

NEPAL to REPUBLIC OF KOREA

E-7 VISA: COMPLETE PROCESS, ELIGIBILITY & COMPLIANCE REPORT

How a Nepali Manpower Company Sends a Worker to Korea, How a Korean Company Recruits Through a Nepali Agency, Candidate Eligibility, Eligible Sectors, and Where Each Document Must Be Filed

Prepared in the capacity of:
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How to Read This Report

This report answers, in order:

- (A) how a licensed Nepali manpower company actually gets a worker onto an E-7 visa in Korea, start to finish;
- (B) how a Korean company partners with that Nepali agency and what differs between hiring someone already inside Korea versus bringing someone in fresh from Nepal;
- (C) exactly what the Korean company must file, and with which office;
- (D) the qualifications any foreign candidate must hold for E-7; and
- (E) the full list of sectors/occupations Korea currently allows under E-7. A stand-alone References section at the end lists every source document consulted, with title, publisher, and link, so each factual claim above can be traced back to its origin.

Case-specific data (file numbers, dates, named individuals) are not fabricated anywhere in this report; where such data is required it is marked with a bracketed placeholder for the agency to complete from its own file.

Part A — How a Nepali Manpower Company Sends a Worker to Korea on E-7

This is the end-to-end sequence a DoFE-licensed Nepali recruiting agency follows to place a worker with a Korean employer under E-7. It is a two-track process running in parallel — one track in Nepal/Seoul (government clearance), one track inside Korea (the employer's immigration filing) — that converge at the point the candidate collects the visa.

Step-by-step (Nepal / Embassy side)

1. Korean employer identifies a genuine labor shortage in an E-7-designated occupation and decides to hire from Nepal.
2. Employer issues a Demand Letter to the Nepali manpower agency specifying number of workers, exact occupation/E-7 sub-category, wage, and contract duration.
3. Demand Letter, employer's business registration, standard employment contract, and Power of Attorney are attested by the Embassy of Nepal, Seoul – Labor Counsellor's Office (documentary check and, where warranted, a company/site visit).
4. Attested demand file is verified by Nepal's Ministry of Foreign Affairs (seal verification) and then filed with the Department of Foreign Employment (DoFE) in Kathmandu for pre-approval / demand registration.
5. Once DoFE pre-approval is granted, the agency sources and shortlists candidates matching the exact occupation code, verifies degrees/experience/trade licences, arranges skill tests and Korean-language preparation, and conducts DoFE-approved medical screening.
6. Shortlisted candidate files are sent to the Korean employer for final selection/interview.
7. In parallel (see Part A, Korea side, below), the employer files the visa-issuance application inside Korea; once approved, the Confirmation of Visa Issuance (CVI / 사증발급인정서) number is issued and passed back to the agency/candidate.
8. Candidate applies for the E-7 visa at the Korean Embassy/Consulate (normally in KVAC, or the nearest Korean mission with jurisdiction) using the CVI number, passport, and full supporting document set.
9. Once the visa is stamped, the worker completes Nepal's own exit clearance: DoFE Labour Approval (अप्रस्वीकृति) issued against the visa/CVI confirmation, pre-departure orientation certificate, and foreign employment insurance.

10. Worker travels to Korea, enters on the E-7 visa, and – within 90 days of arrival – registers for the Residence Card / Alien Registration Card (ARC) at the local Korea Immigration Service office.

***Note:** The Nepal-side steps above are only lawful when performed by an agency holding a current DoFE recruiting licence that specifically covers deployment to the Republic of Korea; unlicensed or off-licence recruitment voids the placement and exposes both parties to liability under the Foreign Employment Act, 2064 (2007).*

Legal basis specific to the Nepal–Korea E-7 route

Historically, private (non-government-to-government) recruitment to Korea was legally ambiguous, because Korea's main labour channel with Nepal has been the government-to-government Employment Permit System (EPS) for E-9 manufacturing, construction, agriculture, and fishery jobs. That ambiguity was formally resolved in 2025: Nepal's Ministry of Labour, Employment and Social Security requested the Ministry of Foreign Affairs to streamline sending skilled workers through licensed private manpower agencies specifically under the E-7 category, aligning the process with a diplomatic note from the Korean Embassy, a Patan High Court ruling, and the Foreign Employment Act, 2007. Under this arrangement, DoFE manages operations inside Nepal, while the Embassy of Nepal, Seoul is designated to handle mandatory demand-letter verification for E-7 recruitment – which is the same Embassy attestation step described in Part A above and in the compliance report previously prepared.

Part B — How a Korean Company Cooperates with a Nepali Manpower Company to Bring In an E-7 Worker

A Korean company can acquire an E-7 worker through two structurally different routes. Only one of them applies to a genuine Nepal-sourced hire, but both are explained here because the question of “bringing a worker in from within the country vs. from abroad” is precisely the distinction between them.

B.1 Route 1 — Hiring a candidate who is currently abroad (the Nepal case)

This is the applicable route whenever the worker is presently in Nepal and has never held Korean residence status. Korean law does not allow the worker to apply for the visa directly – the Korean employer must act first.

11. Korean employer prepares the domestic filing package: business registration, foreigner-utilisation plan / invitation letter, proof of need to hire a foreign national, the signed employment contract, and the candidate's authenticated degree, experience, trade-licence, and criminal-record documents received from the Nepali agency.
12. Employer (or its licensed 행정사 / administrative agent) files an application for a Confirmation of Visa Issuance (CVI, 사증발급인정서) with the local Korea Immigration Service (KIS) office having jurisdiction over the company's registered address – filed via the HiKorea portal (hikorea.go.kr) or in person.
13. KIS reviews the company's standing, the local employment ratio, the salary offered against the statutory floor, and the candidate's qualifications against the named occupation code.
14. On approval, KIS issues the CVI number/certificate to the employer, who forwards it to the candidate through the Nepali agency.
15. Candidate takes the CVI number, passport, photos, and consular forms to the Korean Embassy/Consulate with jurisdiction over Nepal and applies for the E-7 visa; the CVI is valid for a limited window (commonly 3 months) so the embassy visit must happen before it lapses.
16. Candidate enters Korea on the issued visa and registers for the Residence Card/ARC within 90 days.

***Note:** This is the only lawful channel for a worker who is physically in Nepal at the time of hiring. The worker cannot start working, and the employer cannot treat the hire as confirmed, until the CVI is issued and the visa is stamped – acting earlier constitutes unauthorised employment.*

B.2 Route 2 — Changing the status of someone already inside Korea

This route applies only when the individual is already lawfully present in Korea on a different visa – for example a foreign student on D-2, a trainee on D-4, or a manufacturing/fishery/construction/agriculture worker on E-9 who has accumulated qualifying years and passed the K-Point skilled-worker assessment for an E-7-4 upgrade. It does not apply to a candidate being newly recruited from Nepal, since that person is not yet in Korea.

17. Employer and employee jointly prepare the change-of-status application, including the same core documents as Route 1 (contract, degree/experience proof where relevant, company documents) plus the applicant's existing Korean ARC and current visa.
18. Application is filed at the local KIS office covering the employer's location – in-person filing is generally required for E-7 change-of-status, unlike some other visa categories.
19. On approval, the applicant is notified (by SMS/HiKorea) to visit immigration and collect an updated ARC reflecting E-7 status; no embassy visit and no CVI are required because the person never leaves Korea.

For completeness: this route is the one used, for example, when a Nepali E-9 worker already in Korea's manufacturing, agriculture, livestock, fishery, or construction sector accumulates the required years of work and is promoted internally to E-7-4 skilled-worker status through the points system – a separate pathway from fresh recruitment out of Nepal, and one the Nepali manpower agency is typically not involved in, since the promotion is handled between the worker, the Korean employer, and Korean immigration directly.

B.3 Where this places the Nepal manpower-agency partnership

For a Korean company cooperating with a Nepali manpower agency to bring in a new E-7 worker from Nepal, Route 1 (overseas hire via CVI) is the applicable and only lawful path. The agency's role is to run the Nepal-side sourcing, verification, and government-clearance steps described in Part A, while the Korean employer runs the CVI filing described in Part B.1; the two tracks must be kept synchronised so the candidate's document set matches exactly what the employer files at KIS.

Part C — What the Korean Company Must Submit, and Where

The following is the core document set a Korean employer files with the local Korea Immigration Service office (via HiKorea or in person) for a Route 1 (overseas/CVI) E-7 filing:

Document	Purpose	Filed with
Business registration certificate (사업자등록증)	Proves the company legally exists and is active	Korea Immigration Service (KIS), via HiKorea or local office
Foreigner utilisation plan / invitation letter	Justifies the need to hire a foreign national for this specific post	KIS
Employment recommendation letter (where the occupation requires it)	Endorsement from the relevant central ministry or professional body	KIS
Standard employment contract (signed)	Sets wage, duration, duties – checked against the salary floor for the sub-category	KIS
Candidate's degree certificate + transcript (apostilled/consular-authenticated)	Confirms academic qualification and major-job relevance	KIS (originating in Nepal via MOFA authentication)
Candidate's work-experience certificates	Confirms years of relevant experience where the route requires it	KIS

Candidate's police clearance / criminal record certificate	Confirms no disqualifying criminal history	KIS
Candidate's passport copy and photos	Identity and travel document	KIS, then the Embassy at visa stage
Proof of local employment ratio compliance	Confirms the company is not exceeding the foreign-hire cap relative to Korean staff on employment insurance	KIS
Company financial/tax documents (for smaller or newer companies)	Confirms the company can sustain the salary obligation	KIS

Once KIS issues the CVI, the candidate separately files at the Korean Embassy/Consulate with jurisdiction over Nepal: passport, CVI number/certificate, visa application form, photos, and the visa fee (commonly KRW 60,000 single entry / KRW 110,000 multiple entry, subject to change).

***Note:** Processing benchmarks reported by immigration practitioners are approximately 2–6 weeks for the CVI stage inside Korea (faster for E-7-1 professional filings) and 1–3 weeks for the embassy visa stamp – giving a combined employer-side timeline in the region of 3–10 weeks, before the Nepal-side demand-attestation and DoFE steps in Part A are even counted.*

Part D — Candidate Eligibility: What Any Foreign Worker Needs for E-7

Regardless of nationality, Korea's Ministry of Justice applies the same core qualification test, though the exact combination differs by the specific occupation code named in the demand letter:

Qualification route	Requirement
Degree route	Bachelor's degree (or higher) in a field relevant to the job, plus at least 1 year of directly related work experience
Advanced-degree route	Master's degree or higher in a relevant field – experience requirement generally waived
Experience-only route	No relevant degree, but 5 years or more of directly related work experience, backed by verifiable employment records
Associate-degree route	2–3 year diploma plus additional weighted experience; foreign junior-college systems are checked for equivalency to the Korean associate degree
Certified-trade route (E-7-3)	Recognised trade/technical certification (welding, ship outfitting, aircraft mechanics, instrument making, etc.) in place of or alongside academic credentials
Points-based route (E-7-4)	Assessed on a points matrix – age, education, experience, Korean-language ability (TOPIK), and offered salary – used mainly to promote existing E-9/H-2 workers already in Korea
Salary-exemption route	Where contracted annual salary exceeds three times the prior year's national per-capita GNI, both degree and experience requirements can be waived regardless of occupation

On top of the qualification route, every candidate must also satisfy: a clean criminal record; a signed employment contract meeting the applicable minimum-salary threshold for the sub-category (2026 Ministry of Justice figures: E-7-1 ≥ KRW 31,120,000/year; E-7-2/E-7-3 ≥ KRW 25,890,000/year, both effective 1 February–31 December 2026 and revised annually); a medical fitness certificate where the occupation or the Nepal-side DoFE process

requires it; and, for occupations where safety-critical communication is essential, a demonstrated level of Korean or English proficiency.

Part E — Which Sectors and Occupations Korea Allows Under E-7

Korea's Ministry of Justice designates a fixed list of occupations eligible for E-7, split across four sub-categories. The counts below are the currently reported totals; the exact list is revised periodically by Ministry of Justice notice, so the current HiKorea occupation table should always be checked before finalising a demand letter.

Sub-category	Occupation count	Sector examples
E-7-1 (Professional)	≈ 67 occupations	Company executives/managers, engineers (mechanical, electrical, civil, IT/software), researchers, designers, doctors/nurses (where licensed), teachers/professors, finance and insurance specialists, overseas sales and trade specialists
E-7-2 (Semi-professional)	≈ 9–10 occupations	Hotel/accommodation service staff, medical coordinators, casino dealers, and other designated clerical/service posts
E-7-3 (General skilled worker)	≈ 7–10 occupations	Shipbuilding welders, ship painters, ship electricians, aircraft mechanics, aircraft-component manufacturers, instrument makers/tuners, aquaculture technicians, halal-slaughterhouse workers, transmission-line electricians, vehicle-component manufacturers, zookeepers
E-7-4 (Points-based skilled worker)	3 occupations	Skilled worker in root industries (casting, moulding, welding, plastic working, surface treatment); skilled worker in agriculture, livestock and fishery; skilled worker in general manufacturing and construction – mainly an internal promotion route from E-9/H-2, not a fresh overseas hire

For Nepal specifically, the shipbuilding sector has been an active growth area: Korea's Human Resource Development service requested Nepal select several thousand candidates for shipbuilding roles under the EPS/E-9 pipeline, with a defined internal pathway for experienced E-9 shipbuilding workers to progress to E-7-3/E-7-4 skilled status – in addition to the newer direct E-7 private-recruitment channel described in Part A.

Note: A worker's occupation on the visa must match one of these designated codes exactly; a job title that sounds similar but falls outside the designated list (or where the employer's registered business activity does not match the occupation) is a common and avoidable cause of CVI rejection.

Part F — Consolidated Process Flow (Summary Table)

Stage	Responsible party	Where filed
1. Demand letter issued	Korean employer	To the Nepali manpower agency
2. Demand letter attestation	Embassy of Nepal, Seoul – Labour Counsellor's Office	Embassy of Nepal, Seoul (Demand Attestation System)

3. MOFA verification + DoFE pre-approval	Nepal Ministry of Foreign Affairs → DoFE	MOFA Kathmandu → DoFE Kathmandu
4. Candidate sourcing, verification, medical, skill test	Nepali manpower agency	Nepal (agency office + DoFE-approved medical centre)
5. CVI filing (overseas hire)	Korean employer / licensed 행정사	Local Korea Immigration Service office, via HiKorea
6. CVI issued	Korea Immigration Service	Passed to employer → candidate
7. Visa application	Candidate	Korean Embassy/Consulate with jurisdiction over Nepal
8. DoFE Labour Approval (श्रम स्वीकृति)	DoFE	DoFE Kathmandu, against the issued visa
9. Departure and entry	Candidate	Tribhuvan Int'l Airport → Incheon Int'l Airport
10. Residence Card/ARC registration	Candidate, within 90 days	Local Korea Immigration Service office

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Disclaimer

This report synthesises publicly available government notices, licensed-practitioner guidance, and industry reporting current as of the report date. Korean E-7 occupation codes, salary thresholds, and the Nepal-side legal pathway are subject to periodic revision by the Ministry of Justice (Korea) and the Ministry of Labour, Employment and Social Security / DoFE (Nepal) respectively; the current HiKorea occupation table and the latest DoFE/Embassy of Nepal, Seoul circular should be re-checked before any individual case is finalised.