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EMN European Migration Network

Ad-Hoc Query

2024.53 Ad-hoc Query on Visas and the right to work

European Migration Network
Ad-hoc query

AD-HOC QUERY ON 2024.53 AD-HOC QUERY ON VISAS AND THE RIGHT TO WORK

REQUESTED BY EMN NCP ESTONIA ON 8 OCTOBER 2024

Responses from: EMN NCP Austria, EMN NCP Belgium, EMN NCP Bulgaria, EMN NCP Croatia, EMN NCP Cyprus, EMN NCP Czech Republic, EMN NCP Estonia, EMN NCP Finland, EMN NCP France, EMN NCP Germany, EMN NCP Greece, EMN NCP Hungary, EMN NCP Italy, EMN NCP Latvia, EMN NCP Lithuania, EMN NCP Netherlands, EMN NCP Poland, EMN NCP Slovakia, EMN NCP Slovenia, EMN NCP Spain, EMN NCP Sweden **(21 in total)**

Disclaimer: The following responses have been provided primarily for the purpose of information exchange among EMN National Contact Points (NCPs) in the framework of the EMN. The contributing EMN NCPs have provided, to the best of their knowledge, information that is up-to-date, objective and reliable. Note, however, that the information provided does not necessarily represent the official policy of an EMN Country.

BACKGROUND INFORMATION

Estonia is currently preparing to recast the legislation governing the entry, residence, and employment of third-country nationals (TCN). One of the primary objectives of this recasting is to establish a more streamlined and systematic framework for the entry, stay and employment of TCN, effectively integrating various permits into an efficient and user-friendly system.
In relation to the recasting, the Estonian Ministry of the Interior would like to request information on national regulations and practices concerning long-stay D-visas, as well as employment of TCN during short stays. Responses from the other Member States will help to contribute to a comparative analysis of Estonia´s regulations in relation to those of other countries.
Previously, there has been ad-hoc query no 2020.13 on short-term/temporary worker visa and an ad-hoc query no 2019.60 on use of D-visas in other Member States. As these were conducted in 2019 and 2020, it would be beneficial to ask again to ensure up-to-date information on any potential changes in policies and/or procedures.

WE WOULD LIKE TO ASK THE FOLLOWING QUESTIONS:

We would very much appreciate your responses by **30 October 2024**.

1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed.

2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration.

3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes?

4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process.

5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed.

6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration.

RESPONSES

		Wider Dissemination?	
	EMN NCP Austria	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes. According to Art. 24 Aliens Police Act, a visa for employment purposes may be issued, if the activity in question is,

			inter alia, a merely temporary (self-)employment or for an activity as seasonal worker. Pursuant to Art. 2 para 4 subpara 16 Aliens Police Act, a merely temporary self-employment is understood to be an activity, which is not exercised for more than six months within a 12-month period,maintaining a residence in the third country which remains the centre of main interestwhich is not a case of compulsory insurance according to Art. 2 Trade Social Insurance Act.Pursuant to Art. 2 para 4 subpara 17 Aliens Police Act, a merely temporary employment is understood to be an activity, for which an authorization or other confirmation under the Act Governing the Employment of Foreign Nationals with a validity of no more than six months is available or for which an activity based on an exception under the Act Governing the Employment of Foreign Nationals (Art. 1 para. 2 and 4 Act Governing the Employment of Foreign Nationals) is exercised for no longer than six months within twelve months or for which an activity is exercised within the scope of the intended duration pursuant to Art. 1 no. 14 of the Ordinance of the Federal Minister of Labour and Social Affairs of 19 September 1990 on Exceptions to the Scope of the Act Governing the Employment of Foreign Nationals. Depending on the intended duration of occupation, the visa for employment purposes is issued as Visa C (up to 90 days) or Visa D (91 days to 6 months), if, in the case of the applicability of the Act Governing the Employment of Foreign Nationals, a labor market authority permit or certificate is available and if there is no reason for refusing a visa (Art. 24 para. 1 Aliens Police Act). The visa must be applied for at the Austrian representation authority abroad (Art. 7 and 11 Aliens Police Act). 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. Taking up gainful employment requires an employment permit. It must be granted to the employer upon application for the person specified in the application if the situation and development of the labour market permits employment (labour market test), important public and macroeconomic interests do not conflict with this and, among other things (Art. 4 para. 1 Act Governing the Employment of Foreign Nationals) there appears to be a guarantee that the employer will comply with wage and working conditions, including social security regulations there are no important reasons in the person of the foreign national, such as repeated violations as a result of employment without an employment permit during the last twelve months, the employment has not already begun, unless otherwise stipulated in this federal law. The situation and development of the labour market permits the issuance of an employment permit if there is neither a national nor foreign national available on the labour market for the vacant position to be filled by the applicant who is willing and able to perform the requested

			employment under the conditions permitted by law. Among available foreign nationals those entitled to unemployment insurance benefits, EEA citizens, Swiss nationals, Turkish association workers and foreign nationals with unrestricted access to the labour market are preferred. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes, see Q1. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. Visa D can be issued in Austria (Art. 21 Aliens Police Act 2005) if the applicants have a valid travel document; there are no grounds for refusal and the re-entry of the foreign national appears to be assured. The issue of a visa must be refused if, among other things the foreign national does not justify the purpose and conditions of the planned stay; the foreign national does not have health insurance that covers all risks or the foreign national's health certificate shows a serious illness; the stay of the foreign national could lead to a financial burden on a local authority, unless this burden results from the fulfilment of a legal claim existing prior to entry; the foreign national is the subject of an alert in the SIS for return or for refusal of entry and residence; the foreign national's stay would impair the Republic of Austria's relations with another state. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. Yes. Taking up gainful employment requires an employment permit, see Q2. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration.

			See Q2.
	EMN NCP Belgium	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. YES. Usually, a separate work permit (permit B) is required. In Belgium, access to the labour market is a regional competence, so the applicable regime varies depending on the region. In the Flemish Region In the following cases, under certain conditions, individuals are exempt from a work permit for an employment of up to 90 days in the Flemish Region: Posted workers who are not subject to a prior Limosa declaration: workers employed in the sector of international transport of persons or goods, unless these workers carry out cabotage activities on the Belgian territory in a sector other than road transport Specialised technicians posted to Belgium for the initial assembly and/or initial installation of a good, which is an essential part of a contract for the supply of goods and which is necessary for the commissioning of the delivered good and which is carried out by qualified and/or specialised workers of the supplying company, when the duration of the said works does not exceed eight days. However, this derogation does not apply to activities in the construction sector; Specialised technicians employed by an employer established abroad who come to Belgium to carry out urgent maintenance work or urgent repair work on machines or equipment supplied by their employer to the enterprise established in Belgium in which the repairs or maintenance take place, provided that their stay necessary for the activities does not exceed 5 days per calendar month; workers coming to Belgium to attend scientific congresses; workers coming to Belgium to attend meetings in restricted circles, provided that their presence at these meetings does not exceed a maximum of 60 days per calendar year, with a maximum of 20 consecutive calendar days per meeting; employees employed by a public administration; employees employed by an international body governed by public law established in Belgium and whose status is

			governed by a treaty which has entered into force members of a diplomatic or consular mission; professional sportsmen and women, referees, coaches, official representatives, staff members and all other persons accredited and/or recognised by international or national sports federations who reside abroad, are employed there by an employer established abroad and come to Belgium to take part in international sports competitions, provided that their stay in the country necessary for these activities does not exceed the duration of the sports test and does not exceed three months per calendar year; artists of international repute as well as the accompanists whose presence is required for the spectacle provided that their stay in Belgium, necessary for these activities, does not exceed 21 days per quarter; researchers and members of a scientific team residing abroad and employed by a university or a scientific institution located abroad, participating in a scientific programme in Belgium in a host university or a scientific institution, provided that their stay, necessary for these activities, does not exceed 3 months per calendar year. Temporary commercial activities or commercial representatives with main residence abroad; persons who have come to Belgium to receive, on behalf of a company established abroad, goods supplied by Belgian industry; journalists from foreign media; workers employed in a foreign company who come to Belgium to give or receive training at the Belgian headquarters of the group of companies to which their company belongs, under a training agreement between the headquarters of the group of companies; Intra-Corporate Transferees in the context of short-term mobility; Third-country nationals attending or participating in a conference or fair as representatives of hotels, travel agencies or tour operators, or accompanying a tour which started on the territory of a third country as guides; Translators and interpreters: third-country nationals providing services as translators or interpreters as employees of a legal person established on the territory of a third country: Researchers with host agreement in the framework of short-term mobility; posted worker within the EU; Researchers or international lecturers attached to a recognised Belgian research institute. In the Brussels-Capital Region In the following cases individuals are, under certain conditions, exempt from work permit for employment of up to 90 days in the Brussels Capital Region:

			Posted workers who are not subject to a prior Limosa declaration: workers employed in the sector of international transport of persons or goods, unless these workers carry out cabotage activities on the Belgian territory in a sector other than road transport; Specialised technicians posted to Belgium for the initial assembly and/or initial installation of a good, which is an essential part of a contract for the supply of goods and which is necessary for the commissioning of the delivered good and which is carried out by qualified and/or specialised workers of the supplying company, when the duration of the said works does not exceed eight days. However, this derogation does not apply to activities in the construction sector Specialised technicians employed by an employer established abroad who come to Belgium to carry out urgent maintenance work or urgent repair work on machines or equipment supplied by their employer to the enterprise established in Belgium in which the repairs or maintenance take place, provided that their stay necessary for the activities does not exceed 5 days per calendar month; workers coming to Belgium to attend scientific congresses; workers coming to Belgium to attend meetings in restricted circles, provided that their presence at these meetings does not exceed a maximum of 60 days per calendar year, with a maximum of 20 consecutive calendar days per meeting; employees employed by a public administration; employees employed by an international body governed by public law established in Belgium and whose status is governed by a treaty which has entered into force; members of a diplomatic or consular mission; professional sportsmen and women, referees, coaches, official representatives, staff members and all other persons accredited and/or recognised by international or national sports federations who reside abroad, are employed there by an employer established abroad and come to Belgium to take part in international sports competitions, provided that their stay in the country necessary for these activities does not exceed the duration of the sports test and does not exceed three months per calendar year; artists of international repute as well as the accompanists whose presence is required for the spectacle provided that their stay in Belgium, necessary for these activities, does not exceed 21 days per quarter; researchers and members of a scientific team residing abroad and employed by a university or a scientific institution located abroad, participating in a scientific programme in Belgium in a host university or a scientific institution, provided that their stay, necessary for these activities, does not exceed 3 months per calendar year; commercial representatives whose main residence is abroad;

			persons coming to Belgium to receive, on behalf of a company established abroad, goods supplied by Belgian industry: servants accompanying tourists staying in Belgium; persons employed in a company established outside the European Union, who come to Belgium to give or receive training in the Belgian headquarters of the group of companies to which their company belongs, under a training agreement between the companies of the same group of companies; posted worker within the EU; journalists from foreign media; ministers of a recognised worship service; Certain trainees; Senior executives; personnel attached to military cemetery commissions who maintain the graves of foreign military personnel; employees registered in the Belgian Merchant Navy Seamen's Pool; Researchers with a hosting agreement Intra-corporate transfer (short-term mobility) Persons who will be employed in one of the following categories subject to a labour market test derogation. An employer can apply for a short term authorization to work, allowing the occupation based on a short term stay: highly qualified staff guest professor specialized technician seconded worker, coming to Belgium to undergo training professional athlete or trainer responsible position at a foreign airline responsible position in a tourism service in their country performing artist intern seasonal worker In the Walloon Region: Without prejudice to more favourable provisions laid down in international agreements, a third-country national whose employment in Belgium is limited to a maximum of 90 days within each period of 180 days, and who fulfils

			one of the following conditions, is automatically admitted to work: a posted worker who is not subject to a prior Limosa declaration; a holder of a valid EU Blue Card issued by another Member State; a child authorised to work in accordance with articles 7.2 to 7.14 of the law of 16 March 1971 on work. Without prejudice to more favourable provisions provided for by international agreements, the following categories of persons are automatically admitted to work, if they comply with the prior Limosa declaration (posted workers), and if their work is limited to a maximum of 90 days within a period of 180 days: 1° a third-country national who does not have his main residence in Belgium and who performs one of the following temporary economic activities related to the economic interests of the employer: participating in: (1) a conference or seminar ; (2) an internal or external business meeting; (3) a fair or exhibition; b) negotiating a commercial agreement; c) undertaking sales or marketing activities; d) carrying out internal or customer audits; e) exploring business opportunities; f) give or follow training courses; 2° a person coming to a French-speaking Community (broader than Wallonia) to receive goods delivered by Belgian industry on behalf of a company established abroad; 3° a journalist residing abroad who is linked exclusively to a media outlet established abroad which regularly and directly contributes to the gathering, editing, production or dissemination of information for the benefit of the public ; 4° a worker employed by a foreign company who comes to Belgium to give or follow a training course at the Belgian headquarters of the group of companies to which his company belongs under a training agreement between the headquarters of that group; 5° an ICT manager, ICT expert or ICT trainee employee who exercises his right to short-term mobility, provided that his remuneration is not less favourable than that of comparable positions in accordance with the applicable laws, collective labour agreements or practices; 6° a third-country national who, as a guide or representative of a hotel, travel agency or travel organisation, attends or participates in a congress or trade fair or accompanies a tourist circuit which began in the territory of a third country;

			7° a third-country national who provides translation or interpreting services as an employee of a legal person established in a third country; 8° a member of an organisation carrying out an activity of a social, cultural, environmental or charitable nature, who has come to the French-speaking region to participate in a Belgian organisation carrying out a similar activity, recognised or subsidised by a Belgian public authority as part of a programme of continuing training, professional retraining or exchanges of good practice; 9° a person employed by an employer established abroad who comes to the French-speaking region in order to carry out vehicle prototype tests or to carry out prototype tests developed by a research organisation; 10° a domestic worker who accompanies a tourist staying in a French-speaking region ; 11° an artist who has concluded an agreement for artistic services with an operator subsidised by the French Community. § 3 Without prejudice to more favourable provisions provided for by international agreements, a worker who fulfils the following cumulative conditions is automatically admitted to work: 1° who complies with the prior Limosa declaration; 2° who is not a national of a Member State of the European Economic Area 3° who is employed by a company established in a Member State of the European Economic Area or the Swiss Confederation; 4° who is going to Belgium temporarily to provide services, if that person meets one of the following conditions: a) he/she is residing in a Member State of the European Economic Area or in the Swiss Confederation, in which he has a right of residence or a residence permit for more than three months ; b) he/she is legally employed in the Member State in which he resides, provided that his residence permit is valid for at least the duration of the work to be carried out in Belgium; c) he/she is in possession of a valid employment contract; d) he/she is in possession of a passport and a residence permit for a period at least equivalent to the duration of the service provided, in order to guarantee his return to his country of origin or residence. § 4 The following categories of persons are entitled to work by right 1° the person, including the student still enrolled in an establishment in his third country of origin, coming to Belgium to carry out a paid work placement not exceeding twelve months and approved by the competent authority in the context of development cooperation or a collaboration agreement; 2° a researcher, assistant lecturer or international lecturer employed under a hosting agreement; 3° a researcher, assistant lecturer or international lecturer who is part of a partnership supported by the public

			authorities between a university and a company; 4° post-doctoral students who receive a scientific research allowance or a scholar's grant. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. In the Brussels-Capital Region In the Brussels-Capital Region, workers who are exempted from an authorization to work for less than 90 days do not need to apply for a separate work permit, nor register at the competent region. The exemption is automatically applicable. However, workers who are subject to a labour market test derogation do need a separate work permit. The employer needs to apply for a short term authorization to work. This document doubles as a work permit, and is delivered for a maximum duration of 90 days per 180 days. The application had to be filed by the employer directly at the region. The authorization to work is notified directly to the employer when granted. In the Flemish Region Unless individuals are exempt from a work permit for an employment of up to 90 days in the Flemish Region (see Q1) or intra EU posting of third country nationals (no time limit), a separate work permit is required. Several conditions must be met at the same time. There are exceptions to these conditions. The general conditions are: The employer or user must have a registered office or place of business in the Flemish region. This can only be waived if the benefits are subject to Belgian social security. A work permit can only be granted if the work belongs to one of the categories listed below. Separate conditions and procedures apply to each category: Highly skilled (minimum bachelor level – qualification level 5) Medium skilled (shortage occupation list) Managerial position Specialised technicians Vocational training as part of a sales contract Training with a multinational group Trainee Employment under international agreements Researchers with hosting agreements Postdoctoral researcher Intra corporate transferees Professional athletes Artist Journalist European Blue Card Compulsory work placement in framework of post-graduate qualification Trainee at a government or international institution Minister of a recognised religious denomination Au pair Frontier workers Category ‘other’ (= low skilled or medium skilled professions) If you have received a work permit for employment of up to 90 days or are exempt from work permits, your stay falls under short stay. You apply for a type C visa at the embassy, unless you are exempt from visa requirements for short stay based on your nationality. The purpose of travel for short stay in this case is (short)

			employment. In the Walloon Region: If a B work permit is required because the third-country national is not automatically authorised to work, an application must be submitted to the Walloon administration. These applications are currently submitted by e-mail (by the employer) but should eventually be integrated into the one-stop shop, as is already the case for single permit applications. The occupation permit and B work permit are sent to the municipality where the employer is located. The employer must go to the municipality to collect the documents sent. The employer then sends the B work permit to the worker, who can then use this document to come to Belgium. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? YES, to allow entry in the Schengen Zone. Long-stay D-visas can be issued for various purposes: family reunification, study, work, humanitarian admission, etc. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. An application for a long stay visa based on employment is made via the single permit procedure: the application must be submitted by the employer in Belgium via the platform “Working in Belgium”. The competent region examines the application for a work permit, the Immigration Office examines the application for residence. If both are assessed positively, the Immigration Office draws up a decision in the form of an “annex 46”, which is sent to the employer and employee and to the diplomatic post abroad. With this document, the employee can obtain a visa D from the diplomatic post. An application as a self-employed person is still done in two "phases". The TCN must apply for a professional card with the competent Region, if this is approved they must submit a visa application at the diplomatic post. To obtain the annex 46 (which leads to the issuance of the visa D), the third-country national must fulfil both the requirements for residence (assessed by the Immigration Office) and the requirements for employment (assessed by the regional authorities). The requirements assessed by the Immigration Office (residence) are as follows: proof of payment of the fee;

			a copy of the applicant's valid passport or equivalent travel document; proof that the applicant has sufficient means of subsistence, the duration of his employment as an employee, and, if necessary, the employer's VAT number (in principle, the aok is sufficient); an extract from the criminal record or an equivalent document, if the applicant is over 18 years old; a medical certificate; proof that the applicant has health insurance that covers all risks in Belgium for himself and his family members. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. In the Brussels-Capital Region Usually a TCN wanting to work based on a long-stay has to register at the commune and obtain a residence card before starting to work. Usually a single permit, which combines the authorization to work (regional decision) and the authorization to work (Immigration Office decision), is needed (process described in Q4). In the Flemish region: To come and work in Belgium for more than 90 days, you need a single permit, unless: you are exempt (Q1); you are an au pair of a frontier worker: apply for work permit (permit B); you are an intra EU posted TCN worker In the Walloon Region If a B work permit is required because the third-country national is not automatically authorised to work, an application must be submitted to the Walloon administration. These applications are currently submitted by e-mail (by the employer) but should eventually be integrated into the one-stop shop, as is already the case for single permit applications. The occupation permit and B work permit are sent to the municipality where the employer is located. The employer must go to the municipality to collect the documents sent. The employer then sends the B work permit to the worker, who can then use this document to come to Belgium. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. The Single Permit Procedure applies (see answer to Q4). The work permit (permit B) must be applied for at the regional entities. This will change soon - Belgium is preparing

			a legislative act to include the permit B in the same platform currently used to introduce single permit applications ("Working in Belgium" platform). The criteria depend on the type of work.
	EMN NCP Bulgaria	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. YES. According to the Art. 24k, paragraph 1 of the Law for Foreigners in the Republic of Bulgaria (LFRB) to carry out seasonal work for up to 90 days without interruption, foreigners must have a valid visa for short-term residence for the purpose of seasonal work, where one is required, and the employment must be registered by the authorities of the Ministry of Labour and Social Policy under the Labour Migration and Labour Mobility Act (LMLMA) and the regulation on its implementation. The registration of employment shall be done even if foreigners are exempt from the visa requirement in accordance with Annex II of Regulation (EC) № 539/2001 of the Council of 15 March 2001 on determining the third countries, whose nationals must be in possession of visas when crossing the external borders of the Member States, as well as those countries, whose nationals are exempt from that requirement. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. The conditions and procedure for access to the labour market of seasonal workers are defined in Chapter Two "Labour Migration from Third Countries", Section I "General Obligations" and in Section IV "Seasonal Employment" of LMLMA. Registration for seasonal work is carried out subject to the following conditions: 1. by List of economic sectors, including the implementation which depends on the change of seasons, approved by the Minister of Labour and Social Policy. The current list is approved by Order RD-01-47/17.01.2017 of the Minister of Labour and Social Policy, which includes two sectors: agriculture, forestry and fisheries; hotel and restaurant industry.

			2. when the proposed working conditions and pay are not less favorable than the conditions for Bulgarian citizens for the labour category; 3. the employer has provided the seasonal worker with suitable housing that meets all safety and health requirements until the contract expires. For the use of the apartment, the seasonal worker enters into a rental agreement, and the rental price of the apartment must be consistent with the remuneration received by the seasonal worker and with the quality of the apartment; 4. the employer is obliged to cover the transportation costs from the place of his seasonal worker to his place of work in the Republic of Bulgaria and vice versa, as well as the costs of the mandatory health insurance and insurance of the seasonal worker. Housing rent and transport costs cannot be deducted from the worker's remuneration; 5. the procedure requires that the registration in Employment Agency (EA) be carried out before the start of employment of the foreigners on the territory of the country. The registration of seasonal employment for up to 90 days without interruption in each 12-month period is carried out within 10 days of submitting the declaration for seasonal work and is confirmed by certification of the declaration by the executive director of EA, and a certified copy is returned to the applicant. This is a registration procedure and it is free of charge. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? According to the Art. 15, paragraph 1 of the Law for Foreigners in the Republic of Bulgaria long-stay visa with a validity term of up to 6 months and with right to stay for up to 180 days may be issued to a foreigner who wishes to obtain permit for continuous, long-term or permanent residence in the Republic of Bulgaria based on one of the grounds, specified in this act. According to the Art. 24, paragraph 1 of the LFRB a long-term residence permit may be granted to foreigners who have a visa under Art. 15, para 1 and: - are willing to work as seconded or sent within the provision of services on the territory of the Republic of Bulgaria upon permit by the bodies of the Ministry of Labour and Social Policy under the LMLMA; - carry out commercial activity in the country according to the legally established order, and as a result of this activity at least 10 full-time positions have been opened for Bulgarian citizens, maintained for the term of stay, unless agreed otherwise by an international agreement, ratified, promulgated and enacted in the Republic of

			Bulgaria, where the requirement shall apply to each partner separately; the same conditions shall apply to each manager individually; - are foreign specialists staying in the country by force of international agreements to which the Republic of Bulgaria is a party; - have reason to be allowed permanent residence; - are representatives of a foreign trade company with registered - after checkup and evaluation of submitted documents on the economic activity and tax integrity of the foreign company for a period of two years before the registration of the representation, as well as documents, regarding its planned activities, by the Bulgarian Chamber of Commerce and Industry, commercial representation in the Republic of Bulgaria; a long-term residence permit may be obtained by no more than three representatives per foreign trading company; the Bulgarian Chamber of Commerce and Industry shall timely notify the Migration Directorate in case of change in the circumstances of registration of the representation; - are financially ensured parents of a Bulgarian citizen or a foreigner who holds a permanent residence permit, when the documents certifying the familial ties coming from abroad have been recognized or admitted to implement and have been registered under the Bulgarian legislation; - have been admitted to a medical establishment for continuous treatment, have sufficient financial resources for treatment and maintenance, so as not to become a burden on social insurance systems, and their health condition requires them to be sustainably cared for by qualified medical personnel; - are correspondents of foreign mass media and have accreditation in the Republic of Bulgaria; - are entitled to pension pursuant to the legislation of the Republic of Bulgaria, of their home country or another country and have sufficient means of support for their stay in the country; - are members of the family of a foreigner, who has received extended or permanent residence permit, as well as of a foreigner, received international protection - when the documents, certifying the familial ties and the right to support have been recognized or allowed for execution under the Bulgarian legislation; - are other members of the household of a foreigner, or the foreigner’s private domestic service staff; - wish to carry out free-lance practice upon permit by the bodies of the Ministry of Labour and Social Policy pursuant to the LMLMA; - wish to carry out non-profit activity upon permit of the Ministry of Justice under conditions and by an order determined by an ordinance of the Minister of Justice, in coordination with the Minister of Interior and with the Chairman of State Agency "National Security", or have received a positive opinion from the "Religions" Directorate of the Council of Ministers pursuant to the Religions Act - in their capacity as foreign religious servants, invited by the

			central management of the registered religions; - have acquired statute of special protection according to the Combating Human Trafficking Act; - are family members of a Bulgarian citizen and the documents originating from abroad, confirming familial relationships and right to support, have been recognized or allowed for execution under Bulgarian legislation; - have deposited no less than BGN 600 000 per each foreigner for acquiring ownership of real estate within the territory of the Republic of Bulgaria or the foreigner owns more than 50 % of the share capital of a Bulgarian trade company, has deposited the same amount in the capital of the company and as a result the company has acquired ownership of real estate in the country of this value; by the date of submission of the application for long-term residence the foreigner or the legal entity must have paid the full amount in the account of a Bulgarian licensed credit institution, and where the real properties are acquired with borrowed funds, the outstanding loans should not exceed 25 percent; - have made an investment in economically disadvantaged regions within the meaning of the Investment Promotion Act by depositing in the capital of a Bulgarian company not less than 250,000, provided that the foreigner is a partner or shareholder with registered shares and has no less than 50 per cent of the share capital as a result of the investment acquired new tangible and intangible assets amounting to not less than BGN 250,000 and at least 5 new positions are opened for Bulgarian citizens for the residence period and this is verified by the Ministry of Innovation and Growth. - wish to carry out volunteer work within the European Voluntary Service; - are members of the family of a foreigner with granted asylum, temporary protection or humanitarian status - where the documents, certifying the family ties and the right to maintenance are recognized or admitted for execution under the Bulgarian legislation. - are researchers with concluded contracts for development of a research project with a research organization based in the Republic of Bulgaria, included in the register under the Act for the Promotion of Scientific Research; - are accepted as full-time students in a higher school in the Republic of Bulgaria; Long term residence and work permit type "Single residence and work permit" can be obtained by foreigners who meet the conditions for gaining access to the labour market according to the Bulgarian legislation and have a visa under Art. 15, para. 1 or a residence permit issued in accordance with Regulation (EC) (1030/2002). A permit for long-term residence for the purpose of employment as a seasonal worker shall be issued to a foreigner who meets the conditions for obtaining access to the labour market according to the Bulgarian legislation and holds a visa under Art. 15, para. 1. Long-term residence permits may be obtained by foreigners who hold a visa under Art. 15, para. 1, have a

			certificate issued by the Ministry of Innovation and Growth for a high-tech and / or innovative project called "Startup Visa", and after the issuance of the long-term residence visa have become partners or shareholders in a Bulgarian commercial company, and who own not less than 50 percent of the capital of the company, the subject of activity of which is the one, declared when issuing the certificate. Permission for long-term residence and work type "EU Blue Card" can be obtained by foreigners who meet the conditions for exercising highly qualified employment according to the Bulgarian legislation and. hold a visa under Art. 15, para. 1 or a permit for all types of long-term stay in the Republic of Bulgaria; Permission for a person transferred during an intra-corporate transfer with the right of long-term residence may be obtained by foreigners who meet the conditions for access to the labour market under the LMLMA and who have a visa under Art. 15, para. 1 or a permit for long-term residence in the Republic of Bulgaria on the same grounds, in the cases of re-issuance etc. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. The conditions and procedure for issuing visas from the Republic of Bulgaria for entry and residence, transit or airport transit are provided by the Ordinance on the Conditions and Procedure for Issuing Visas and Determining the Visa Regime. The application for the issuance of a long-term residence visa is submitted only at the diplomatic and consular missions of the applicant's permanent residence or at those missions that are accredited for the country of the applicant's permanent residence. Exceptions to the personal appearance requirement are not permitted when applying for a long-term resident visa. When submitting an application for a long-term residence visa, the applicant submits: 1. a regular document for foreign travel that meets the following conditions: a) the validity period expires at least three months after the planned date of departure from the territory of the Republic of Bulgaria, or in the case of multiple visits - after the last planned date of departure from the territory of the Republic of Bulgaria; in duly justified cases of emergency, this condition may not be complied with; b) contains at least two blank pages; c) was issued within the previous 10 years; 2. a photocopy of the pages of the foreign travel document with the personal data and visas and/or a photocopy of the residence permits held for the next countries along the route and for the country - the purpose of the trip, if

			necessary; 3. a photo scanned or taken at the time of submitting the application; 4. his/her ten fingerprints; 5. document for paid visa fee. The foreigner also submits the documents and copies of them substantiating the request for a long-term residence visa in accordance with the Law on Foreigners in the Republic of Bulgaria and the regulations for its implementation, and for the financial means for maintenance and shelter. He/she also should present a valid overseas travel medical insurance covering the period of intended stay or, if applying for a multiple-entry visa, the period of the first intended visit or transit with minimum amount of coverage 30,000 euros. The insurance must be able to cover all expenses that may arise in connection with repatriation for medical reasons, for emergency medical assistance and/or emergency hospital treatment or death in the territory of the Republic of Bulgaria. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. NO. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. In the LFRB and LMLMA, different regimes and procedures for access to the labour market are provided, depending on the employment that the workers – third-countries nationals wish to exercise on the territory of the country. In certain cases, the permit is issued by the Ministry of Interior /MoI/, including the positive opinion of the executive director of the Employment Agency for access to the labour market (the Single permit, the Blue card, Seasonal worker permit and Intra-corporate transferee permit), and in others the work permit is issued by the executive director of the Employment Agency and based on the residence permit is issued by the Ministry of Interior (the Work permit for posted workers, Work permit for the family members of a third-country national who has been granted long-stay residence permit and the Work permit for performing freelance activities). Detailed information (including in English) for all procedures concerning access to the Bulgarian labour market for

			third-country nationals could be found on the following internet address: https://www.az.government.bg/pages/zaetost-na-chuzhdenci-normativna-uredba/.
	EMN NCP Croatia	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. No. A third country national cannot work in the Republic of Croatia on the basis of a short-term visa or short-term stay. As a rule, a TCN can work only on the basis of a stay and work permit. A TCN with an issued short-term visa or on a short-term stay can work legally prescribed jobs on the basis issued work registration certificate - these are contracted jobs whose performance lasts a short period of time in the territory of the Republic of Croatia. A certificate of work registration for the performance of contracted work can be issued up to 90 or 30 days within a calendar year. The following third-country nationals can work on the basis of a work registration certificate for up to 90 days in a calendar year: - tourist representatives or animators in accordance with the regulation governing the provision of services in tourism - tourist representatives of foreign travel agencies who come on the basis of a contract on the provision of services with a travel agency in the Republic of Croatia - scientists undergoing scientific and professional training, scientists - representatives of international organizations and scientists who will participate in the implementation of scientific projects important for the Republic of Croatia - administrative staff, experts, teachers and lecturers of foreign cultural, educational and scientific institutions, who perform work in the Republic of Croatia within the framework of cultural and educational cooperation programs, as well as administrative staff, experts, teachers and lecturers of foreign cultural, educational and scientific institutions which have their own branches in the Republic of Croatia, if they come from the parent institution - foreign correspondents accredited in the Republic of Croatia or foreign media reporters - persons who perform tasks of supervision and inspection of overhaul and construction of ships, i.e. tasks of supervision or inspection of production, assembly of equipment, machines and other facilities on the basis of export contracts or orders of foreign clients in the field of shipbuilding

			- for the purpose of performing work on vessels that are entered in the crew list - lecturers who participate in organized professional meetings and seminars - artists and technical staff for opera, ballet, theater, concert, art and other cultural events, i.e. authors and performers in the field of film and television art - experts in the field of cultural heritage protection, librarianship and archival science - artists, authors, technical and other personnel participating in the shooting of high-budget films - other essential persons except persons who have been transferred within the company (ICT) and business visitors as defined by the Protocol on the Accession of the Republic of Croatia to the Marrakesh Agreement on the Establishment of the World Trade Organization - for the purpose of implementing an international agreement. The following third-country nationals can work on the basis of a work registration certificate for up to 30 days in a calendar year: - who conduct professional training, training or education of workers employed by legal entities and natural persons in the Republic of Croatia - who are employees of a foreign employer who is a manufacturer of machines or equipment and who come for their delivery, assembly or service, and their work is a condition for exercising warranty rights - natural persons and employees of legal entities from third countries registered to perform funeral services in accordance with the regulation governing funeral services - at fairs or exhibitions where their employer exhibits - workers in circuses or amusement parks - when filming fashion editorials or advertising campaigns - supporting reporting, organizational and technical staff at sports events and competitions - authors and performers in the field of music, music-stage and dance arts, as well as supporting reporting, organizational and technical staff - who receive professional training at a company affiliated with a foreign employer - providers of auditing and consulting services. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. A third country national or a legal or natural person who will use the services or work of a third country national

			must submit a written request to the police department/station for the issuance of a work registration certificate and attach: - a corresponding contract - a valid foreign travel document of a TCN. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes, the Republic of Croatia issues a long-term visa (visa D) which is used to authorize entry if a TCN has been granted a temporary stay permit, i.e. a stay and work permit, and if he needs a short-term visa to enter the Republic of Croatia. It is issued for one or more entries, with a validity period of up to six months and with an approved duration of stay of up to 30 days. The application for a long-term visa (visa D) is submitted before entering Croatia, at the competent embassy/consulate or visa center of VFS Global. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. With a completed and handwritten visa application form and a valid passport (the passport must have at least two blank pages for entering the visa, must have been issued within the last 10 years, and the validity period must be at least three months longer than the period of validity of the temporary stay or stay permit and work) are also attached: - recently taken identification photo (in accordance with ICAO standards), - travel health insurance that covers a period of stay of 30 days in the Republic of Croatia (to cover the costs of emergency medical assistance and/or hospital treatment and return to the homeland for health reasons, or in case of death. The insurance must be valid for the entire Schengen area. The minimum amount is 30,000 euros.) - proof of approved temporary residence or issued permit for residence and work in the Republic of Croatia - proof of means of travel - proof of paid visa fee. If the application is submitted at the visa center of VFS Global, the service fee is also paid.

			When submitting the application, fingerprints are taken. Certain categories of persons are exempt from providing fingerprints. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. No. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. A person who needs a visa to enter the Republic of Croatia, submits an application for a temporary stay permit, or a stay and work permit (exceptions are specified in the Aliens Act) at a diplomatic or consular representation. Only after the request is approved, person submits a request for visa D. The request for visa D is submitted no earlier than two months before, and no later than two months after the start of the validity of the temporary stay or the issued permit for stay and work in the Republic of Croatia. A TCN who has been issued a long-term visa is obliged to come to the Republic of Croatia within 30 days from the start of the validity of the visa and contact the competent police department or police station in order to register their place of residence and create a biometric stay permit.
	EMN NCP Cyprus	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. No 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration.

			N/A 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? No 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. N/A 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. N/A 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. Cyprus issues Type C visas up to 90 days in any 180-day period. Third country nationals entering Cyprus on a visa (or a visa waiver), can apply for a residence permit as a Visitor. However, for other purposes like employment, studying, family reunification (exceptions apply), an entry permit, issued by the Migration Department, is necessary for entry and is, in that sense, a prerequisite to a residence permit. Main conditions/ criteria include: Proof of cause of stay (ie, for employment purposes: contract of employment, qualifications/ study: acceptance letter by an academic institution in the Republic, qualifications)Proof the applicant is not a threat to public order and public health.Proof of sufficient funds to support themselves and their family members in the Repubic (for purposes

			other than employment). Procedure: Cyprus follows a two-step procedure. Step 1: While the TCN is abroad, the employer/ host entity/ academic institution must first apply to the Migration Department for the issuance of an entry and residence permit. The application should be accompanied by the required supporting documents. In order for the application submission to be completed, the due fees must be paid. When the application is positively review, an entry permit is issued (with a validity period of 3 months, within which the TCN can use it for entry into the Republic). Step 2: Once the TCN is in Cyprus, they need to visit the Migration authorities to register at the Aliens Registry and to submit some additional requirements (ie proof of place of residence) and their biometric data (photo and fingerprints) and their signature. An Alien Registration Certificate (ARC) is issued to the applicant. Then, the residence part of the initial application (see Step 1) is examined. If approved, a residence permit (card) is issued to the applicant.
	EMN NCP Czech Republic	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes, it is possible in terms of short stay visa (not in case of a visa free stay). However, a separate work permit is required for such employment. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. For work under 90 days, a short-stay visa is not enough to work legally. TCNs must obtain a work permit through the Czech Labour Office. The application requires a binding job offer/employment contract, proof of qualification if needed and other documents. The process takes several weeks. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes?

			Yes. Long-stay (D) visas are issued for specific purposes, such as study, employment, family reunification, or business activities. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. To apply for a long-stay visa, applicants must submit documents that vary based on the purpose (e.g., employment, study, etc.). Generally, this includes a filled application form, proof of accommodation, health insurance, proof of financial means, extract from the criminal register and the reason for the stay. The application is submitted at the embassy in the applicant's home country, but it is processed in the Czech Republic. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. Yes. However, a D-visa by itself does not automatically grant permission to work. TCNs will need a separate work permit. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. If a D-visa holder wishes to work, they must apply for a work permit at the Czech Labour Office. The application requires a binding job offer/employment contract, proof of qualification if needed and possibly other documents.
	EMN NCP Estonia	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes, in Estonia, employment without residence permit is allowed: 1) if the TCN has a legal basis of stay in Estonia (i.e. short-stay C-visa, visa-free stay, other Schengen Member State

			visa/residence permit) and 2) the employment has been approved by the Police and Border Guard Board (Aliens Act § 106 (1)). Thus, to work in Estonia for less than 90 days on basis of short-stay visa/visa-free stay, a separate work registration is required. As an exception, certain categories may work during their temporary stay, without having to register the employment with Police and Border Guard Board. The short-term employment registration with the Police and Border Guard Board is not required, if the third-country national holds a short-stay C-visa for study purposes or for remote work. Additional exemptions from short-term employment requirements (such as locomotive crew, seafarer etc.) are stipulated in § 105 of the Aliens Act. To apply for a short-stay visa for employment purposes, the employer must first register the short-term employment with the Police and Border Guard Board. Once the registration is approved, the TCN may apply for a short-stay visa for employment purposes. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. Criteria: The general criteria for registering short-term employment: 1) the third-country national has the requisite qualifications, training, state of health, work experience and the necessary professional skills and knowledge to assume the position 2) the employer is registered in Estonia 3) short-term employment is registered for full-time work 4)employer must pay the third-country national at least the average Estonian salary Additional specific criteria are established for certain categories, such as startup employees, top specialists, seasonal workers, temporary agency workers, intra-corporate transferees. The additional requirements are stipulated in § 106 of the Aliens Act. Certain categories are exempt from the salary requirement, such as startup employees, teachers/researchers, seasonal workers, posted workers etc. To employ on short-term basis a top specialist, the employer must pay the third-country national at least 1,5x the Estonian average salary. The requirements for remunerations are stipulated in § 107 of the Aliens Act. Process: the application of short-term employment of a third-country national must be submitted by the employer to the Police and Border Guard Board. The application can be submitted by the employer in person at the Police and

			Border Guard Board, via post or electronically. The application is reviewed within 15 working days. Expedited process is established for certain categories of workers (including top specialists, startup employees, teachers/researchers). The latter may start employment on the same day that the employer submits the application to the Police and Border Guard Board, provided that they have a legal ground to stay in Estonia. The application is reviewed within 15 working days and in case the conditions are not met, the employment registration is cancelled. Upon approval of the short-term employment registration, a confirmation of employment registration is sent via e-mail to the employer and the employee. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes, pursuant to § 60 of the Aliens Act, the long-stay D-visa may be applied for temporary stay in Estonia. Purposes: The purposes of stay are not limited, thus long-stay visa may be applied for various purposes, including to study, visiting family/friends, employment, startup entrepreneurship, remote work, medical reasons, other. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. Criteria: Long-stay D-visas may be issued for a stay of up to 365 days. In case of two consecutive long-stay D-visas, the whole period of stay shall not be longer than 548 days within 730 consecutive days. The general criteria for long-term visa: 1) third-country national must hold a valid travel document 2) the purpose stay must be justified 3) the third-country national must have sufficient financial resources to cover the costs of accommodation and stay during the stay in Estonia, and to return to country of origin or transit; 4) third-country national must have a valid health insurance policy Additional specific criteria are established for certain categories, such as Process: long-stay D-visas must be applied by the third-country national in person. The application form must be filled-in electronically in an online environment; however, the application documents must be submitted on paper to the authorities.

			The application may be lodged at Estonian foreign representation, or if the third-country national is staying legally in Estonia (ie. on basis of visa-free stay, Schengen visa or other Member State visa/residence permit) the application may be submitted to the Police and Border Guard Board. To apply for visa for employment, the short-term employment must first be registered with the Police and Border Guard Board. To apply for visa for startup entrepreneurship, the startup must first be validated by the startup committee. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. Yes, in Estonia, employment without residence permit is allowed, if the TCN has a legal basis of stay in Estonia (i.e. long-stay D-visa) and the employment has been approved by the Police and Border Guard Board (Aliens Act § 106 (1)). Thus, to work in Estonia with a long-stay D-visa, a separate work registration is required – registering short-term employment with the Police and Border Guard Board. As an exception, certain categories may work during their temporary stay, without having to register the short-term employment with Police and Border Guard Board. The short-term employment registration with the Police and Border Guard Board is not required, if the TCN holds a short-stay C-visa for study purposes or for remote work. Additional exemptions from short-term employment requirements (such as locomotive crew, seafarer etc.) are stipulated in § 105 of the Aliens Act. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. Criteria: Short-term employment without residence permit is permitted for up to 365 days within 455 consecutive days (except for seasonal workers for whom the employment is permitted for up to 270 days within 365 consecutive days). For the general criteria of short-term employment, please see answer to Q2. If a TCN has a long-stay D-visa for employment, they are only allowed to work for the employer who has registered the employment. Change of employer during the validity of the D-visa is allowed, provided that the new employer registers the employment with the Police and Border Guard Board. Access to labour market is also permitted if the visa has been issued for other purposes, and the main purpose of

			travel does not change to employment. Similarly to employment with short-stay C-visa/visa free stay, the employment on basis of long-stay D-visa is permitted if the employment has been approved by the Police and Border Guard Board. Procedure: For the procedure for applying and issuing the short-term employment registration, please see answer to Q2. To apply for long-stay D-visa for employment, the short-term employment must first be registered with the Police and Border Guard Board. After the employment is registered with the Police and Border Guard Board, the TCN can apply for the visa.
	EMN NCP Finland	Yes	Yes. As a ground rule, a residence permit on the basis of work is required for a TCN to work in Finland. Generally, the applicant waiting for their first application for a residence permit does not have the right to work. However, there are a few exceptions to the rule where neither residence permit nor separate work permit or registration is needed. According to the Aliens Act 81 b § a TCN can work in Finland without a residence permit for a maximum of 90 days within the period of 180 days if their residence in Finland is legal, they have been invited to work in Finland or have signed a contract to work in Finland and they will be working at a specific profession. Legal residence means that the TCN must hold a valid visa or not be required to have a visa due to their citizenship. The professions permitted to work without a residence permit are: • An interpreter, a teacher, a specialist or a referee • A professional artist/coach/athlete or a member of an assistance or support team for such a person • A product demonstrator or a film worker, whose employer does not have an office in Finland • A sailor working on a ship listed in the Register of Merchant Vessels or, if the person has been hired outside Finland, working on a ship that primarily operates between foreign ports • An employee of a company that operates in another EU/EEA country coming to Finland to perform temporary acquisition or subcontracting tasks as specified in the regulations concerning the freedom to provide services. The employee must have permits that allow them to reside and work in said country, and these permits have to be valid when the employee finishes their work in Finland • A member of the personnel for a vehicle owned or controlled by a foreign party who is either driving a vehicle whose task is to transport across the border a load that is to be delivered to or retrieved from a certain destination or the employee's operation in Finland is related to regular service between municipalities, at

			least one of which is located abroad and the employee does not reside in Finland • An employee in tourism industry arriving in Finland to participate in tourism events, a package tour or some other trip, working for example as a tour leader or tour guide. This also applies to drivers, cooks and other tourism staff related to the trip. The employee can enter Finland as part of the group or arrive in advance to welcome the group. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. For the professions and work tasks listed in Q1, a separate work permit/registration is not required. For those working in Finland for less than 90 days in a profession or work task that is not included in the list, a residence permit on basis of work is required. Depending on the nature of the profession or work task this could refer to residence permit for an employed person, residence permit for employment of another kind or seasonal work permit. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes. Moving to Finland requires a residence permit, but by obtaining a D-visa you have the right to enter Finland up to 100 days before your residence permit becomes valid. According to the Aliens Act 17 e § the D-visa is valid for a maximum of 100 days. However, the TCN must first wait for a residence permit before they can be issued a D-visa. A D-visa cannot be issued by itself. It can only be issued in connection with a residence permit and therefore it differs from other short stay visas in nature. With a D-visa the TCN can enter Finland before their residence permit becomes valid. A D-visa holder can travel to Finland immediately after they have been issued with a residence permit and a D-visa and after a D-visa sticker has been attached to their passport. They do not need to wait for their residence permit card abroad. According to the Aliens Act 3 § a long-term visa or D-visa is issued when the TCN's stay lasts for longer than 90 days but less than a year and other conditions for coming to Finland have been fulfilled. D-visa can also be issued for a person that has a valid residence permit in Finland but their residence permit card has been lost, stolen, damaged or has expired while the applicant has been abroad. The D-visa can be issued for

work, study and family reunification purposes.

Application for a D-visa is usually issued at the same time when the applicant is applying for a residence permit. The applicant should only apply for a D-visa if they can travel to Finland within 2 weeks of being granted a residence permit in order to collect their residence permit card from a collection point in Finland. The following residence permit's owners can apply for a D-visa:

- Residence permit for a specialist
- EU Blue Card
- Residence permit for a start-up entrepreneur
- Residence permit for a specialist or manager on the basis of intra-corporate transfer or ICT residence permit
- Residence permit for work in the top or middle management of a company
- Residence permit for studies
- Residence permit for a researcher
- Following residence permits of work, is your employer has employer certification
    - residence permit for an employed person
    - residence permit on the basis of research completed in Finland
    - residence permit on the basis of a degree completed in Finland
    - residence permit for work in the service of a religious community
    - residence permit for work in the field of culture or the arts
    - residence permit for work in the field of mass media
    - residence permit for employment with international organisations or cooperation between states

			○ residence permit for preparation of company's arrival in Finland and supervision of orders ○ residence permit for delivery of a machine or system ○ residence permit for an athlete or a coach ○ residence permit for a consultant ○ residence permit for a visiting teacher, lecturer or trainer ○ residence permit on the basis of an intergovernmental agreement In addition to the list above, the applicant's spouse and children under the age of 18 can apply for a D-visa if the applicant has applied for one of the resident permits mentioned above and the family members are applying for a residence permit on the basis of family ties. The parent or guardian of an underage student can also apply for a D-visa together with a residence permit on the basis of family ties. The application process for a D-visa is usually started at the same time as the applicant applies for a residence permit. The application can be submitted online via Enter Finland service or through a paper application. Next, the applicant has to pay the fee of the D-visa on Enter Finland or at a Finnish mission. Then, the applicant has to prove their identity in person at a Finnish embassy or consulate and leave their passport with an official at the Finnish mission or at the VFS application centre. The processing time for a D-visa application is the same as the applicant's residence permit's processing time. Once the positive decision has been made, the D-visa sticker will be attached to the applicant's passport at the Finnish mission. If the person applying for a D-visa already holds a residence permit, they can apply for a D-visa only through a paper application. In this case the processing time for a D-visa is usually 2-4 weeks. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. No. It is not allowed to start working before the applicant has a valid residence permit unless the work does not require a residence permit. According to the Aliens Act 81 b § a TCN is allowed to work without a residence permit

			for a maximum of 90 days within a period of 180 days in the situations listed in Q1. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. N/A
	EMN NCP France	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes, in principle, a third-country national (TCN) must obtain a work permit before starting employment in France as indicated in the French Labor Code (Article L5221-5). However, there is an exemption from the work permit requirement if the TCN enters France for a salaried activity lasting less than three months in specific fields determined by decree. The list, as defined by Decree No. 2016-1461 of October 28, 2016, includes • Sporting, cultural, artistic, and scientific events; • Conferences, seminars, and professional trade shows; • Film, audiovisual, performance, and phonographic production and distribution; • Modeling and artistic posing; • Domestic services and household employees during their employer's stay in France; • Audit and expert missions in IT, management, finance, insurance, architecture, and engineering as part of a secondment (under Article L. 1262-1 of the French Labor Code); • Occasional teaching activities by guest lecturers.

If the activity falls under one of these categories, a TCN holding a short-stay visa, or exempt from a visa, can work without a work permit for up to three months. In all other cases, a work permit is mandatory.

In addition to presenting a visa and/or passport, a foreign national staying in France for less than three months must, during a control, be able to justify the purpose and conditions of their stay. This includes providing a work contract or any document proving the employment relationship and its duration, as well as the work permit or exemption documents. The individual must also have sufficient means of subsistence for the duration of the stay and return to the country of origin or be able to obtain such means legally. Health insurance covering medical and hospital expenses is also required.

2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration.

For other activities that require a work permit, the authorization is granted if the following conditions are met (as mentioned in the French Labor Code (Article R5221-20):

- **Conditions related to the job,** depending whether the position offered is on the list of occupations facing labour shortages and the employer does not need to prove that he has looked for a candidate on the French labour market, or the job is not on the shortage occupations list (in that case the employer must advertise the job opening for at least three weeks through an organization involved in the public employment service).
- **Conditions related to the employer:** The employer must comply with labour and social security regulations.
- **Conditions for practicing the profession:** If the job is regulated, specific requirements must be met.
- **Conditions related to salary:** The salary must be at least equal to the minimum growth wage (*salaire minimum de croissance*, SMIC), which is €1,766.92 gross per month as of January 1, 2024, and must comply with minimum wage regulations.

Additional conditions may apply depending on the specific mention of the foreign worker's long-stay visa.

The work permit application is carried out through an online service. The employer must provide all relevant information on the platform and submit the required supporting documents related to the professional activity and

			the company. Once the application is processed, if approved, the employer will receive the work permit electronically. If the request is denied, the decision must be justified, and the employer can appeal through an informal request, a hierarchical appeal, and/or a judicial review before an administrative court. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes. In France, the Long-Stay Visa equivalent to a Residence Permit (*Visa de long séjour valant titre de séjour*, VLS-TS) or a standard Long-Stay Visa, depending on the reasons for staying in France and the duration of the employment contract, is issued to third-country nationals who plan to stay in France for more than 90 days. This long-stay visa allows for a stay exceeding three months for various purposes, particularly those related to family or professional reasons, including • Family members benefiting from family reunification or regrouping; • Salaried workers; • Students; • Visitors; • Interns; • Holders of a "Passport Talent" visa and their families; • Intra-corporate transferees (ICT) and their families; • Mobile ICT interns and their families; • Individuals coming to engage in commercial or independent activities.

This visa grants the right to reside in France for a period exceeding 90 days under these specified categories.

4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process.

The conditions and required documents vary depending on the purpose of the TCN stay in France (see Q5). The applicant must provide proof of identity, professional activity or financial resources, residence, etc.
A foreign national applying for a VLS-TS or a long-stay visa must submit their application online. After that, they must schedule an appointment with the relevant French consular services to submit the visa application in person.

5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed.

YES.

Both the VLS-TS and long-stay visas issued for economic reasons to work in France allow their holders to engage exclusively in the professional activity specified on their visa. The requirements vary based on the type of work, typically including criteria such as qualifications or professional experience, salary, work permit if necessary, and the employer's compliance with the regulations in the relevant field.

As already mentioned, a foreign national must obtain a work permit beforehand.

However, some long-stay visas and/or residence permits allow the holder to work without needing to apply for a separate work authorization. These include residence permits with the following mentions (see article Article R5221-2 of the French labour Code):

- "Private and family life", which concerns a foreign spouse of a French citizen, a foreign parent of a French child, or a family member of a foreigner residing legally in France;
- "Talent passport" or "Talent passport (family)";
- "ICT seconded employee" or "mobile ICT seconded employee", including for family members;

			• "ICT trainee (family)"; • "Student" or "Student-mobility program" (for a supplementary activity limited to 60% of annual working hours, i.e., 964 hours, or within the framework of an approved apprenticeship contract); • "Job search or business creation"; • "Working holiday." For other types of visas, the employer must apply for the work authorization in advance as part of the visa process, particularly for long-stay visas with the mention: • "Employee," which concerns foreign nationals employed under a permanent work contract; • "Temporary worker," for those employed under a fixed-term contract or seconded workers not covered by intra-group mobility; • "Seasonal worker"; • "Student" or "Student-mobility program" intending to work more than 60% of annual working hours (964 hours) in connection with their studies. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. See Q2 for further details about the conditions. Third-country nationals holding a VLS-TS are not required to apply for a residence permit upon arrival in France. They enjoy the same rights as those with a corresponding residence permit, provided they validate their visa online via the French Office of Immigration and Integration (Office français de l'immigration et de l'intégration, OFII) website. For holders of a long-stay visa, they must apply for a residence permit at the prefecture of their place of residence within three months of arriving in France.
	EMN NCP	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-

	Germany		free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes. While, generally on the basis of a short-stay visa or a visa-free stay a TCN is not allowed to pursue economic activities, there are exceptions to this rule. Irrespective of the exceptions mentioned below a Schengen-visa must indicate whether the pursuit of an economic activity is permitted and whether it is subject to any restrictions. TCN who are resident in Germany on the basis of a short-stay visa or who can stay in Germany visa-free for a short stay may pursue an economic activity in certain exceptional cases. Pursuant to Section 17 (2) of the Ordinance Governing Residence without a separate work permit/registration a foreigner is only allowed to pursue economic activities which do not constitute employment under section 30 nos. 2 and 3 of the Ordinance on the Employment of Foreigners or comparable self-employed activities for up to 90 days within 12 months. This regulation comprises a variety of different activities. This applies to both holders of short-stay visa and TCN who are legally present in Germany without a visa. A separate employment permit can be issued for seasonal employment as laid out in Section 15a of the Ordinance on the Employment of Foreigners. This applies to both holders of short-stay visa and TCN who are legally present in Germany without a visa. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. In order to hire seasonal workers, the Federal Employment Agency must have an agreement with public employment services of their country of origin governing the procedure and selection for the purpose of seasonal employment in accordance with Directive 2014/36/EU. TCN can be hired under the framework of seasonal employment if they engage in seasonal employment regularly, amounting to at least 30 hours a week in agriculture, forestry, horticulture, hotels, and restaurants, fruit and vegetable processing and sawmills. The issuing of a work permit is subject to a labor market test if they are nationals of a country listed in Annex II to Regulation (EU) 2018/1806. The issuing of a work permit is subject to the requirement that proof of sufficient health insurance coverage is provided, that the seasonal employee has access to adequate accommodation and that there is a concrete job offer or valid employment contract detailing in particular the place and nature of work, the length of employment, the

			remuneration, the working time and the amount of paid holiday. The seasonal employment of a foreigner may not exceed six months within a period of twelve months. The period for which a single establishment is allowed to employ seasonal workers is limited to eight months within a period of twelve months. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes. Visa issued for educational purposes and for economic activity are generally issued for a duration of one year except for when the planned duration of the stay amounts to less than one year. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. In order to obtain the D-visa the applicant has to fulfil several conditions. The foreigner must have met the general prerequisites for being granted a residence title such as demonstrating secure subsistence and possessing a recognized and valid passport. Besides, national visa are issued on the basis of the applicable provisions for other residence titles. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. Germany allows TCN with D-visa to work on the same conditions as holders of the equivalent residence titles. The D-visa must indicate whether the pursuit of an economic activity is permitted and whether it is subject to any restrictions. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. Holders of long-stay visa do not need a separate work permit in order to be allowed to work. The long-stay visa

			combines both the right to residence and the right to work in one document which is similar to a single permit.
	EMN NCP Greece	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. There is an exceptional possibility of granting a Schengen visa to certain categories of third country nationals, e.g. intellectual creators who produce works of intellectual content (in particular writers, literary artists, directors, painters, sculptors, actors, musicians, singers, choreographers, set designers, as well as artistic contributors and personnel of audiovisual works), the production of which takes place entirely or partially in Greece, in order to enter our country with the right to access work for the period of validity of the visa. In this case, provided that the provided conditions are met, the persons concerned may be granted a Schengen visa to enter Greece for a period of up to 90 days within any 180-day period with the aim of working exclusively for one of the above-mentioned reasons 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. In the case described in answer 1, after the Schengen visa has been granted, a notification of the relevant work contract is made by the employer to the competent Labor Inspection Body. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes, according to national migration legislation, the right of residence of third country nationals in the Greek territory, is subject, among others, under the condition that they have entered the country as holders of national visa (type D) for one of the purposes provided in the law (e.g. employment, studies, family reunification, etc.), with the exception of few categories who may enter as holders of any type of visa (e.g. EU family members, investment activity, etc.)

			4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. The person concerned needs to apply for a national visa (type D) at the competent Greek embassy or consulate by submitting the necessary documents in person or are by e-mail or by registered letter. The necessary documents, which are defined in relevant joint ministerial decision, are determined as following: a) common documents for all national visas (e.g. Passport or other travel document recognized by the competent Greek authorities, consular fee, criminal record certificate, medical certificate, travel insurance and b) specific documents in accordance with the purpose of the stay (e.g. approval of employment, work contract, family certificate, etc). 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. As soon as the person enters the country as holder of national visa, he/she needs before its expiry to apply electronically (by submitting the necessary documents and e-fee) for the issuance of the residence permit. In that stage, he/she is not allowed to work. However, after submitting the application for a residence permit, (if the file/submitted documents are complete) the person concerned is granted a certificate, which is valid until the issuance of the decision for a residence permit which certifies that the holder legally resides in the country and temporarily enjoys the rights that derive from the residence permit (e.g. right to work). Moreover, there are certain categories, defined in migration legislation, where the person concerned has the right to reside and work with a national visa, for a certain period of time, exceeding the 90 days (e.g. Digital nomads, members of artistic groups, intellectual creators, third-country nationals who move from an enterprise established in an EU Member State/EEA or in a third country for the purpose of providing a service, leaders of organised tourism groups, participants in sports training, Australian citizens participating in youth mobility programme, flying, technical and administrative personnel entering the country to cover forest firefighting needs during the fire season, scholars of the Fulbright Foundation, etc.). 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration.

			Please see answer in question 5.
	EMN NCP Hungary	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. From an aliens policing perspective, during his/her visa-free period, a third-country national as a national of a country indicated in the list of Annex II to Regulation (EU) 2018/1806 of the European Parliament and of the Council of third countries whose nationals are exempt from the requirement to be in possession of a visa may undertake work specified in Government Decree no. 445/2013 (of 28 November), not subject to a permit, during such the employer is not subject to a notification obligation. Following the end date of the visa-free period, the employer is subject to a notification obligation pursuant to Section 145 of Act XC of 2023 on General Rules for the Admission and Right of Residence of Third-country Nationals. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? No 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. N/A 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if

			the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. No 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. A third-country national may stay within the territory of Hungary long-term for the purpose of undertaking employment, based on Point b) of Section 6(1) of Act YC of 2023, as a guest worker holding a residence permit for the purpose of seasonal employment, a residence permit for employment for the purpose of investment, a residence permit for the purpose of employment, a residence permit for guest workers, while based on Point c) of Section 6(1), as a highly qualified person for the purpose of employment, or as a person with skills and competence in a field of high importance to Hungary holding a Hungarian Card, an EU Blue Card, as an intra-corporate transferee, as a researcher, or, in case of transfer of a business to Hungary holding a Corporate Card, on the basis of an individualised residence permit issued upon fulfilment of the conditions set out in the Act. Pursuant to Section 6 of Government Decree no. 35/2024 (of 29 February) on the Implementation of Act XC of 2023 on General Rules for the Admission and Residence of Third-Country Nationals (hereinafter referred to as Government Decree no. 35/2024), a third-country national may apply for the issuance of a visa entitling its holder to receive the related residence permit entitling him/her to stay in Hungary exceeding ninety days within a 180-day period (hereinafter referred to as long-term stay) prior to entry, not in a separate application submitted for this purpose but in his/her application for the issuance of the relevant residence permit. Based on Section 216 of Government Decree no. 35/2024, the application for a residence permit is to be submitted before the consular officer or at another place authorised to receive applications for residence permits in the country as per the applicant’s permanent or habitual place of residence or nationality. Pursuant to Subsection (2), an application for a residence permit may also be submitted before a consular officer or at another place authorised to receive applications for residence permits in a country where the applicant’s stay is legal. Pursuant to Subsection (4), following submission, the consular officer shall, refer the application for a residence permit to the competent regional directorate as per the third-country national’s future place of residence in Hungary without delay.

			Pursuant to Section 210 (1) of Government Decree no. 35/2024, the regional directorate processing the application for a given residence permit shall take a decision on the application for a visa entitling its holder to collect the respective residence permit. Pursuant to Subsection (2), if the regional directorate grants the application for a residence permit, it shall at the same time also approve the issuance of a visa entitling its holder to collect the respective residence permit, and the regional directorate shall notify the consular officer of the directorate's decision. Pursuant to Subsection (3), the consular officer shall issue the visa entitling its holder to collect the respective residence permit, on the basis of the decision of the regional directorate. Pursuant to Section 14(1), a visa entitling its holder to collect his/her residence permit entitles its holder to a single entry into and a stay of 30 days within the territory of Hungary. Based on Subsection (2), the validity period of a visa entitling its holder to collect the respective residence permit is up to 3 months.
	EMN NCP Italy	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. The legal framework regulating the entry, stay and, in general, the legal status of third country nationals in Italy, and therefore the access to work, is the Consolidated Immigration Act (testo Unico sull'Immigrazione) - Legislative Decree no. 286/98 and its implementing regulation (Presidential Decree 31/8/1999 no. 394), as amended by Law 189/02 (so-called Bossi-Fini) Presidential Decree 18/10/2004 No. 334, and other provisions, including Laws 3/2018, 110/2017, 47/2017, DL 4/10/2018 No. 113 (Salvini Decree) Law Decree 130/2020 (Lamorgese Decree) and Law Decree 209/2023 (Cutro Decree). Non-EU citizens who plan to stay in Italy for less than 3 months for study, tourism or business purposes must submit a declaration of stay to the relevant Police Headquarters (Questura) within 8 days of entering Italy. For a period not exceeding 3 months the third country national is not required to apply for a residence permit. Legislative Decree 286/98 does not provide for the issuance of a work permit for a duration of less than 3 months. Referring to short-term residence permits, it can be mentioned the seasonal work permit. In fact, upon issuance of a seasonal work authorization by the One Stop Shop (Sportello Unico per l'Immigrazipne), a third-country national can apply for a short-term permit for seasonal work reasons, which authorizes them to carry out work activities on national territory for a minimum of 3 months up to a maximum of nine months within a 12 month period.

			2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. Legislative Decree 286/98 does not provide for the issuance of a work permit for a duration of less than 3 months. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Non-EU citizens who intend to stay in Italy for more than 90 days must apply for the national long-stay visa (Type D) at the Italian diplomatic representation in their country of origin or residence. All non-EU citizens who intend to stay for any reason in the territory of the European Union must have a long-term national entry visa, which can have a duration of 91 to 365 days. The foreign citizen, within 8 (eight) working days from entering Italy for a long-term stay, must comply with the obligations arising from the regulations regarding residence on the territory of the State. By virtue of EU Regulation 265/2010, the national visa for long-term stays has the same effect as a residence permit concerning the freedom of movement of the visa holder within the Schengen area. The non-EU citizen, within 8 working days from entering Italy for a long-term stay, must comply with the obligations arising from the legal framework regarding residence on the territory of the State. By virtue of EU Regulation 265/2010, the national visa for long-term stays has the same legal effect as a residence permit concerning the freedom of movement within the Schengen area. Thus, the holder of a national visa for long-term stays issued by a Member State is authorized to travel and stay in other Member States for 90 days every 180 days, during the validity period of the visa, under the same conditions as the holder of a residence permit, provided that the entry conditions are deemed satisfied. The visa application must be made not before than 6 months of the planned start of the trip and at least 15 days before. The expected time to obtain a long-term visa is approximately 90 days from the application. The long-term visa must be converted into a residence permit. The visa application must be submitted to the visa office of the Italian Embassy or Consulate in the third country national's place of residence. The proper submission of documents does not guarantee the issuance of the visa. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. Please see answer 3.

			5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. Please see answer 3. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. The third-country national is required to apply for the issuance of a residence permit, for the activities under the entry visa, at the Police Headquarters (Questura) of the place where he or she is located, within 8 working days of his or her entry into the country, providing all the documentation related to the reason for the application for the issuance of the permit. The application for a residence permit is usually made by presenting a special package at authorized Post Offices, which issue to the third country national a receipt. The non-EU citizen can: use the package available at post offices; or contact municipalities or specific supportive bodies (Patronati di assistenza) and pre-upload the application through the immigration portal; or contact the One Stop Shop (Sportello Unico Immigrazione) in case he or she has already obtained a work authorization for employment or family reunification. In any case, after completing the paper or online package, the third country citizen must go to a post office to submit the manually filled or pre-loaded package from specific supportive bodies (Patronati di assistenza)/municipalities or the One Stop Shop (Sportello Unico Immigrazione). The post office carries out the necessary checks and, if the documentation is correct and complete, the front office operator provides the third country national with the access documentation (user ID and password) to the immigration portal and the appointment letter at the Police Headquarters (Questura). On the day of the appointment, the non-EU citizen provides additional documentation related to the reason for their request and undergoes fingerprinting. The application is then processed by the Police Headquarters (Questura), and after 45/60 days, the third country citizen, after receiving the message or the appointment letter, can go to activate and collect their residence permit.
	EMN NCP Latvia	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90

			days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes, you are allowed to work on a short-stay visa for up to 90 days within a 180-day period if it is issued for the purpose of employment in the Republic of Latvia. This visa is endorsed with “THE RIGHT TO WORK WITH A SPECIFIC EMPLOYER.” A citizen of a visa-exempt country, if entering Latvia for employment with an intended stay of up to 90 days, must also obtain a short-stay visa with the appropriate employment endorsement. Work permits are registered in the Work Permit Register after the visa is issued. A visa with the right to work is not required if the third-country national is employed in Latvia and their stay in the Republic of Latvia does not exceed 14 days in any 180-day period. Exceptions to employment visa requirements are outlined in Paragraph 3, Article 9 of the Immigration Law, such as for a researcher working no more than 20 hours per week, a crew member on a vessel registered in the Latvian Ship Register for international sea voyages, or a crew member on a vehicle registered abroad for international transport. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. To apply for a short-stay visa with the right to employment, the employer (a legal entity registered in the Republic of Latvia) must issue an invitation to the Office of Citizenship and Migration Affairs (OCMA), following the required advertisement of the vacancy in the State Employment Agency. If the foreign national will work in a regulated profession, a document verifying their qualifications is also required. The employer must pay the third-country national no less than the average gross wage for the sector. The OCMA assesses the documents submitted by the employer for the purpose of employing the third-country national. Based on the invitation, the consular missions of the Republic of Latvia issue a short-stay visa with the right to employment, which, once issued, is registered in the Work Permit Register. To sum up, a separate work permit/registration is not required since the right to employment is granted within a visa application procedure 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes?

			Yes, long-stay visas are issued to citizens of third countries in accordance with Article 11(2) of the Immigration Law if the foreign national's stay is related to employment (excluding citizens of the Russian Federation); seasonal work; remote work; exchange studies; or voluntary work. In certain exceptional cases, a long-stay visa may also be issued if it aligns with international law, Latvian state interests, or relates to force majeure, critical personal needs, or humanitarian grounds. Long-stay visas are additionally granted when the purpose of entry is to obtain a temporary residence permit. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. Yes, long-stay visas are issued to citizens of third countries in accordance with Article 11(2) of the Immigration Law if the foreign national's stay is related to employment (excluding citizens of the Russian Federation); seasonal work; remote work; exchange studies; or voluntary work. In certain exceptional cases, a long-stay visa may also be issued if it aligns with international law, Latvian state interests, or relates to force majeure, critical personal needs, or humanitarian grounds. Long-stay visas are additionally granted when the purpose of entry is to obtain a temporary residence permit. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. Yes, third-country nationals are permitted to work with D visa if this visa has been issued for an employment purpose. If the purpose of entry is employment, the visa includes the endorsement “THE RIGHT TO WORK WITH A SPECIFIC EMPLOYER,” and the work permit is registered in the Work Permit Register. A visa for seasonal work (up to six months) has the additional entry “SEASONAL WORK.” Exchange students are granted a limited right to work 20 hours per week, indicated by “THE RIGHT TO WORK 20 HOURS PER WEEK” on the visa without registration in the Work Permit Register. A work endorsement is not required if the D visa is issued for volunteering or remote work. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria

			and procedure for applying and issuing the work permit/registration. A separate work permit/ registration is not required since the right to employment is granted within the visa application procedure. To apply for a D visa for employment, the employer—a legal entity registered in the Republic of Latvia—must first issue an invitation to the Office of Citizenship and Migration Affairs (OCMA) and advertise the vacancy with the State Employment Agency. This procedure is nearly identical to that for a short-stay visa with employment rights. In both cases, the third-country national is only permitted to work for the specified employer. Once the invitation is approved, the third-country national can apply for a long-stay visa either at a Latvian consular or diplomatic mission abroad or, if legally residing in Latvia, through the OCMA.
	EMN NCP Lithuania	**Yes**	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. According to Article 62(2) of the Law on the Legal Status of Foreigners, the following individuals may work in Lithuania during their legal stay, provided they meet the exemptions from the requirement to obtain a work permit as set out in Article 58(6) to (10) and (13) of the Law: • Individuals benefiting from visa-free entry; • Holders of a valid Schengen visa; • Non-EU citizens holding a residence or permanent residence permit from another EU country; • Non-EU citizens holding a residence permit or national visa from another Schengen State. The exemptions from the requirement to obtain a work permit, as outlined in Article 58(6) to (10) and (13) of the Law on the Legal Status of Foreigners, are as follows: • Article 58(6): A foreigner is exempted from obtaining a work permit if they are an employee of an enterprise established in an EU or EFTA Member State, seconded by this enterprise to work temporarily in Lithuania. The foreigner

must hold an A1 certificate which confirms they are covered by the social security legislation of the sending country, in accordance with Regulation (EC) No 883/2004 on the coordination of social security systems. If this regulation does not apply, the foreigner must provide a certificate from the relevant authority in the sending country confirming their social security coverage.

- Article 58(7):
  Foreigners who are crew members on ships flying the flag of Lithuania and engaged in international voyages are exempt from the work permit requirement.
- Article 58(8):
  Foreigners who arrive in Lithuania for a period of no more than 3 months per year to handle business matters related to contract negotiation, contract execution, personnel training, or equipment installation are also exempt from obtaining a work permit.
- Article 58(9):
  This exemption applies to foreigners who come to Lithuania to engage in lawful activities, such as those outlined in Article 45(1)(3) to (8) of the Law, including working as a lecturer or conducting scientific research and experimental development as a researcher. These individuals must have an employment or author's contract with a Lithuanian scientific or academic institution.
- Article 58(10):
  Foreigners who come to Lithuania to engage in lawful activities and are participants or managers in a company operating in Lithuania are exempt from needing a work permit. The company's equity capital must be at least EUR 28,000, of which at least EUR 14,000 must be the foreigner's investment or other assets. The purpose of the foreigner's stay must be related to work in this company.
- Article 58(13):
  Nationals of Australia, Japan, the UK, the USA, Canada, New Zealand, and South Korea who come to Lithuania to work, including those seconded by an enterprise established in one of these countries to work temporarily in a Lithuanian enterprise under a services or works contract, or to engage in other lawful activities, are exempt from the requirement to obtain a work permit.

2. If a separate work permit/registration is required to work for a duration of less than 90 days, please

briefly describe the criteria and procedure for applying for the work permit/registration.

A separate work permit is required in Lithuania for third-country nationals working for less than 90 days in certain cases, such as when they do not fall under the exemptions provided by the Law on the Legal Status of Foreigners mentioned in the answer to Q1.

For example, individuals seconded by non-EU/EFTA companies, seasonal workers, or those engaged in contract work typically need a separate permit. If the foreigner is not covered by exemptions like those for researchers, lecturers, or highly qualified specialists, a permit is required.

In these cases, the employer or receiving company must apply for the work permit with the Lithuanian Employment Service, providing key documents such as the foreign worker's passport, employment contract, social security information, and proof of qualifications. The state fee must be paid before submission. The application is processed within 7 business days, and the permit is valid for the contract's duration, up to 90 days. Employers must ensure compliance with social security regulations and submit all necessary documentation to maintain legal employment standards in Lithuania.

3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes?

Yes.

According to the Procedure for Issuing National Visas, approved by Order No. 1V-401 of 29 June 2023 by the Minister of the Interior of the Republic of Lithuania, a national visa may be issued to a foreigner for the following reasons:

- A **student** coming to study under international student exchange programs between a Lithuanian and foreign higher education institution.
- A **lecturer** or researcher with a contract with a registered Lithuanian research and study institution, or as part of joint government programs, including family members.
- An **athlete** participating in high-level sports or a coach, as defined by the Lithuanian Sports Law, along with

accompanying family members.

- A **seaman** joining a ship flying the Lithuanian flag or repairing a ship in Lithuania.
- A **journalist** accredited by Lithuania's Ministry of Foreign Affairs.
- A **legal** entity participant or head of a newly established company (within the last year) in Lithuania with at least €28,000 in capital, €14,000 of which must be invested by the foreigner, intending to work for that company.
- A **foreigner** unable to leave Lithuania due to illness, acute health disorder, personal unforeseen circumstances, or force majeure.
- A **seasonal worker** with a permit for work exceeding 90 days or a renewed permit.
- An **employee of a foreign enterprise (outside the EU or EFTA) seconded temporarily** to Lithuania and covered by social insurance in the sending country.
- Entry under international treaties or other agreements.
- In other cases, where the purpose is a long-term stay in Lithuania.

4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process.

The **requirements and application process** for obtaining a **D-visa** in Lithuania are outlined in Section II of the Procedure for Issuing National Visas:

1. **Submitting the Application**:
    - A foreigner must submit their visa application via the Lithuanian Migration Information System (MIGRIS) and attach **digital copies** of the required documents, including a valid travel document, health insurance, and proof of sufficient funds.
    - The application can be submitted either to the Migration Department in Lithuania or via an external

service provider abroad.

2. **In-Person Submission**:
    - After submitting the application online, the foreigner has **4 months** to appear at the Migration Department or an external provider to present **original documents** and provide biometric data.
    - The travel document must be valid for at least 3 months beyond the intended stay, and the applicant must ensure they have at least 2 blank pages in their passport for the visa.
3. **State Fee**:
    - Payment of the **state fee** is mandatory unless the applicant is exempt by law. If the application is submitted through an external service provider, additional processing fees may apply.
4. **Supporting Documentation**:
    - Depending on the reason for the visa, specific documents such as **employment contracts, invitation letters**, or **sponsorship letters** may be required.
    - The sponsorship letter is mandatory for cases under points **6.1 to 6.4** and **6.8 to 6.9** (e.g., students, lecturers, researchers, athletes), while in other cases (e.g., 6.5, 6.7, 6.10, 6.11), it is optional.
5. **Biometric Data**:
    - The applicant must provide **biometric data** including a face photo and **fingerprints** (for those over 12 years old) when submitting the original documents.
6. **Processing Timeline**:
    - The visa processing times follow the terms set by the **EU Visa Code**, with additional checks carried out by authorities such as the State Security Department, Border Control Service, and Police Department.
7. **Documentation Review**:

			○ Upon submission, the provided documents are reviewed, and any discrepancies or incomplete data may lead to **rejection** or requests for further information. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. Yes, Lithuania allows third-country nationals to work with a long-stay D-visa, but whether a separate work permit or registration is required depends on the specific circumstances. According to the Procedure for Issuing Work Permits: • **Separate work permits** are required if the foreigner is not exempt by law. For example, foreigners seconded to Lithuania by a non-EU/EFTA company or seasonal workers typically require a separate work permit. • For individuals like **lecturers, researchers, or highly skilled professionals**, the law provides **exemptions** where no additional work permit is necessary. These exemptions are detailed in various points of the Law on the Legal Status of Foreigners and the Procedure for Issuing Work Permits. In such cases, an employer or receiving organization in Lithuania must submit the relevant documentation to the Employment Service to apply for the work permit, providing necessary documents like the employment contract and proof of qualifications. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. Yes, a separate work permit is required in Lithuania for TCNs when working with a long-stay visa, unless specific exemptions apply, such as for researchers, lecturers, or certain high-skilled professionals. The application for a work permit must be submitted by the employer or receiving entity in Lithuania on behalf of the TCN to the Employment Service. This application can be submitted electronically or via post, with the necessary signatures where required. The required documents include a copy of the TCN's valid travel document, a copy of the employment contract or agreement between the foreign employer and the Lithuanian entity if the TCN is seconded

			from abroad, and documentation proving the TCN's qualifications and work experience related to the job or services to be performed. Additionally, confirmation of social insurance coverage is needed, demonstrating that the TCN has been employed and insured in the sending country for the past three months. The employer is responsible for ensuring that the TCN has valid health insurance and that repatriation expenses are covered if necessary. The Employment Service typically processes the application and issues a decision within seven business days. The work permit is valid for the duration specified in the employment contract. Employers must ensure compliance with Lithuanian labour laws and the terms of the employment contract when submitting documents that meet the work permit criteria.
	EMN NCP Netherlands	**Yes**	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes, the Netherlands allows TCN to work for a duration of less than 90 days on basis of a short-stay visa. TCN need to request a short-stay C-visa, a Schengen visa, which allows them to stay in the Schengen area for up to 90 days within a 180-day period.[1] In general in addition to the visa, a separate work permit is required. However, for 'incidental labour activities', Chapter 4 of the Foreign Nationals Employment Act Implementation Decree 2022 (*Besluit uitvoering Wet arbeid vreemdelingen 2022*) lists short-term activities that are excluded from the obligation of having a work permit. If an exemption doesn't apply, an employer has to apply for a work permit (tewerkstellingsvergunning TWV) if they hire an employee from outside the EU/EEA or Switzerland. The TCN cannot apply for the work permit themselves.[2] [1] NederlandWereldwijd. 'Wat staat er op een visum voor Nederland?', https://www.nederlandwereldwijd.nl/visum-nederland/informatie-op-visum, last accessed on 14 October 2024. [2] UWV. 'TWV aanvragen', https://www.uwv.nl/nl/werkvergunning/twv-aanvragen, last accessed on 14 October 2024. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly

			describe the criteria and procedure for applying for the work permit/registration. A work permit (TWV) is required if the employee comes from outside the EU/EEA or Switzerland and will work in the Netherlands for a maximum of 90 days. The Netherlands Employee Insurance Agency (*Uitvoeringsinstituut Werknemersverzekeringen, UWV*) issues the work permit if strict conditions are met. The UWV assesses the applications to check whether or not the labor supply within the Netherlands or EU/EEA can be utilized first. Additionally, there are also several general conditions that need to be met in order to obtain a work permit (TWV). There are four general criteria. Firstly, the foreign employee needs to have a valid residence permit. If the work lasts for a maximum of 90 days, a short-stay Schengen visa is sufficient. Secondly, the employer complies with the employment conditions that apply in the Netherlands. Employees from outside the EU/EEA or Switzerland are required to receive a salary that is appropriate for the position. The employer will have to deposit the salary into the employee's bank account every month and is required to ensure a safe and healthy working environment. Thirdly, the employer has not been fined for violating employment legislation in the five years prior to the application. Lastly, the employer is responsible for the arrangement of a safe and clean place for the foreign employee to live. Foreign employees are entitled to a safe and clean place to live when working in the Netherlands. Therefore, the employer is required to provide information about the type of housing. A statement from the municipality for proof of good housing conditions may also be asked.[1] In addition to the general criteria, there are also differing conditions per group of employees. For example, there are specific rules that may apply to categories such as: asylum seekers; teacher international education; clergyman; highly skilled migrant; musician or artist; Ukrainian, trainee; seasonal worker; specialist; intern; top athlete; working student; or sea fisher. Depending on the employee group, there can be additional requirements. For the procedure, an employer applies for the TWV via the UWV employer portal. The employer is required to have an eRecognition (eHerkenning) to be able to log in. If an agency or authorized representative applies for a TWV for an employer, the employer must apply for a chain authorization for the eRecognition. Chain recognition authorizes the agency or intermediary to arrange practical matters in the employer portal on behalf of the employer. The UWV sometimes requires additional documents to complete the application. Different groups of employees require different documents. A musician, for example, is required to send a copy of the draft employment contract with the employer's signature and a resume of the employee with a (recognizable) passport photo. After the application, the

			employer receives an decision from the UWV within five weeks. The work permit cannot be extended. Therefore, an employee needs to apply for a new TWV if the employee is going to do different work than was originally stated in the application for the TWV or when the employee's work permit will expire soon.[2] [1] UWV. 'Voorwaarden UWV', https://www.uwv.nl/nl/werkvergunning/twv-voorwaarden, last accessed 14 Oktober 2024. [2] UWV. 'TWV aanvragen', https://www.uwv.nl/nl/werkvergunning/twv-aanvragen, last accessed 14 October 2024. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes, people from countries outside the EU/EER who want to stay in the Netherlands for more than 90 days in principle need to apply for a long-stay D-visa, an authorization for temporary stay (*Machtiging tot voorlopig verblijf*, MVV).[1] However, this depends on their nationality. The following nationalities are not required to apply for an MVV: Australia; Canada; Japan; Monaco; New Zealand; Vatican city; United Kingdom; United States; South Korea. Additionally, EU/EEA or Swiss citizens, or being a family member of a EU/EEA or Swiss citizen, do not require an application for an MVV. There are also other categories of foreign nationals that are exempted from the obligation to apply for an MVV, for example in case of medical issues or specific professions. The MVV is linked to an application for a residence permit which comes with its own conditions that are different according to the specific intended purpose of stay (for example, study, work or to visit a family member).[2] [1] IND. 'Machtiging tot voorlopig verblijf (mvv)', https://ind.nl/nl/machtiging-tot-voorlopig-verblijf-mvv#wanneer-mvv-nodig-, last accessed 14 October 2024. [2] IND. 'Machtiging tot voorlopig verblijf (mvv) aanvragen', https://www.rijksoverheid.nl/wetten-en-regelingen/productbeschrijvingen/machtiging-tot-voorlopig-verblijf, last accessed on 14 October 2024. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process.

			As mentioned earlier the MVV is linked to an application for a residence permit which comes with its own conditions that are different according to the specific intended purpose of stay (for example, study, work or to visit a family member).[1] Conditions for the MVV are being verified in the process of verifying right to residence for the specific intended purpose of stay. Only if conditions for the overall stay are being met, the IND proceeds to informing the Dutch diplomatic post to issue an MVV visa sticker. The application for the MVV and the residence permit can be submitted by the foreign national at the Dutch representation (embassy or consulate) in the country of origin or permanent residence or via the intermediary who submits the application for the individual in the Netherlands. The application is usually submitted by a (recognised) sponsor. A sponsor is the person with whom the applicant will live in the Netherlands or the organization that arranges their stay in the Netherlands. This can, for example, be a school or employer. The sponsor applies for the MVV at the Immigration and Naturalization Service (*Immigratie en Naturalisatiedienst*, IND).[2] Applicants that do not have a sponsor need to apply for the MVV via the Dutch embassy. Applicants are required to bring a completed application form, a passport photo and a valid passport to the Dutch embassy. The Dutch embassy or consulate will also require the submission of biometric data, which includes a signature and fingerprints.[3] Children under the age of twelve must have a legal representative, such as a guardian or someone with parental authority, upon visit to the Dutch representation. The Dutch representation will register the application and enter the application date on the application form. Upon registration the applicant receives their application form back, together with a confirmation of receipt with a personal v-number. Afterwards, the applicant will have to send the application and relevant documents to the Immigration and Naturalization Service (IND) in the Netherlands. In addition, applicants must pay the fees for the application. Both must be completed within three weeks after the date that the Dutch representation stated on the application form.[4] For work-related applications the IND asks the UWV for advice to make a decision. The UWV assesses whether the work meets the conditions of the Foreign Nationals Employment act (*Wet arbeid vreemdelingen*, Wav). The UWV has a statutory period of 5 weeks for the advice procedure. The IND must then make a decision within a decision period of 90 days. However, an incomplete application can result in an extended decision period. Upon a positive decision, the applicant can collect their MVV from the Dutch representation (embassy or consulate) which will allow the applicant to travel to the Netherlands. Upon collection of the MVV, biometric data is taken. The

			applicant must bring a new passport photo, give a signature and have their fingerprints taken. It is important that the applicant must also have a passport that is valid for at least six months when receiving the MVV visa.[5] [1] IND. 'Machtiging tot voorlopig verblijf (mvv) aanvragen', https://www.rijksoverheid.nl/wetten-en-regelingen/productbeschrijvingen/machtiging-tot-voorlopig-verblijf, last accessed on 14 October 2024. [2] IND. 'Machtiging tot voorlopig verblijf (mvv) aanvragen', https://www.rijksoverheid.nl/wetten-en-regelingen/productbeschrijvingen/machtiging-tot-voorlopig-verblijf, last accessed on 14 October 2024. [3] IND, "Aanvraag MVV en verblijfsvergunning vanuit het buitenland", Aanvraag mvv en verblijfsvergunning vanuit buitenland | IND, last accessed on 28 October 2024. [4] IND. 'Aanvraag mvv en verblijfsvergunning vanuit buitenland', https://ind.nl/nl/aanvraag-mvv-en-verblijfsvergunning-vanuit-buitenland, last accessed 14 October 2024. [5] IND. 'Arbeid in loondienst- Gecombineerde vergunning verblijf en arbeid (GVVA)', https://ind.nl/nl/verblijfsvergunningen/werken/arbeid-in-loondienst-gecombineerde-vergunning-verblijf-en-arbeid-gvva#procedure-en-kosten, last accessed 14 October 2024. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. No, the Netherlands does not allow TCN's to work with a long stay D visa. MVVs are only issued when there is a positive decision about the right to stay of a foreign national in the NL. D-visa in the NL are always linked to a (soon to be issued) residence permit. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. To be able to work with a long-stay visa, in general, a single permit (*Gecombineerde Vergunning Verblijf en Arbeid*,

GVVA) is required. The applicant is required to meet the following general conditions[1]:

- A valid passport or other travel document
- Is not a danger to public order or national security
- Has undergone a medical examination for tuberculosis

The employee and/or employer must also meet the criteria specified earlier for the work permit (TWV):

- The applicant needs to meet the income criteria
- The employer's company or organization is registered in the Trade Register of the Chamber of Commerce (*Kamer van Koophandel,* KvK).
- The employer has searched for an employee in the Netherlands and the EU/EEA countries. The employer has reported the vacancy to the Employee Insurance Agency (UWV)
- The employer pays the collectively agreed upon labor salary that applies to the organization or company
- The employee arranges safe and good housing for

The employer applies for the MVV and the GVVA simultaneously at the IND. Therefore, the procedure is the same as described in question four. The applicant will receive a letter when the GVVA is ready to be collected at the IND counter. The GVVA consists of a residence document and a supplementary document. The employer will receive a copy of the supplementary document. [2]

[1] IND. 'Voorwaarden die voor iedereen gelden', https://ind.nl/nl/voorwaarden-die-voor-iedereen-gelden, last accessed 14 October 2024.

[2] IND. 'Arbeid in loondienst- Gecombineerde vergunning verblijf en arbeid (GVVA)', https://ind.nl/nl/verblijfsvergunningen/werken/arbeid-in-loondienst-gecombineerde-vergunning-verblijf-en-arbeid-gvva#procedure-en-kosten, last accessed 14 October 2024.

	EMN NCP Poland	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes. Pursuant to Article 87(1)(12f) of the Act of 20 April 2004 on employment promotion and labour market institutions (Journal of Laws of 2024, item 475), a foreigner is entitled to perform work on the territory of the Republic of Poland if he/she holds a work permit and stays on the territory of the Republic of Poland under the visa-free regime. The period during which a foreigner may benefit from a visa-free stay is 90 days within each 180-day period - the total period of the foreigner's stay in the territory of all Schengen States is taken into account here. After the expiry of this period, a foreigner who wishes to continue to reside and work in Poland is required to hold an appropriate visa or a temporary residence permit. A foreigner's work permit is issued by the Governor for a validity period of up to 3 years. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. No such a work permit/registration is required. During the visa-free stay, foreigner should have a work permit, but this is not a specific type of work permit dedicated to visa-free stay. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes. A type D visa can be issued to a foreigner who intends to stay in Poland and, for example, work for more than 90 days but less than 1 year. Type D visa may be issued for a purpose of work. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. Applicant must send application form to the Ministry of Foreign Affairs which is responsible for issuing visas.

			5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. Yes. In order to work in Poland, a foreigner should have a work permit and an appropriate residence title allowing them to work in Poland – for example D type visa or residence permit. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. No such a work permit/registration is required. During a foreigner's stay on a visa issued for the purpose of work, he or she should hold a work permit, but this is not a specific, dedicated type of work permit.
	EMN NCP Slovakia	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Yes. Following Article 23 par. 6 of the Act on Residence of Foreigners a temporary residence permit for the purpose of employment is not required for up to 90 days from the start of residence in the Slovak Republic if a third-country national meets the residence conditions under Article 6 of EU Regulation 2016/399 and has fulfilled the obligation to report to the police department within three working days of entry the start, place, and expected length of stay, and: a) works for a significant foreign investor in the Slovak Republic, b) is posted by an employer with a seat in an EU Member State to the Slovak Republic in the context of providing services ensured by this employer, c) is employed in international mass transport if posted to the Slovak Republic by their foreign employer for work purposes, d) is employed for a specified period for the purpose of training in a position with a labor shortage and has

			submitted an application for temporary residence for employment, along with all required documents for the same position, e) ensures the supply of goods or services based on a commercial contract and delivers these goods or performs assembly, warranty, and repair work, system setup of production equipment, or programming work or professional training related to the delivery of goods or services, as long as the duration of the assignment does not exceed 90 days in a year, f) for a company that has received investment assistance under a special regulation, ensures the delivery of goods or services based on a commercial contract and delivers these goods or performs assembly, warranty, and repair work, system setup of production equipment, programming work, or professional training for the period during which the investment assistance decision is valid, g) performs seasonal employment, or h) provides professional training for a business service center if the employment relationship with the business service center does not exceed 90 days in a calendar year. No separate work permit is needed. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. NA 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? Yes. A national visa for a duration longer than 90 days can be granted: • to a foreigner over 15 years of age, who is admitted for language training at a language school for at least 25 hours per week for the duration of language training, up to 31 July of the school year concerned, or • in the interest of the Slovak Republic for one year

National visa in the interest of the Slovak Republic can be granted to:

- citizens of Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, India, Indonesia, Kazakhstan, Kyrgyzstan, Moldova, Montenegro, Nepal, North Macedonia, the Philippines, Serbia, Tajikistan, Turkmenistan, Ukraine or Uzbekistan who will be employed as bus drivers or truck drivers (international and domestic transport),
- non-EU nationals with a university degree (from any country), more specifically graduates who completed the second level of university studies in Slovakia or the Czech Republic, higher education studies at a selected university or research institution, or university studies of at least three years if they will be employed by an employer in the Slovak Republic in the selected occupations,
- scholarship holders of selected scholarship programmes (from any country),
- relocated non-EU nationals and their family members (from any country) and
- citizens of Armenia, Azerbaijan, Bosnia and Herzegovina, Georgia, India, Indonesia, Kazakhstan, Kyrgyzstan, Moldova, Montenegro, Nepal, Nort Macedonia, the Philippines, Serbia, Tajikistan, Turkmenistan, Ukraine or Uzbekistan who will be employed in one of the 46 occupations in the industry.

A person who is granted a national visa in the interest of the Slovak Republic for employment may work in Slovakia without the need for further permits. During the validity of the visa, the person may only work for the employer and in the employment for which the visa was granted (these details are indicated on the visa), otherwise, the visa may be revoked.

Please click on the links for further information.

4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process.

For requisites see question 3.

The application process is as follows:

			The application for a national visa shall be lodged with the diplomatic mission of the Slovak Republic or with the external service provider (visa center) designated by the Ministry of Foreign Affairs accredited to the country of the applicant's residence. If there is no such diplomatic mission or external service provider, or in cases worthy of special attention, the Ministry of Foreign Affairs, in agreement with the Ministry of Interior, will designate another diplomatic mission or external service provider, where the third country national will submit an application for the granting of a national visa. The application for a national visa in the interest of the Slovak Republic may be submitted also to the Foreigners' Police Department, if applicant resides in Slovakia legally. The application shall be accompanied by: 1. a valid travel document 2. a colour photograph (3 x 3.5 cm) 3. a document confirming the purpose of the stay, 4. proof of health insurance. Upon request, the applicant is obliged to attend the interview in person. An administrative fee of EUR 50 is payable for the submission of the application. The embassy/consulate shall decide on the application within 30 days of its receipt. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. Yes, TCN can work with a D visa and without separate permits in specific cases. See questions 3 and 4. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration.

			NA
	EMN NCP Slovenia	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. Third-country nationals cannot work in Slovenia solely on the basis of a short-stay visa/visa-free stay. However, in certain exceptions a third-country national can work in Slovenia without a residence permit, i.e. on the basis of a type C visa or under the visa-free regime, for up to 90 days, provided that the third-country national obtains the appropriate permit from the Employment Service of Slovenia: • Seasonal work (work in agriculture and forestry). A third-country national also needs a work permit for seasonal work, issued by the Employment Service of Slovenia. • Short-term services for up to 14 days. The employer must also obtain a certificate of registration of the services from the Employment Service of Slovenia. The categories for this exception include: ○ Third-country nationals performing urgent services when it is necessary to provide services from a foreign legal entity or suitably qualified foreign individual immediately, due to life-saving, health threat prevention, or economic damage mitigation related to natural disasters; ○ Members of ship or aircraft crews or those engaged in transit transport by road or rail employed by foreign employers; ○ Third-country nationals registered in the Slovenian court registry as founders, shareholders, or members of supervisory boards of companies, performing work in these roles without being listed as representatives; ○ Third-country nationals who do not earn income in Slovenia, nor do they directly engage in sales or service provision, but only attend business meetings, establish business contacts, including negotiations related to service provision or activities, or prepare for the market presence of a foreign

employer in Slovenia. These activities are limited to 90 days within six months from the date of the foreign national's first entry into Slovenia;

- Third-country nationals who participate as lecturers in organized professional meetings, present scientific achievements or occasionally assist in their implementation, along with their technical support staff, as well as those conducting temporary research work (sabbaticals);
- Individuals who provide services in the field of culture as participants in cultural workshops, gatherings, or other cultural events or as reporters; collaborators, creators, and performers in the fields of music, theater, dance, ballet, literature, photography, video, film, electronic media art, visual arts, architecture and design, intermedia art, performing arts, cultural heritage preservation, librarianship, and archiving, as well as accompanying instructional, reporting, organizational, and technical personnel;
- Third-country nationals participating in sports events;
- Tourist guides or tour leaders who accompany or guide guests or groups of guests from abroad within Slovenia and operate according to legislation promoting tourism development, or mountain guides operating under the law governing mountain guiding;
- Third-country nationals engaged in setup, furnishing, and exhibition work during fairs or exhibition events in Slovenia;
- Performers of circus shows, workers in traveling amusement parks, and other similar workers.

2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration.

For a permit for seasonal work, the employer must apply at the Employment Service of Slovenia, submit an employment contract and proof of adequate health insurance.
To obtain a certificate of registration for services, the employer must register online with the Employment Service of Slovenia. Here is a link to the online application form:
https://www.ess.gov.si/delodajalci/zaposlovanje-tujcev-iz-tretjih-drzav/kratkotrajne-storitve/#/ostale-drzave

			3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? YES. A long-stay visa may be issued on the basis of Article 20 of the Foreigners Act: • To a family member of an EU or Slovenian citizen who intends to reside in Slovenia for the purpose of family reunification with an EU citizen or Slovenian citizen; • To a holder of a diplomatic or service passport who intends to reside in Slovenia for the purpose of performing functions at a diplomatic mission or consular post of another country or an international organisation established in Slovenia, and to his or her family members as specified in Article 47 of the Foreigners Act, unless otherwise provided in an international agreement; • For the purpose of attending or participating in a training course or other forms of education or training for which the foreigner does not need a residence permit for study purposes; • If there is an economic interest of the Republic of Slovenia, which the foreigner shall prove by submitting the opinion of the responsible ministry; • To a foreigner who is a higher education teacher, higher education associate or researcher and there is an interest of the Republic of Slovenia in the area of education and science; • To an artist or a cultural professional if there is an interest of the Republic of Slovenia in the area of culture; • To a sports trainer, a professional sportsperson or a private sports worker who has concluded a training contract, an employment contract or a work contract with a club or a sports organisation established in Slovenia; • To a journalist accredited in Slovenia as a foreign media reporter or a foreign correspondent; • To a foreigner who will perform a clerical profession or religious activity in a registered religious community, and to a foreigner who will organise or lead charitable and humanitarian activities within an established

			humanitarian organisation or registered religious community in Slovenia. A type D visa can also be issued on the basis of a working holiday agreement. Slovenia has concluded such an agreement with Canada, New Zealand, Australia and Argentina. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. A third-country national can apply for a type D visa at the Embassy of the Republic of Slovenia. He/she must prove that he/she meets the conditions set out in Article 20 of the Foreigners Act. The procedure also verifies that the other general statutory conditions for the issue of a visa are met. The procedure for obtaining a type D visa is similar to that for obtaining a type C visa. Visa applicants are checked against the same records as type C visa applicants. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. YES. Foreigners who have obtained a type D visa on the basis of Article 20 of the Foreigners Act do not need a work permit. Foreigners who have obtained a type D visa on the basis of a working holiday agreement and can take on casual jobs need to register with the Employment Service of Slovenia. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. When a type D visa is issued on the basis of a working holiday agreement, the Embassy duly informs the Employment Service of Slovenia. No further documentation is required.
	EMN NCP Spain	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-

			free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. YES. Only in the occupations provided for in article 117 of Royal Decree 557/2011, of April 20, approving the Regulations of Organic Law 4/2000, on the rights and freedoms of foreigners in Spain and their social integration, after its reform by Organic Law 2/2009. Furthermore, in the case of the audiovisual sector, in accordance with Order PCM/1238/2021 of 12 November, when TCN come from a country whose nationals are exempt from the visa requirement, they do not need a visa to enter and stay in Spain to carry out this activity. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration. The TCN does not need to get a separate work permit/registration. He/she only needs to get the visa. The procedure applicable to the visa application shall be that laid down for the processing of short-stay visas, and the TCN must prove that he/she fulfils the conditions for inclusion in one of the cases provided for in article 117. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? YES. Spain issues long-stay D-visas for: - Student visa - Temporary non-lucrative residence visa - Residence visa for family reunification under the general regime. - Residence and work visa for employed persons. - Residence and work visa for research. - Residence and work visa for employed persons of a fixed duration. - Residence and work visa within the framework of transnational provision of services.

			- Residence and work visa under an exception to the work permit. - Collective management of contracts at the source. - Residence and self-employment visa. - Entry and stay in Spain for reasons of economic interest: o Investors. o Entrepreneurs. o Highly qualified professionals. o Researchers. o Workers making intra-corporate movements. o International teleworkers. 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. The application for a national visa and its collection must be made in person by the TCN at the Spanish diplomatic mission or consular office in whose district he or she resides, except in the cases established by Law 14/2013, of September 27, on support for entrepreneurs and their internationalization. If the TCN meets the requirements for issuing the visa, the diplomatic mission or consular office will issue it. 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. YES. A residence authorisation shall be required in addition to the visa. Except in the following cases: o Exception provided for in Article 117, in which case the visa shall incorporate the initial residence authorisation. o The Audiovisual stay visa also entitles the holder to work without additional authorisation o The stay or residence visa for investors allows working and has a maximum duration of one year. o The visa for international teleworking allows to reside in Spanish territory in order to telework remotely for a company not located in Spain for a maximum period of one year.

			6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. The procedure and requirements vary according to the type of residence permit. In the most common case, which is the residence and work authorisation for employed persons, the procedure is as follows: The employer must submit the corresponding application for initial authorisation for temporary residence and work as an employee. The competent authority shall verify compliance with the requirements for the authorisation and shall decide on the authorisation requested. If the authorisation is granted, the consular office will issue the corresponding visa. The effectiveness of the authorisation will be suspended until the visa is obtained and the foreigner is registered with the social security system. In the other cases, once authorisation has been requested and granted, the consular office shall issue the corresponding visa, which must be collected personally by the foreign national.
	EMN NCP Sweden	Yes	1. Does your Member State allow TCN to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay? YES/NO. If you answer YES, please specify if the TCN is allowed to work for a duration of less than 90 days on basis of short-stay visa/visa-free stay without separate work permit/registration or additionally a separate work permit/registration is needed. YES. The main rule in Sweden is that TCNs need a work permit to be able to work here. A work permit is granted if TCN has an employment that meets the conditions for the permit. It is irrelevant how long the employment is. It is not allowed to work in Sweden without a work permit (except in cases covered by exemptions from the requirement for a work permit). The right to stay in Sweden does not give the right to work here, but a third country national can get a work permit in combination with a short-stay visa that has the purpose of enabling entry and work. 2. If a separate work permit/registration is required to work for a duration of less than 90 days, please briefly describe the criteria and procedure for applying for the work permit/registration.

			TCN must have an employment contract and the salary must be at the level of collective agreements or practices within the profession or industry. In addition to that, TCN must be able to achieve a good livelihood through its employment. Good income means that the monthly salary must at least be at the level of 80% of the median salary that was published at the time of the work permit application. 3. Does your Member State issue long-stay D-visas to TCNs who want to stay in your Member State for more than 90 days? YES/NO. If you answer YES, please specify for which purposes? No 4. If you answer YES to Q.3, can you please explain what are the requisites that the applicant has to fulfil to obtain the D-visa and the application process. Not applicable 5. Does your Member State allow TCN to work with long-stay D-visa? YES/NO. If you answer YES, please specify if the TCN is allowed to work with long-stay D-visa without separate work permit/registration or additionally a separate work permit/registration is needed. D-visas can only be issued in special cases, therefore this is not applicable. 6. If a separate work permit/registration is required to work with long-stay visa, please briefly describe the criteria and procedure for applying and issuing the work permit/registration. Not applicable.

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