point 5), a conclusion issued by the competent authority in the field of information technology must be submitted.

b) The right to temporary stay for employment purposes is granted to the foreigner for a total period of up to two years, with the possibility of extension, depending on circumstances, for a new term of up to two years, which shall not exceed the duration specified in the contract.

17) Granting/Extension of the Right to Temporary Stay for Employment Purposes to Foreign Workers Employed by Residents of Free Economic Zones (Article 4313 of Law No. 200 of the Republic of Moldova, 2010):

a) In addition to the documents listed in point 5), a petition from the chief administrator of the free economic zone must be submitted.

b) The right to temporary stay for employment purposes is granted to the foreigner for a period of one year or for the duration specified in the individual employment contract, with the possibility of extension for a cumulative period of up to five years.

II. Categories of Foreigners Who May Perform Work in the Territory of the Republic of Moldova Based on a Visa, Right of Stay, or Right to Temporary Stay, Under Certain Circumstances, Without Prior Obtaining of the Right to Temporary Stay for Employment Purposes and Temporary Residence Permit for Employment Purposes (in accordance with paragraphs 8 and 9 of Article 431 of Law No. 200/2010 of the Republic of Moldova):

a) Staff of diplomatic missions and consular offices, international organizations accredited in the Republic of Moldova, and their family members;

b) Journalists accredited in the Republic of Moldova;

c) Artists and cultural workers arriving for up to 90 days, as well as touring members of artistic groups, including administrative and support staff;

d) University teaching staff and scientific researchers participating in academic mobility programs based on interdepartmental agreements with the right to teach courses or conduct research for a short period (up to 90 days);

e) Independent specialists;

f) Persons on business visits;

g) Persons temporarily seconded by a foreign legal entity;

h) Persons posted to the Republic of Moldova for official purposes;

i) Persons who have arrived in the Republic of Moldova for scientific research within European or international projects, except those arriving for employment based on an individual employment contract;

j) Seafarers and crews of sea and river vessels;

k) Persons arriving for study, including within student exchange programs, as well as for unpaid professional training or skills upgrading (**foreigners holding temporary residence permits for study may engage in employment in the Republic of Moldova in accordance with labor legislation, observing normal working hours provided by paragraph (2) of Article 95 of the Labor Code No. 154/2003, but not exceeding a total of 1564 hours per year**);

l) Holders of the right of permanent residence or persons permanently residing in the Republic of Moldova;

m) Stateless persons whose status is recognized by the Republic of Moldova;

n) Holders of the right to temporary residence for family reunification;

o) Holders of the right to temporary residence for religious activities;

p) Persons for whom, based on international treaties to which the Republic of Moldova is a party, a different employment procedure is established than provided by the current legislation;

q) Shareholders, stockholders, and members of the administrative board of the beneficiary applicant who make foreign investments and do not hold paid positions, for no more than 90 calendar days within any 180-calendar-day period;

r) Administrator of the beneficiary applicant who is in the Republic of Moldova for no more than 90 calendar days within any 180-calendar-day period;

s) Citizens of the European Union or other states, the list of which is approved by the Government, who do not fall under any categories listed in points a)–r), arriving for a period of up to 90 days;

t) Foreigners benefiting from tolerance — during the period of tolerance granted for their stay in the Republic of Moldova, they may carry out employment activities in accordance with labor legislation without the need to obtain the right to temporary stay for employment purposes and the permit for temporary stay for employment purposes.

III. In addition to the above-mentioned persons, access to the labor market and the right to work without a residence permit for employment are granted to:

1) Refugees and persons benefiting from humanitarian protection have the right to work as employees for individuals or legal entities, and are free to engage in professional and entrepreneurial activities.

2) Foreigners with temporary protection status in the territory of the Republic of Moldova — for a period not exceeding the duration of the temporary protection (Article 39 of Law No. 270/2008 on Asylum). Employment of persons benefiting from temporary protection is based on an individual employment contract. The employer must notify the National Employment Agency within no more than 5 days of hiring a person benefiting from temporary protection. In case of employment in the healthcare system, persons benefiting from temporary protection receive a permit from the Ministry of Health for their employment during the period of temporary protection.

3) Persons applying for asylum — for the entire period during which their application is being processed (Article 28 of Law No. 270/2008 on Asylum), from the moment they are issued a temporary identity document.

4) Applicants for stateless status — for the entire period during which their application is being processed (Article 873 of Law No. 200/2010 on the Regime of Foreigners in the Republic of Moldova), from the moment they are issued a temporary identity document.

Important to Know!
**Official employment increases your
protection and guarantees the
observance of your rights.**

- Official employment not only provides you with a source of income but also offers greater guarantees.
- Foreigners employed under an employment contract enjoy the same rights and obligations regarding Mandatory Health Insurance as citizens of the Republic of Moldova.
- Without an individual employment contract, there is a risk of non-compliance or violation of certain worker rights, such as the right to work under fair conditions, including working conditions that meet safety and hygiene requirements, the right to rest, regulation of working hours, the right to remuneration, daily breaks for rest, days off, and so on.

Where to Go and How to Find a Job:

Foreigners can contact the territorial subdivisions of the National Employment Agency (ANOFM), which are located in all districts of the Republic of Moldova, to receive the following free services:

- Assistance with job placement;
- Vocational training courses;
- Training for public works;
- Information and professional counseling;
- Unemployment benefits or integration/reintegration benefits;
- Other employment services.

Addresses and contact details of the territorial subdivisions of ANOFM can be found on the website:

<https://www.anofm.md/en/subdivisions>.

Information is also available by calling the ANOFM call center at 080001000 from Monday to Friday, 8:00 AM to 4:30 PM, or by sending an email to: centrulapel@anofm.md.

Calls within the Republic of Moldova are free of charge.

To search for vacancies, you can also visit <https://dopomoga.gov.md/>, in the “Jobs” section, where you will find links to platforms and social media groups posting job announcements, as well as announcements about vocational training courses.

