

LAW ON EMPLOYMENT AND WORK OF FOREIGNERS

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CHAPTER I GENERAL PROVISIONS Content of the Law

Article 1

- (1) This Law shall regulate the conditions and the procedure under which foreigners may be employed or may work in the Republic of North Macedonia, unless otherwise regulated by a ratified international agreement.
- (2) A foreigner shall be deemed an employed person in the Republic of North Macedonia when, on the basis of an employment contract, he or she shall establish an employment relationship with an employer whose registered seat or place of residence is within the Republic of North Macedonia, or when he or she shall acquire the status of a self-employed person in accordance with this or another law.
- (3) Services provided by foreigners and other forms of work performed by foreigners on the basis of contracts for work or other contracts in accordance with civil law, which shall be carried out on the territory of the Republic of North Macedonia for a limited period of time, shall be considered as work performed by foreigners.

<< Consolidation: Entered into force on 24.07.2021 >>

Definition of Terms

Article 2

Certain terms used in this Law shall have the following meaning:

1. "Foreigner" shall mean a person who is not a citizen of the Republic of North Macedonia;
2. "Foreigner" shall also mean a stateless person, that is, a person who is not considered a national by any state under the operation of its law;
3. "Asylum seeker" shall mean a foreigner who shall request protection from the Republic of North Macedonia, in accordance with the Law on Asylum and Temporary Protection;
4. "Recognised refugee" shall mean a foreigner who has been granted the right to asylum in accordance with the Law on Asylum and Temporary Protection;
5. "Person under subsidiary protection" shall mean a foreigner who does not qualify as a recognised refugee, but to whom the Republic of North Macedonia shall grant the right to asylum and shall allow to remain within its territory;
6. "Person under temporary protection" shall mean a foreigner who has been granted the right to temporary protection, in accordance with the Law on Asylum and Temporary Protection;
7. "Victim of human trafficking" shall mean a foreigner for whom there are reasonable grounds to suspect that he or she is a victim of the criminal offence of human trafficking as defined by the Criminal Code, and to whom, in accordance with the Law on Foreigners, a temporary residence permit for employment purposes shall be issued on humanitarian grounds;
8. "Employer" shall mean a legal or natural entity registered to perform an activity, as well as other persons referred to in the Law on Labour Relations, who shall employ workers on the basis of an employment contract;
9. "Worker" shall mean a natural person who, on the basis of an employment contract, shall have established an employment relationship with an employer and who, on that basis, shall be registered by the employer in the mandatory social insurance system.

<< Consolidation: Entered into force on 24.07.2021 >>

Application of the Law

Article 3

The provisions of this Law shall apply to all foreigners, unless otherwise regulated by law or by a ratified international agreement.

Basic Provisions

Article 4

(1) The Assembly of the Republic of North Macedonia, upon a proposal from the Government of the Republic of North Macedonia (hereinafter referred to as “the Government”), shall, by way of a resolution, establish the migration policy and the fundamental principles of the policy on the employment and work of foreigners, which shall be implemented in accordance with this Law and with ratified bilateral and multilateral international agreements. The draft resolution shall be prepared by the Ministry of the Interior in cooperation with the Ministry of Foreign Affairs and Foreign Trade and the Ministry of Economy and Labour. On the basis of the established policy for employment and work of foreigners, the Government shall, on an annual basis, determine the quota of permits, which shall be set out in a decision adopted no later than the end of the current year for the following year.

(2) In accordance with the established policy on employment and work of foreigners, the Government shall conclude international agreements defining the conditions for specific categories of workers, the movement of services between the contracting states which shall be exempted from the prescribed quotas, and shall adopt measures for the protection of the domestic labour market, as provided by this Law.

(3) Foreigners who, pursuant to the provisions of this or another law, may be employed, self-employed, or perform work in the Republic of North Macedonia, shall be required to possess a temporary residence permit for the purpose of employment issued by the Ministry of the Interior or a work permit issued by the Employment Agency of the Republic of North Macedonia, and to have regulated residence on another lawful basis in the Republic of North Macedonia. In the procedure for obtaining a temporary residence permit for employment, in accordance with the law, the Employment Agency of the Republic of North Macedonia shall issue an opinion based on the utilisation of the quota and the current needs of the labour market in the Republic of North Macedonia. The person responsible for registering such employment shall register it as employment of a foreigner, in accordance with the provisions of this Law. In specific cases stipulated under Articles 11, 12, 13, 14, and 15 of this Law, the provision of services by foreigners shall be permitted on the basis of a certificate of work registration.

(4) The certificate of work registration, issued in the prescribed form, shall serve as a document confirming the legality of the work performed by foreigners within the state.

An employment or work contract concluded between an employer and a foreigner who does not possess a temporary residence permit for employment, a valid work permit, or a regulated residence status, shall be deemed null and void.

(5) When employing a foreigner, the employer shall not place the employment applicant in an unequal position on the grounds of race, skin colour, sex, age, health condition or disability, religious, political or other belief, trade union membership, national or social origin, family status, property status, sexual orientation, or any other personal circumstance. The prohibition of direct or indirect discrimination in such cases shall apply both to job applicants and to workers, in accordance with the Law on Labour Relations.

<< Consolidation: Entered into force on 06.05.2025 >>

CHAPTER II

LIMITATION OF THE NUMBER OF FOREIGNERS ON THE LABOUR MARKET

Determination of Quotas for Work Permits for Foreigners Who May Be Employed on the Territory of the Republic of North Macedonia

Article 5

(1) The quota for work permits for foreigners who may be employed on the territory of the Republic of North Macedonia (hereinafter referred to as “the quota”) shall be proposed to the Government by the Minister of Economy and Labour, upon a proposal of the Employment Agency of the Republic of North Macedonia (hereinafter referred to as “the Employment Agency”), in cooperation with the ministers responsible for the respective areas, in accordance with the legal regulations, and the Economic and Social Council may also provide its opinion thereof.

(2) The quota shall not apply to foreigners:

- 1) who, on the basis of a reciprocity agreement with the European Union, shall be granted equality with the citizens of the Republic of North Macedonia,
- 2) who shall perform activities in the Republic of North Macedonia on the basis of an international agreement concluded between the Republic of North Macedonia and another state, on the principle of reciprocity;
- 3) who are professional athletes or sports workers;
- 4) who are temporarily posted by a foreign legal entity to a registered branch or another organisational unit in the Republic of North Macedonia for the performance of managerial or specialised work;
- 5) who are engaged in the implementation of development projects supported by the Government.

(3) The quota shall be divided into groups of permits for the following purposes:

- 1) employment of foreigners in the Republic of North Macedonia;
- 2) foreigners posted to the Republic of North Macedonia;

- 3) seasonal employment of foreigners; and
- 4) individual services provided by foreigners.
- (4) The quota referred to in paragraph (3), item 1 of this Article shall not annually exceed five percent (5%) of the legally employed population of the Republic of North Macedonia, according to the data of the State Statistical Office.
- (5) The quota referred to in paragraph (3), item 1 of this Article shall also include the permits for which the Republic of North Macedonia shall grant consent in accordance with ratified international agreements with states whose nationals do not have equal status with the citizens of the Republic of North Macedonia.
- (6) The Government may reduce and amend the quotas for the employment and work of foreigners by regions, sectors, legal entities, or job positions. Furthermore, the Government may impose restrictions and prohibitions on the inflow of new foreign workers either entirely or within specific municipalities, where there shall exist well-founded reasons indicating that such measures are in the public interest or in the general commercial interest.
- (7) The following shall be considered as well-founded reasons for adopting the measures referred to in paragraph (6) of this Article:
- 1) the conclusion of an international agreement on the basis of which the demand for employment of foreign workers shall be reduced;
 - 2) increased trends of unemployment;
 - 3) a reduction in the need for foreign workers resulting from programmes and policies for their employment;
 - 4) an assessment that the concerned foreigner shall not be able to return to his or her country of origin upon the expiry of the work permit; and
 - 5) requests from the competent chamber or representative trade union at the national level, supported by evidence of job losses in specific sectors.
- (8) The Government may define specific measures limiting the number of self-employed foreigners within particular activities if an increase in the number of self-employed foreigners shall have an adverse impact on domestic unemployment levels within that activity.
- (9) The initiative for adopting the measures referred to in paragraph (8) of this Article may be proposed by the competent line minister, a professional association, the competent chamber, or a representative trade union at the national level.
- (10) Individual increases beyond the annually determined quota within the course of the year shall be approved only in exceptional circumstances, where the Government shall determine that such action is in the public commercial interest of the State. In such cases, the Government shall define the scope and duration of such quota increase upon a proposal by the competent chamber, in agreement with the representative trade unions at the national level, the Ministry of Economy and Labour, and the ministry competent for the relevant sector in which the exception has been proposed.
- (11) The Government may determine that, in cases of international tenders, temporary residence permits for employment purposes for foreigners shall be issued outside the quota, without prior consent from the Employment Agency of the Republic of North Macedonia. In such cases, the Government shall determine the number of foreign workers and other necessary conditions in accordance with this Law.

<< Consolidation: Entered into force on 06.05.2025 >>

Establishing of Priorities

Article 6

The quota established by the Government for individual purposes shall be divided in accordance with the following priorities:

- 1) valid work permits;
- 2) work permits issued on the basis of ratified international agreements that include already agreed quotas; and
- 3) new work permits and temporary residence permits for the purpose of employment.

CHAPTER III

WORK PERMITS

General Provisions

Article 7

- (1) A work permit shall be a document on the basis of which a domestic or foreign employer shall conclude an employment contract with a foreigner, in accordance with the provisions of this Law.
- (2) A work permit shall be issued for a fixed period of up to one year or for an indefinite period.
- (3) A foreigner may be issued only one work permit for the same period of time.
- (4) The work permit of a foreigner shall be revoked and annulled if:
 - 1) the foreigner's temporary or permanent residence permit has ceased to be valid in accordance with the law and
 - 2) the foreigner performs work other than that for which the work permit was issued.
- (5) The provisions of paragraph (4), item 2 of this Article shall not apply to foreigners who, during the validity period of their residence permit, shall be employed by the same employer in another position of the same or higher level than the previous one.
- (6) For the issuance of a work permit, an application shall be submitted in the prescribed form to the Employment Agency of the Republic of North Macedonia (hereinafter referred to as "the Employment Agency") or to its competent regional offices.
- (7) If, for any reason, the employer fails to establish the employment relationship within the period referred to in Article 16, paragraph (6), item 1 of this Law, or if the employment relationship with the foreigner is terminated before the expiry of the validity of the work permit, the employer shall be obliged to return the work permit to the issuing authority within 30 days from the termination of the activity or from the failure to establish the employment relationship. Self-employed persons who cease their activity before the expiry of the validity of the work permit shall likewise be obliged to return the permit within 30 days from the termination of their activity.

(8) The Minister of Economy and Labour shall prescribe the manner of issuing work permits, as well as the form and content of work permits and the form and content of the application form for the issuance of a work permit.

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Competent Authorities

Article 8

- (1) The Employment Agency shall issue decisions for the granting and renewal of work permits as prescribed under this Law. The decision shall be rendered within five working days from the date of submission of the application accompanied by the required documentation.
- (2) Against a decision of the Employment Agency, acting as a first-instance authority, by which the application of a foreigner for a work permit is rejected, the foreigner shall have the right to lodge an appeal within eight days from the day of receipt of the decision with the Ministry of Economy and Labour.
- (3) Where it is established that the conditions stipulated in Article 7 of this Law have been met, the Employment Agency shall issue a decision for the revocation of the work permit within three days from the day it became aware of the existence of such conditions.
- (4) Upon adoption of the decision on revocation referred to in paragraph (3) of this Article, the Employment Agency shall notify the Ministry of the Interior thereof.
- (5) Against the decision of the Employment Agency referred to in paragraph (3) of this Article, the foreigner shall have the right to lodge an appeal within eight days from the day of receipt of the decision to the Ministry of Economy and Labour.
- (6) The Ministry of Economy and Labour shall decide upon the appeals referred to in paragraphs (2) and (5) of this Article within fifteen days from the date of submission of the appeal.

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Procedure for Issuance of a Work Permit

Article 9

- (1) An application may be submitted by a foreigner who has already regulated his or her residence in the State on another lawful basis, either to the Employment Agency or to other premises designated by the Employment Agency.
- (2) The application referred to in paragraph (1) of this Article shall contain information regarding the foreigner, his or her qualification profile (the worker's specialisation), as well as information on the type of work for which he or she seeks to be engaged.
- (3) For an application submitted to the Employment Agency, it shall not be necessary to obtain an opinion from the Ministry of the Interior, provided that the foreigner has previously regulated his or her residence in the Republic of North Macedonia on another basis.

<< Consolidation: Entered into force on 24.07.2021 >>

Work Permit

Article 10

- (1) A work permit issued for a fixed period of up to one year shall constitute a renewable or permanent form of work permit, which, during its validity period, shall grant the foreigner free access to the labour market.
- (2) An application for obtaining a work permit referred to in paragraph (1) of this Article may be submitted by a foreigner who fulfils the conditions prescribed by this Law, as well as by an asylum seeker.
- (3) The work permit referred to in paragraph (1) of this Article shall be issued to:
 - 1) a member of the immediate family of a citizen of the Republic of North Macedonia who holds a valid temporary residence permit for the purpose of employment;
 - 2) a member of the immediate family of a foreigner who holds a work permit for an indefinite period;
 - 3) a foreigner with origin from the Republic of North Macedonia, or his or her descendant up to the third degree of kinship, who does not hold Macedonian citizenship;
 - 4) a foreigner residing in the Republic of North Macedonia on the basis of a temporary residence permit for the purpose of employment due to family reunification;an asylum seeker whose application for recognition of the right to asylum has not been resolved within a period of one year – upon expiry of that one-year period, the work permit shall be issued for three months with the possibility of renewal);
 - 5) a foreigner with recognised refugee status;
 - 6) a foreigner under subsidiary protection and
 - 7) a foreigner under temporary protection.
- (4) A work permit shall also be issued to victims of human trafficking who have been granted a temporary residence permit for the purpose of employment on humanitarian grounds, for the duration of the validity period of the temporary residence permit.
- (5) Foreigners referred to in paragraph (3) of this Article, whose employment relationship has been terminated without fault of their own, may be registered in the record of unemployed persons kept by the Employment Agency.

- (6) Members of the immediate family of a citizen of the Republic of North Macedonia, in accordance with this Law, shall be considered to be:
- 1) the spouse;
 - 2) children under the age of 18 who are unmarried;
 - 3) children of the spouse under the age of 18 who are unmarried;
 - 4) unmarried children over the age of 18 and their parents, whom the citizen of the Republic of North Macedonia is obliged to support in accordance with the law of the state of which he or she is a resident;
 - 5) unmarried children over the age of 18 and parents of the spouse, whom the spouse of the citizen of the Republic of North Macedonia is obliged to support, in accordance with the law of the state of which he or she is a citizen and
 - 6) parents of citizens of the Republic of North Macedonia under 18 years of age.
- (7) Members of the immediate family of a foreigner shall be considered to be:
- 1) the spouse;
 - 2) minor children of the foreigner under the age of 18 who are unmarried;
 - 3) minor children of the spouse under the age of 18 who are unmarried;
 - 4) the parents of a minor foreigner and
 - 5) unmarried adult children and the parents of the foreigner or of the spouse, whom the foreigner or the spouse is legally obliged to support, in accordance with the law of the state of which he or she is a citizen.
- (8) In accordance with this Law, members of the immediate family of a foreigner shall also include other relatives to whom the competent authority for the issuance of residence permits has issued a residence permit in the Republic of North Macedonia for the purpose of family reunification.
- (9) An application for a work permit with indefinite validity may be submitted by a foreigner who holds a permanent residence permit in the Republic of North Macedonia and by a person with recognised refugee status.
- (10) Persons who shall be obliged to register the commencement and termination of work performed by foreigners shall be the employers who establish an employment relationship with the foreigner.
- (11) The work permit shall cease to be valid:
- 1) upon the expiry of its validity period;
 - 2) upon the termination of the validity of the residence permit;
 - 3) if the foreigner renounces his or her work permit;
 - 4) if the foreigner acquires citizenship of the Republic of North Macedonia;
 - 5) in the event of the death of the foreigner.

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CHAPTER IV

SERVICES PROVIDED BY FOREIGNERS ON THE BASIS OF WORK REGISTRATION

Creative Services in the Field of Culture

Article 11

- (1) Foreigners who independently provide creative services in the field of culture as participants in cultural workshops, meetings, colonies, and other cultural events, or as correspondents for such events, as creators or performers in the areas of music, musical performances, folklore dance, ballet, literary works, photography, video, film, and electronic media art, as accompanying staff including instructors, reporters, organisational and technical personnel, and as experts in the fields of cultural heritage protection, librarianship, archiving, and creative culture, who do not reside in the State for more than seven days, shall be obliged—depending on the location where they provide the creative services—to obtain prior approval from the Ministry of Culture and Tourism, the Ministry of Economy and Labour, the Ministry of Sport, or the unit of local self-government on whose territory the cultural event shall be held.
- (2) The foreigners referred to in paragraph (1) of this Article, for the purpose of regulating their residence in relation to their creative services in the field of culture, depending on where they provide their creative services, shall be required to obtain approval from:
- the Ministry of Culture and Tourism, for creative services provided or performed within cultural institutions,
 - the Ministry of Economy and Labour, for creative services provided or performed within hospitality facilities,
 - the Ministry of Sport, for creative services provided or performed within sports halls and facilities or
 - the units of local self-government, within whose area the creative services shall be provided or performed.
- (3) The application for approval, submitted by the organiser or the client of the service, shall be accompanied by a plan and programme of the activities to be performed by the foreigners referred to in paragraph (1) of this Article, a list of previously realised activities, a brief biography of the foreigners, and an invitation for participation or a contract concluded with the organiser or the client of the service. An exception shall apply to circuses and amusement parks, which, for the purpose of regulating their residence, shall be required to obtain approval from the municipality that granted them a location permit within its territory.
- (4) A prerequisite for the provision of services in accordance with paragraph (1) of this Article shall be the registration of the work with the Employment Agency. Persons responsible for registering the work with the Employment Agency shall be the organisers or the clients of the service at the place where the service is to be provided, or, if the work is to be performed in several locations, at the location of the organiser's or client's registered seat.
- (5) In cases where the work performed under a contract exceeds the duration prescribed in paragraph (1) of this Article, the foreigners concerned shall be obliged to obtain a work permit in accordance with the type of work they perform.

(6) The services referred to in paragraph (1) of this Article may be provided on several occasions on the basis of a certificate of work registration, but for a total period not exceeding thirty (30) days within a single calendar year.

<< Consolidation: Entered into force on 06.05.2025 >>

Services for Trade Fairs

Article 12

(1) For foreign workers posted to the country for the purpose of assembling, installing, and exhibiting equipment and items at trade fairs and exhibitions in which their employer participates, no work permit shall be required, provided that such services are completed within a period not exceeding the duration of the trade fair.

(2) In the cases referred to in paragraph (1) of this Article, the foreign employer who exhibits its products and items shall be obliged to register the work performed by the foreigners with the Employment Agency in the location where the service is to be provided.

Short-Term Services Provided by Foreigners

Article 13

(1) A work permit shall not be required in the following cases:

- 1) when the services provided by foreign workers are related to the procurement of goods and the assembly of machinery, tools, and equipment, where the service provider gives introductory instructions to the client's personnel and when the services include the dismantling of machinery, tools, and equipment;
- 2) when regular maintenance services are required, provided that such services are stipulated in the contract for the purchase of the machinery, tools, or equipment and are provided by workers employed by the manufacturer or by a legal entity authorised by the manufacturer;
- 3) when, under the contract for the procurement of machinery, tools, or equipment from abroad, the supplier is obliged, at his own expense, to identify defects in the purchased machinery, tools, or equipment;
- 4) when, under an appropriate act for servicing and maintaining machinery, tools, or equipment, the service provider is obliged, at his own expense, to identify and remedy defects in the machinery, tools, or equipment subject to the contract;
- 5) when, under an appropriate act for workplace training, the foreign legal entity is obliged to conduct training for a certain number of workers employed by a legal entity in the Republic of North Macedonia and
- 6) when, under an appropriate act for the provision of short-term services rendered by foreigners, the legal entity in the Republic of North Macedonia has previously submitted to the Employment Agency a request for labour and has received a written response, not older than six months, confirming that the required labour force cannot be provided from the domestic labour market.

(2) The person responsible for registering the commencement of work by the foreigner shall be the local client for whom the foreign employer and its workers, or the foreigner as a natural entity, provide the services.

(3) The services referred to in paragraph (1) of this Article may be provided several times during the year on the basis of a work registration form, but for a total duration not exceeding sixty (60) days within a single calendar year.

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Work Performed by Foreigners Residing in the Republic of North Macedonia for the Purpose of Studying

Article 14

(1) Foreigners residing in the Republic of North Macedonia for the purpose of studying may perform short-term or auxiliary work without a work permit, provided that the total duration of such work does not exceed ten (10) working hours per week.

(2) The condition for performing short-term or auxiliary work, in accordance with paragraph (1) of this Article, shall be the registration of the work with the Employment Agency. Persons responsible for registering the work with the Employment Agency shall be the organisers, clients, or employers at the location where the work is to be performed.

(3) For the period during which foreign students perform short-term or auxiliary work, the employer shall be obliged to cover the costs of their social insurance.

<< Consolidation: Entered into force on 24.07.2021 >>

Emergency Services

Article 15

¶ In cases where, at the request of a local client – which may be a trade company, a state authority, a unit of local self-government, the City of Skopje, or an authorised organisation – it is necessary to immediately secure the provision of services by a foreign service provider in order to determine or prevent economic damage or other consequences arising from natural disasters, accidents, or catastrophes, or for the purpose of conducting rescue operations or implementing measures necessary to prevent threats to public health, or for extraordinary diagnostics or inspection of aircraft, no work permit shall be required for the foreign workers or appropriately qualified foreign natural entities.

¶ In the cases referred to in paragraph (1) of this Article, the client for whom the services are intended shall be obliged to register, within three (3) days from the arrival of the foreigners in the country, the work performed by such foreigners with the Employment Agency in the area where the client's registered seat is located.

¶ The provision of services under this Article shall not exceed thirty (30) days. In cases where a longer presence of the foreigners is required, the client shall be obliged to request a work permit for the registered foreigners, which shall be issued regardless of the situation and conditions on the labour market.

CHAPTER V

REGISTRATION OF THE COMMENCEMENT AND TERMINATION OF WORK PERFORMED BY FOREIGNERS

General Provisions on the Registration of the Commencement and Termination of Work Performed by Foreigners

Article 16

¶ The registration of work performed by foreigners shall constitute a mandatory requirement applicable to all foreigners who, on the basis of the provisions of this or another law, are employed or perform work in the Republic of North Macedonia.

¶ Persons who, pursuant to this Law, are responsible for registering the work performed by foreigners shall be obliged to register both the commencement and termination of the work performed by foreigners, in accordance with the provisions of this Law.

¶ The person responsible for reporting the commencement of work by a foreigner may carry out such reporting either at the Employment Agency or at the competent regional office of the Employment Agency that previously issued the work permit or opinion, and within whose territorial jurisdiction the work shall be performed.

¶ The procedure for reporting the employment of a foreigner with whom an employment relationship is being established may be carried out electronically, provided that the employer possesses a digital certificate.

¶ The notification of the commencement of work by foreigners, in cases of employment relationships where a work permit or a positive opinion has been issued, shall be carried out using the electronic M1/M2 form printed from the Employment Agency's system, together with the prescribed form for reporting the employment of a foreigner.

¶ Persons referred to in paragraph (2) of this Article shall be obliged to file such registration:

- 1) within one (1) day from the commencement of work, in cases where an employment relationship is being established;
- 2) one (1) day prior to the commencement of work, in cases where the engagement of the foreigner does not involve the establishment of an employment relationship;
- 3) within three (3) days from the arrival of the foreigner in the country, in the cases referred to in Article 15, paragraph (2) of this Law.

¶ If the responsible person referred to in paragraph (2) of this Article fails to report the commencement of work by the foreigner within ninety (90) days from the date of issuance of the work permit or the positive opinion regarding the fulfilment of the conditions for issuing a temporary residence permit for employment, it shall be deemed that no employment relationship or work contract has been established with the foreigner, and the Employment Agency shall notify the Ministry of the Interior thereof.

¶ The Employment Agency shall issue to the person responsible for registering the work of foreigners a prescribed registration form.

¶ The responsible person shall be obliged to keep the registration form throughout the entire period of the work performance at the main place of business activity and, in the case of field work, at the construction site where the foreigner is engaged. When the registration of work is based on a work permit, the responsible person shall retain the form for the same period as other prescribed documentation.

¶ The person responsible for registering the work performed by foreigners shall be obliged to present the registration form for inspection at the request of the supervisory authority. Failure to do so shall be deemed equivalent to not possessing such a form.

¶ In the event of loss of the registration form, the Employment Agency shall issue a duplicate thereof to the person responsible for registration.

¶ The person responsible for registering the work of a foreigner shall be obliged to register the termination of work within thirty (30) days from the occurrence of the grounds for termination and to report the cessation of the foreigner's work to the same office of the Employment Agency where the work commencement was registered.

¶ The responsible person shall deregister the foreigner's work on the same form used for the initial registration of the foreigner's work.

¶ The responsible person shall be obliged to deregister the work of the foreigner no later than three (3) days following the termination of the work of the foreigner.

¶ The Employment Agency shall issue to the responsible person referred to in paragraph (14) of this Article a certificate confirming the deregistration of the work of the foreigner.

¶ The Minister of Economy and Labour shall prescribe the manner of registering and terminating work performed by foreigners, the evidence to be attached to the application, as well as the procedure for the exchange of data from special registers between the competent authorities and services.

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Article 17

The Employment Agency shall, on a monthly basis, process the collected data regarding the registration and deregistration of work performed by foreigners, compare such data with the records of issued work permits within the respective categories under which the quota for work permits is divided, and shall report the results to the Ministry of Economy and Labour and the State Labour Inspectorate, as well as to other authorities and services competent for the implementation of this Law, upon their request.

CHAPTER VI
SUPERVISION
Authorised Supervisory Authorities

Article 18

- (1) The supervision over the implementation of this Law shall be exercised by the Ministry of Economy and Labour.
- (2) The inspection supervision over the implementation of this Law shall be exercised by the State Labour Inspectorate (hereinafter referred to as “the Labour Inspectorate”).
- (3) Inspection supervision may be carried out over a legal or natural entity either ex officio or upon a request submitted by the Employment Agency.
- (4) The Labour Inspectorate shall be obliged to submit reports every six (6) months on the initiated procedures and imposed misdemeanour sanctions to the Employment Agency, which shall be obliged to maintain records of the committed violations and imposed misdemeanour sanctions by employers and foreigners.

Obligations towards Supervisory Authorities

Article 19

- (1) The employed foreigner and the employer shall be obliged to cooperate with the authorised supervisory bodies and to act in compliance with the measures imposed by such bodies. They shall ensure that the authorised bodies are granted access to all available documentation serving as a basis for the issuance of documents permitting employment or work in the Republic of North Macedonia.
- (2) The foreigner shall be obliged to keep the work permit at the workplace and, upon request by an authorised control officer, to present it as evidence in the course of proceedings.
- (3) The employer shall be obliged to retain all documentation related to the employment and remuneration of foreigners for a period of five (5) years from the completion of the employment or work performed by the foreigners in the Republic of North Macedonia.

CHAPTER VII
PROTECTION OF PERSONAL DATA
Obligations of the Authorities

Article 20

- (1) Personal data collected pursuant to this Law may be processed solely for the purposes established by law.
 - (2) Personal data collected and processed in accordance with this Law shall be retained in a form that enables the identification of the data subject only until the purpose for which the data were collected has been fulfilled.
- The transfer of personal data between authorities and bodies may be carried out only for purposes established by law and on the basis of a prior agreement ensuring the protection of personal data.
- (3) Institutions possessing data that are relevant for identifying potential irregularities in the implementation of this Law shall be obliged to cooperate with one another and to provide the data requested by the competent authority referred to in Article 18 of this Law.

CHAPTER VIII
RECORDS
Records on Work Permits for Foreigners

Article 21

- (1) The records of foreigners who are employed or work within the territory of the Republic of North Macedonia in accordance with the law shall be kept and stored in electronic form by the Employment Agency.
- (2) The data on foreigners collected and recorded by the Employment Agency from work permit applications shall include:
 - 1) name, father's name, and surname;
 - 2) sex;
 - 3) date of birth;
 - 4) identity card number and foreigner identification number;
 - 5) passport number, issuing authority, and period of validity;
 - 6) place and country of birth;

- 7) nationality;
 - 8) last place of residence abroad, either permanent or temporary, or in the Republic of North Macedonia (country, place of residence, address);
 - 9) current permanent or temporary place of residence in the Republic of North Macedonia (place of residence, address);
 - 10) type and number of travel document, date and place of issuance, and period of validity;
 - 11) type of residence permit, date of issuance, and its period of validity;
 - 12) level of professional education;
 - 13) occupation;
 - 14) professional qualifications;
 - 15) work experience and
 - 16) imposed misdemeanour sanctions.
- (3) The Employment Agency may collect, exchange, and record data on foreigners from the records maintained by the Ministry of the Interior concerning the residence in the Republic of North Macedonia, from the Health Insurance Fund of the Republic of North Macedonia concerning health insurance, and from the Pension and Disability Insurance Fund of North Macedonia concerning pension and disability insurance of foreigners in the Republic of North Macedonia.
- (4) The data contained in the records referred to in paragraphs (2) and (3) of this Article shall be retained for a period of two (2) years following the expiry of the work permit's validity and shall thereafter be archived.
- (5) The Employment Agency shall also maintain records of opinions issued in relation to procedures for obtaining temporary residence permits for the purpose of employment. The data from such records shall be retained for a period of five (5) years from the date of their issuance, revocation, or annulment thereof, and shall thereafter be archived.
- (6) The collection of evidence and data ex officio from other authorities and the submission of data to other authorities upon request shall be carried out electronically by the Employment Agency.
- (7) Communication between the Employment Agency and other public authorities and institutions shall mandatorily be conducted in electronic form.

<< Consolidation: Entered into force on 06.05.2025 >>

Article 22

The Employment Agency shall submit monthly reports to the Public Revenue Office concerning employers who have employed foreigners or where foreigners have been engaged on the basis of a service provision contract.

CHAPTER IX MISDEMEANOUR SANCTIONS

Article 23

- (1) A fine in the amount of EUR 1,500 in denar equivalent shall be imposed for a misdemeanour committed by an employer, as a legal entity, who enables, encourages, or participates in the illegal employment of foreigners in the Republic of North Macedonia, or of citizens of the Republic of North Macedonia abroad.
- (2) A fine in the amount of 30% of the fine imposed on the legal entity referred to in paragraph (1) of this Article shall also be imposed on the responsible person within the legal entity who enables, encourages, or participates in the illegal employment of foreigners in the Republic of North Macedonia or of citizens of the Republic of North Macedonia abroad.

<< Consolidation: Entered into force on 24.07.2021 >>

Article 24

- (1) A fine in the amount of EUR 25 to EUR 50 in denar equivalent shall be imposed for a misdemeanour committed by an official of the Employment Agency if he or she:
 - 1) fails to issue a decision on the granting, renewal, or revocation of a work permit within five (5) working days from the date of submission of the application with the required documentation, contrary to Article 8, paragraph (1) of this Law.
 - 2) fails to issue a decision on the revocation of a work permit within three (3) days from the date of becoming aware of the existence of the conditions, contrary to Article 8, paragraph (4) of this Law.
- (2) A fine in the amount of EUR 25 to EUR 50 in denar equivalent shall be imposed for a misdemeanour committed by an official of the Ministry of Economy and Labour if he or she fails to render a decision on an appeal within fifteen (15) days, contrary to Article 8, paragraph (7) of this Law.

<< Consolidation: Entered into force on 06.05.2025 >>

Article 25

(1) A fine in the amount of EUR 2,000 in denar equivalent shall be imposed for a misdemeanour committed by an employer (legal entity) who fails to return the work permit of a foreigner with whom no employment or contractual relationship has been concluded, or whose employment or work contract has been terminated before the expiry of the validity period of the work permit (Article 7, paragraph (7)).

(2) A fine in the amount of 30% of the fine imposed on the legal entity referred to in paragraph (1) of this Article shall be imposed for a misdemeanour committed by the responsible person of the employer.

Article 26

(1) A fine in the amount of EUR 1,200 in denar equivalent shall be imposed for a misdemeanour committed by an employer (legal entity) who fails to ensure access to all available documentation serving as the basis for the issuance of documents authorising the employment or work of a foreigner (Article 19).

(2) A fine in the amount of 30% of the fine imposed on the legal entity referred to in paragraph (1) of this Article shall be imposed for a misdemeanour committed by the responsible person of the employer referred to in Article 19 of this Law.

Article 27

A fine in the amount of EUR 150 to EUR 300 in denar equivalent shall be imposed for a misdemeanour committed by a foreigner who fails to present the work permit upon request of the supervisory authority (Article 19, paragraph (2)).

Article 28

(1) A fine in the amount of EUR 1,500 in denar equivalent shall be imposed for a misdemeanour committed by an employer (legal entity) who fails to keep the work permit at the registered seat of the company or at the construction site located outside the company's registered seat (Article 19, paragraph (3)).

(2) A fine in the amount of 30% of the fine imposed on the legal entity referred to in paragraph (1) of this Article shall be imposed for a misdemeanour committed by the responsible person of the employer referred to in Article 19, paragraph (3) of this Law.

Article 29

(1) For the misdemeanours established under Articles 23, 24, 25, 26, 27, and 28 of this Law, the authorised control officers shall be obliged to issue a misdemeanour payment order to the responsible person or to an authorised representative of the legal entity, in accordance with the Law on Misdemeanours.

(2) Where the misdemeanour offender agrees to the initiation of a settlement procedure, the authorised control officer shall draw up minutes and issue a misdemeanour payment order to the responsible person or to an authorised representative of the institution.

(3) The statement of consent referred to in paragraph (2) of this Article shall be recorded in the minutes.

(4) If the offender receives the misdemeanour payment order, he or she shall be obliged to sign it. The receipt of the payment order by the offender shall be noted in the minutes. By signing the receipt of the misdemeanour payment order, the offender shall be deemed to have agreed to pay the fine within eight (8) days from the date of receipt of the payment order, into the account of the authority designated therein.

(5) When the misdemeanour offender is a legal entity, the minutes and the misdemeanour payment order shall be signed by the responsible person or an authorised representative thereof.

(6) An offender who pays the fine within the period referred to in paragraph (4) of this Article shall pay only half of the imposed fine.

(7) If the offender shall fail to pay the fine within the period referred to in paragraph (4) of this Article, the authorised control officer shall submit a request for initiation of a misdemeanour procedure to the competent misdemeanour authority.

(8) Where there are no grounds for conducting the settlement procedure by summoning the offender, the authorised control officer shall deliver, by post, a misdemeanour payment order together with the minutes of the established misdemeanour. The settlement procedure shall be deemed to have been carried out, and the authorised control officer may submit a request for the initiation of a misdemeanour procedure if the offender has received the misdemeanour payment order by post but has failed to pay it within the prescribed time limit or has returned it with an indication of refusal to accept it.

(9) The Minister of Economy and Labour shall prescribe the form and content of the misdemeanour payment order.

(10) The authorised control officer shall be obliged to maintain records of the initiated procedures and their respective outcomes.

<< Consolidation: Entered into force on 06.05.2025 >>

CHAPTER X

TRANSITIONAL AND FINAL PROVISIONS

Article 30

The Minister competent for matters in the field of labour shall, within six (6) months from the date of entry into force of this Law, adopt the secondary legislation prescribed herein.

Article 31

Procedures initiated prior to the date of commencement of this Law, in accordance with the provisions of the Law on Employment and Work of Foreigners ("Official Gazette of the Republic of Macedonia" Nos. 70/2007, 5/2009, 35/10, 148/11, 84/12, 148/13, 38/14, and 150/15), shall be concluded in accordance with this Law.

Article 32

Documents issued prior to the date of commencement of the application of this Law shall remain valid until the expiry of their respective validity period.

Article 33

On the date of commencement of the application of this Law, the Law on Employment and Work of Foreigners ("Official Gazette of the Republic of Macedonia" Nos. 70/2007, 5/2009, 35/10, 148/11, 84/12, 148/13, 38/14, and 150/15) shall cease to be valid.

Article 34

This Law shall enter into force on the eighth day following its publication in the Official Gazette of the Republic of Macedonia, and shall commence to apply six (6) months from the date of its entry into force.

PROVISIONS

related to the

LAW ON EMPLOYMENT AND WORK OF FOREIGNERS

NOT INCLUDED

in the consolidated text

LAW AMENDING AND SUPPLEMENTING THE LAW ON EMPLOYMENT AND WORK OF FOREIGNERS

Official Gazette no. 163/2021

Article 5

Procedures for the issuance of work permits initiated prior to the entry into force of this Law, in accordance with the provisions of the Law on Employment and Work of Foreigners ("Official Gazette of the Republic of Macedonia" No. 217/15), shall be completed in accordance with this Law.

LAW AMENDING AND SUPPLEMENTING THE LAW ON EMPLOYMENT AND WORK OF FOREIGNERS

Official Gazette no. 163/2021

Article 6

Documents for the registration of the commencement of work and work permits issued prior to the entry into force of this Law shall remain valid until the expiry of their period of validity.

LAW AMENDING AND SUPPLEMENTING THE LAW ON EMPLOYMENT AND WORK OF FOREIGNERS

Official Gazette no. 163/2021

Article 7

The secondary legislation prescribed by this Law shall be adopted within thirty (30) days from the date of entry into force of this Law.

LAW AMENDING AND SUPPLEMENTING THE LAW ON EMPLOYMENT AND WORK OF FOREIGNERS

Official Gazette no. 163/2021

Article 8

Throughout the text of the Law on Employment and Work of Foreigners, the words "Republic of Macedonia" shall be replaced with the words "Republic of North Macedonia".

LAW AMENDING AND SUPPLEMENTING THE LAW ON EMPLOYMENT AND WORK OF FOREIGNERS

Official Gazette no. 163/2021

Article 9

This Law shall enter into force on the day of its publication in the "Official Gazette of the Republic of North Macedonia".

LAW AMENDING AND SUPPLEMENTING THE LAW ON EMPLOYMENT AND WORK OF FOREIGNERS

Article 11

This Law shall enter into force on the eighth day following its publication in the "Official Gazette of the Republic of North Macedonia".