

Employer's Guide:

Hiring and Integrating Refugees from Ukraine in the European Union and Romania

Dear employer,

In times when solidarity and mutual support matter more than ever, your involvement in integrating Ukrainian refugees can make a real difference — not only in their lives, but also within your company and community. These individuals have been forced to leave everything behind, yet they come with a strong desire to rebuild their lives and actively contribute to the society that welcomes them.

By hiring a refugee, you're not only offering a job, but also a chance for stability, safety, and dignity. At the same time, your team can discover valuable people with experience and fresh perspectives who can bring energy and diversity to your organization.

This guide provides all the essential information regarding the legal framework, benefits, and practical steps for hiring and supporting Ukrainian refugees. It also includes useful resources for their integration, such as language courses, relocation support, and guidance on the recognition of qualifications.

1. What is Temporary Protection and how does it work

Temporary protection is a mechanism activated by the European Union to offer Ukrainian refugees quick access to fundamental rights. It replaces the need to apply for asylum and grants:

- Legal residence in Romania until March 2026;
- Access to healthcare, education, and housing;
- The right to work without an additional work permit.

Refugees can obtain this status by registering with the **General Inspectorate for Immigration (IGI)**. More information and helpful guides are available at:

www.protectieucraina.gov.ro and www.igi.mai.gov.ro

2. Refugees' labor rights in Romania

Refugees under temporary protection can work legally in Romania and enjoy the **same rights as Romanian citizens**. They:

- Can be hired without needing a work permit;
- Are entitled to a gross minimum wage of 4,050 RON/month (approximately 2,574 RON net);
- Work under the Romanian Labor Code (maximum 40 hours/week);
- Have the right to paid annual leave (minimum 20 days/year);
- Are protected against unfair dismissal;
- Have access to the healthcare and social security systems;
- May join labor unions and participate in collective bargaining.

3. Required documents for employment

To legally hire a refugee, the employer will request:

- A copy of the **temporary protection permit** issued by IGI;
- A **passport or another valid ID**;
- **Diplomas or qualification documents** (if missing, a self-declaration may be accepted);
- A **bank account statement** (for salary transfers – optional);
- **Proof of degree equivalency** is required for regulated professions (e.g. doctors, engineers, lawyers).

4. Free Romanian and English language courses

Linguistic integration is essential for effective workplace communication. Several organizations offer free language courses, tailored to participants' levels and age groups:

- IOM Romania (International Organization for Migration) offers Romanian language courses. Registrations can be made at the office in Bucharest, Bulevardul Dacia no. 86.
- Jobs for Ukraine offers English language courses. For details, you can contact us at contact@jobs4ukr.com.

- JRS Romania (Jesuit Refugee Service) offers Romanian and English courses at its office in Bucharest.

5. Where to post refugee-friendly job offers

To reach Ukrainian candidates, it's recommended to post job ads on platforms that are visible and accessible within the refugee community. The Jobs for Ukraine platform (www.jobs4ukr.com) is among the most popular, designed specifically for this purpose.

Other recommended platforms include:

- www.anofm.ro (National Employment Agency)
- eJobs, BestJobs, www.hipo.ro
- Dedicated Facebook groups

Publishing job openings across multiple channels will significantly increase your chances of finding the right candidate.

6. Subsidies and support for employers

Employers who hire refugees benefit from significant support from the Romanian state. Refugees can be hired directly without a work permit, and ANOFM provides free services such as job mediation, professional counseling, training courses, and the recognition of informal competencies.

Additionally, employers may receive a subsidy of 2,250 RON/month for 12 months for each hired person from a vulnerable group, under the condition of keeping them employed for at least 18 months.

Eligible categories include:

- People over the age of 45,
- Single parents,
- Persons with disabilities,
- Individuals approaching retirement age,
- Young people not in employment, education, or training (NEET).

Depending on their profile, some refugees may qualify for these categories. For full details, contact your local ANOFM office or consult [the official source](#).

7. Workplace integration: Onboarding and support

True integration starts on the first day of work. A clear onboarding process helps the refugee understand the company's expectations, culture, and internal procedures.

A helpful method is the “buddy system” — assigning a colleague to support the new employee during the first weeks. It's also useful to provide:

- Visual materials,
- Simplified manuals,
- Translated documents,
- Video tutorials.

Intercultural training for the entire team can also improve communication and help foster an inclusive environment.

8. Promoting diversity and preventing discrimination

To ensure long-term integration, it's essential to promote a respectful workplace culture. Companies can implement:

- Anti-discrimination codes of conduct,
- Anonymous reporting mechanisms,
- Diversity awareness workshops.

Team-building activities and social events can help remove cultural barriers and strengthen cohesion among employees.

Conclusion

The integration of Ukrainian refugees into Romania's labor market is not only possible — it's necessary and beneficial for everyone involved. Through clear measures, empathy, and openness, companies can turn solidarity into real outcomes: more diverse teams, loyal employees, and a more human brand identity.

By choosing to offer someone a chance, you become part of something meaningful, a deep process of rebuilding lives, bringing together people, perspectives, and the future.