

## TYPES OF WORK PERMITS

Depending on the type of work-related activity, work permits can be:

**Work permit for local hires**

- The foreigner must be employed in Romania and conclude a local employment contract.
- Valid as long as the local employment contract is valid, automatically extended upon renewal of the residence permit (single permit).
- Obtained under specific pre-conditions that must be fulfilled both by the Romanian employer and the foreign national.

**Work permit for highly-skilled employees**

- The foreigner must be employed in Romania in a highly-skilled position and conclude a local employment contract.
- Valid for up to 2 years, extendable.
- Obtained under specific mandatory eligibility conditions. The foreigner must prove high-skills / qualifications needed to hold the highly-skilled position, salary level, local employment contract

**Work permit for assignees**

- Valid for maximum 1 year, not extendable (due to 1 year within a 5-year period limitation of the right of stay in Romania for assignment purposes, as set by law).
- Obtained on the basis of an employment contract and assignment letter issued by the employer outside Romania.
- Foreigners holding residence permits in an EU or EEA country or Switzerland may be seconded for a period longer than 1 year within 5 years, subject to certain conditions.

**Work permit for ICT worker**

- The duration of the assignment can be up to 3 years, for foreigners who occupy a **management** or **specialist** position, and up to 1 year for foreigners who come as **trainee** workers.
- A specialist is defined as a foreigner who has at least 3 years' professional experience, relevant for the area of activity, and who has technical or management knowledge, which is useful for the beneficiary of the services. He/she must also have at least 6 consecutive months' experience in the same company or group of companies. Trainees must have at least 3 consecutive months' experience within the same company or group of companies.
- Foreigners who hold ICT permits issued by other EU states, may carry out activities in Romania as ICT workers from the date when the Romanian company registers the application for the work permit, and do not have to wait until it is issued.

**Other types of work permits**, which can be granted to foreigners: work permits for seasonal workers, interns, and cross-border workers.

**WORK PERMIT QUOTA APPROVED BY THE ROMANIAN GOVERNMENT IN 2017**

The Romanian Government has approved 5,500 work permits for 2017 for foreigners wishing to work in Romania under employment contracts or assignments from foreign companies, out of which:

- 3,000 are for local hires (3,500 in 2016)
- 700 are for assignees from non-Romanian employers (the same as in 2016).
- 500 are for highly-skilled employees (800 in 2016).
- 700 are for ICT workers (newly introduced)
- 100 are for interns, 400 are for seasonal workers and 100 are for cross-border workers.

## RESIDENCE IN ROMANIA

EU/EEA/Swiss nationals as well as foreign nationals residing in Romania must obtain temporary residence documents, such as: residence permits / residence cards / registration certificates / EU Blue Cards.

## TEMPORARY RESIDENCE DOCUMENTS - GENERAL ASPECTS

- These are residence documents in Romania.
- They contain a personal numerical code number (CNP) to be further used for tax and social security purposes.
- They are granted by the Romanian authorities:
  - According to the purpose of stay in Romania (for local employment / assignment / family reunification / study etc.).
  - On the basis of a long-stay D-type visa previously obtained, where this is required for initial entry.

**AUTHORITY** Romanian General Inspectorate for Immigration.  
which grants temporary residence documents

## TYPES OF TEMPORARY RESIDENCE DOCUMENTS

According to the nationality of the individual, the Romanian authorities can issue the following types of residence document:

**Residence Permits**

- Granted to foreign nationals typically on the basis of a long-stay D-type visa.
- Issued within 30-45 days of the application and valid for up to 12 months, extendable.
- Mandatory if the stay in Romania exceeds 90 days within a 6-month period.

**Single Permits**

- Identification documents attesting the foreigner's right to reside and work in Romania.
- Granted to foreign nationals typically on the basis of a long-stay D-type visa for local employment / for assignment.
- Issued within 30-45 days of the application and valid for up to 12 months, extendable.

**ICT Permit**

- Granted to foreign individual as ICT worker, who is transferred within the same company.
- Valid for the duration of transfer but no longer than 3 years for managers and specialists and one year for trainee employees.

**Registration Certificates**

- Granted to EU/EEA/Swiss nationals.
- Issued within 1 day of application and valid for up to 5 years, extendable.
- Typically required for a stay in Romania exceeding 3 months.

**Residence Cards**

- Granted to foreign individuals who are family members of an EU/ EEA/ Swiss/Romania national.
- Issued within 90 days of application and valid for up to 5 years, extendable.
- Mandatory if the stay in Romania exceeds 90 days within a 6-month period.

**EU Blue Cards**

- Granted to foreign individuals who are highly-skilled employees who conclude local employment contracts.
- Monthly salary of at least 4 times the average gross salary (i.e. minimum EUR 2,850/month).
- Valid for up to 2 years, depending of the validity of the employment contract.
- After an 18-month legal stay in an EU Member State, the foreign individual can move to another EU Member State to occupy a highly- skilled position.

## LONG-TERM RESIDENCE IN ROMANIA

The right of long-term residence in Romania can be approved by the Romanian authorities for EU/ EEA/ Swiss nationals and foreign nationals who are holders of valid temporary residence documents, under special terms set by law. The right of long-term residence in Romania is terminated when absence from Romanian territory exceeds 12 consecutive months, in the case of foreign nationals (except when the foreign individual is a holder of a temporary right of stay in an EU country within this period) or when the absence exceeds 2 consecutive years, in the case of EU/EEA/Swiss nationals.

## LONG-TERM RESIDENCE PERMITS/ RESIDENCE CARDS

- Granted to foreign nationals typically with 5-year validity or 10-year validity, in the case of EU/ EEA/Swiss nationals.
- To be eligible to obtain a long-term right of residence in Romania, the foreign national or EU/EEA/ Swiss national must have had an uninterrupted and legal stay in Romania for the previous 5 years based on Romanian temporary residence documents.
- Foreign nationals must have knowledge of the Romanian language - basic level.

**Rights and benefits for holders of a Romanian long-term residence permit**

- Free access to the Romanian labour market - no work permit required

## FAMILY REUNIFICATION

**Non-EU Dependents.** Spouses and children should obtain Romanian immigration documents for family reunification (i.e. special approvals from General Inspectorate for Immigration, long-stay D-type visas, residence permits), if accompanying the foreign national during his/her long-stay in Romania. Children are required to obtain a residence permit, irrespective of their age. Family reunification procedures can be initiated once the foreign national obtains his/her Romanian residence permit / EU Blue Card (the residence permit should be valid for at least 1 year). Family members of some nationals can enter Romania together with the main applicant. Requirements must be reviewed individually as per each case. Marriage and birth certificates with either the Hague Convention Apostille or over-legalisation stamps, as appropriate, are required for family member applications. **EU Dependents.** EU nationals may travel freely to Romania, but are required to register their residence in the country. Registration is processed based on marriage certificate for spouse and birth certificates for children, bearing either the Hague Convention Apostille or over-legalisation stamps, as appropriate.

## RECOGNITION OF DIPLOMAS AND QUALIFICATIONS

Diplomas, certificates of competencies, scientific titles, etc. obtained abroad can be validated and recognised by the Romanian Ministry of Education, which can issue a certificate of studies recognition in support of an application for local employment or assignment to Romania. To be validated, the diplomas must have either the Hague Convention Apostille or over-legalisation stamps, as appropriate, depending on which country has issued them.

## CHANGING A FOREIGN DRIVING LICENCE INTO A ROMANIAN ONE

EU/EEA/Swiss individuals as well as foreign nationals who have domicile, temporary or long-term residence in Romania (e.g. holders of a valid Romanian residence permit / registration certificate / residence card / EU Blue Card) must file a request to change their national driving licence obtained abroad, in accordance with Romanian road traffic legislation.

Usually, no further examination or driving test is necessary to exchange a driving licence issued abroad. However, individuals holding licences issued by certain foreign governments (as detailed in Romanian legislation) may be required to take lessons and pass a test to obtain a Romanian driving licence.

## OBLIGATION TO NOTIFY THE ROMANIAN AUTHORITIES

- While staying in Romania, foreign nationals must inform the Romanian authorities of:**
- Any change of the Romanian residence address, within 30 days of moving to the new address.
  - Any change in personal data (i.e. name and surname, citizenship, marital status, employment situation, birth of child, death of a family member residing in Romania, renewal or change of passport), within 30 days of the change.
  - Assignment from EU/EEA based companies, at least 5 days before commencement of work in Romania.
  - Assignments from non-EU/EEA based companies, no later than 5 days from the commencement of the secondment.
  - Upon arrival in Romania - registration at a local police station is mandatory within 24 hours of arrival at accommodation (if the visitor is staying in a hotel, registration is handled by the hotel) or within 3 days of arrival in the country.

## CONSEQUENCES OF ILLEGAL IMMIGRATION

Infringement of the legal requirements on entry, work and residence (for example, overstaying a visa, illegal work, illegal stay, failure to give legally required notifications to the Romanian authorities within the terms set by law etc.) may have severe reputational consequences at company level or individual level. These infringements may be penalized by: fines, cancellation of visa / work permit / residence permit, requirement to leave the country, ban on re-entering the country, ban on hiring/assigning foreign workers etc.

## Contact us

**Mădălina Racovițan**  
Partner, Head of People Services  
Tel: +40 (372) 377 782  
Email: mracovitan@kpmg.com

**Daniela Opreescu**  
Director, People Services  
Global Mobility Services  
Tel: +40 (372) 377 781  
Email: doprescu@kpmg.com

**Simona Duncă**  
Manager, People Services  
Global Mobility Services  
Tel: +40 (372) 377 890  
Email: sdunca@kpmg.com

**Bogdan Dincă**  
Manager, People Services  
Global Mobility Services  
Tel: +40 (372) 377 890  
Email: bdinca@kpmg.com

RoVisa Express is the mobile application from KPMG in Romania, which guides you through the Romanian immigration process in 5 easy steps. With easy-to-access information, RoVisa helps you find out rules about immigration and visa requirements for all categories of stay from countries throughout the world.

Scan the following code with a QR reader in order to install the app.



The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

KPMG and the KPMG logo are registered trademarks of KPMG International Cooperative ("KPMG International"), a Swiss entity.

© 2017 KPMG Tax S.R.L., a Romanian limited liability company and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International") a Swiss entity. All rights reserved.

Printed in Romania.



# Immigration pocket guide 2017

## KPMG in Romania

Inside this guide you will find basic information concerning entry, work and residence in Romania in accordance with the main requirements set by law and the practice of the Romanian authorities. This guide cannot be regarded as tailored advice to individual circumstances. Consequently, we recommend that users seek detailed advice on a case-by-case basis.

<b>ROMANIA</b>	
<span></span>	A member state of the European Union since 1 January 2007
<b>Capital</b>	Bucharest
<b>Official language</b>	Romanian
<b>Area</b>	238,391 square kilometres
<b>Climate</b>	Temperate and continental with four clear-cut seasons; average temperature about 0° + 5°C in wintertime, 24-30°C in summertime

<b>Population</b>	Approx 19, 511,000 (2015 estimate); 20, 121,641 (2011 census)
<b>Local currency</b>	Romanian Leu (RON)
<b>Flag</b>	<span></span>

## DEFINITIONS

<b>European Economic Area (EEA)</b>	28 EU countries + Iceland, Norway, Liechtenstein
<b>EU member states</b>	Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom
<b>EU individual</b>	National of any EU/EEA country or Switzerland.
<b>Foreign individual / foreigner / third-country national</b>	Any individual who does not have citizenship of Romania or of any other EU/EEA country / Switzerland.
<b>Visa</b>	Official seal applied on a valid travel document and required at the Romanian border checkpoint, which grants the individual the right to transit / enter and stay in Romania for a definite period of time.
<b>Long-term visa for employment / secondment</b>	This type of visa confirms the right of a foreigner to work in Romania.
<b>Work permit</b>	Official document granting an employer/beneficiary of services the right to employ / receive as an assignee a foreign individual to take a specific position within the company.
<b>Residence permit / residence card</b>	Official document granting foreigners a temporary/ permanent right to stay in Romania.
<b>Single permit</b>	Identification document attesting the foreigner's right to reside and work in Romania.
<b>EU Blue Card</b>	A special type of residence permit for employment purposes issued to highly-skilled qualified foreign workers, which grants the right to reside and be employed in Romania in a highly-skilled position.
<b>Registration certificate</b>	Official document granting EU/EEA/Swiss individuals the right to stay in Romania for periods exceeding 3 months.
<b>Certificate of studies recognition</b>	Certification of studies issued by the Romanian Ministry of Education (mainly required to authorise local employment or assignment to Romania).
<b>High migratory risk countries</b>	Special category of countries whose nationals should complete strict visa requirements ( <i>invitation procedure</i> ) to enter Romania.

<b>ICT worker</b>	A foreigner who lives in a third-country at the time of application for the work permit for assignment and who is transferred within the same company.
<b>ICT permit</b>	Recently introduced permit for a transferred person within the same company which attests to the right of this foreigner to stay and work in Romania as an ICT worker.
<b>Transfer within the same company</b>	The temporary secondment of a foreigner to carry out professional or training activities, who has a management position, as a specialist or trainee, who lives in a third-country at the time of application for the work permit for assignment, and who works for a company registered in that country, and who remains hired with a valid employment contract, with one or more companies which are part of the same company or group of companies which make assignments, of which at least one beneficiary company is registered in Romania.

<b>Apostille / Apostil (according to the Hague Convention 1961*)</b> <b>*List of member countries of the Hague Convention:</b> Albania, Andorra, Antigua and Barbuda, Argentina, Armenia, Australia, Austria, Azerbaijan, Bahamas, Barbados, Belize, Belarus, Belgium, Bosnia and Herzegovina, Botswana, Brunei, Bul- garia, China (Hong Kong), China (Macao),Columbia, Cook Islands, Croatia, Cyprus, Czech Republic, Dominica, Ecuador, Estonia, El Salvador, Fiji, Finland, France, Germany, Great Britain and Northern Ireland, Greece, Grenada, Honduras, Hungary, India, Ireland, Israel, Italy, Japan, Kazakhstan, Latvia, Lithuania, Lesotho, Liberia, Liechtenstein, Luxembourg, Macedonia, Malawi, Malta, Mauritius, Marshal Island, Mexico, Monaco, Montenegro, Namibia, Norway, Niue, New Zealand, Netherlands, Panama, Poland, Portugal, Romania, Russian Federation, Saint Lucia, Saint Vincent and the Grenadines, St. Kitts and Nevis, Samoa, San Marino, Serbia, Seychelles, Slovakia, Slovenia, Spain, South Africa, Surinam, Swaziland, Sweden, Switzerland, Ukraine, United States of America, Tonga, Trinidad-Tobago, Turkey, Venezuela. <b>Other countries which may accept an Apostille certificate:</b> Affairs and the Issa: Andorra, Angola, Anguilla, Aruba, Bermuda, Brazil, British Antarctic Territory, British Virgin Islands, Canada, Cayman Islands, Chile, China, Comoros Islands, Denmark, Djibouti, Egypt, Falkland Islands, French Guiana, French Polynesia, Georgia, Gibraltar, Guadeloupe, Guernsey (Bailiwick of), Guyana, Iceland, Jersey, Jordan, Malaysia, Martinique, Montserrat, Morocco, Mozambique, New Caledonia, Sri Lanka, St. Georgia and South Sandwich Islands, St. Helena, St. Pierre and Miquelon, Turks and Caicos, Virgin Islands, Wallis and Futuna. <b>Countries with which Romania has concluded treaties which grant exemption from the obligation to obtain Apostils or legalisations:</b> Albania, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, North Korea, Cuba, France, Hungary, Macedonia, Moldova, Mongolia, Poland, Russian Federation, Serbia and Montenegro, Slovakia, Slovenia, Ukraine.	Typical requirement applied on certain documents issued outside Romania to enable these to be used for immigration purposes.  These include official seals / stamps affixed to diplomas, birth and marriage certificates, certificates detailing criminal records, etc. issued by special authorities abroad.  <b>The Apostille</b> is an official certification that the document is a true original. It can be applied only by the relevant designated authority in the country that has issued the document. The Apostille is available in countries which have signed the Hague Convention (1961).  Documents issued by countries which are not signatory states of the Hague Convention should follow a special <b>over-legalisation procedure</b> . Typically, this procedure involves obtaining an official certification from the Ministry of Foreign Affairs of the country that issued the document, followed by an official certification from the Romanian embassy in the issuing country or from the embassy of that issuing country in Romania, and then by an official certification from the Romanian Ministry of Foreign Affairs.
---	--

### RELEVANT IMMIGRATION AUTHORITIES AND USEFUL LINKS

- General Inspectorate for Immigration <http://igi.mai.gov.ro/>
- Ministry of Foreign Affairs <http://www.mae.ro/en/>
- Romanian Border Police <http://www.politiadefrontiera.ro/>
- Ministry of Education <http://www.edu.ro/>
- Ministry of Internal Affairs <http://www.mai.gov.ro/>
- Ministry of Labour and Social Justice <http://www.mmuncii.ro/j33/index.php/ro/>

### ENTRY AND STAY IN ROMANIA

Different immigration rules and procedures apply depending upon:

- Nationality** of the individual (different rules apply to EU/EEA/Swiss nationals vs. foreigners).
- Purpose** of the trip/ **Type of activity** performed in Romania.
- Duration of stay** in Romania (*short-term* or *long-term*).

### GENERAL CONDITIONS FOR TRAVELLING TO ROMANIA

In order to travel to Romania, foreigners should:

- Hold a ***valid state border crossing document*** accepted and recognised by Romania (pass-ports/ travel titles/ sailor books/ identity cards or other similar documents/ travel documents of refugees/ travel documents of stateless persons).
- Hold a ***valid Romanian entry visa or residence permit*** or any ***authorisation*** that grants the holder the right to transit or stay on Romanian territory.

- Hold ***documents that justify the purpose and conditions of stay*** and which prove the existence of appropriate means both for their support during the period of their stay, and for return to their state of origin, or for transit to another state which they have permission to enter.
- Not belong to a category of foreigners who have been denied entry to Romanian territory, having been deemed undesirable or not have previously infringed the purpose of stay when obtaining a visa or attempted to cross the Romanian border using false documents.
- Not have alerts registered in their name in the Schengen Information System in relation to refusal of entry.
- Not represent a hazard to national security, public order or health.

Foreigners who are family members of Romanian nationals, as well as those who are holders of a permanent right of residence in an EU Member State may enter Romania under simplified procedures, depending on certain conditions set by law.

## BEFORE TRAVELLING TO ROMANIA

Depending upon the purpose of travel and the intended stay period, foreign individuals (both EU/ EEA/Swiss nationals and non-EU/EEA/Swiss nationals) coming to Romania should check that they have the necessary documents for the immigration process into Romania, such as:

- Passport** valid for at least one year.
- Certificate showing no criminal record** in the country of origin or residence, as appropriate.
- Diploma** with either the Hague Convention Apostille or over-legalisation stamps, as appropriate.
- Marriage certificate** with either the Hague Convention Apostille or over-legalisation stamps, as appropriate.
- Birth certificates of children** with either the Hague Convention Apostille or over-legalisation stamps, as appropriate.
- Assignment letter** issued by the employer outside Romania, as appropriate.
- Employment contract** issued by the employer outside Romania, as appropriate.

## ROMANIAN VISAS

A Romanian visa gives the holder the right to enter the territory of the Romanian state.

Holding an entry visa does not guarantee entry to Romanian territory. The border checkpoint officers can ask for proof that the general conditions of entry and stay on Romanian territory are met, as provided by law. Should those conditions not be met, foreigners will be denied entry to Romania even if they have a visa. The border checkpoint officers may also reduce the validity period of the visa if the foreigner does not give sufficient proof of means of support to cover the entire period for which the visa is valid.

Visas are granted by the Romanian authorities in accordance with **EC Regulation 539/2001** (Annex I) and **EC Directive 109/2003**.

## NO ROMANIAN VISA REQUIRED FOR

Nationals of the following countries may enter Romania without a visa for up to **90 days within a 6-month period** (for stays over 90 days a residence permit must be arranged):

- EU / EEA / Swiss nationals.
- Nationals of the US, Japan, Canada.
- Nationals of states listed in Annex II of EC Regulation 539/2001 (visa exemption applies for short-stay only).

**List of the countries whose nationals are exempted from the short-stay Romanian visa requirement, according to Annex II of EC Regulation 539/2001 and EC Regulation 259/2014**
Albania(\*), Andorra, Antigua and Barbuda, Argentina, Australia, Bahamas, Barbados, Bosnia and Herzegovina(\*), Brazil, Brunei Darussalam, Canada, Columbia, Chile, Costa Rica, El Salvador, Grenada, Guatemala, Holy See, Honduras, Hong Kong Special Economic Zone, Israel, Japan, Macao Special Economic Zone, Former Yugoslav Republic of Macedonia(\*), Malaysia, Mauritius, Mexico, Monaco, Moldova(\*), Montenegro(\*), New Zealand, Nicaragua, Panama, Paraguay, Saint Lucia, Saint Vincent and Grenadine, Saint Kitts and Nevis, (American) Samoa, San Marino, Serbia(excluding holders of Serbian passports issued by the Serbian Coordination Directorate (in Serbian: Koordinaciona uprava))(\*), Seychelles, Singapore, South Korea, Taiwan (passports which include ID card number), Tonga, Trinidad Tobago, Uruguay, United Arab Emirates, United States of America, Vanuatu, Venezuela.
(\*) The visa requirement exemption applies to holders of biometric passports.

- Nationals of states with which Romania has signed agreements in this respect, as settled in these agreements.

- Holders of valid Schengen visas for short of long term stay
- Holders of permanent residence permits, issued by an EU Member State
- Family members of third-country nationality provided they are accompanying an EU/EEA/Swiss national with a right of residence in Romania and they hold a valid travel document, attesting their residence in another EU Member State as a family member of the EU/EEA/Swiss national they are accompanying or joining in Romania (visa exemption applies for short-stay only).

## TYPES OF VISA

- Airport transit visas** (marked A)
- Transit visas** (marked B)
- Short-stay visas** (marked C)

Can be granted for the following purposes:

- Official government mission**
- Tourism**
- Private visit**
- Business**
- Transport of people or goods**
- Participation in sports activities**
- Cultural, scientific, humanitarian, short-term medical treatment, other purposes**

### Long-stay visas (marked D)

Can be granted for the following purposes:

- Economic activities** (D/AE)
- Professional activities** (D/AP)
- Commercial activities (such as investment)** (D/AC)
- Local employment** (D/AM)
- Assignment** (D/DT)
- Study** (D/SD)
- Family reunification** (D/VF)
- Religious activities** (D/AR)
- Research activities** (D/CS)
- Other purposes** (D/AS)

### Authority

which can issue Romanian visas

- Romanian diplomatic missions and consular offices abroad.
- Border checkpoint officers, under special conditions set by law.

## STRICT VISA REQUIREMENTS FOR SPECIAL CATEGORIES

- There are strict visa requirements for citizens originating from **a country which presents a high risk of migration**

**List of high migratory risk countries** (according to Order 418/ 2013 amending Order 1.743 of the Romanian Minister of Foreign Affairs issued in 2010): Afghanistan, Algeria, Angola, Bangladesh, Chad, China (except for Hong Kong Special Economic Zone and Macao Special Economic Zone), Congo, Egypt, India, Indonesia, Jordan, Iran, Iraq, Lebanon, Libya, Mali, Mauritania, Morocco, Nigeria, North Korea, Palestine, Pakistan, Somalia, Sri Lanka, Sudan, South Sudan, Syria, Tunisia, Uzbekistan, Yemen.

- These can obtain a short-stay C-type visa under special conditions set by law (based on a **special invitation procedure** approved by the Romanian General Inspectorate for Immigration).

Simplified invitation procedure under specific cases provided by law.

## WORKING IN ROMANIA

## WORK PERMITS – GENERAL ASPECTS

Work permits are compulsory for foreign individuals working in Romania.

The work permit is granted at the employer’s request, by the Romanian immigration authorities. This document is needed to obtain a long-stay visa or residence permit for employment or assignment purposes.

<p>Foreigners cannot work in Romania before they obtain a work permit.</p> <p>A work permit does not grant the foreign individual a general permission to work in Romania, but only for <b>a single company</b> (which requests it) and for <b>a single specific position</b>. A foreigner who moves from one company to another must obtain a new work permit even if the existing one has validity remaining.</p> <p>Simplified conditions have recently been introduced for foreigners who change jobs with the same employer or who change employer, provided their single permit or EU Blue card is valid. Foreigners in these categories are no longer required to provide proof of selection or proof of payment obligations to the state budget provided that they can submit a clean statement of criminal record issued by the Romanian authorities.</p>	<p>Foreigners cannot work in Romania before they obtain a work permit.</p> <p>A work permit does not grant the foreign individual a general permission to work in Romania, but only for <b>a single company</b> (which requests it) and for <b>a single specific position</b>. A foreigner who moves from one company to another must obtain a new work permit even if the existing one has validity remaining.</p> <p>Simplified conditions have recently been introduced for foreigners who change jobs with the same employer or who change employer, provided their single permit or EU Blue card is valid. Foreigners in these categories are no longer required to provide proof of selection or proof of payment obligations to the state budget provided that they can submit a clean statement of criminal record issued by the Romanian authorities.</p>
--	--

### Long-stay visas – General aspects

- Can be single or multiple entry visas.
- They allow entry and stay for **a maximum of 90 days within a 6-month period** from the date of the first entry.

### Long-stay visas – General aspects

- Can be single or multiple entry visas.
- Allow entry and stay for **a maximum of 90 days within a 6-month period** from the date of the first entry.

The right of stay granted under a D-type visa can typically be extended by obtaining a residence permit.

A request for the extension must be made at least 30 days before expiry of the stay right granted by the visa. Overstaying the visa entails cancellation of the visa and the obligation to leave Romanian territory.

### Authority

which can issue Romanian visas

### Long-stay visas – General aspects

- There are strict visa requirements for citizens originating from **a country which presents a high risk of migration**

**List of high migratory risk countries** (according to Order 418/ 2013 amending Order 1.743 of the Romanian Minister of Foreign Affairs issued in 2010): Afghanistan, Algeria, Angola, Bangladesh, Chad, China (except for Hong Kong Special Economic Zone and Macao Special Economic Zone), Congo, Egypt, India, Indonesia, Jordan, Iran, Iraq, Lebanon, Libya, Mali, Mauritania, Morocco, Nigeria, North Korea, Palestine, Pakistan, Somalia, Sri Lanka, Sudan, South Sudan, Syria, Tunisia, Uzbekistan, Yemen.

- These can obtain a short-stay C-type visa under special conditions set by law (based on a **special invitation procedure** approved by the Romanian General Inspectorate for Immigration).

Simplified invitation procedure under specific cases provided by law.

## WORKING IN ROMANIA

## WORK PERMITS – GENERAL ASPECTS

Work permits are compulsory for foreign individuals working in Romania.

The work permit is granted at the employer’s request, by the Romanian immigration authorities. This document is needed to obtain a long-stay visa or residence permit for employment or assignment purposes.

<p>Foreigners cannot work in Romania before they obtain a work permit.</p> <p>A work permit does not grant the foreign individual a general permission to work in Romania, but only for <b>a single company</b> (which requests it) and for <b>a single specific position</b>. A foreigner who moves from one company to another must obtain a new work permit even if the existing one has validity remaining.</p> <p>Simplified conditions have recently been introduced for foreigners who change jobs with the same employer or who change employer, provided their single permit or EU Blue card is valid. Foreigners in these categories are no longer required to provide proof of selection or proof of payment obligations to the state budget provided that they can submit a clean statement of criminal record issued by the Romanian authorities.</p>	<p>Foreigners cannot work in Romania before they obtain a work permit.</p> <p>A work permit does not grant the foreign individual a general permission to work in Romania, but only for <b>a single company</b> (which requests it) and for <b>a single specific position</b>. A foreigner who moves from one company to another must obtain a new work permit even if the existing one has validity remaining.</p> <p>Simplified conditions have recently been introduced for foreigners who change jobs with the same employer or who change employer, provided their single permit or EU Blue card is valid. Foreigners in these categories are no longer required to provide proof of selection or proof of payment obligations to the state budget provided that they can submit a clean statement of criminal record issued by the Romanian authorities.</p>
--	--

<p><b>NO WORK PERMIT REQUIRED FOR</b></p>	<ul style="list-style-type: none"><li>EU/EEA/Swiss nationals.</li> <li>Foreign nationals who are holders of Romanian permanent residence permits.</li> <li>Foreigners who are family members of Romanian/EU/EEA/Swiss nationals.</li> <li>Foreigners who are appointed legal representatives of a subsidiary / branch / representative office of a foreign company in Romania.</li> <li>Foreigners assigned from EU/EEA/Swiss based companies provided that a residence permit is held in the EU/EEA/Swiss assigning state and an apostilled assignment letter is presented to the Romanian authorities.</li> <li>Officially appointed Administrators of companies in Romania, under special conditions set by law.</li> <li>Foreigners who have the right to stay for study purposes (who may conclude an employment contract part-time for max. 4 hours/day).</li> <li>Foreigners who have previously had the right to stay in Romania for at least 3 years as family members of a Romanian citizen and no longer hold this right (e.g. those who have reached the age of 21, divorced people etc.).</li> <li>Foreigners with a temporary right to stay, with the right to work, and who are hired in Romania with a full-time employment contract, can be hired by another Romanian company, without a work permit, with a part-time employment contract and for a maximum of 4 working hours per day.</li></ul>
---	---

<p><b>NO WORK PERMIT REQUIRED FOR</b></p>	<ul style="list-style-type: none"><li>EU/EEA/Swiss nationals.</li> <li>Foreign nationals who are holders of Romanian permanent residence permits.</li> <li>Foreigners who are family members of Romanian/EU/EEA/Swiss nationals.</li> <li>Foreigners who are appointed legal representatives of a subsidiary / branch / representative office of a foreign company in Romania.</li> <li>Foreigners assigned from EU/EEA/Swiss based companies provided that a residence permit is held in the EU/EEA/Swiss assigning state and an apostilled assignment letter is presented to the Romanian authorities.</li> <li>Officially appointed Administrators of companies in Romania, under special conditions set by law.</li> <li>Foreigners who have the right to stay for study purposes (who may conclude an employment contract part-time for max. 4 hours/day).</li> <li>Foreigners who have previously had the right to stay in Romania for at least 3 years as family members of a Romanian citizen and no longer hold this right (e.g. those who have reached the age of 21, divorced people etc.).</li> <li>Foreigners with a temporary right to stay, with the right to work, and who are hired in Romania with a full-time employment contract, can be hired by another Romanian company, without a work permit, with a part-time employment contract and for a maximum of 4 working hours per day.</li></ul>
---	---

<p><b>MAIN CONDITIONS FOR OBTAINING A WORK PERMIT</b></p>	<ul style="list-style-type: none"><li>The vacant position cannot be occupied by any Romanian/EU/ EEA /Swiss nationals or holder of a Romanian permanent residence permit.</li> <li>The foreigner must provide proof of professional education/ qualifications for highly-skilled work and background experience, as requested by the Romanian company and as defined by law.</li> <li>The foreigner must be healthy to carry out work.</li> <li>The annual work permit quota approved by the Government must not have been exceeded.</li> <li>The company in Romania requesting the work permit must not have debts to the state budget.</li> <li>The employer/ beneficiary of services is required to submit a statement of criminal record as proof that they have not been convicted of any offence under the Labour Code or Criminal Code.</li> <li>The employer/ beneficiary of services should also not have been in breach in the previous 3 years of legislation prohibiting the employment of foreigners without the right to work. Furthermore, the employer/beneficiary should not have been issued with any penalties in the previous 3 years before the work permit request for employing people illegally (i.e. fines for employing/ assigning up to 5 foreign nationals without relevant work permits) or for failure to declare work (fines/warnings/ penalties for failure to observe the legal requirements for reporting work contracts in the electronic employee register REVISAL).</li></ul>
---	--