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Georgia

Payroll & Employment Law Guide

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A source-backed operational reference for Georgia payroll, employment and

For general information purposes only

Overview

A reference for employing in Georgia

A limited liability company is commonly used for local employment. Registration is handled by the National Agency of Public Registry. The company then activates Revenue Service access, banking and employee controls. Registration speed does not remove the need to identify the true legal employer and the tax treatment of each worker.

20%	40h	24 days	2% + 2%
EMPLOYMENT INCOME TAX	STANDARD WORKING WEEK	MINIMUM PAID ANNUAL LEAVE	EMPLOYEE AND EMPLOYER FUNDED PENSION

WHAT THIS GUIDE COVERS

I	**Setting Up and Doing Business**	A limited liability company is commonly used for local employment.
II	**Working Conditions and Leave Entitlements**	The standard working week is 40 hours, with up to 48 hours for specified continuous operations.
III	**Tax and Social Security**	Employment income is generally taxed at 20%.
IV	**Payroll Operations**	Income tax is withheld when salary is paid.
V	**Hiring and Termination**	Employment contracts may be written or oral in limited cases, but a written contract is the safer payroll control and is required when the relationship exceeds 1 month.
VI	**Compensation and Benefits**	Georgia has no national statutory minimum wage for the general private sector.
VII	**Visas and Work Permits**	From March 1, 2026, covered foreign workers need a work permit linked to a specific employer and position.
VIII	**Practical Notes and Compliance Risks**	The main risks are treating every contractor as self-employed, omitting funded pension based on an unsupported exemption and missing the monthly day-15 return.
IX	**Incentives and Employer Support Schemes**	Georgia does not provide a universal payroll tax credit for every new hire.

I

Setting Up and Doing Business

A limited liability company is commonly used for local employment. Registration is handled by the National Agency of Public Registry. The company then activates Revenue Service access, banking and employee controls. Registration speed does not remove the need to identify the true legal employer and the tax treatment of each worker.

STEP	GENERAL RULE	CONTROL
Entity	LLC or registered branch	Legal employer
Registry	NAPR	Registration extract
Tax	Revenue Service	Authorised access
Worker	Employment classification	Contract and facts

> Verify before payroll
> Operational note: Keep the source document and the payroll evidence under the same employee and period key.

II · WORKING CONDITIONS AND LEAVE ENTITLEMENTS

The standard working week is 40 hours, with up to 48 hours for specified continuous operations. Paid annual leave is at least 24 working days and unpaid leave at least 15 calendar days. Maternity and childcare leave totals 730 calendar days, with the paid portion and benefit subject to the statutory eligibility rules.

TOPIC	2026 BASELINE	EVIDENCE
Working week	40 hours	Time record
Special continuous work	Up to 48 hours	Activity classification
Paid annual leave	24 working days	Leave ledger
Unpaid leave	15 calendar days	Written request

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III

Tax and Social Security

Employment income is generally taxed at 20%. Georgia has no general payroll social insurance tax. The funded pension system generally requires 2% from the employee and 2% from the employer for participating workers. The state adds 2% on annual income up to GEL 24,000, 1% from GEL 24,000 to GEL 60,000 and 0% above GEL 60,000.

ITEM	EMPLOYEE	EMPLOYER OR STATE
Income tax	20%	Withholding agent
General social insurance	0%	0%
Funded pension	2%	Employer 2%
State pension support	Eligibility applies	2% / 1% / 0% bands

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IV · PAYROLL OPERATIONS

Income tax is withheld when salary is paid. The monthly return for remuneration and tax withheld is due by the 15th day of the following month. Pension contributions should be reconciled to participant status, annual income band, payroll and payment evidence.

PROCESS	TIMING	CONTROL
Income tax	At salary payment	20% withholding
Monthly return	By day 15 of next month	Accepted filing
Pension	Each pay period	Participant status
Employee statement	On request	Income and tax detail

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V

Hiring and Termination

Employment contracts may be written or oral in limited cases, but a written contract is the safer payroll control and is required when the relationship exceeds 1 month. Employer termination must use a ground in the Labour Code. Depending on the route, the employer generally uses either 30 days' notice with at least 1 month's pay or 3 days' notice with at least 2 months' pay. Final settlement is due within 7 calendar days after termination unless the contract or law provides otherwise.

ROUTE	GENERAL RULE	EVIDENCE
Contract over 1 month	Written	Signed copy
Standard employer route	30 days plus at least 1 month pay	Notice and ground
Short route	3 days plus at least 2 months pay	Notice and ground
Final settlement	Within 7 calendar days	Exit reconciliation

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> Operational note: Confirm the live programme, contract or worker-specific condition before payroll recognition.

VI · COMPENSATION AND BENEFITS

Georgia has no national statutory minimum wage for the general private sector. Pay is set by agreement, subject to equal-treatment and contract rules. There is no general statutory 13th salary. Bonuses and benefits should be documented and tested for income tax and funded-pension treatment.

ELEMENT	GENERAL APPROACH	CONTROL
Minimum wage	No national general private-sector floor	Contract and sector check
13th salary	No general statutory duty	Contract check
Bonus	Agreement or policy	Vesting rule
Benefit	Cash or in kind	Tax and pension review

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VII

Visas and Work Permits

From March 1, 2026, covered foreign workers need a work permit linked to a specific employer and position. The electronic process is handled through the State Employment Support Agency and a permit is generally issued for up to 1 year. Exemptions must be evidenced rather than assumed from nationality or residence alone.

STEP	2026 RULE	CONTROL
Coverage	Foreign worker assessment	Exemption evidence
Application	Electronic agency process	Employer and role
Permit	Generally up to 1 year	Expiry calendar
Change	Reassess employer or role change	New approval where required

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VIII · PRACTICAL NOTES AND COMPLIANCE RISKS

The main risks are treating every contractor as self-employed, omitting funded pension based on an unsupported exemption and missing the monthly day-15 return. The payroll file should connect contract classification, work-permit status, pension participation, gross pay, withholding and payment evidence.

RISK	WHY IT MATTERS	EVIDENCE
Classification	Tax treatment differs	Facts and contract
Pension	Participation can be mandatory	Status evidence
Monthly return	Day-15 deadline	Accepted filing
Work permit	Employer and role specific	Valid permit

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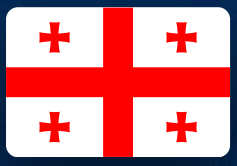
IX

Incentives and Employer Support Schemes

Georgia does not provide a universal payroll tax credit for every new hire. Enterprise and employment programmes may offer grants, training or co-financing under a specific call. Section 9 therefore treats support as conditional until the beneficiary, approved cost, payment milestone, retention duty and tax treatment are documented.

SUPPORT	POSSIBLE FORM	GATE
Enterprise programme	Grant or co-financing	Live call and approval
Training	Call-specific	Eligible participant
Employment support	Programme-specific	Retention evidence
Payroll treatment	Not automatic	Agreement and payment

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EOR & PAYROLL, HANDLED

Manage Georgia payroll & employment from one center with Datassist.

Tax, contribution, employment and mobility controls must operate on one calendar. Datassist helps international employers coordinate Georgia payroll and employment operations from one center.

Schedule a Meeting →

20%	40h	2026
EMPLOYMENT INCOME TAX	STANDARD WORKING WEEK	CURRENT LEGISLATION BASE

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