

# Employment Permit Information for Bulgarian nationals

## Bulgarian Nationals who do not need an Employment Permit

<ul style="list-style-type: none"><li>• A Bulgarian national who has been resident in the State as the holder of an employment permit, expiring on or after the 31st December 2006, for an uninterrupted period of 12 months or longer.</li></ul>
<ul style="list-style-type: none"><li>• A Bulgarian national who is the spouse/dependant of an EU national*, other than a Romanian or Bulgarian national.</li></ul>
<ul style="list-style-type: none"><li>• From the 01 January 2010, a Bulgarian national who is the spouse/dependant* of a Romanian or Bulgarian worker. **</li></ul>
<ul style="list-style-type: none"><li>• A Bulgarian national resident in the State who is self employed. ***</li></ul>
<ul style="list-style-type: none"><li>• Bulgarian Student studying in Ireland - A Bulgarian national who is a student in the State and is enrolled on an academic course of more than one year's duration at a college listed on the Internationalisation Register on the Department of Education and Science Website (<a href="http://www.education.ie">www.education.ie</a>) is permitted to take up casual employment defined as up to 20 hours part-time work per week and fulltime during normal college vacation periods. The Bulgarian student should provide evidence to their employer in relation to this i.e. evidence of nationality and letter of confirmation from college. It should be noted that on completion of their course of studies, an employment permit will be required for 12 months.</li><li>• However, a Bulgarian national who has graduated from an Irish third level institution, and have obtained a qualification at level 7 or higher (primary degree or above) in the National Framework of Qualifications - <a href="http://www.nfq.ie/nfq/en/">http://www.nfq.ie/nfq/en/</a>, and who have worked for 12 months or more post 2007 on the basis of being a student, will not require an Employment Permit after graduation. Prospective employers post-graduation of the Bulgarian student may require the student to show evidence of their degree and P60s and/or P45s from previous employment to demonstrate that they satisfy the above requirements for exemption from employment permit requirements.</li></ul>
<ul style="list-style-type: none"><li>• A Bulgarian national who has obtained prior explicit permission from the Department of Justice, Equality and Law Reform to remain resident and employed in the State without an employment permit.</li></ul>

\*Please note that both the Bulgarian national and their spouse must be resident in the State as a family unit.

\*\*This applies to employees and self-employed individuals who have been legally employed in the State for an uninterrupted period of 12 months.

\*\*\*An employment permit may be required should the self-employed individual wish to commence employment as an employee.

## Bulgarian Nationals requiring an Employment Permit

Employment Permit	Applicant**	Duration	Fees**	Salary	Part Time/Full Time	Labour Market test	Marriage Cert and Spouse's Passport	Ineligible job categories are relevant ***	Additional information
WORK PERMIT (New application - not the holder of an existing permit)	Employer or Employee	- New: Up to 12 months	€500 up to 6 months, €1,000 for 6-12 mths	Over €30000 pa	Full	Yes	No	Yes	
WORK PERMIT (Renewal, or new application for an existing permit holder)	Employer or Employee	- New: Up to 12 months* - Renewal: up to 12 months*	€500 up to 6 months, €1,000 for 6-12 mths	Minimum wage	Full	No	No	Yes	Renewal fees, as introduced on 01 June 2009, do not apply to nationals of Bulgaria. (See applicable fee in the Fees column to the left)
SPOUSAL/DEPENDANT WORK PERMIT (For spouse/dependant of a current permit holder or a former permit holder who no longer requires a permit)	Employer or Employee	- New: Up to 12 months* - Renewal: up to 12 months*	No fee	Minimum wage	Part/Full	No	Yes (For dependants - Birth certificate and guardian's passport)	No	Employee must be spouse/dependant of a current or former Permit Holder. Covering letter needed specifying if spousal or dependant application, with details of name and occupation of permit holder - Copy of Employment Permit (EP) - Letter dated in last 3 months from employer of current or former EP holder, confirming employment. Dependant = Person aged under 21 legally resident in the State
GREEN CARD	Employer or Employee	12 months	€1,000 for 12 months	Over €30,000 pa	Full	No	No	Yes	Job offers with annual salary between €30,000 - €59,999 (excluding bonuses) must be in the sectors identified on Appendix A of the Guide to Green Card Employment Permits. The Bulgarian National concerned must possess the relevant qualifications, skills or experience that are required for the employment.
INTRACOMPANY TRANSFER	Irish company	- New: Up to 12 months* - Renewal: up to 12 months*	€500 up to 6 months, €1,000 for 6-12 mths	Over €40,000	Full	No	No	Yes. Only for Senior management, Key personnel & Trainees	Employee must have been working for at least 12 months with the overseas company.

\*Bulgarians only require permits for 12 months. If applying for a second (or subsequent) permit, the total duration of all permits held should not exceed 12 months.

\*\* The fee, if applicable, must be paid by the applicant

\*\*\* When the 'ineligible job categories' are relevant, employment permits will not be considered for any of the occupations listed below

## Ineligible Job Categories

	All Clerical and Administrative Positions
	All General Operatives/Labourers
	All Operator and Production Staff
In the category 'Sales Staff'	All retail sales vacancies, sales representatives, Supervisory/ Specialist Sales
In the category 'Transport Staff'	All drivers (excluding HGV)
In the category 'Childcare Workers'	Nursery/ Crèche Workers, Child Minder/ Nanny
In the category 'Hotel Tourism and Catering'	All staff except chefs
In the category 'Craft Workers and Apprentice\Trainee Craft Workers'	Bookbinder, Bricklayer, Cabinet Maker, Carpenter / Joiner, Carton Maker, Fitter - Construction Plant, Electrician, Instrumentation Craftsperson, Fitter, Tiler - Floor / Wall Mechanic - Heavy Vehicles, Instrumentation Craftsperson, Metal Fabricator, Mechanic - Motor, Originator, Painter And Decorator, Plumber, Printer, Engineer - Refrigeration, Sheet Metal Worker, Tool Maker, Vehicle Body Repairer, Machinist – Wood, Plasterers and Welders

For further information please visit our web site at [www.entemp.ie](http://www.entemp.ie)

Any queries regarding Employment Permits should be addressed to:

Employment Permits Section  
Department of Enterprise, Trade and Employment  
Davitt House  
Adelaide Road  
Dublin 2.  
Telephone: 01 4175333, Lo-call 1890 4175333  
E-mail: [employmentpermits@entemp.ie](mailto:employmentpermits@entemp.ie)

Any queries regarding Employment Rights should be addressed to:

National Employment Rights Authority  
Department of Enterprise, Trade and Employment  
O'Brien Road,  
Carlow  
Telephone: 059 9178990, LoCall: 1890 80 80 90  
E-mail: [info@employmentrights.ie](mailto:info@employmentrights.ie)