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Project “Integrated Culinary Arts and Restaurant Sector Employment Solutions for a Skilled and Inclusive Romania-Bulgaria Cross Border Region”
is co-financed by the European Union through European Regional Development Fund under the Interreg V-A Romania-Bulgaria Programme.
Project code: 16.4.2.104; e-MS code: ROBG-192
Total budget of the project: 378 122.50 EUR,
amount of EU contribution: 321 404.11 EUR ERDF

EMPLOYMENT AND CITIZENSHIP RIGHTS AND REGULATIONS IN THE RO-BG CROSS BORDER AREA

The following short handbook has been prepared for the practical use, towards everyone interested to work in the Romania-Bulgaria Cross-Border Region. Developed under Action 9, part of the project "Integrated Solutions for Employment in Culinary Arts and the Restaurant Sector for a Qualified and Inclusive Bulgarian-Romanian Cross-Border Region", co-funded by the European Union through the European Regional Development Fund under the Interreg V-A Romania- Bulgaria. The project is being implemented by the Dobrudja Agrarian and Business School Association (DABU), Dobrich, Bulgaria in partnership with the "Choose Your Occupation" Association - Center for Vocational Training, Constanta, Romania. The handbook provides useful information for jobseekers who accept the challenge of changing their place and country and starting their working career on the other side of the border.

This product is intended not only for Bulgarian and Romanian citizens, but also for any jobseeker in the European Union who accepts Bulgaria and Romania as an attractive place to develop and build their future and career. Mobile employment is a customary process in modern society, driven by the need to provide staff for a region, where there is a shortage or transfer of staff from one region to another. There can be an array of reasons such as - the emergence of new production, closure of production, a new business niche, modern sectors of the economy, stimulated productions, shortage of professionally trained staff, etc. Sometimes the need to move to work in another region or in another country is dictated by purely personal motives. No matter what the reasons for mobile employment, information is needed to ease the whole process of searching and finding work across the border and starting a new job.



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1. Labor legislation - normative basis

All regulated processes that affect the labor market are defined by the legal framework of the European Union and on national policy level. Guided by the general regulations and directives of the European Union, Romania and Bulgaria, as members of the Union, lay the foundations of the national normative base on European Union law. In this section of the guide we describe the guiding documents concerning the labor market. They can serve as a quick reference when a question or case comes from jobseekers, employees and employers.

European Union

- The Treaty on the Functioning of the European Union (TFEU) - Title IV Free movement of persons, services and capital;
- Directive 2014/54/EU of the European Parliament and of the Council - on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers;
- Regulation № 492/2011/EU of the European Parliament and of the Council - on freedom of movement for workers within the Union;
- Directive 2004/38/EO of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States;
- Directive 2003/86/EO of 22 September 2003 on the right to family reunification;
- Europe 2020 Strategy for smart, sustainable and inclusive growth;
- EaSI - Employment and Social Innovation programme

Bulgaria

The employment of foreigners on the territory of the Republic of Bulgaria is determined by the national legislation in force, in order to protect the national labor market, guarantee the rights of Bulgarian citizens and comply with the legislation and practice of the European Union.

- Labor Migration and Labor Mobility Act, SG №33 from 26.04.2016., effective 21.05.2016./;
- Regulation on the Implementation of the Labor Migration and Labor Mobility Act, SG №79 from 07.10.2016., effective 30.09.2016./;
- Foreigners in the Republic of Bulgaria Act;
- Regulation on the Implementation of the Foreigners in the Republic of Bulgaria Act;
- Law for Entering, Residing and Leaving the Republic of Bulgaria of European Union Citizens and Members of their Families;
- Employment Promotion Act;
- Regulation on the Implementation of the Employment Promotion Act;
- Health and Safety at Work Act;



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- Act on informing and consulting workers and employees in multinational undertakings, groups of undertakings and European Companies;
- Labor Code;
- Social Security Code;
- Income Taxes on Natural Persons Act;
- Ordinance on the terms and conditions for carrying out intermediary activity on recruitment;
- Ordinance on the Procedure for Provision of Intermediary Services by the Employment Agency of Foreign Employers for the Employment of Bulgarian Citizens;
- Regulation for the Conditions and the Order of Issuing Visas

Romania

European citizens have free access to the labor market in Romania and are recruited on the same terms as Romanian citizens.

- Labor Code
- Law № 76/2002 on the unemployment insurance system and the stimulation of employment
- Law on Labor Conflict Settlement;
- Collective Bargaining Act;
- Law № 72/2007 on Stimulating the Employment of Students - Ministry of Defense №. 217/2007;
- Act No. 202/2006 on the organization and operation of the National Employment Agency;
- Law No. 156 of 26 July 2000 (republished) on the protection of Romanian citizens working abroad;
- Act No. 232/2017 of 29 November 2017 amending and supplementing Act No. 156/2000 on protection of Romanian citizens working abroad;
- Law No. 248 / 2005 on the free movement of Romanian citizens abroad;
- Act No. 279/2005 on Apprenticeship at Work;
- Law No. 335/2013 on the performance of a traineeship by graduates of higher education;
- Government Decision No. 174 of 20 February 2002 for the approval of the Methodological Norms to the Law No. 76/2002 on the unemployment insurance and on employment stimulation;
- Government Decision No. 377/2002 approving procedures for access to employment incentives, funding methods and implementation instructions;



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- Government Decision No 726/2007 approving the Methodological Norms for the Implementation of the Provisions of Law No. 72/2007 on Stimulating the Employment of Students and University Students, as amended (p.18);
- Government Decision No. 903/2016 approving the National Mobility Plan;
- Government Decision No. 278/2002 approving the procedures for access to measures for the prevention of unemployment, the financing conditions and the implementation instructions - Council of Ministers No 224/2002
- Government Decision No 1256/2011 on the operating conditions and authorization procedure for temporary-work;
- Government Decision 855/2013 approving the methodological norms for the implementation of Law 279/2005 on Apprenticeship at the Workplace;
- Government Decision no. 473/2014 for the approval of the methodological provisions to be applied when implementing the Law no.335/2013 on the performance of a traineeship by graduates of higher education;
- Government Decision No 384/2001 approving the methodological norms for the implementation of Law 156/2000, as amended;
- Government Decision No 518/1995 concerning certain rights and obligations of Romanian staff sent abroad for the purpose of carrying out temporary missions, with subsequent amendments and supplements.

These regulatory documents do not exhaust the list of regulations in both countries and in the European Union, but can serve as a guide and reference point for the seeker of quick information. In need of details, the sites of the Employment Agency and the Ministry of Labor and Social Policy of Bulgaria and the Ministry of Labor and Social Justice and the National Employment Agency of Romania can offer detailed information, and documents can be downloaded from the stated legal basis, as well as other supporting documents related to employment and labor movement.

2. Residence permits and registration procedures.

Pursuant to the Treaty on the Functioning of the European Union (TFEU), Title IV Free movement of people, services and capital, Art. 45 "1. Free movement of workers is guaranteed within the Union. 2. This freedom of movement entails the abolition of any discrimination based on nationality between workers of the Member States regarding employment, remuneration and other conditions of work. 3. It also includes the right, subject to limitations based on considerations of public policy, public security and public health: (a) to accept actual job offers made; (b) to move freely within the territory of the Member States for that purpose; (c) to remain in a Member State for employment purposes in accordance with the provisions governing the employment of nationals of that State laid down by law, regulation or administrative action; (d) remain in the territory of a Member State after having been employed in that State, under the conditions laid down in regulations drawn up by the Commission. "



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and Business
School

Bulgaria

The laws governing the hiring of foreigners in Bulgarian companies are the Labor Migration and Labor Mobility Act, the Law on Foreign Nationals in the Republic of Bulgaria and the Law on the entry, stay and leaving of the Republic of Bulgaria to the citizens of the European Union, who are not Bulgarian citizens and members of their families.

- A citizen of the European Union resides in the Republic of Bulgaria with a valid identity card or a valid passport for a period of up to three months;
- A citizen of the European Union may reside in the Republic of Bulgaria continuously or permanently for which a certificate issued by the Migration Directorate - the Ministry of the Interior, the Sofia Directorate of Internal Affairs or the regional directorates of the Ministry of Interior or officials authorized by the directors;
- Foreigners reside in the Republic of Bulgaria: 1. short-term - up to 90 days within each 180-day period from the date of entry into the country; 2. for a continuous period of up to one year, except in the cases provided for in this Act; 3. long-term - with an authorized initial term of 5 years and possibility of renewal after application; 4. permanently - with an agreed indefinite term;
- The long-term residence permit is issued to a citizen of the European Union who fulfills one of the following conditions: 1. a worker is a self-employed person in the Republic of Bulgaria; 2. possesses health insurance and the necessary financial means to cover the costs of his/her stay and those of the members of his/her family without being burdened by the social assistance system; 3. is enrolled in a training establishment, including vocational training, and fulfills the conditions under item 2
- For issuing a certificate for long-term residence, the citizen of the European Union and his/ her family members who are citizens of the European Union shall file an application with the Migration Directorate - the Ministry of the Interior or the Regional Directorates of the Ministry of Interior within three months from the date of entry into the Republic of Bulgaria;
- The citizen of the European Union shall attach to the application: 1. a valid identity card or a valid passport; 2. document for paid state fee; 3. The family member of a citizen of the European Union who is a citizen of the European Union shall attach to the application: 1. a valid identity card or a valid passport; 2. a document certifying that he is a member of the family of the citizen of the European Union; 3. document for paid state fee;
- The long-term residence permit is issued on the day of submission of the application and contains the full names of the person and the date of registration. In case of incompleteness, a seven-day deadline for their removal is specified in the documents;
- The application for the issuance of a certificate of long-term residence shall be submitted personally by the citizen of the European Union and exceptionally, by an authorized person upon presentation of a notarized power of attorney;



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Romania

- Bulgarian citizens, as well as all EU citizens, benefit from the principle of free movement within the EU;
- They can enter and stay for up to 3 months in Romania with a valid ID or passport;
- By way of exception, when looking for a job, EU/EEA/Swiss citizens can enter and stay in Romania by presenting a valid ID or passport, up to 6 months. The members of their families who accompany or join them have the same right to stay in Romania, regardless of nationality;
- EU/EEA/Swiss nationals wishing to stay in Romania for more than 3 months must obtain a registration certificate from the territorial unit of the Chief Immigration Inspectorate;
- The right to stay longer than 3 months gives them one of the following circumstances: 1. the person is hired/self-employed; 2. has a medical insurance and the necessary means to support himself/herself and the members of the family at least at the level of the guaranteed minimum income in Romania; 3. accepted for education at an educational establishment or for a vocational qualification and has the necessary means to support himself and other members of the family; 4. a member of a family of a European citizen who satisfies the above conditions or of a Romanian national residing in Romania;
- EU / EEA / Swiss nationals or members of their families who have been legally residents for more than 5 years in Romania may apply for permanent residence and a permanent residence card. The card is issued by the Chief Immigration Inspectorate upon request in the first three months of arrival in Romania.

3. Job search - institutions, national offices, search and employment channels.

Bulgaria

Institutions that directly engage in employment mediation services are predominantly national, but private employment agencies also operate in Bulgaria:

- The National Employment Agency with its subdivisions - Directorates Regional Employment Services - 9 for the whole country and Labor Office Directorates - they are positioned in each regional city and cover the adjacent municipalities. Their activity is fully regulated by the Employment Promotion Act and its Implementing Regulations and is framed by the National Employment Plan. All employment programs and measures are in line with European legislation, Operational Programs including the requirement to provide employment, National programs and projects to promote employment and entrepreneurship. The incentive measures are divided into two types - incentive measures for the unemployed and incentives for employers.
- Intermediary firms - private employment intermediaries; enterprises providing temporary employment. Intermediary activity can be carried out by persons who have the right to provide employment mediation services in accordance with the Bulgarian and European legislation. The lists of intermediaries with a valid certificate are published on the website of the Employment Agency. The mediation of employment is done "free of charge". Intermediaries may direct and assist jobseekers to work in a particular



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country only after a brokering agreement with a foreign employer and/or ship-owner has been concluded.

Romania

- The National Employment Agency (Agentia Nationala pentru Ocupare a Fortei de Munca (ANOFM)). It includes 41 county offices and the Bucharest office as well as 70 local offices throughout the country. They serve both jobseekers and employers. The services are free of charge;
- You can also contact the EURES Adviser. In Romania, they are 45 in all and work in the local offices of the National Employment Agency. Their coordinates are published on the Agency's website;
- There are also a number of private brokerage agencies, both for jobseekers and employers <http://www.manpower.ro/>, <http://www.trenkwald.com/ro/>
- On the sites of the regional offices of the National Employment Agency you can find information about the private intermediaries working on the Romanian labor market.
- Job search channels identify different opportunities for access to vacancies. It is well known that the most used channel in Bulgaria is information from an acquaintance. But modern technology allows for broad access to the labor market at every point in the world. Professionals in the field have identified several types of basic job search channels:
- Job ads - printed and online media, job offices and career centers. The EURES network supports the mobility of European labor markets by providing the necessary assistance to jobseekers wishing to work abroad; employers wishing to hire workers from abroad; jobseekers and employers in border regions <http://eures.bg/>, <http://www.eures.anofm.ro/>;
- Internship programs - the best way for young people to get experience in business and get a chance to stay on a permanent job. Usually, universities and vocational schools offer internship programs;
- Direct contact - a spontaneous way to offer your job application through direct contact with the employer. This is difficult in cross-border employment, but it is not impossible. Someone or circumstances need to meet with your business representative and have the appropriate setting to listen to and accept the application;
- Recruitment agencies - refers to private companies that have the right to provide brokerage services. It is always necessary to verify the license of the respective intermediary. An updated list of license intermediaries is posted on the Employment Agency's website;
- Professional associations and exhibitions - this is where professionals in a certain field meet, those provide the opportunity to expand the network of contacts and thus increases the chances of meeting with the appropriate employer;



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- Specialized trainings - the training is designed to expand the knowledge and provide the opportunity for meetings and new contacts with experts in the respective branch. Additional knowledge increases the chances of the labor market;
- Career forums - usually give the opportunity for traineeships, which is a great opportunity for students;
- Career Centers - Provide more professional guidance and help in completing the required job application documents, there are good practices for career centers that are involved in entrepreneurship and employment projects;
- Online social networks - this is the most modern way to search for and find a job, which at the same time does not put restrictions on access to employers around the world;
- Corporate Pages - Larger companies maintain their career pages. They publish job advertisements and job-specific requirements for job seekers.

4. Employment contracts

Once the employer has chosen his / her staff, it is necessary to prepare a contract of employment which is always concluded in writing and is signed always before the employee or employee's first working day. In Bulgaria and Romania, the main legal form of employment is through a labor contract.

Bulgaria

The mandatory documents for the conclusion of a labor contract are:

- identity card or other identity document, that are returned immediately;
- document of acquired education, specialty, qualification, scientific degree or scientific degree, required for the position or work for which the person applies;
- an evidence of work experience in the specialty where the position or work for which the person applies is required to have such an experience - an employment or service book or other document certifying the traineeship;
- medical check-up document upon initial entry into employment and after termination of employment under an employment relationship for more than 3 months;
- a certificate of conviction where a law or a statutory instrument requires the authentication of a judicial past;
- permission from the Labor Inspectorate if the person is not 16 years old or is aged between 16 and 18 years old.
- The employment contract must be signed in writing in duplicate - one copy is received by the employee and the other is for the employer. The minimum requirements that must be included in the employment contract are:
 - Number and date of the employment contract;
 - Reason for conclusion of the contract (relevant article of the LC);



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- Company name, address, management address and company identification code under BULSTAT or VATA;
- Full names of the company's manager, permanent address and PIN (personal identification number);
- Worker's full name, permanent address and PIN;
- Type and level of education if required for the post;
- Title of the position;
- Place of work - the city and the specific place of work;
- Duration of the working day or week. The standard work day or week in Bulgaria is a 5-day work week with normal weekly working hours of up to 40 hours. (8 hours a day);
- For what period it is concluded - may be open-ended or fixed-term, as well as a probationary period. Unless otherwise expressly agreed, the contract is deemed to have been concluded indefinitely. The term contract cannot be longer than 3 years. If it is a test contract, the duration of the probationary period must be determined;
- Amount of basic and extended paid annual leave and additional paid annual leave. The minimum paid annual leave is 20 working days according to the Labor Code;
- Primary and supplementary wages of a permanent nature. The basic wage may not be less than the minimum wage at full-time 8 hours a day;
- A single notice period for both parties upon termination of the employment contract. The notice period for the termination of an open-ended employment contract is 30 days, as long as the parties have not agreed on a longer term, which may not exceed 3 months. For the termination of a fixed-term contract, the notice period is 3 months but no more than the remaining term of the contract;

Within 3 days of signing the employment contract from both parties, the employer informs the NRA that the employment contract has been concluded. Together with the employment contract, the employee signs a job description for the position, which includes his/her basic duties, the structure of the firm and its place in that structure, as well as the degree of subordination. The job description is an integral part of the employment contract. The employment contract cannot be changed without the written consent of both parties. The only case where the worker's consent is not required when the employment contract is changed is when this change concerns an increase in wages.

Romania

The mandatory documents for the conclusion of a labor contract are:

- medical certificate by a doctor - occupational medicine;
- notification by the employer to the National Agency for Labor Inspection and Social Security;
- identity card or other identity document that returns immediately;



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- document of acquired education, specialty, qualification, scientific degree, where required for the position or work for which the person is applying;
- a certificate of experience in the specialty, where the job or the position for which the person is applying is required to have such a service - a labor or professional license or other document certifying the traineeship;

The employment contract may be permanent or with a fixed term (up to 36 months), full/8 hours a day, 40 hours per 5-day work week/or part-time. The organization of working hours provides for two days off. Maximum working hours cannot exceed 48 hours, incl. overtime. An employment contract can also be concluded with a temporary employment agency, and the lease period cannot be longer than 24 months. Labor legislation provides for a probationary period of up to 90 days and, exceptionally, for management positions - up to 120 days.

European citizens can take positions, except for civil servants for whom Romanian citizenship is required.

The employment contract is written and concluded in Romanian. Workers are entitled to at least 20 working days of paid annual leave.

The guaranteed minimum monthly salary as of 1 January 2018 is RON 1900/EUR 408/. The average monthly gross monthly salary in November 2016 was RON 3005 /EUR 668/ and the net - RON 2172 / EUR 483/. The highest are salaries in the IT sector - RON 7241, and the lowest - in the Hotels and Restaurants sector - RON 1773.

The attributes that the employment contract must contain in Romania are the same as those in Bulgaria.

5. Tax regime and taxation

Remuneration of persons hired under a labor contract in Bulgaria and Romania is subject to a 10% General Income Tax on the total annual tax base. Taxes are deducted from the gross salary and paid through the employer.

In both countries citizens pay taxes on property, cars and VAT on goods and services. The standard VAT in Bulgaria is 20% and in Romania, it is 19%.

6. Insurance regime

Workers in both countries pay a statutory social security amount.

Bulgaria

Compulsory social security is governed by the Social Security Code. When a person is hired under an employment contract, the employer has the obligation to pay the insurance contributions to your name.

The amount of the mandatory social security contributions in 2018 at the expense of the person is PSS 10,58%, health insurance 3,2% and at the expense of the employer PHS 13,72% and health insurance 4,8%.



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Romania

In Romania, the worker and the employer make contributions to the budget of the social security, the health insurance fund, the Unemployment Fund and the state budget as follows:

Contributions to the social security budget (for pensions) - personal contributions paid by the employee - 10.5% of the gross monthly salary; of which 5.1% are transferred to a private pension fund; employers' contributions - between 15.8 and 25.8% of the total wage fund depending on the working conditions; Unemployment Fund - personal contributions on behalf of the employee - 0.5% of the gross monthly remuneration, employers' contributions - 0.5% of the total wage fund.

Contributions to the Guarantee Fund for payment of payable salaries by the employer - 0.25%. Contributions to the health insurance system - personal contributions of the employee - 5.5% of the gross monthly salary and employer's contributions - 5.2% of the total wage fund.

7. Civil Rights of Job Seekers - Education, Health Care

The rights of the individual and the citizen are defined by a number of documents, adopted and operating in both countries Bulgaria and Romania.

- *The Universal Declaration of Human Rights* (UN, 10 December 1948). Bulgaria and Romania are members of the United Nations since 14 December 1955 and as such have accepted this declaration. In the document, as inalienable rights, are the right to work, rest, education, cultural life;
- *European Convention on Human Rights and Fundamental Freedoms* adopted by the Council of Europe on 4 November 1950 and enacted in 1953 for the founding members of the Council of Europe. Ratified by the Republic of Bulgaria on 07.09.1992 and by Romania on 20.06.1994, is based on the *General Declaration of Human Rights*;
- *European Social Charter*, adopted in Turin on 18 October 1961 by the member states of the Council of Europe. The objective is to ensure citizens' social rights to improve living standards and social well-being by taking into account fundamental social changes. In Bulgaria it was adopted by law by the 38th National Assembly and came into force on 1.08.2000 and in Romania on 04.05.1999;
- *The Charter of Fundamental Rights of the EU* comes into direct effect with the adoption of *the Treaty of Lisbon* on 1 December 2009. As a member of the EU, Bulgaria and Romania have to respect the document. An important feature of the Charter is the innovative grouping of rights, leaving the traditional division of civil and political rights, on the one hand, and economic and social, on the other. At the same time, the Charter makes a clear distinction between rights and principles.

Education

The right to education is one of the fundamental rights of every citizen of the European Union and whether we live and work in our own country or in another Member State, we all have the right to study. In order to overcome the multiple differences in the qualification standards of individual European countries, the European Commission provides several tools



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to ensure more transparency and clarity in the recognition of diplomas and qualifications. The European NARIC network covers National Information Centers for the Recognition of Academic Education in All EEA: www.enic-naric.net.

The National Center for Information and Documentation (NACID) operates in Bulgaria. NACID provides access to a variety of information resources, maintains databases and creates information products and services to support the development and progress of education, training and science.

The Center shall facilitate the mobility of citizens on the labor market by providing information and services: 1. Recognizing acquired higher education at foreign higher education institutions and performing the functions of the National Center for Academic Recognition and Mobility; 2. issue certificates for unregulated professions in Bulgaria, which are regulated in other countries; 3. to recognize the right to practice a profession of citizens and competent authorities in other countries through the EU Internal Market Information System. (<http://nacid.bg>).

Romania has a *National Center for Recognition and Equivalence of Diplomas* (Centrul National De Recunoastere si Echivalare a Diplomelor (CNRED) - <http://www.cnred.edu.ro> It performs the role of a Directorate in the Ministry of National Education, having the following main tasks: 1. recognition and equivalence of study documents received abroad 2. development of regulations and methodologies for recognition and equivalence of study documents received abroad 3. research in higher education for the purpose of legalization or application of the Hague Apostille; 4 representation of Romania in the EU institutions in the field of academic and professional recognition.

Europass is also a tool for ensuring transparency of professional skills. The *Europass* system provides clarity in the consideration and recognition of professional qualifications in different parts of Europe. Each country has *Europass* information hubs - for more information: www.europass.cedefop.europa.eu.

Healthcare

National health legislation is leading, and the European Union has only complementary functions. In Bulgaria there is a Health Act, and in Romania Law no. 95 of 14 April 2006 on healthcare reform.

Bulgaria and Romania have an Agreement on cooperation in the field of health and medical science between the Government of the Republic of Bulgaria and the Government of Romania signed on 28 February 1996 in effect from 3 July 1996. In the case of accidents, infectious diseases and in the case of sudden life-threatening diseases, the Parties shall provide free of charge to all citizens of the other Party temporarily residing in their territory the necessary medical care in public health establishments, in an amount sufficient to return the patient to their home country without risk of deterioration of his/her health. Where the condition of the patient permits its transportation, the Host Party shall, where necessary, provide free transport to the border of the other Party from where it will be taken over by the National Services.

The two parties provide reciprocal free medical assistance to state health institutions in Romania and Bulgaria on lists periodically updated by the parties to: diplomatic staff and other officials at the embassies of the countries, officials at permanent representations,



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permanent correspondents in the press and national correspondents information institutions of both countries, as well as the members of their families and the persons who serve them, the Romanian and Bulgarian representatives working on bilateral and agreements, as well as representatives of the official Romanian and Bulgarian Orthodox Church.

European legislation explicitly orders equal treatment of insured citizens from EU Member States with their own insured citizens. Emergency and urgent medical assistance, within the framework of the compulsory health insurance package, is provided to every citizen of a Member State of the European Union when he is temporarily resident in the territory of another member state. For every foreign citizen in need of urgent medical care the provisions of the health insurance legislation of the respective country apply. When visiting a doctor for EU citizens temporarily residing in another EU country, they should be required to obtain a medical certificate entitling them from the package of compulsory health insurance and emergency medical assistance. This may be the European Health Insurance Card (EHIC) or the EPC Temporary Replacement Certificate. These documents certify the patient's right to receive urgent medical care. The alien's security number must be entered in the records. If the patient does not have either of these documents, this does not waive his right to medical assistance, and one of the two documents may be further claimed by the competent health insurer concerned.

Useful links

Bulgaria

<https://www.az.government.bg/en/pages/za-nas/> - National Employment Agency

<https://www.mvr.bg/migration/en/index> - Migration Directorate, Ministry of the Interior

<https://www.mvr.bg/en/home> - Ministry of Interior

https://www.mlsp.government.bg/index.php?section=HOMEN2&lang=_eng - Ministry of Labor and Social Policy

<http://www.minfin.bg/en/2> - Ministry of Finance

<https://www.mh.government.bg/en/> - Ministry of Health

<http://www.en.nhif.bg/> - National Health Insurance Fund

<https://www.mon.bg/en/100000> - Ministry of Education and Science

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Working hours with an audience in the Consular Section of the Romanian Embassy in Sofia is as follows:

Monday: 9.00 - 12.00; Wednesday: 9.00 - 12.00 and 14.00 - 16.00; Friday: 9.00 - 12.00

Romania

<http://www.anofm.ro/> - National Employment Agency (Agentia Nationala pentru Ocupare a Fortei de Munca (ANOFM))

<http://igi.mai.gov.ro/en> - Romanian Immigration Office

<https://www.politiaromana.ro/> - Police

<http://www.mai.gov.ro> - Ministry of Interior and Administrative Reform

<http://www.pasapoarte.mai.gov.ro/> - General Directorate of Passports at the Ministry of Interior and Administrative Reform

<http://www.mmuncii.ro/j33/index.php/en> - Ministry of Labor, and Social Justice

<http://www.mfinante.ro/> - Ministry of Finance

<http://www.cnas.ro/> - National Health Insurance House

<http://www.edu.ro/> - Ministry of Education, Science and Youth

Embassy of the Republic of Bulgaria in Bucharest, Romania

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GOVERNMENT OF ROMANIA



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This document is part of the project "Integrated solutions for employment in the culinary arts and restaurant sector for a qualified and inclusive Bulgarian-Romanian cross-border region", co-funded by the European Union through the European Regional Development Fund under the Interreg VA Romania-Bulgaria Program, project: 16.4.2.104; e-MS code: RO BG-192.