

If you want to expand your company into new, unsaturated markets, building a global workforce is your first step.

As an employer, you're responsible for complying with business and employment laws in every country where you operate. Legal mistakes during hiring, managing payroll, and ending employment contracts can have serious consequences for your entire company. In some countries, your liability can put your business license at stake.

If you hire a candidate and send them to work in another country, your company must make sure that each employee has a valid work visa. In Bolivia, a candidate's employment contract is only valid if they have the government's permission to work.

Types of Work Visas in Bolivia

Though investors and executives may use fixed purpose and business visas, employees who plan to work in-country must obtain a residence and work visa.

Employees working in Bolivia for a short time may apply for transitory residence or work visas, which are valid for 30 to 180 days. Longer stays require a temporary residence visa, which lasts for one to three years. After living in-country for three years, employees may apply for permanent residence.

The cost of each visa increases with the duration of the employee's stay.

Requirements to Obtain a Bolivia Work Visa

To apply for a temporary residence or work visa, candidates must file the following documents with the Bolivian Consulate in their home country:

- A completed and signed application
- Their passport with at least six months of validity

- Proof of a yellow fever vaccination if their workplace is in a high-risk area
- Documents that prove employment, such as an invitation from the company and other supporting documents
- Their police record issued through INTERPOL and criminal and police records from their last country of residence
- A medical certificate
- A passport photograph
- Any other supporting documents the consulate requests

How to Get a Work Visa in Bolivia

Once an applicant files the above documents with the consulate, the entire process of obtaining the necessary visas could take another one to five months. The employee cannot start working in Bolivia until they have the appropriate visa.

Some employees choose to enter the country with a temporary residence visa and change their status later through an attorney. To do so, the attorney must work with the Department of Immigration to collect the proper documents on the employee's behalf.

Other Unique Considerations

The Immigration Office can sanction employees who work without a visa or perform work after their visa expires. If your company does not submit an employment contract to the Ministry of Labour for timely approval, you could be subject to sanctions.

Some international workers must have an international identity card for actions like opening a bank account. Only some visas allow global employees to obtain these documents.

Bolivian nationals must make up at least 85 percent of your in-country staff. If more than 15 percent of your employees are from other countries, the Ministry of Labour may sanction your company.

Ensure Your Employees' Compliance With Globalization Partners

When you employ a global workforce, you assume a tremendous amount of liability. Overseeing your employees' work permissions and maintaining compliant hiring creates an administrative burden for your in-house team — unless you outsource those responsibilities to a global PEO like Globalization Partners.

Our Employer of Record model lets us ensure total compliance at every stage of your company's expansion. Our in-country experts understand local laws, and we can assist your employees with immigration to prepare them for lawful onboarding. We accept all liability for legal mistakes.

Globalization Partners offers a solution for fast, simple expansion into more than 180 countries worldwide. Enjoy access to our industry-leading software, legal team, HR department, support staff, and other resources. [Contact us today](#) to get started.