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

**TEMPORARY RESIDENCE DOCUMENTS - GENERAL ASPECTS**

- **Types of Temporary Residence Documents**
  - Family reunification
  - Long-term residence permits/residence cards
- **Rights and benefits for EU citizens**
  - Rights and benefits for EU citizens who have domicile in the EU/EEA/
  - Rights and benefits for EU citizens and for foreign nationals who have domicile, temporary or long-term residence in Romania
- **Obligation to notify the Romanian authorities**
  - Notification of the status of foreign workers and assignment management
  - Notification of the status of foreign workers and assignment management

**WORK PERMIT QUOTAS APPROVED BY THE ROMANIAN GOVERNMENT**

In 2017, the Romanian Government has approved 5,655 work permits for EU citizens, 84 work permits for EEA citizens and 30 work permits for Swiss citizens.

**WORK FOR RESIDENTS**

- **Individuals who occupy a position and conclude a local employment contract**
  - Eligible for work permit for employees
- **Assignees**
  - Eligible for work permit for employees
- **Trainees**
  - Eligible for work permit for trainees

**OTHER TYPES OF WORK PERMITS, WHICH CAN BE USED TO GAIN FOREIGN WORKERS FOR THE BUSINESSES**

- **Work for residents**
  - Eligible for work permit for employees
- **Assignees**
  - Eligible for work permit for employees
- **Trainees**
  - Eligible for work permit for trainees

**CONSEQUENCES OF ILLEGAL IMMIGRATION**

- **Penalties**
  - Financial penalties
- **Deportation**
  - National deportation
  - International deportation
  - Expulsion

**CONTACT**

- **Mattia Dinca**
  - Tel: +372 377 781
  - Email: mdic@kpmg.com
  - Manager, People Services
- **Aceangea Dancu**
  - Tel: +372 377 780
  - Email: adanc@kpmg.com
  - Tax Manager, People Services

**KPMG Tax S.R.L.**

- **Address**
  - Blvd. București nr. 69-71, Sector 1, București
- **Phone**
  - +40 (372) 377 890
  - +40 (372) 377 860
  - +40 (372) 377 800
  - +40 (372) 377 700

**For more information, visit**

- **KPMG Tax S.R.L.**
  - www.kpmg.ro

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**RESIDENCE IN ROMANIA**

- **Eligibility criteria**
- **Legal residence**
- **Temporary residence**
- **Permanent residence**
- **Immigration advice**
- **Consequences of illegal immigration**

**FAMILY REUNIFICATION**

- **Requirements**
- **Documents**
- **Procedure**

**LONG-TERM RESIDENCE PERMITS/RESIDENCE CARDS**

- **Eligibility**
- **Types**
- **Conditions for renewal**

**CONSEQUENCES OF ILLEGAL IMMIGRATION**

- **Penalties**
- **Deportation**
- **Expulsion**

**OBLIGATION TO NOTIFY THE ROMANIAN AUTHORITIES**

- **Notification**
- **Penalties**

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**DEFINITIONS**

**High migratory risk countries**

A country whose citizens or regular residents have a high risk of migration towards Romania.

**Single permit**

A residence permit / residence card which provides the holder with the right to stay in Romania and to work, as well as the right to stay in the territory of the countries of the European Economic Area (EEA) for purposes of travel and has the same validity as a work permit, with the exception that it can be issued for work purposes on the territory of the country of origin or residence, as appropriate.

**Residence permit / residence card**

A document issued by the Romanian authorities in accordance with EC Regulation 810/2009 (EC Directive 109/2003) that attests to the right of this foreigner to stay and work in Romania as an ICT worker.

**Documents issued by countries which are not parties to the Hague Convention**

These include official seals / stamps affixed to documents issued outside Romania to be able to enter Romania.

**Typical requirement applied on certain documents**

Documents issued by countries which are not parties to the Hague Convention (or non-Hague states) must be submitted with either the Hague Convention Apostille or over-legalisation stamps, as appropriate:

- **Certificate showing no criminal record**
  - in the country of origin or residence, as appropriate. The certificate must be issued by the competent authority of the country of origin or residence. It must be valid for at least one year and is an official certification that the holder does not belong to a category of foreigners who have been denied entry to Romanian territory, or persons who were denied entry to Romania even if they have a visa. The border checkpoint officers may also reduce the validity of a residence permit / residence card if there is a risk of a violation by the holder of the conditions of stay, and they may require the holder to leave Romanian territory.
- **Passport**
  - valid for at least one year.
- **Additional documents**
  - They allow entry and stay for purposes of travel and have a validity between 3 and 6 months with a single entry visa.
- **Three types of visas**
  - **A visa**
    - Can be single or multiple entry visa. They allow entry and stay for purposes of travel and have a validity between 3 and 6 months with a single entry visa.
  - **B visa**
    - Can be single or multiple entry visa. They allow entry and stay for purposes of travel and have a validity between 3 and 6 months with a single entry visa.
  - **C visa**
    - Can be single or multiple entry visa. They allow entry and stay for purposes of travel and have a validity between 3 and 6 months with a single entry visa.

**STRICT VISE REQUIREMENTS FOR SPECIAL CATEGORIES**

A foreigner who moves from one company to another must obtain a new work permit even if the new position is for the same company, without a work permit, with a part-time employment contract and for a maximum of 60 days within a 6-month period. The employee must have a contract of employment renewed within the timeframe established by the employer outside Romania, as appropriate.

**Certificate of selection issued by the Romanian Ministry of Foreign Affairs**

- **Types of visa**
  - **A visa**
    - Can be single or multiple entry visa. They allow entry and stay for purposes of travel and have a validity between 3 and 6 months with a single entry visa.
  - **B visa**
    - Can be single or multiple entry visa. They allow entry and stay for purposes of travel and have a validity between 3 and 6 months with a single entry visa.
  - **C visa**
    - Can be single or multiple entry visa. They allow entry and stay for purposes of travel and have a validity between 3 and 6 months with a single entry visa.

**Types of residence permit / residence card**

- **A residence permit / residence card**
  - A document issued by the Romanian authorities in accordance with EC Regulation 810/2009 (EC Directive 109/2003) that attests to the right of this foreigner to stay and work in Romania as an ICT worker.
  - A foreigner who moves from one company to another must obtain a new work permit even if the new position is for the same company, without a work permit, with a part-time employment contract and for a maximum of 60 days within a 6-month period. The employee must have a contract of employment renewed within the timeframe established by the employer outside Romania, as appropriate.

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