



Romania Immigration Services

March 2017



Many global organizations currently faced with pressure to compete find a need to increase the size and scope of their global workforce. Whether it is assisting with the relocation of an executive or planning a short-term international assignment, multinational companies and their employees face a multitude of issues above and beyond the need to file visa applications. In Romania, increasing law enforcement by immigration authorities and severe penalties in cases of non-compliance mean that companies need to be more diligent than ever about managing their global workforce to ensure they are in strict compliance with Romania-related laws and regulations.

Romanian Immigration Regulations in a nutshell

Romania has restrictive, multifaceted, challenging, time-consuming and complex immigration regulations for all parties involved, including employers, international employees and local companies.

Over the past few years, Romanian immigration law has undergone a significant number of amendments, especially since Romania joined the European Union, resulting in simplified rules for EU/EEA/Swiss nationals and greater challenges for employers and foreign (i.e. non-EU) nationals. Some specific examples include:

Simplified rules for EU/EEA/Swiss nationals

Since Romania joined the European Union, the immigration regulations have been significantly simplified for nationals of EEA member states and Switzerland. These nationals benefit from free movement and stay in Romania as well as from free access to the Romanian labour market.

Permissive regulations for nationals of some countries (e.g. US, Canada, Japan)

These nationals may enter Romania without applying for a Romanian visa. They may apply directly for a work and/or residence permit. However, they may not start working

before the permit has actually been issued.

Numerical Limits on Work Permits

Foreigners (i.e. nationals of countries other than EEA countries or Switzerland) are only admitted to carry out work in Romania in limited numbers (quotas). The specific quotas are announced yearly by the Romanian government. The tight quotas in combination with high demand have led to very restrictive admission practices. Consequently, only detailed and properly documented work permit applications based on solid reasoning have a realistic chance of success.

Minimum Education and Salary Requirements

Minimum education and salary requirements must be met for all sorts of assignments and local employment, including highly-skilled local hires of non-EEA/Swiss nationals.

Validation of study diplomas

In support of a work permit application, diplomas, certificates of competencies, as well as scientific titles obtained abroad must be first validated and recognised by the Romanian Ministry of Education, and must have either the Hague Convention Apostille or over-legalisation stamps, as appropriate.

Limitation of Length of Assignment

Assignment of non-EEA/Swiss nationals seconded to Romania by employers located outside EEA member states is permitted for a maximum of one year within a five-year period.

Simplified immigration rules for ICT workers (persons transferred within the same company)

Multinational companies may second management staff and specialists who are third-country nationals for a longer period (up to three years), instead of one year under the standard assignment procedure.



Strict visa requirements for nationals of countries with a high risk of migration

Nationals of so-called high-migratory risk countries must obtain approval from the Romanian immigration authorities before applying for a Romanian visa. The list of this special category of countries is periodically updated by the Romanian Ministry of Foreign Affairs.

Why choose KPMG?

We are members of KPMG's global immigration network with immigration specialists in more than 100 countries, so we can help you get necessary visas, work and residence permits, determine applicable visa categories and advise you on immigration topics and processes worldwide.

We have the best integrated technology. **KPMG Immigration Manager (KIM)** is a newly launched electronic platform which supports end to end case management. It can provide you with a single platform to manage immigration cases on a global basis.

RoVisa Express is the mobile application developed by KPMG in Romania, which guides users through the Romanian immigration process in 5 easy steps. With easy-to-access information, this app helps you find out about

Romania's main immigration regulations for all categories of stay from countries throughout the world. Scan the QR code below with your smartphone and download KPMG in Romania's mobile app available for iPad and iPhone in the App Store <http://bit.ly/12usWxH>;



KPMG in Romania has provided immigration services for over 15 years, assisting many multinational companies which bring staff to Romania, Romanian companies which hire from abroad as well as Romania-based firms which send employees on assignments to other countries. Most of our clients have inbound expatriates to Romania coming from a wide range of geographical areas, including Europe, Asia, America, Latin America, Africa and the Middle East.

As an integral part of the People Services and Global Mobility Services (GMS) practice in Romania, KPMG's immigration practice offers rounded, flexible and full-scope services tailored to clients' specific needs, covering a wide range of issues relating to immigration law and global mobility aspects.

Our Immigration Services

KPMG's Romanian immigration practice provides a full-spectrum of immigration services including:

- **Compliance services**, which assist clients in meeting the requirements of immigration law.
- **Assessment** of immigration requirements for inbound business trips, assignments, transfers and new hires.
- **Advice** for clients' HR/Global Mobility teams on optimal approaches and the implementation of immigration procedures.
- **Application support** in obtaining the appropriate visas, work and/or residence permits for employees and their dependents, including coordination of all correspondence with government agencies and continued monitoring, support and notifications after approval.
- **Support** services, such as translation, notarisation and legalisation of an individual's personal documents (certificate of criminal record, study diploma, marriage certificate, birth certificate etc).
- **Tracking** of status expiry dates and handling of extension processes.
- **Training** sessions for individuals or groups relating to Romanian immigration issues.
- **Updates and timely alerts** for clients in relation to relevant changes to immigration policies.

Application Support

KPMG's Romanian immigration practice provides a full-spectrum of immigration services including:

- **Business visitor** admission
- **Long-stay visas**
- **Work Permit** applications
- **ICT** (intra-corporate/company transfer) **permit** applications
- **Certificate of registration** applications
- **Residence Permit** applications and extensions
- **EU Blue Cards** for highly-skilled workers
- **Study Permit** applications
- **Volunteering Permit** applications
- **Permanent Residence Permit** applications
- **Family Reunification** process for dependants
- **Notifying the Assignment** of international assignees to the local labour authorities
- **Diploma Validation Certificates**
- **Apostille/over-legalization** assistance
- **Change of Foreign Driving Licences into Romanian Driving Licences**
- **Deregistration/ Cancellation** of immigration documents
- **Romanian Citizenship** assistance
- **Assistance in special and/or urgent cases** (i.e. preparing Memoranda and attending meetings with the authorities)
- **Other immigration related issues** (i.e. Health Insurance registration / Authorisations to leave the country / Travel Letters assistance // Short-term visas for outbound business visitors etc.)

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