



Ministry of Internal Affairs

GENERAL INSPECTORATE FOR MIGRATION



Information support

for foreigners

LEGAL EMPLOYMENT IN THE REPUBLIC OF MOLDOVA

**Employment * Entrepreneurship
and the self-employed**

Audio version available. QR code on the back cover.



This communication material was prepared by the General Inspectorate for Migration of the Ministry of Internal Affairs of the Republic of Moldova, with support from BDR Associates Moldova

Chisinau

I. EMPLOYMENT



WHY IS LEGAL EMPLOYMENT IMPORTANT?

Legal work means:

- Working within the framework of the law provides protection for both the foreign worker and the employer, and contributes to compliance with the residence and employment regime in the Republic of Moldova
- Compliance with the legal conditions regarding residence and employment
- Protection of the worker's rights and legitimate interests
- Access, under the conditions provided by law, to social rights and guarantees
- Carrying out the activity within a legal, safe, and transparent employment relationship



WHO CAN WORK LEGALLY?

Foreigner with temporary residence and a residence card for work purposes.

The following categories may work on the territory of the Republic of Moldova without temporary residence/residence card for work purposes:

- for up to 90 days: persons in creative professions, athletes, and cultural workers, citizens of states whose list is approved by Government Decision No. 55/2024
- who have already obtained temporary residence for work purposes
- holders of temporary residence for family reunification, religious activities, and stateless persons whose status have been recognized by the Republic of Moldova
- holders of permanent residence or persons with permanent domicile in the Republic of Moldova
- tolerated foreigners, during the period for which they have been granted tolerance to remain on the territory of the Republic of Moldova
- foreign students with temporary residence for study purposes, subject to the normal working hours provided under Article 95(2) of Labor Code No. 154/2003, but not exceeding 1,564 hours per year, cumulatively



WHAT CONSTITUTES ILLEGAL RESIDENCE?

Illegal stay may occur when the foreigner:

- enters the Republic of Moldova without complying with the legal conditions for entry



- remains on the territory of the Republic of Moldova after the expiry of the legal period of stay granted through a visa, under a visa-free regime, or based on the right of temporary residence, without obtaining an extension or a new right of residence, and without leaving the country within the period provided by law
- loses their right of residence because of its expiry, revocation, or cancellation, or because the conditions under which it was granted are no longer met
- fails to fulfil the obligation to leave the territory of the Republic of Moldova within the period established by the decision of the competent authorities



IMPORTANT!

The foreigner is required to leave the Republic of Moldova when they no longer hold a legal right of residence or when the competent authorities have established a return obligation, under the conditions provided by law.



RISKS OF ILLEGAL WORK

Foreigners who carry out work activities without holding a right of residence for work purposes, or without complying with the legal employment conditions, may be subject to the measures provided by law.

Non-compliance with the residence and employment regime may have the following consequences:

- the application of administrative (contravention) sanctions, under the conditions provided by law
- the revocation or cancellation of the right of residence, as applicable
- the issuance of a return decision from the territory of the Republic of Moldova
- the imposition of an entry ban on the Republic of Moldova, in the cases provided by law
- exposure to risks of labour exploitation and human trafficking, because of carrying out the activity outside the legal framework



RIGHTS OF FOREIGN WORKERS



- fair and safe working conditions
- wages in accordance with the individual employment contract
- access to social and health insurance
- legal protection and access to justice
- other rights defined by the national legislation



OBLIGATIONS OF FOREIGN NATIONALS

- to comply with the purpose of their stay
- to leave the territory of the Republic of Moldova upon expiry of the granted period of stay
- to comply, in accordance with the law, to checks by the competent authorities
- to inform the General Inspectorate for Migration within 15 days of any change of residence, travel document, citizenship, or the dissolution or annulment of marriage
- to comply with the national legislation

IMPORTANT!

The loss or theft of documents must be reported to the police within 15 days of occurrence.



OBLIGATIONS AND RISKS FOR EMPLOYERS

- registering job vacancies with the National Employment Agency, in accordance with the requirements for foreign nationals
- compliance with contractual wage commitments
- making social security and medical contributions in the foreign national's name
- bearing the costs associated with the possible removal of the foreign national from the country's territory should they breach the state border regime and/or the rules governing residence in the Republic of Moldova
- verifying the legality of residence and the right to work
- ensuring the legal employment of foreign nationals
- avoiding illegal employment to prevent administrative sanctions and fines



DOCUMENTS REQUIRED FOR THE GRANTING OR EXTENSION OF A TEMPORARY RIGHT OF RESIDENCE FOR THE PURPOSE OF EMPLOYMENT AND THE ISSUANCE OF THE DECISION

- the standard application form for the granting or extension of the right of residence

- foreign national's national passport
- individual employment contract
- a criminal record certificate or another document of equivalent legal value, translated and legalised or apostilled by the authorities of the state of which the foreign national is a citizen, except for foreign nationals holding valid residence cards or valid residence permits
- a document certifying the right of ownership or use of a domicile on the territory of the Republic of Moldova
- photo 3x3

IMPORTANT!

The deadline for submitting documents is at least 15 days before the expiry of your right of residence or the validity of your residence card/residence permit.

II. ENTREPRENEURSHIP AND SELF-EMPLOYMENT

Foreign nationals with a legal right of residence in the Republic of Moldova may provide services and engage in entrepreneurial activities. The rights may vary depending on the type of residence (permanent or temporary protection or other status).

They may carry out economic activities under various legal registration options. The choice of legal entity depends on the type of activity, estimated income, clients and the level of liability assumed by the founder.

Simple forms of self-employment:

- **Entrepreneur's licence**

An entrepreneur's licence is a state certificate issued to eligible persons by the State Tax Service. It allows an individual to carry out certain entrepreneurial activities for a fixed period.

- **Self-employed entrepreneur**

An independent entrepreneur is a natural person resident in the Republic of Moldova who provides services on an individual basis without setting up a company. This tax regime can be obtained

by eligible persons by registering with the Public Services Agency.

This form may be suitable for self-employed individuals, including in fields like digital services, design, photography and video, translation, consultancy, architecture, communication, education, creative services, technical services, and other activities permitted by law.

- **Domestic retail trade**

Retail trade is a simplified form for resident individuals who sell goods at retail without setting up a company (provided that the total annual income is low and does not exceed the maximum amount stipulated by law). This form may be suitable for small-scale retail trade carried out individually (for example, in markets).

- **Digital nomad**

A digital nomad is a foreign national who is temporarily residing in the Republic of Moldova and working remotely for a legal entity registered outside the Republic of Moldova. This form may be suitable for people working remotely in fields like information technology, marketing, design, consultancy, online education, and other services that can be provided remotely.

To obtain digital nomad status, the foreign national must apply for a residence permit at the General Inspectorate for Migration, confirm that they are working remotely for an entity outside the Republic of Moldova, and submit documents regarding accommodation, health insurance, income, and the employment or service contract, as well as meet other requirements stipulated by the legislation.



Other forms of entrepreneurship: legal entity/company

You can also carry out entrepreneurial activities through a legal entity, i.e. a company established in accordance with the law and used to organise a stable economic activity, whether short-term or long-term.

The most common forms are **the limited liability company and the sole proprietorship**. The law also provides for other organisational and legal forms. Registration of legal entities is carried out at the Public Services Agency.

Many business services are available online. These may include setting up, registering, managing, reporting on business activities and closing a company. The services can be accessed online using an electronic signature.

CONTACT INSTITUTIONS FOR REGISTRATION AND SUPPORT

Public Services Agency

Address: 42 Pushkin Street, Chisinau
Telephone: +373 22 257 070/
ext. 14909
web: <https://www.asp.gov.md/ro>
Email: asistent@asp.gov.md

State Tax Service

Address: 9 Constantin Tanase
Street, Chisinau
Telephone: +373 22 823 353
web: <https://www.sfs.md/ro>
Email: mail@sfs.md

Organization for Entrepreneurship Development - ODA

Address: 38 Albisoara
Street, Chisinau
Telephone: +373 22 225 799
web: <https://oda.md/ro/>
Email: office@oda.md

Invest Moldova Agency

Address: 2 Eugen Doga Street,
Chisinau
Telephone: +373 22 273 654
web: <https://invest.gov.md/>
Email: office@invest.gov.md

State Labour Inspectorate Reporting Workplace Accidents

Address: 17/2 Miron Costin Street, Chisinau
Telephone: (022) 49-41-29
Institutional Helpline: (022) 49-94-00
web: <https://ism.gov.md/>

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