

Building a talented, dedicated team can mean bringing in employees from several countries to manage your business operations. At Globalization Partners, we offer services to manage visa and work permit requirements so you can bring nonnationals onto your Ethiopian team more quickly and easily.

Types of Work Visas

When you're bringing nonnational workers overseas, you'll need to apply for the appropriate business visa on behalf of your employees. The country has several types of business visas:

- Foreign business firm employment visa: For short-term work up to one month at a nonnational-owned company.
- NGO work visa: For nonnationals invited by a Non-Governmental Organization (NGO).
- Conference visa: For conference, seminar, and workshop attendance in the country.
- International organizations/embassies work visa: For nonnationals working for embassies or international organizations.
- Ethiopian government employment visa: For nonnationals employed by the government.
- Journalist visa: For professional journalists, filmmakers, and photographers.
- Investment visa: For potential investors upon invitation from a company.
- Ethiopian private firm visa: For short-term employment with an Ethiopian-owned company.
- Government institutions short task visa: For nonnationals entering the country on behalf of another government.

How to Get a Work Visa in Ethiopia

Visa requirements can differ depending on each employee's unique situation, so it's best practice to start by finding your nearest embassy or consulate. You'll want to discuss each worker's nationality and status to determine what documentation will be necessary for them to enter and work in the country. When you speak with the embassy, you'll also be able to get the most current information on immigration policies and other critical considerations.

Processing can include a lengthy wait for your employees, so be sure to apply early. While

each employee's visa application process may be slightly different, you can follow some fundamental steps to obtain an Ethiopia work visa for your nonnational hires:

1. Consult with the appropriate embassy about each employee's requirements to apply for a visa.
2. Obtain all the necessary documentation from your employees and ensure everything is accurate and up to date.
3. Submit the visa applications and documents through the embassy.
4. Wait to receive approval for the application and confirm any next steps.

What You Need to Get an Ethiopia Work Permit

Once your employees have entered the country, they'll need to obtain work permits. As the employer, you are responsible for filling out an application form and submitting it to the Ministry of Labour and Social Affairs. Work permits are typically valid for three years with a yearly renewal requirement.

You'll need to submit the following documents with the application:

- A current business visa
- A completed work permit request form
- Four passport photos
- Documentation of the employee's education and work experience
- A completed employee personal history form
- Copies of travel documents
- Support letters from appropriate Ministry depending on your industry sector
- Payment of the work permit service fee

Other Considerations

You can apply for a business visa online or in person at your embassy or consulate. Employees cannot obtain a visa upon arrival in the country, so ensure they have the required documentation before they depart.

Because the government has a policy of nationals-first employment, you'll need to meet

specific criteria to hire nonnationals. You must provide proof to the Ministry of Labour and Social Affairs that the nonnational employee has the requisite skills for the job and is crucial to your operations. During the application process, you may also need to prove that you have assigned Ethiopian workers to take on these roles after the three-year work permit period.

Work With Globalization Partners

At Globalization Partners, our expert team is here to streamline visa and work permit applications and ensure your employees can get to work as soon as possible. [Contact us today](#) to learn more.