

LABOUR MIGRATION & MOBILITY PATHWAYS TOWARDS...



Trainee Workers

- TCN* either holding or pursuing higher education abroad and participating in internship programmes in Romania for a limited duration
- Main aim is to enhance their professional skills, acquire new qualifications, and broaden their linguistic and cultural understanding
- Employed through an employment permit
- The validity period of the permit is for the duration of the internship for a period of up to 1 year
- If trainees find employment during the time of the traineeship, they can apply for a new permit from within Romania

Self-employed Workers

- TCN* wishing to work as a self-employed person in Romania
- Self-employed individuals are exempt from obtaining work authorization but must secure a long-stay visa tailored to their specific activities
- For stays exceeding 90 days, obtaining a temporary residence permit upon arrival is mandatory

Au Pair

- An Au Pair worker, a non-resident, is employed by a Romanian family to boost cultural and language skills
- A work contract, either fixed-term or indefinite, must be signed by both employer and Au Pair
- The host family obtains an Employment Permit to hire a foreigner for up to 1 year for light housework and childcare, under a part-time contract
- Au pairs must be aged 18 to 30 and have completed lower secondary education
- The host family is responsible for the Au Pair's living costs, accommodation, and health insurance
- Employers and Au Pairs must have different nationalities and cannot be related

Cross-Border Workers

- A cross-border worker is a citizen from a country sharing a border with Romania, residing near this border
- TCN* must have either indefinite or fixed-term contracts, based on employer notices
- Pathway facilitates easier commutes for neighboring country residents (TCN* must return daily or at least once a week to border area of his country of residency/origin)
- No specific work permit is required for TCN* of neighbouring countries based on special agreements

Seasonal workers

- For non-resident TCNs* employed temporarily under a fixed-term contract to carry out tasks in sectors with seasonal demand
- Work based on an employment notice
- Work authorisation (employers) for seasonal workers and a corresponding visa (employees) required
- Labour market test applies
- Permit specific to employer and seasonal sector
- Valid for a maximum of 6 months within a 12-month period

Professional activities, commercial activities, economic activities

While holding a long-stay visa or a temporary residence permit in Romania, a TCN is restricted to the specific activities for which these documents were initially granted and cannot switch to different activities during their validity period.

Agriculture, construction, services and industry

Agriculture, where tasks may involve farming and fruit picking, the HORECA sector (Hotels, Restaurants, Cafes), particularly emphasised for its winter season activities, and construction sector

Seasonal workers in Romania who have previously worked for the same employer and performed the same activity within the last five years no longer need to submit documents proving change to fulfillment of special conditions if they have left Romania upon their previous contract's termination.

• Romania has not issued EU Blue Cards for entry-level roles, such as information and communication technicians and business and administration associate professionals.

• Although there's been an uptick in issuance, Romania's utilization of the EU Blue Card remains below its potential, notably when contrasted with the extensive use observed in other EU countries, such as Germany.

IT and software development, engineering, science, management professionals, finance and banking, healthcare, and academia

211 issued in 2022 (237 in 2021)

- Information Technology and Communications
- Engineering and Manufacturing
- Financial Services
- Pharmaceuticals and Healthcare
- Energy and Resources
- Consulting and Professional Services
- Education and Training

Holders of temporary residence permits with permanent contracts in Romania can sign part-time contracts locally without needing an additional work authorization.

- For highly-qualified TCNs* and skilled professionals
- TCNs* must secure work authorization and a long-stay visa within government quotas for highly-qualified employees
- Applicants must have relevant professional training or experience and a university degree or relevant professional experience required (minimum of 5 years or 3 years for IT workers)
- Proof of accommodation required
- Minimum salary of at least 4 times the national average gross wage
- For EU Blue Card the salary must be at least the average gross salary in Romania (previously it was twice the average; minimum salary threshold of €2,743 (RON 13,578) for 2023 and RON 7,567 gross per month as of March 2024)
- Validity: EU Blue Card is valid for the term of employment contract plus an additional 3 months, up to a maximum of 3 years (since 2024; previously 2 years)

- Valid contract with an enterprise or group of enterprises in a third country required (within the same enterprise group or with a different enterprise through a service provision contract between the worker's employer and the Romanian company)
- Intra-company transfers allow for secondment as a manager or specialist for up to 3 years, or as a trainee for up to 1 year
- At least 3 years of relevant professional experience, skills, or management experience in the company they are being posted to

- For TCN* researchers and scientific workers with a hosting agreement within a scientific research project
- Necessary approval from the Ministry of Research and Innovation
- Exempt from a work authorisation
- Validity is for the period of duration of the research project but not more than 5 consecutive years

Moldovan and Serbian citizens:
Possibility to apply for a long-stay visa for employment purposes without need for a work permit.

Bilateral Labour Agreements:

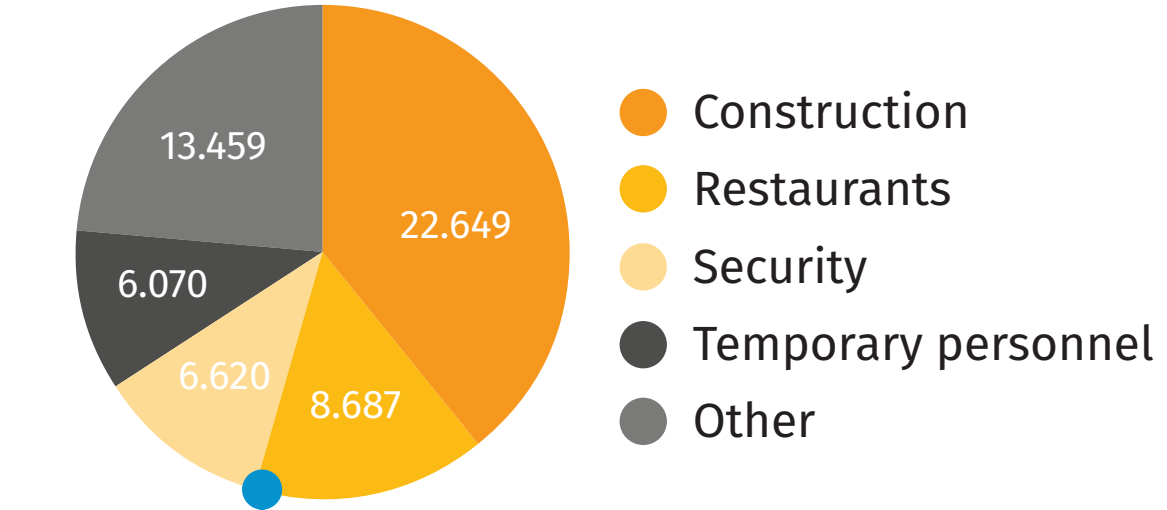
- Active Sectors: construction, hospitality, security services, temporary staffing, road transport, engineering projects, and retail trade.
- Targeted Occupations: unskilled labor in demolition, assembly, trade, security, locksmiths, and kitchen assistance.

Given current labor shortages, Romania is exploring new agreements with Asian countries to diversify its labour migration strategy.

SKILL LEVEL



*TCN = third-country national



Top 3 nationalities

- Open to all TCNs* employed in Romania under an indefinite or fixed-term employment contract, based on an employment notice from the employer
- Work authorisation (employment permit granted by the General Immigration Inspectorate) and a long-stay visa for employment >90 days required
- Subject to annual government quotas
- To change employer, a new permit is necessary, except when engaging in part-time work with an alternative employer
- Period of the validity of the employment contract, but for no longer than 2 years

During their stay, TCNs must report to the territorial unit of the General Immigration Inspectorate:

- Changes in personal status (citizenship changes, marital events, birth or death of family members in Romania);
- Modifications to travel documents, including loss, validity extension, or changes;
- Employment alterations.

Construction, hospitality, IT, textile industry, engineering, and sales.

7,000 in September 2023

- In response to the war in Ukraine, Romania enacted special legal measures to simplify employment for Ukrainian nationals
- Ukrainian citizens can work without obtaining work authorization for 12 months post-arrival, allowing employment under a full-time contract without a permit
- Ukrainian citizens can also apply for the extension of the right to stay for work reasons and a single permit without the obligation to obtain a long-stay visa
- After 3 years of legal employment, Ukrainians can change employers, and after 4 years, they gain full access to the job market, mirroring the rights of Romanian citizens

The Romanian government has approved decisions to aid Ukrainian refugees, including financial support for private accommodation and food expenses. Ukrainian refugees benefit from free emergency medical care, first aid treatment, and inclusion in national public health programs. Additionally, free Romanian language courses are organized to aid socio-cultural integration.

Highly Qualified Workers/ EU Blue card

Intra Corporate Transfer

Researchers and Scientific Workers

Permanent Workers

Special provisions for Ukrainian nationals

This infographic summarises findings from MPF (2024). *Re-thinking approaches to labour migration. Potentials and gaps in EU member states' migration infrastructures.* Case Study: Romania, 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