

## Serbia: Simplification of Work, Residence and Long-Term Stay Permits

Below are details of the changes described in the alert dated October 1, 2019.

CHANGE	PREVIOUS/CURRENT RULE	IMPACT
<b>Changes Effective Immediately</b>		
<p><b>Seconded workers.</b> Effective immediately, seconded workers (such as intra-company transferees or those on assignment) seeking a work permit extension will be able to apply to the Serbian National Employment Agency at least 60 days before the expiration of their work permit</p>	<p>Previously, seconded workers could only submit their extension application up to 30 days before their expiration date, which did not allow sufficient time for the authorities to consider and process the application.</p>	<ul style="list-style-type: none"> <li>The longer submission time frame allows the authority more time to consider renewal applications and also allows employers additional time to consider other options for renewal such as work permits based on employment on local payroll, for example, if the application is rejected.</li> <li>Applicants should submit their applications as early as possible to afford sufficient time for the application and outcome to be processed.</li> </ul>
<p><b>Notarization requirement eliminated.</b> New and renewal work permit applications no longer require notarized documents.</p>	<p>Previously, copies of the passport, residence permit, employment contract, diploma and lease agreement had to be notarized. Effective August 7, 2019, this is no longer necessary.</p>	<ul style="list-style-type: none"> <li>The costs associated with a work permit application have decreased as applicants no longer need to pay for documents to be notarized. Translations are still required if a document is issued in another language.</li> <li>There may be some delays as authorities roll out authentication processes using government systems at the implementation stage.</li> </ul>
<b>Changes Effective in the Future</b>		
<ul style="list-style-type: none"> <li><b>Long-term stay visa applications.</b> Beginning January 1, 2020, foreign</li> </ul>	<ul style="list-style-type: none"> <li>Currently, foreign nationals under long-term stay visas must be in Serbia before they can</li> </ul>	<ul style="list-style-type: none"> <li>Foreign nationals will be able to start work approximately 30 days after they arrive instead</li> </ul>

<p>nationals will be able to apply for a long-term stay visa while they are abroad. The long-term stay visa will allow them to start work within 30 days of their work permit being filed once they arrive in Serbia.</p>	<p>apply for a long-term stay visa and work permit. It is not possible to apply for this the long-term stay permit from abroad, meaning applicants need to wait up to 60 days after entering Serbia to work while they file both a long term stay and work permit.</p>	<p>of up to 60 days because they will only need to apply for their work permit once in Serbia.</p> <ul style="list-style-type: none"> <li>• This will simplify the process and minimize the time spent in Serbia without the ability to work.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Temporary residence permit applications.</b> Beginning January 1, 2020, foreign nationals will be able to apply for a Temporary Residence Permit online from abroad.</li> </ul>	<ul style="list-style-type: none"> <li>• Currently, foreign nationals must apply for a Temporary Residence Permit in Serbia after entering the country, either as a visa-exempt national or with an entry visa.</li> </ul>	<ul style="list-style-type: none"> <li>• There has been no official confirmation of government processing times for the new process, however the change is likely to reduce overall processing times as it will minimize the amount of time a foreign national must spend in Serbia without permission to work.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Joint temporary residence and work permits.</b> Starting December 20, 2020, foreign nationals will be able to apply for a joint temporary residence and work permit online from overseas. The two processes will be merged, and applicants will no longer need to wait for 30 days in country before starting work.</li> </ul>	<ul style="list-style-type: none"> <li>• Currently, the Work and Residence permit are two separate processes and can be obtained in country. Applicants need to submit similar documentation for both application times.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Less time in Serbia without work permission.</b> Applicants will be able to start their application from overseas and will no longer need to enter Serbia before their assignment start date. This will minimize or eliminate the time foreign nationals need to stay in Serbia without permission to work.</li> <li>• <b>Documentary burden reduced.</b> In addition, they will no longer need to submit similar documentation to two authorities as is the case now, which should reduce the overall processing time. The online application process will</li> </ul>

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