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No. 1

Instructions of Recruiting, Employing and Permitting the Foreign Workers in Iraq

No. (1) of 2026

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Based on the provisions of Article (33) of Employment Law No. (37) of 2015, we have issued the following instructions:

**INSTRUCTIONS OF RECRUITING,
EMPLOYING AND PERMITTING THE
FOREIGN WORKERS IN IRAQ**

LAW NO (1) 2026

ARTICLE

1

Applications for the recruitment and employment of foreign workers in Iraq shall be submitted to the Department of Labour and Vocational Training at the Ministry of Labour and Social Affairs by:

First: Companies contracted with State departments and the public sector;

Second: Licensed private employment offices for recruitment and employment;

Third: Employers;

Fourth: Foreign worker through the employer who recruited him/ her.

ARTICLE

2

The following conditions shall be met for the recruitment or employment of foreign workers in Iraq:

First: The foreign worker's entry and residence in Iraq shall be legal, in accordance with the Law on the Residence of Foreigners in Iraq No. (76) of 2017.

Second: The Pension and Social Security Department for Workers at the Ministry of Labour and Social Affairs and the Directorate of Residence Affairs at the Ministry of Interior

shall endorse that there are no an outstanding violation by the employer or worker related to recruitment or employment.

Third: Ensuring that there is no candidate in the department's job seeker database who meets the required qualifications for the professions provided by the employer, or submitting an apology by the employment departments in Baghdad and the governorates within (15) fifteen days starting from the date of receipt of the employer's request and its registration in the relevant department.

Fourth: The percentage of foreign workers shall not exceed (50%) fifty percent of the workers in the project.

Fifth: Submitting proof that the worker has undergone medical examinations and being free from infectious and communicable diseases by a competent official authority, and his/her possessing the required health and physical fitness according to the type of work.

Sixth: Possessing the skills and competencies required for employment purposes, supported by a certificate of experience or a graduation document certified by the competent authorities for skilled workers.

Seventh: Providing proof that the employer has the necessary financial capacity to pay the foreign worker's wages.

Eighth: The number of foreign workers employed in domestic work shall not exceed (2) workers per household. If there is a need to increase the number of workers beyond the aforementioned number, the approval of the department shall be obtained.

Ninth: Submitting a pledge not to change the profession based on which the foreign worker has recruited or employed.

Tenth; Do not change employer except after obtaining the necessary approvals.

ARTICLE

3

First: Committees in the headquarter of the Department and a committee in the work sections in the provinces shall be formed, chaired by an employee of expertise and specialization, his/ her job grade no less than the fourth and membership of (2) employees of expertise and specialization, their job grades no less than fifth to identify the size of workforce in the projects that submit a request of recruiting or employing (3) foreign workers and more.

Second: The committees stipulated in Item (First) of this Article shall be responsible for the following tasks:

- a. Field visits to the project for ensuring the accurate title and whether it really exists or not.
- b. Making sure of no employing more than (50%) fifty percent of the foreign workers in the project.
- c. Evaluating the actual need of foreign recruitment in the project with considering the foreign recruitment that works previously in the same project.
- d. Ensuring the provision of adequate housing, suitable nutrition and appropriate work environment for the foreign worker.

ARTICLE

4

First: The foreign worker shall be prevented from joining any work in Iraq before acquiring the work-permit.

Second: The foreign worker shall meet following the conditions of acquiring a work-permit:

- a. Submitting a written request by the worker by the employer to the Department of Labour and Vocational Training in the Ministry of Labour and Social Affairs.
- b. The foreign worker's entry and residence in Iraq shall be legitimate in accordance with the Law of the Residency of Foreigners in Iraq No. (76) of 2017.
- c. There is no security prevention from working in Iraq.
- d. Submitting what proves his/ her submission to the medical tests and being free from infection and communicable diseases under medical reports issued by a formal authority.
- e. There is no candidate in the database of those searching for job in the Department of Labour and Vocational Training.

ARTICLE

5

First: Work Permit shall be granted by the Minister of Labour or Social Affairs or his/ her designee and shall be valid for one year, renewable according to a form prepared by the Department of Labour and Vocational Training.

Second: The Permit shall be renewed annually after fulfilling the conditions stipulated in these instructions.

Third: The foreign worker shall submit a request to renew the Work Permit through the employer during the last month before its expiry.

ARTICLE

6

An employer who wishes to recruit in or employ a foreign worker located outside of Iraq shall follow these procedures:

First: A written application shall be submitted to the Department of Labour and Vocational Training or one of its branches in the governorates, or through a licensed private recruitment office that seeks to recruit and mediate the employment of the foreign worker. The application shall include all information related to the foreign worker's qualifications, supported by the certificates, experience and available documents, certified by the relevant authorities and also completing the information form fields

prepared by the Department for this purpose and obtaining all necessary approvals for the foreign worker's entry visa by the relevant authorities.

Second: The employer or his/ her official representative shall visit the Department of Labour and Vocational Training in Baghdad or its branches in the governorates within (30) thirty days of the foreign worker's entry into Iraq to complete the procedures for granting a Work Permit.

ARTICLE

7

An employer wishing to employ a foreign worker already residing in Iraq shall take following actions:

First: Submitting a written application to the Department of Labor and Vocational Training or one of its branches in the governorates. This application shall include all information related to the foreign worker's qualifications, supported by the certificates and experience certified by relevant authorities, along with any other available documents and also completing information form fields provided by the department for this purpose.

Second: The entry and residence of the foreign worker in Iraq shall be legal, in accordance with the Law on the Residence of Foreigners in Iraq No. (76) of 2017.

ARTICLE

8

The employer and the licensed employment office that mediated in the employment of the foreign worker shall be obligated to notify the department and the nearest police station in the event of the worker's absconding.

ARTICLE

9

The employer shall be obligated to conclude the contract with foreign worker in both Arabic and English or the worker's native language.

ARTICLE

10

The work permit shall be revoked in one of the following cases:

First: If it is proven that the information and documents submitted when applying for the permit are incorrect.

Second: The death of the employer and failure to submit a request to change employer within the permit's validity period.

Third: The death of the worker.

Fourth: Expiration of the employment contract.

Fifth: Closure of the project

Sixth: worker Absence from the work for an unlawful reason for a period of (10) ten consecutive days or (30) thirty non-consecutive days during the work year.

Seventh: If the presence of the foreign worker becomes detrimental to the public interest or national security based on a notification by the competent security authorities.

Eighth: If the foreign worker engages in a profession other than the profession for which the Permit was granted.

ARTICLE

11

The foreign worker in projects of a technical and specialized nature shall submit a written pledge to train one or more Iraqi workers present in the project in the work he/ she performs during the Permit period.

ARTICLE

12

Instructions for foreigners practicing work in Iraq No.(18) of 1987 shall be hereby repealed.

ARTICLE

13

These Instructions shall be implemented starting from the date of their publication in the Official Gazette.

Ahmed Jasim Alasdi

Minister of Labour and Social Affairs