

**Embassy of India  
Bucharest**

**Press Release**

**Subject: Embassy Hosts Hybrid Seminar on Romania's New Framework for Hiring Non-EU Workers in 2026**

The Embassy of India in Bucharest in collaboration with EY-Romania organized a high-level Hybrid seminar on “Romania's New Framework for Hiring Non-EU Workers in 2026” on 24 June 2026, bringing together representatives of Indian and Romanian companies, and labour mobility experts to discuss Romania's evolving regulatory framework governing the employment of non-EU workers.

The event was attended in person by Romanian companies engaged in manpower recruitment that are exploring opportunities to recruit professionals and skilled workers from India. More than 150 Indian recruitment agencies and representatives from various state governments also joined virtually from India, reflecting the growing importance of Romania as a destination for Indian workers and professionals.

Opening remarks was delivered by Mr. John Mai, Joint Secretary (OE & PGE), Ministry of External Affairs, Government of India, who underscored the Government of India's commitment to promoting safe, transparent, and legal overseas employment opportunities. He emphasized the importance of strengthening institutional cooperation and ensuring that Indian workers continue to benefit from fair recruitment practices and adequate protection abroad.

In his closing remarks, Ambassador Dr. Manoj Kumar Mohapatra highlighted the growing strength of India–Romania bilateral relations and the significant potential for cooperation in skilled and semi-skilled workforce mobility. He underscored India’s position as a trusted source of qualified and adaptable human resources across sectors such as construction, healthcare, hospitality, information technology, and engineering, noting that transparent and well-structured mobility partnerships can benefit both countries.

Ambassador Mohapatra also noted that Romania continues to face manpower shortages in several key sectors due to sustained outward migration of its workforce to other European Union member states. To address these gaps, Romania has substantially increased its intake of annual work permit quotas for foreign workers approximately 100,000. In this context, he emphasized that India, with its vast talent pool and proven experience in international workforce deployment, is well positioned to support Romania's evolving labour market requirements.

The technical sessions were led by experts from EY Romania, namely Ms. Corina Mîndoiu, Partner, Mr. Iulian Păsniciuc, Director, and Ms. Silvia Sîrbu, Manager, People Advisory Services. The EY experts provided a comprehensive overview of Romania's proposed reforms, which are expected to fundamentally reshape the recruitment and employment of non-EU workers. The participants were informed that the new framework aims to create a more structured, transparent, and digitally managed system, while strengthening compliance requirements for employers and recruitment agencies.

A key feature of the reform is the introduction of the WorkinRomania digital platform, which will centralize recruitment and immigration procedures and serve as the primary interface between employers, recruitment agencies, and authorities. The platform is expected to simplify procedures while enhancing transparency and oversight.

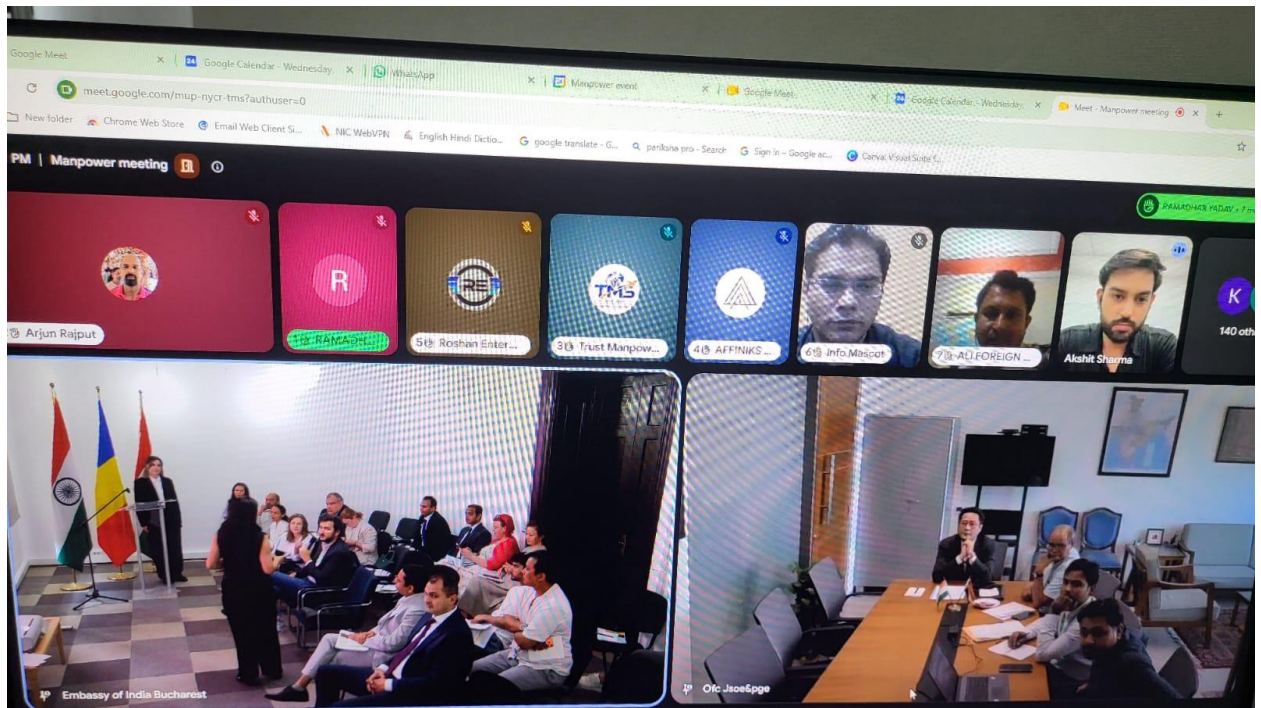
The experts explained that access to non-EU workers will no longer be automatic. Employers will be required to satisfy stricter eligibility conditions, including registration on the WorkinRomania platform, compliance with tax and labour regulations, and maintenance of a clean legal and fiscal record. Additional requirements will apply to employers seeking authorization to recruit workers directly from outside the European Union.

During the interactive question-and-answer sessions, participants sought clarification on the implementation timeline, eligibility criteria, labour shortage occupations, employer obligations, digitalization of procedures, and the practical implications of the proposed reforms for Indian companies and workers.

Concluding the event, participants welcomed the opportunity to engage directly with experts and government representatives on a subject of increasing importance for bilateral economic cooperation. The seminar provided valuable guidance to companies seeking to adapt to the forthcoming regulatory environment and to continue benefiting from the contribution of Indian talent to Romania's economy.

The Embassy reaffirmed its commitment to supporting Indian businesses and workers, promoting ethical and transparent recruitment practices, and facilitating stronger economic and people-to-people ties between India and Romania.

**Bucharest**  
**24 June 2026**



Remarks by Sh. John Mai, Joint Secretary (OE & PGE), Ministry of External Affairs



Remarks by Ambassador Dr. Manoj K. Mohapatra



Romanian companies participated enthusiastically, engaging in interactive discussions



# Requirements & hiring models

## Authorized Employers & Placement Agencies - Stricter eligibility Requirements

### Authorized Employers

- Valid authorization required
- Hiring limited to shortage occupation roles, based on a detailed job offer
- 24 months continuous economic activity in a field compatible with shortage occupations
- Min. 50 employees (previous year - Trade Registry certified)
- Experience employing foreign workers (previous year) - *max. 20% in irregular status at the time of application (expired visa/permit)*
- No major sanctions in the last 24 months (Health & Safety, undeclared work, immigration breaches)
- Financial guarantee - EUR 1,000 / worker (prior to authorization) - > maintained during the employment

### Placement agencies

- Valid authorization in place
- Main activity: CAEN 7810 - employment placement services
- EU / EEA / Swiss shareholders & legal representatives with clean background (no involvement in revoked agencies / no recent roles in immigration-related public functions)
- Financial guarantee - EUR 75,000 (up to 250 workers) + EUR 50,000 for each additional 250 workers (maintained throughout the authorization period)
- No fees charged to foreign workers
- Hiring limited to shortage occupation roles, based on an offer from an eligible employer (min. 12 months activity in the relevant sector)

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Interactive Presentation was made by EY-Romania team.



Group photo : Hybrid Seminar on Hiring of Manpower in Romania: Changes in 2026”