



REPUBLIC OF PALAU
OFFICE OF THE PRESIDENT

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EXECUTIVE ORDER NO.: 478

“Removing the restriction on the number of work visas issued by the Bureau of Human Resources to citizens of the People’s Republic of Bangladesh.”

WHEREAS, in 2009, the President issued Executive Order No. 274, directing the then titled Bureau of Immigration not to issue any visa of any nature at any port of entry in Palau to a person holding a passport issued by an Excluded Country, and to refuse entry to any person holding a passport issued by these Excluded Countries to enter Palau at any port of entry unless such person was in possession of a valid visa to enter Palau issued prior to the person’s arrival in Palau; and

WHEREAS, in 2019, the President issued Executive Order No. 428, creating an amnesty period in which individuals who had overstayed their visas could register with the Bureau of Human Resources, without fear of deportation or other legal consequences; and

WHEREAS, Executive Order No. 428 further stated that it shall not be interpreted to prevent the issuance of an appropriate work visa to one Bangladeshi citizen upon the departure from Palau of another Bangladeshi citizen, as long as the arriving Bangladeshi citizen has secured employment from the same employer as the departing Bangladeshi citizen. Therefore, the total number of work visas issued to Bangladeshi citizens would not increase from the current number, except through the issuance of visas to nonresident workers who registered during the amnesty period; and

WHEREAS, the Ministry of Human Resources, Culture, Tourism and Development has received reports from citizens regarding a shortage of available workers, and the Ministry’s market assessments have found that there is a need for additional foreign workers in Palau; and

WHEREAS, the Bureau of Human Resources has determined that the procedural requirements implemented by Executive Order Nos. 274 and 428, such as the requirement that an arriving Bangladeshi citizen possess a valid visa prior to arrival in order to be admitted into Palau, remain appropriate and necessary; and

WHEREAS, Palau’s Constitution and laws vest broad authority in the President in matters relating to immigration; and

WHEREAS, pursuant to powers delegated by the President, the Director of Human Resources has the authority to issue a provisional labor visa to allow entry of persons into the Republic under the laws and regulations and under such conditions as may be prescribed from time to time by the President, and the President may deny entry or an entry permit upon a finding by the President that such denial is in the best interest of the Republic; and



WHEREAS, as the Chief Executive of the Palau National Government, it is the obligation of the President to take affirmative action to promote the best interests of the Republic.

NOW, THEREFORE, for all of the foregoing reasons, by virtue of the authority vested in the President by Article VIII of the Constitution of the Republic of Palau, and by Title 13 of the Palau National Code, the President orders as follows:

Section 1. Amendment of Executive Order 428. Executive Order 428 is hereby amended to remove the restriction that the Bureau of Human Resources may only issue a work permit to a Bangladeshi citizen who has secured employment from the same employer as a departing Bangladeshi citizen, and to remove the provision stating that the total number of work visas issued to Bangladeshi citizens may not increase from the current number.

Section 2. Authorization to Bureau of Human Resources.

(a) The Bureau of Human Resources is authorized to accept new applications from employers seeking to hire citizens of the People's Republic of Bangladesh and arrange their entry to Palau.

(b) The Bureau of Customs and Border Protection is responsible for ensuring that citizens of the People's Republic of Bangladesh enter Palau only after being issued a provisional labor visa from the Bureau of Human Resources.

Section 3. Amended Process for Issuance of Work Permits. This Order establishes a new process for the issuance of work permits to Bangladeshi citizens that have secured approved employment prior to their arrival in the Republic.

Section 4. Effective Date and Duration. This Order shall take effect immediately and shall continue until it is rescinded or until it is superseded in a future Executive Order.

Section 5. Previous Orders. Previous orders, including Executive Order Nos. 274 and 428, remain in effect but are hereby superseded to the extent that they conflict with this Order.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal this 10th day of February, 2023.

Surangel S. Whipps, Jr.
President
Republic of Palau