

# LABOUR MIGRATION & MOBILITY PATHWAYS TOWARDS...



## Seasonal workers (up to 90 days)

- Relevant visa (if applicable)
- Registration with the Employment Agency and declaration of Employer

6.837 registrations between January and mid-November 2023

## Seasonal workers and Residence Permit (up to 9 months)

- Open to TCN\* seasonal workers in agriculture, forestry and, fisheries – as well as hospitality following Seasonal Workers Directive
- Approval to hire TCNs\* for seasonal work by Bulgaria's Employment Agency
- Proof of specialised knowledge, skills or professional experience relevant to sector and job
- Travel and accommodation expenses as well as health insurance covered by employer
- Evidence for stable, regular and sufficient maintenance funds

Top 3 nationalities (2022)

4.679 issued in 2022  
Agriculture, forestry and, fisheries as well as hospitality

## Intra Corporate Transfer

- Open to managers, specialists and trainees transferred to a host company (belonging to the same group than the sending company)
- Bachelor degree required for trainees and master degree for specialists/managers
- TCN\* must have worked for the company for at least 12 months prior to transfer (6 months for trainees)
- Minimum salary requirement applies

124 issued in 2022

## EU Blue card

- Open to highly-skilled TCNs\* – higher education qualification (degree of at least 3 years study or shorter for IT professionals) or 5 years relevant professional experience comparable to higher education
- Gross salary of 1,5 times the average salary in Bulgaria
- Minimum duration of contract is 6 months

Top 3 nationalities (2022)

1.119 issued in 2022 (922 new ones and 167 renewals)  
Blue Card holders were employed in the trade; automotive and motorcycle repair, construction and manufacturing sectors

Most single permits have a validity for 12 months and more (2.709 of the 2.831 in 2022) but a few single permits are also of validity between 6 months and 12 months (113 in 2022) and few have a validity between 3 months and 6 months (9 in 2022).

2.831 issued in 2022

Top 3 nationalities (2022)

Information creation and distribution/creative products  
7 issued between January and November 2023

- TCN\* representatives of a foreign commercial organisation registered with the Bulgarian Chamber of Commerce and Industry
- Representative certificate issued by Bulgarian Chamber of Commerce
- Proof of sufficient funds: minimum of 12 monthly minimum salaries
- Health insurance
- TCN must have considerable work experience and knowledge
- Additional requirements for the registered company and TCN\* apply

## Representatives of Foreign Companies

- For TCN\* entrepreneurs and founders of high-tech ventures
- "Pitch deck" / business plan will need to be submitted
- TCNs\* must own at least 50% of shares of the company
- Project will be assessed based on 6 criteria and a minimum of 8 points need to be gathered
- Validity period is 1 year with a possibility to extend for another 2 years if criteria are met

## Start-up Visa

- Offer/work contract from a recognised research institution in Bulgaria (hosting agreement)
- Master level degree
- Validity for the term of the hosting agreement (initial validity up to one year and can be renewed)

## Researcher

### SKILL LEVEL

Various skill levels Lower-skilled High-skilled

- Host agreement stating location, content and duration of volunteer activities
- Confirmation of availability of funds for living at rate of one minimum Bulgarian salary for each month
- Health insurance
- Proof of housing
- Validity of duration of volunteer assignment up to a maximum of 1 year

## Volunteer

- Submission of an action plan for entire period for which TCNs\* aim to work as freelancers in Bulgaria
- 2 years of professional experience
- Sufficient funds to realise the action plan
- Minimum of Bulgarian language proficiency B1 (CEFR)

## Self-employed/ Freelance Work

- Includes various lengths for the permit
- Employment contract
- Minimum salary requirements
- Labour market test applies
- Education and professional experience must be relevant to envisaged position
- Validity: for duration of contract and up to 3 years

## Single Work and Residence Permit

This infographic summarises findings from MPF (2024). *Re-thinking approaches to labour migration. Potentials and gaps in EU member states' migration infrastructures.* Case Study: Bulgaria, Brussels: ICMPD. This publication was funded by the European Union and commissioned through the Migration Partnership Facility. Its contents are the sole responsibility of the author and do not necessarily reflect the views of the European Union nor ICMPD. NB: Pathway data is provided for the years indicated where numbers are available. Lack of a number implies that data is not publicly available and the author of the report was not able to access data per pathway otherwise. The infographic represents the labour migration pathways as of February 2024, changes thereafter may not be reflected. © ICMPD 2024