



## Ad-Hoc Query on issuing European Union Blue Cards to third country nationals

Requested by LT EMN NCP on 21 March 2013

Compilation produced on 26 April 2013

Responses from Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Hungary, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Slovak Republic, Slovenia, Spain, Sweden, United Kingdom plus Norway (22 in Total)

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### 1. Background Information

Lithuania would like to know how quickly other Member States issue European Union Blue Cards to third country nationals. Typically, the EU Blue Card application requires multiple additional documents or mandatory procedures before an application can be submitted. Thus, the application process starts with gathering all necessary documentation and fulfilling mandatory procedures. Lithuania is particularly interested in the cumulative length of the EU Blue Card application and issuance process, including gathering required documentation from the institutions of an issuing country.

Therefore, we would like to ask you the following:

1. How long does it take to issue an EU Blue Card to a qualifying national when application is received?
2. Is it mandatory to present the evaluation of qualifications in order to receive an EU Blue Card?

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3. How long does it take to acquire required documentation (in particular, the evaluation of qualifications) from your country's institutions to apply for the EU Blue Card?
4. Is it mandatory to register a position opening at a particular business with your national labour exchange office?
5. What is the average cumulative time for a third country national to receive all needed documentation and to be issued with the EU Blue Card?
6. Is there minimum monthly salary requirement to be eligible for an EU Blue Card? If yes, what is the amount?

2. Responses<sup>1</sup>

	Austria	No	This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further.
	Belgium	Yes	<p>1. 2. and 3. The legally binding rules are the following: The employer has to ask for an employment authorisation to the (regional) employment authority. The latter has to decide within 30 days; period that can be extended for another 30 days if additional documents or elements have to be submitted. If the decision is positive, a provisional labour authorisation will be issued upon which the employment can already start if the TCN has asked for the Blue Card (residence permit) at the Immigration Department. The Immigration Department has to decide within 90 days.</p> <p>Being in possession of a diploma 'higher education' (successful completion of studies of at least 3 years) is one the main criteria in order to qualify as a possible "Blue Card holder". If it is according to the submitted documents not clear if the applicant has such degree and (s)he is unable to proof it within the fixed deadline of 30 (or 60) days, the application will be rejected.</p> <p>4. This depends on the number of employees the company employed (during the previous year). For example, in Flanders Region companies with more than 20 employees are in principle obliged to register a job vacancy.</p> <p>5. So far BEL authorities did not receive any admissible Blue Card applications (only 2 inadmissible applications lodged by researchers, a category who is excluded from the Blue Card Regulation).</p> <p>6. Yes, 1,5 times the average gross salary level. For 2012 a minimum annual salary of 49.995 EUR (Gross) was required.</p>
	Bulgaria	Yes	<p>1. The EU Blue Card permit is issued in the Republic of Bulgaria by the Migration Directorate at the Ministry of Interior (Moi). After a third-country national (TCN) submits his/ her application alongside with a valid visa type "D" (copy), proof of being health insured in Bulgaria, and a work permit from the Employment Agency (the latest permit is sent to Migration Directorate by the Employment Agency directly), it takes for the Migration Directorate up to seven days to decide on the TCN's EU Blue Card application.</p>

<sup>1</sup> If possible at time of making the request, the Requesting EMN NCP should add their response(s) to the query. Otherwise, this should be done at the time of making the compilation.

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			<p>2. Yes, if the qualification in question was obtained abroad, than it is mandatory for this qualification to undergo a recognition procedure in order to be claimed valid on the territory of the Republic of Bulgaria. The recognition procedure is executed by the National Centre for Information and Documentation (NACID) and usually takes no more than two months. Only qualifications obtained in Bulgaria are recognised without the need of further investigations.</p> <p>3. In order to apply for an EU Blue Card in Bulgaria a TCN would need first a permit for exercising a highly-qualified profession on the territory of Bulgaria from the Employment Agency that takes up to fifteen days to be issued (the application for the latest permit is submitted only by the employer of the TCN alone and the permit itself is sent directly to the Migration Directorate (Mol) by the Employment Agency), secondly a TCN would need a valid visa type "D" that can be issued through a "fast track" procedure for EU Blue Card applicants for fifteen days (for all other applicants it could take up to two months), and on third place a TCN would need a valid health insurance in Bulgaria that takes usually no more than a day to get. For the procedure and duration of qualification recognition, please see pt. 2 (above).</p> <p>4. It is mandatory for an employer of a TCN highly-qualified worker to submit his/ her (of the TCN) application for a work permit for exercising a highly-qualified profession stating the exact position and duration of the TCN's labour contract at the Employment Agency in order to enable the TCN to obtain a work permit for exercising a highly-qualified profession with fixed employer, position and duration of the labour contract.</p> <p>5. The time period that a TCN should consider while applying for an EU Blue Card permit in Bulgaria is about a month and a week (both applications – for a work permit for exercising a highly-qualified profession and for a visa type "D" take two consecutive periods of fifteen days, and it takes a week for the Migration Directorate to decide on the application itself). In case of the TCN has acquired his/ her qualification(s) abroad, than the TCN should add between one and two months to the above mentioned time period for obtaining a recognition of his/ her qualification(s) obtained abroad.</p> <p>6. The minimum monthly salary for a TCN holder of an EU Blue Card permit exercising a highly-qualified profession in Bulgaria is set to minimum 50% above the average monthly salary for the same position and qualification according to the latest official statistics.</p>
	Cyprus	Yes	Cyprus has set the volumes of admission to 0 for the time being. Thus no such permits have been issued.

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	Czech Republic	No	This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further.
	Estonia	Yes	<ol style="list-style-type: none"> <li>1. The decision shall be made within <u>two months</u> from the date of acceptance of the application or the date of elimination of deficiencies in application.</li> <li>2. Yes.</li> <li>3. Evaluation of higher education qualification is done within <u>30 days</u>.</li> <li>4. Yes. For the issue of a EU Blue Card an employer shall enter into an employment contract with the length of at least one year with an alien before the lodging of the application for residence permit, or make a job offer by which the employer expresses his/her will to be legally bound with the employment contract to be concluded and undertakes to employ an alien for at least one year period in a position requiring a higher qualification which is determined in the contract entered into or a job offer made.</li> <li>5. Up to <u>four month</u>.</li> <li>6. Yes, an employer is required to pay remuneration to an alien during the period of validity of an EU Blue Card the amount of which is at least equal to <u>1,5- 1,24</u> times the annual average gross monthly salary, about 1374- 1026 EUR per month.</li> </ol>
	Finland	Yes	<ol style="list-style-type: none"> <li>1. In 2012 the average processing time was 41 days.</li> <li>2. Yes, the applicant must present documentation proving that he/she has a higher education degree.</li> <li>3. Information is not available.</li> <li>4. The consideration of the availability of home market labour does not apply to issuing a Blue Card and as a consequence it is not required to register positions opening with an employment office.</li> <li>5. The information is not available as only a few Blue Card applications have been filed.</li> <li>6. It is required that the applicant's pay, as specified in the employment contract or binding offer of employment, must be at least 1.5 times the average wage-earner's gross pay. In 2013, being issued a Blue Card requires the applicant to have a monthly gross salary of at least €4,667. The Finnish salary threshold is subject to annual adjustment.</li> </ol>
	France	Yes	<ol style="list-style-type: none"> <li>1. The EU Blue Card is issued within 3 months from the date of application (Article R. 313-19-1 of the Code on Entry and Residence of Foreigners and Right of Asylum (=CESEDA)).</li> <li>2. Applicants shall have completed studies of at least 3 years attested by a diploma from an institution of higher education or have a relevant work experience of at least 5 years. The diploma must be provided with a certified translation in French and a certificate from the higher education institution confirming that it corresponds to at least 3 years of higher education studies.</li> </ol>

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			<p>3. N/A</p> <p>4. A third country national can apply for an EU Blue Card if he/she has already found an employer and if he/she can present a valid work contract.</p> <p>5. On average, the procedure for issuing an EU Blue Card to applicants residing abroad can take between 2 and 3 months.</p> <p>6. Yes. The gross annual salary specified in the work contract shall be at least 1,5 times the average gross annual salary (€ 52 752 for the year 2013).</p>
	Germany	Yes	<p>1. The individual processing time will not be centrally recorded and evaluated. In addition, it varies according to the local structure of the respective Alien's Office of which there are more than six hundred in Germany. It may be assumed, however, that the processing time is regularly comparable to the processing time for granting other residence permits. In the first six months since the national statutory regulations have come into force, more than 4,100 EU Blue Cards were granted.</p> <p>2. In the framework of his general obligation to cooperate, the alien is obliged to present all certificates and documents which are required with regard to his application for an EU Blue Card.</p> <p>3. In so far as it is required to obtain a certification that a certain professional qualification acquired abroad is comparable to a German educational achievement or if the alien wishes to obtain such a certification, this may be done in a procedure in accordance with the German Professional Qualifications Assessment Act (Gesetz über die Feststellung der Gleichwertigkeit von Berufsqualifikationen). The authority which is competent in accordance with this law must decide on the equivalence within three months on receipt of the complete set of documents.</p> <p>4. In those cases where the German Job Centre (Agentur für Arbeit) must approve the granting of an EU Blue Card, it first of all checks whether a privileged resident is available for the job, something which requires a public job posting.</p> <p>5. See answers to questions no. 1 and 3.</p> <p>The granting of the EU Blue Card requires a salary amounting to two thirds of the annual contribution ceiling in the general pension insurance scheme; this means a gross <u>annual</u> salary of EUR 46,400 in 2013. If the holder of an EU Blue Card works in an occupation which belongs to the categories 21, 221, and 25 of the International Standard Classification of Occupations (Official Journal EU L 292 of 10.11.2009, page 31), the salary must reach 52 percent of the annual contribution ceiling in the general pension insurance scheme, which is equivalent to a gross annual salary of EUR 36,200 in 2013.</p>
	Hungary	Yes	<p>1. The decision is made within 90 days when all necessary documentation is submitted.</p> <p>2. The competent employment center gives its approval to the employment of a third-country national in case the applicant has the higher professional qualification needed for the position to be filled. Documents proving such</p>

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			<p>qualification shall be submitted when applying for an EU Blue Card. In case the employment center does not have the expert opinion of the body competent in recognition matters and there is doubt in the adequacy of the certificate, the employment turns to the authority competent in recognition matters prior to the issuance of its special authority position on the approval or disapproval of the employment of the third-country national.</p> <p>3. If it is the employment center asking for an expert opinion from the authority competent in recognition matters, the authority shall give its expert opinion in 15 days according to the general administrative procedural rules of Hungary.</p> <p>If the third-country national already having a Hungarian address applies for the recognition of his/her certificate before submitting the application for an EU Blue Card, the procedure for the recognition of a level of higher qualification takes two months, while the procedure for the recognition of professional qualifications takes 90 days.</p> <p>4. If the employer would like to employ a third-country national applying for an EU Blue Card, the employer shall register a position opening at the competent employment center in order to have a labor market test carried out. Such a registry shall be valid for a minimum of 15, but a maximum of 60 days (or renewed for further 60 days) when the application for an EU Blue Card is submitted.</p> <p>5. The decision is made within 90 days when all necessary documentation is submitted. As for receiving all needed documentation the length of it depends on the employer, as well, since labor market test needs to be done before the application for an EU Blue Card as indicated in the previous point.</p> <p>6. The minimum salary threshold for EU Blue Card holders is 319 650 HUF per month in 2013, while it was 303 900 HUF per month in 2012 and 299 700 HUF per month in 2011. Yet for certain positions in the health sector a lower salary threshold is set out for EU Blue Card holders: 255 720 HUF per month in 2013, 243 120 HUF per month in 2012 and 239 760 HUF per month in 2011.</p>
	Latvia	Yes	<p>7. The decision on issuance of the Blue Card is adopted within 30 days. Accelerated procedure is available – within 5 or 10 working days.</p> <p>8. Yes. Only diploma is accepted as a sufficient mean of proof. Previous experience is not taken into account.</p> <p>9. Evaluation of the diploma takes up to 4 months. However, the evaluation is required <u>only</u> in cases where an applicant is invited to work in the regulated profession (doctor, architect etc.).</p> <p>10. No, a vacant position should not be registered in the case of the Blue Card application.</p> <p>11. An ordinary migration procedure in case if the application is submitted in the territory of Latvia, takes 51 days ( 7 days – approval of an invitation, 30 days – examination of documents, 14 days – production of ID card). In case of accelerated procedure – 12 or 17 working days (5 days – invitation, 5 (or 10) days – examination of documents, 2 days – production of ID card). If the application is submitted abroad, visa procedure should be added (appr. 10 days).</p>

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			12. Yes, 1.5 times the average national salary during last calendar year. In 2013 it is approx. 1030 EUR per month (based on data of year 2012).
	Lithuania	Yes	<ol style="list-style-type: none"> <li>1. The Blue Card is issued within the <u>2 month</u> period when all necessary documentation is submitted to the Migration Department.</li> <li>2. Yes.</li> <li>3. Evaluation of higher education diploma is done within <u>one month</u>.</li> <li>4. Yes, it is mandatory to register an employment position opening at the National labour exchange for at least <u>21 days</u> before applying for the EU Blue Card.</li> <li>5. The average cumulative length of time to issue an EU Blue Card in Lithuania is about <u>4 months</u>.</li> <li>6. Yes. Two times the average national salary, currently that is around <u>1250 EUR per month</u>.</li> </ol>
	Luxembourg	Yes	<ol style="list-style-type: none"> <li>1. The Blue Card (residence permit) is granted if the applicant has an authorization of stay as a highly qualified worker and if he has adequate housing. The authorization of stay is issued within a period of maximum 90 days when all necessary documentation is submitted. The minister when studying the application can fix a deadline if he considers that the information or documents filed are inadequate, so the applicant can provide the additional information required. During this period the deadline of 90 days is suspended. If the applicant does not provide the information requested in the given deadline the application can be rejected.</li> <li>2. To obtain the authorization of stay as a highly qualified worker the applicant must present an attestation which certifies that he has the professional qualifications required for the activity or sector mentioned in the labour contract or that s/he satisfies the required conditions for the exercise of the regulated profession mentioned in the labour contract. The diplomas have to be translated to French, German or English by an official translator. The legalisation or authentication of documents is only required in case there is a doubt on the validity of the documents.</li> <li>3. The evaluation of qualifications/diplomas in principle has to be made during the 90-day period.</li> <li>4. Yes. Any vacant position in Luxembourg, regardless of the type of qualification required, has to be declared to the Administration for Employment (ADEM).</li> <li>5. There is no data concerning the average cumulative time, because there is no information on the duration of treatment of files.</li> <li>6. Yes. There is a minimum annual salary requirement. The annual salary thresholds for applying as a highly qualified worker are: <ol style="list-style-type: none"> <li>a) at least 1.5 times the average gross salary Luxembourg (45,228 x 1.5 = 67,842 euros in 2013 ) or;</li> <li>b) at least equivalent to 1.2 times the average gross annual salary Luxembourg (45,228 x 1.2 = 54273,60 euros in 2013</li> </ol> </li> </ol>

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			) for jobs in occupations belonging to groups 1 and 2 of the "International Standard Classification of Occupations" (ISCO) for which a particular need for workers from third countries is recognized by the Government. Until now this has not been done even do if the Council of State had mentioned in its opinion that Luxembourg is confronted with shortages of highly qualified work force ;
	Netherlands	Yes	<ol style="list-style-type: none"> <li>1. The Immigration and Naturalisation Service (IND) must decide on an application within 90 days after submission.</li> <li>2. Yes. This is determined in article 3.30 of the Aliens Decree.</li> <li>3. The evaluation of qualification is not a part of the procedure for submitting a residence permit in the Netherlands. When submitting a request for a residence permit, an evaluation of the qualification (diploma) by the Nuffic<sup>2</sup> must be submitted simultaneously. Such a request for an evaluation of the diploma can be submitted to the Information Center of Nuffic. Once Nuffic has evaluated the diploma, the request for the residence permit can be submitted.</li> <li>4. No. Organizations are free to publish position openings however and wherever they want.</li> <li>5. See question 1 and as mentioned before the procedure of evaluation of qualification, as such, is not part of the procedure for obtaining/submitting a residence permit in the Netherlands. The evaluation has to be obtained beforehand and is a precondition for submitting a request for a residence permit.</li> <li>6. No, the annual contractually (labour contract) agreed fixed gross income for the Blue Card Holder are € 60.952. The standard amounts within the framework of WML = Minimum Wage and Minimum Holiday Allowance Act are amended each year on 1 January and 1 July by the Minister of Social Affairs and Employment, and are published in the Government Gazette. Because the IND proceeds from the standard amounts of the Wml, you should take into account that the standard amounts will be amended on 1 January and 1 July of every year. The IND will state the new standard amounts on the website as soon as possible after they have been published.</li> </ol>
	Poland	Yes	<ol style="list-style-type: none"> <li>1. So far only 7 applications for the EU Blue Card have been submitted in Poland and 4 positive decisions have been issued. The remaining applications are still under examination. The average time to issue a positive decisions was 86 days.</li> <li>2. To obtain Blue Card in Poland (<i>residence permit for a fixed period for the purpose of highly qualified employment</i>), foreigner must <i>inter alia</i> have higher qualifications and if necessary, meet the requirements (adequate qualifications, consent of the competent authority to occupy a specific position, profession or other activities and other conditions) set out by the relevant legislative provisions (i.e. concerning regulated occupations). The authority examining the application shall establish whether these requirements are met on the bases of documents provided by applicant. The documents confirming that the applicant meets the criteria should be attached to the</li> </ol>

<sup>2</sup> Nuffic is the Netherlands organisation for international cooperation in higher education.

As an independent, non-profit organisation based in The Hague, the Netherlands, Nuffic supports internationalisation in higher education, research and professional education in the Netherlands and abroad, and helps improve access to higher education worldwide.

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			<p>application. If some documents are lacking, the applicant may be required to provide other ones.</p> <p>3. Evaluation of higher education diploma is done within one month and for an especially complex case this period should be no longer than two months.</p> <p>With regard to regulated professions (in Poland there are around 380 regulated professions), the decision on recognition of professional qualifications has to be taken within 3 months of the date of submission of complete documentation. However, in exceptional cases this deadline may be extended by one month. The running of the time limit is suspended when the applicant is required to complete an adaptation period or take an aptitude test.</p> <p>The recognition of qualifications in sectoral professions acquired in in EU/EEA/Switzerland (doctor of medicine, dental practitioner, nurse responsible for general care, midwife, pharmacist, veterinary surgeon and architect) is automatic, provided that the applicant has documents attesting qualifications (diplomas, certificates) indicated in annex V or VI to Directive 2005/36/EC or fulfills the conditions for recognition on the basis of acquired rights.</p> <p>4. In general, it is mandatory to register an employment position opening at the poviata labour office for at least <u>14 days</u> before applying for the EU Blue Card. There are however 4 exceptions to this rule when no registration is necessary, namely:</p> <ul style="list-style-type: none"> <li>- profession which foreigner performs is sought after (due to situation on the local labor market, in particular taking into account the number of registered unemployed people and number of job openings registered at the labor offices),</li> <li>- foreigner was granted the work permit entitling him/her to work for the same employer and at the same position,</li> <li>- foreigner has been already legally employed in Poland for a period of two years on the basis of residence permit for a specified period for the purposes of highly qualified employment,</li> <li>- it is not required under separate regulations.</li> </ul> <p>5. No data available.</p> <p>6. Yes. Foreigners has to have a <u>annual gross salary</u> at least equal to minimum wage specified in the Regulation of the Minister of the Interior, which currently amount to 61 191 PLN (approx. 15 300 EUR).</p>
	Portugal	Yes	<p>1. According to the legal framework (Act n.º 29/2012, 9<sup>th</sup> August, n.º 4, article 121º - D) the decision on the application shall be notified to the applicant, in writing, no later than <u>60 days</u>.</p> <p>2. No.</p> <p>3. Not applicable.</p>

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			<p>4. No.</p> <p>5. <u>80 days</u>, it's the maximum time for issuing an EU Blue Card to a third country national.</p> <p>6. Yes. Accordingly to the legal framework (Act n.º 29/2012, 9<sup>th</sup> August, al. a), n.º 1, article 121º - B) 1,5 the average national salary, currently that is around <u>1.388€ per month</u> plus the indexing of social values that is <u>419,22€</u>.</p>
	Slovak Republic	Yes	<p>1. The issuance of the Blue Card in line with the national legislation (Act on Residence of Aliens) takes 30 days from the delivery of the application with all the accompanying documentation set by the law to the police department. In exceptionally complicated cases it is possible to extend the period by another 30 days. The amended Act on Residence of Aliens which will be in force as of 1 May 2013 cancelled the possibility of the extension of this period.</p> <p>2. Yes.</p> <p>3. The qualification recognition in case of regulated professions takes as follows:          - up to 3months – educational professions          - up to 2 months – other regulated professions          In case of non-regulated professions the responsible authority (Ministry of Education, Science, Research and Sports of the SR) is not able to recognise the qualifications, though such recognition is required by the Aliens Police along with the submission of the Blue Card application. The Ministry of Education, Science, Research and Sports of the SR in this case issues only its opinion which is not considered to be a decision (document on recognition) and is only of recommendation nature (the procedure takes 30 days). This document is also not recognised by the Aliens Police for the purposes of the Blue Card issuance.          To apply for the Blue Card along with the document on qualification recognition the following documentation is needed:          a) an employment contract for the performance of highly qualified employment, or a written promise of the employer to hire the third country national for highly qualified employment;          b) a confirmation from the Central Office of Labour, Social Affairs and about the possibility of filling the vacancy which complies with highly qualified employment by a third country national (the Office has <u>15 days period</u> to issue such a confirmation)          c) documents which are not older than 90 days which confirm          1. integrity;          2. provision of accommodation during residence in the Slovak Republic territory.</p>

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			<p>4. Yes.</p> <p>5. The whole procedure depends as stated in answer to question 2 on the type of employment and on the complexity of the application; nevertheless the whole procedure may take in average from 2 to 5 months.</p> <p>6. Yes, the monthly salary is agreed in the amount of at least 1.5-fold of the average monthly salary of an employee in the Slovak Republic economy in the respective area, published by the Statistical Bureau of the Slovak Republic for the calendar year which precedes the calendar year in which the blue card application is filed if not set otherwise. This means that it is not possible to set the precise sum as it depends on the sector, e.g. in January 2013 in the sector of industry this would be 1263 EUR.</p>
	Slovenia	Yes	<p>1. Since October 2010 when the new Aliens Act took effect, the Slovenian authorities issued 13 Blue Cards to qualified nationals. Each application for issuing a Blue Card (BC) is examined under an individual approach and the time to issue the BC depends on different factors, such as the fulfilment of all required conditions, correct documentation, application for the first or extension of the BC, etc). According to the procedure – from receiving the application until issuing a document – the authority needs approximately 38 days in order to issue the BC.</p> <p>2. Yes, according to the Employment and Work of Aliens Act, the competent Administrative unit that received application for issuing the first BC or extension of the BC, must receive the consent by the Work Agency whose responsibility is to evaluate the qualifications of each applicant.</p> <p>3. According to the legislation (the Employment and Work of Aliens Act) the Work Agency needs to give its opinion (positive or negative) within 30 days from receiving the complete application.</p> <p>4. Yes, according to the Employment and Work of Alien Act, this is mandatory (Article 31.)</p> <p>5. The average cumulative time depends on each applicant but approximately takes 4 months.</p> <p>6. Yes, the employment contract, which the alien or his employer needs to submit as a part of the application showing that the alien receives a salary ensured in the amount of a minimum of 1.5 the average gross annual salary in the Republic of Slovenia, calculated on the basis of the average gross salary in the Republic of Slovenia last published in the Official Gazette of the Republic of Slovenia.</p>
	Spain	Yes	<p>1. A Blue Card is granted within a 45-day period after the application is submitted to the competent authority from the province where the TCN will develop his/her professional activity.</p> <p>2. Yes.</p> <p>3. It depends.</p> <p>5. The average cumulative time to issue an EU Blue Card is two months.</p> <p>6. Yes. A minimum wage equaling 1.5 times the average annual gross salary is required. However, the salary threshold may be 1.2 times the average annual gross salary established for those professions in which there is a particular need for</p>

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			workers who are third country nationals and belonging to groups 1 and 2 of the International Standard Classification of Occupations (ISCO).
	Sweden	Yes	Sweden has not yet implemented the Blue Card Directive and is therefore unable to answer the questions. The transposition of the directive is right now being handled in the legislative process with the intention of implementation in the summer of 2013.
	United Kingdom	Yes	The UK does not participate in the EU Blue Card scheme.
	Norway	Yes	Norway has not instituted a separate type of work permit corresponding to the EU Blue card. Regarding processing time, there is a government aim that at least 80 percent of all applications for a skilled worker permit should be decided within 4 weeks of reception at the Norwegian Directorate of Immigration, and 95 percent within 8 weeks. No decisions should take more than 16 weeks unless special circumstances apply.

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