



**TEMPORARY AND CIRCULAR MIGRATION IN BULGARIA:
empirical evidence, current policy practice and future option**

2004 – 2009

Research study within the framework of the European Migration Network (EMN)

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SUMMARY

The purpose of the research is to analyze the role and place of temporary and circular migration among other forms of labor migration in political strategies and programs, as well as to analyze its two main forms in Bulgaria – inward and outward.

A major challenge faced by the study was the lack of comprehensive, reliable, and accessible statistical information, and also details on the methodology of data collection which would have facilitated its analysis.

The major conclusions from the analysis of temporary and circular migration in Bulgaria are summarized in several groups:

- Emigration attitudes of Bulgarian citizens demonstrate clear preference of temporary migration. Bulgarians who are prepared to work for a certain period of time abroad and then return to live and work in their native country, are twice the number of those who would prefer to settle abroad. The actual average duration of stay abroad of returned Bulgarian citizens is 13 months; the desired duration, however, is longer: the majority of potential emigrants would definitely prefer to stay longer than a year.
- Bulgarian policy regarding temporary and circular migration has two major characteristics which, at first glance, might seem to be opposing each other. The first is the lack of any specific interest in it; it does not appear among the priorities of neither Strategy 2008, nor in those of Strategy 2011. At the same time the attitude towards it is very positive and in the various papers it is being “promoted” and “encouraged”.
- One of the key priorities of Bulgarian migration policy is attracting back to this country part of the Bulgarian emigration of the last twenty years, especially the qualified and the young. Without it being stated explicitly, the idea of temporary migration is being promoted; there is the political will for the state to function in such a way that emigration would not lead to settling in other countries, but to return home.

- The structure of temporary migration in Bulgaria, based on data on the issue of work permits to citizens of third countries, is very positive – 75% are highly-skilled and skilled workers.

1.INTRODUCTION

1.1.Purpose

The purpose of the study is to analyze the place and role of temporary and circular migration among other forms of labor migration in Bulgaria.

The main purpose is articulated through three sub-goals:

- to discuss how the political visions and strategies on migration perceive temporary and circular migration and the way they are included among the national priorities in this area;
- to single out the principal institutions with responsibilities relating to these forms of migration and their cooperation with other social partners such as the employers and the trade unions towards defining the need of circular and temporary migration;
- to assess the available data, and the regularity and reliability of statistical information collection.

In accordance with the analytical framework of EMN, the study focuses on citizens of third countries as immigrants in Bulgaria, however, elements of intraeuropean mobility will be incorporated as well because they are significant in the case of Bulgaria.

It is necessary to point out that Bulgaria is still a predominantly emigrant rather than an immigrant country. There is no long-established tradition of carrying out evaluations of the labor market in relation to the opportunities created by immigration. There is no experience neither in the development of specific policies, nor in the analysis of specific forms of labor migration such as the temporary and circular ones.

The study has several *target audiences*:

- ministries and other responsible institutions which have competencies in the sphere of economic migration;
- academic institutions;

- non-government organizations;
- civil society and migrant communities' representatives.

1.1. Methodology

The study utilizes the analytical scheme of EMN which provides the basis for comparison of the results, their understanding and interpretation in a comparative light.

One important note needs to be made for the case of Bulgaria¹, which differs from EU-25. The period 2004 – 2010 does not have the same explanatory strength in relation to Bulgaria as it has for the rest of the member states. The year 2004 is the year of EU-10 accession, which considerably influenced the migration situation of the new member states: they became part of the united European space. The year became an essential factor for the management of migration flows of the old member states which faced the need to make decisions concerning the regulations of new member states' migrant labor under the 2+3+2 scheme.

In 2004 Bulgaria was three years away from its EU accession. The expectation of accession influenced migration flows and increased the country's attractiveness. The ultimate effect of European integration can be evaluated in its complexity only after 2007.

Another characteristic feature of the period under discussion, that makes Bulgaria more like the rest of the countries, is the effect that the economic crisis has had upon the national economies and the demand of labor. In this respect, the six-year period under discussion is too heterogeneous and encompasses three different sub-periods as follows:

- economic upheaval and increase of labor demand until 2007 - 2008;
- economic crisis, increase of unemployment and rapid reduction of labor demand – 2009;
- uncertain indications for the economy's recovery - 2010.

¹ This is also valid for the case of Romania.

The present study is based on data taken from official reports and documents such as national strategies on migration, on statistics provided by the Ministry of Labor and Social Policy, as well as on information taken from public opinion polls and academic research. Special attention is given to the attitude towards foreign workers of employers, on the one hand, and trade unions on the other.

1.2. Challenges

A major problem faced by the Bulgarian team was the lack of access to reliable up-to-date information: “Bulgaria is the only EU country that does not have comparable annual statistics on migration” (OSI 2010: 52).

Data is collected in line with different methodologies which make it hard to compare. It is hard and time consuming for state institutions to access data collected by other state institutions. Public access to such data is even more restricted and difficult. The lack of reliable, long-term, and comprehensive statistical data on migration is a major deficit and a challenge when formulating and implementing an effective policy on migration, especially when concrete and specific forms such as temporary and circular migration are concerned. The more underdeveloped the national system for collecting statistical information on migration is, the more attention is focused on the large information flows. Issues related to information on specific forms such as circular migration are marginalized.

1.3. Definitions

The political significance of circular migration has grown since the adoption of the Stockholm Program (December 2009). It recommends exploring the concept of this type of migration, as well as enabling its materialization in the framework of the EU.

The concept of circular migration is defined by the EC (2007) as a form of migration which includes legal mobility – back and forth between two countries.

EMN points two basic forms of circular migration, which are predominant in the European context:

- *Circular migration of third country nationals settled in the EU*

This category gives people the opportunity to engage in an activity (business, professional, voluntary, etc) in their country of origin while retaining their main residence in one of the member states. This covers various groups: business people working in the EU and wishing to start an activity in their country of origin (or in another third country); doctors, professors or other professionals willing to support their country of origin by conducting part of their professional activity there (EMM 2010: 6-7).

- *Circular migration of persons residing in a third country*

Circular migration could create an opportunity for persons residing in a third country to come to the EU temporarily for work, study, training or a combination of these, on the condition that they must re-establish their main residence and their main activity in their country of origin (EMM 2010: 7)

This category covers a wide range of situations: seasonal employment; study or training; intercultural exchanges, active citizenship, education and youth - training courses, seminars; voluntary activities (EMM 2010: 7).

Scientific studies propose additional definitions and distinctions. We will introduce two of them. The first is linked to the direction of circular migration: inward and outward in relation to the country of origin. The former is related to people, permanently residing in their native country, who work and live abroad for a certain period of time, and then return. The latter is related to immigrants who have permanently settled in the receiving country, but often or regularly return to their country of origin (Newland 2010).

The other distinction is based on how circular migration happens: spontaneous or managed. In the first case it is the migrant and his/her desire and capacity of mobility that play the lead role. In the second - policies and regulation of circular migration through various programs for seasonal or other types of temporary employment, take precedence (Newland 2010).

Temporary migration, according to the shared definition provided by EMN, supposes a specific aim or motivation for return to the country of origin or continuation of mobility along other migration routes.

2. POLICY REGARDING ECONOMIC MIGRATION

2.1. National vision and strategy

The notions of temporary and circular migration are not among the priorities of Bulgarian migration policy. They are still not subject of special sections in the national strategies.

At the same time, it is extremely interesting to follow the rationale of Bulgarian migration policy in relation to temporary migration: often implicit, but also positive as often. The political discourse connected to temporary and circular migration sometimes reminds of Molière's character who was surprised to learn that he had been speaking "prose" all his life without knowing it. Similarly, in strategic documents, the idea of temporary and circular migration is much more frequently seen than the terms themselves.

2.1.1. National Strategy for Immigration and Integration 2008 – 2015 z.

Bulgaria had been experiencing migration for 18 years before it adopted a strategy on migration. The National Strategy on Migration and Integration of 2008 is the first complete document showing how the Bulgarian state sees the migration situation in the country, its vision for an optimum migration profile and the management mechanisms for the transition from reality to the optimal.

The first of the two strategic goals is directly linked to our analysis:

- Attracting individuals with Bulgarian citizenship who live on the territory of other countries as well as individuals of Bulgarian origin with foreign citizenship - for permanent return to the Republic of Bulgaria.

The Strategy envisages two major target groups:

- representatives of the new Bulgarian emigration who left in the twenty years after the democratic changes;

- representatives of the old Bulgarian Diaspora permanently established in other countries over tens and hundreds of years.

What is common between the two groups is the return to Bulgaria. This is where the state recognizes an opportunity for the optimization of the migration profile of the country and an illustration of the positive perception of migration as a resource – for demographic and economic development, as well as for preserving and enhancing national identity.

What concerns our analysis is not what is common between the two groups, but what differs. The intention for the first group is for the migration to become temporary, and permanent - for the second. The government has undertaken to achieve the ambitious goal of bringing back the Bulgarian citizens who left the country in the last two decades, not to allow their migration to become permanent, but to be followed by return to the native country. As far as the representatives of the historical Diaspora are concerned, the invitation is for them to follow the road traveled by their ancestors in the opposite direction: just as their predecessors, hundreds of years ago, found shelter and food abroad, our contemporaries, who still preserve their Bulgarian language and identity, must feel that they are welcome in the land where their ancestors were born.

It must be noted that explicit mentions of circular migration do exist. We find the idea in four places in the Strategy of 2008. Three of these cases (Strategy 2008: 26, 29, 37) concern migration from Bulgaria where the need of partnership with the countries of origin is highlighted. The incorporation of the language of European policy is clearly discernible in the national vision. In the fourth case circular migration reaches Balkan dimensions and although it does not specifically envisage migration from Bulgaria, discusses mainly that type: “achieving circular migration based on existing short-term seasonal trans-border movements in the region” (Strategy 2008: 18). In all cases mentions of circular migration are in combination with “encourage” and “stimulate”, which clearly state the positive attitude policy adopts in relation to this form of labor migration.

The new strategy, whose adoption is expected in the beginning of 2011, preserves the same priorities. The conclusion about establishing return as a priority, i.e. transforming the migration of Bulgarian citizens into temporary, is valid for the new strategic vision.

Another target group is defined as “citizens of third countries who have qualifications meeting the demand of sectors in Bulgarian economy where there is shortage of labor” (Strategy 2008: 20). It is also connected with the economic considerations when formulating migration policy where market demand and the need of labor in certain sectors take precedence.

In the initial version of Strategy 2011, which is subject of public debate, the term circular migration appears once: “encouraging Partnerships for mobility, circular migration, and platforms for cooperation in the fields of migration and development” (draft version of Strategy 2011: 39).

Here we encounter the same peculiarity: the terms temporary or circular migration are used relatively rarely, but the understanding of optimal migration is directed exactly in that direction: the economic situation is very dynamic, the labor market is flexible; migration, which can quickly and precisely respond to its changing requirements, is seen as the best option. The positive understanding of temporary migration is implicitly present.

The other two target groups to which Strategy 2008 gives precedence are:

- Labor from other EU member states, EEA, and Switzerland;
- Students who have a Bulgarian degree, research workers and highly skilled specialists.

The two categories come under the highly skilled experts and professionals in Bulgaria who, as migration experience confirms, are among the most mobile migrants.

Some of the instruments envisaged by Strategy 2008 also relate to the topic of temporary migration: determining annual branch quotas for accepting workers from third countries, participation of the social partners in the identification of labor deficits connected with certain qualifications.

In conclusion it can be said that the Strategy for Migration and Integration 2008 rarely uses the terms temporary and circular migration, but the understanding of them is contained in several of its priorities, target groups and mechanisms. Two opposing conclusions express this paradoxical situation:

- Political discourse is still not able to articulate the diversity of forms of labor migration and its vocabulary does not yet permanently include concepts such as temporary and circular migration;
- It must be noted, at the same time, that although the understanding of temporary migrations has not yet become crystal clear as a notion in political discourse, it is perceived as something positive.
- The positive perception of temporary migration is also related to emigration and immigration:
 - the return of Bulgarian emigrants is being stimulated and supported;
 - an understanding of immigration as depending on the dynamics of the labor market is being promoted.

2.2. Legislation

After the Treaty of Accession of Bulgaria to the European Union came into force, Community law has been observed in general in relation to the free movement of workers (Regulation (EEC) No 1612/68 of the Council of 15 October 1968 on freedom of movement for workers within the Community).² With the amendments made to the Employment Promotion Act, citizens of EU member states, EEA countries and Switzerland, as well as citizens of third countries who are family members of Bulgarian citizens, are granted equal rights with Bulgarian citizens³. The regulations for the application of the acts related to the employment of foreigners are applied only in the case of citizens of third countries⁴.

Bulgaria's report on labor migration describes the main normative acts which relate to labor migration. Most of them are valid for the cases of temporary migration.

² <http://www.gli.government.bg/bg/page/311>

³ Ibid.

⁴ Ibid

Legislation clearly defines the groups of foreigners who can work in Bulgaria. Foreign citizens can be employed in Bulgaria if they:

- are hired by an employer in the accordance with the Labor Code;
- are commissioned for a particular term by a foreign employer within the framework of offering services on Republic of Bulgaria territory;
- are self-employed.⁵

Foreigners are allowed to work in the Republic of Bulgaria only after they have obtained a *work permit from the National Employment Agency*⁶. A work permit is issued for a job that requires specialized knowledge and skills when the local labor market is not able to provide a trained person. It is issued upon the employer's application - a physical or legal entity, registered according to Bulgarian law or a legal entity registered according to Bulgarian law which is party to a current inter-company agreement with a foreign legal entity, which has employed the foreign citizen. Legislation leaves the initiative for employing foreign workers with the employers, but the formalities and administrative requirements are still felt to be too cumbersome⁷.

The papers necessary for the issuing of a work permit are submitted at the *Employment Bureau Directorate* where the foreigner intends to work. The work permit is an official personal document of the foreigner which gives him/her the right to work in Bulgaria for a given period of time at a specific job and position with a specific legal or physical entity registered according to Bulgarian law which applied for the work permit. The work permit is issued for one year with the option for extension for up to 3 years for operational staff and more than 3 years for managerial staff. One of the important points is that the work permit is valid for a certain period of time and the formal logic behind this measure is the understanding that after the labor contract has expired, the foreigner will leave the country.

Concessions for the issue of work permits is granted to:

⁵ <http://www.az.government.bg/internal.asp?CatID=16/02&WA=IntCooperation/ForeignWorkers.htm>

⁶ <http://www.az.government.bg/internal.asp?CatID=16/02&WA=IntCooperation/ForeignWorkers.htm>

⁷ See para 2.4.1.

- foreigners, whose employment on the territory of the country ensues from the fulfilment of international agreements to which the Republic of Bulgaria is a party;
- guest-lecturers, lecturers and teachers in Bulgarian higher education institutions and secondary schools;
- high level managing personnel of a foreign corporate body, established on the territory of the Republic of Bulgaria;
- athletes and coaches in professional sports clubs;
- persons of Bulgarian origin;
- specialists of foreign companies, in connection with the contracted assembly, start and repair of imported equipment⁸.

Regulations stipulate cases in which foreigners do not need a work permit in order to be employed on the territory of Bulgaria – foreigners with permanent residence status or with equal rights granted on the basis of asylum or refugee status.

Short-term employment without a work permit is allowed as follows⁹:

- In the cases of individuals registered at the Employment Bureau Directorate by the employer - foreign students of Bulgarian origin, persons receiving scholarships from the Republic of Bulgaria and working part-time; students at Bulgarian or foreign higher education institutions for the duration of 6 months;
- A foreigner, commissioned to the Republic of Bulgaria by a foreign employer for a term up to 3 months within 12 months to perform concrete tasks on the basis of a single registration at the Agency for employment in the following cases: assembly and warranty repair of machines and facilities supplied from abroad; training in servicing or approval of ordered facilities, machines or other equipment; participation in training within an export contract or a license contract;

⁸ <http://www.az.government.bg/internal.asp?CatID=16/02/02&WA=IntCooperation/WorkForce.htm>

⁹ <http://www.gli.government.bg/bg/page/311>

- Foreigners, employees of tourist companies, commissioned for the duration of one tourist season for the fulfillment of concrete tasks, connected with the control and the coordination of contracted tourist services with a Bulgarian tour-operator or hotel for a term up to 6 months within 12 months on the basis of a single registration at the Agency for employment.

2.3. Institutional framework

The *Ministry of Labor and Social Policy* (MLSP) with its Directorate “Free movement of people, migration, and integration” and two other of its structures play a key role in determining the policy on temporary and circular migration.

MLSP carries out activities related to temporary and circular migration in both directions: to and from Bulgaria. The first is undoubtedly a priority and one of MLSP’s major goals is to sustain, develop and strengthen the connections of Bulgarian emigrants with the Bulgarian state as well as mediating their links with local business and employers. To this end the MLSP organizes labor market initiatives in various cities (Madrid, Berlin, etc.), where, together with representatives of Bulgarian business, informs Bulgarian students and emigrants of the opportunities available on the Bulgarian labor market.

There are two other forms of MLSP activity aimed at raising access to information both in relation to the European job-finding instruments, and the opportunities on the Bulgarian labor market. The promotion of the network of European employment offices EURES relies on regional information events and open days. To sustain the interest of young well-educated Bulgarians, forums of the type “Career in Bulgaria?: Why not?” are held abroad.

With the aim to define a position in the second area – circular migration to Bulgaria – the National Council on Labor Migration (NCLM) functions within the MLSP. It aims at defining annual quotas for workers from third countries on the basis of an analysis of labor deficit. When a deficit of certain specialists is defined for the labor market, it recommends recruitment from third countries, including such recruited within the framework of bilateral

agreements and within the framework of a determined annual quota.¹⁰ The NCLM was set up on 18.12.08 and after the change of government, new staff were appointed.

Another activity of the MLSP that relates, although indirectly, to the theme of the present analysis is the establishing of *offices for labor and social issues at the embassies of the Republic of Bulgaria abroad*. Such offices have already been opened in Madrid, Athens, Berlin, London, Dublin, and Nicosia. Forthcoming is the opening of a new office in Paris and extending the activity of the one in Berlin in order to cover Vienna as well. The aim of these offices is to make the Bulgarian citizens better informed about their rights with regard to the free movement of people and access to the labor market of the other EU member states. These offices work both with temporary emigrants and Bulgarian citizens permanently settled in the receiving country; to a certain extent they illustrate the state's care and commitment to protecting the rights of its citizens, wherever they are; they also contribute to preserving their positive attitude to the native country and could possibly open the road to return.

The Employment Agency is an executive agency at the Ministry of Labor and Social Policy. It is responsible for issuing *work and freelance permits* for citizens of third countries. It registers EU citizens who seek employment in this country.

2.4. Other stakeholders' positions

The idea of temporary and circular migration is also present in the positions of employers and trade unions. Most often, it is not explicitly formulated, but can be detected in the approach to immigration; the documents often contain specific measures for its stimulation.

2.4.1. Employers

Employers' organizations have the political will to take part in the formulation and implementation of a policy for accepting and selecting migrants. Their explicit aim is for admission to be as close as possible to the dynamics of the labor market.

From the activities of the *Confederation of Employers and Trade Unions in Bulgaria* we will single out the ones which concern the return of Bulgarian emigrants, as well as the ones

¹⁰ http://www.saveti.government.bg/web/cc_53/1

related to formulating the demands of the labor market where temporary and circular migration can be of considerable value:

- Participation in the labor market events organized by MLSP in Berlin and Madrid;
- Supporting the *Back to Bulgaria* initiative offering jobs to Bulgarian students working abroad. Formulating a multifaceted understanding of return, connected to a range of factors such as reduction of crime, increasing the quality of education, effective protection of all forms of property;
- Supporting the mechanism of defining annual branch quotas for accepting citizens of third countries into the Bulgarian labor market, as well as criticism of the high fees and the rest of the obligatory expenses related to the import of labor as a major constraint when it comes to utilizing the quotas;
- Stipulating the need of a specific regime in relation to the import of highly skilled labor which is a key factor when starting large-scale foreign investment (Zahariev 2010).

The Association of the Industrial Capital in Bulgaria has a similar position in relation to the leading role of the labor market and its concrete needs of certain qualifications: in 2009 AICB put forward to the National Council for Labor Migration a proposal for an annual branch quota for foreign workers in machine building and electrical engineering.

2.4.2. Employers

The analysis of the trade unions is developed in details in the report on labor migration.

2.5. Cooperation with other countries

The development of various forms of cooperation with third countries also plays an important role in the regulation of labor migration. In their greater majority, bilateral agreements refer to short-terms forms of migration.

One of the instruments of the Global approach to migration are the *partnerships for mobility*. Bulgaria is a party in signing and implementing these partnerships. The first two

countries with which mobility agreements were signed were *Moldova* and *Georgia*. The agreement with Armenia is forthcoming.

Bulgaria has entered into agreements concerning foreign workers with several countries. It must be noted that the texts of the agreements are symmetrical, and encompass the options for labor migration in both directions, but it is obvious that, in reality, the subject of these agreements is predominantly the flow from Bulgaria to the respective receiving country. All agreements concern short-term mobility, in most cases with a strictly defined duration:

- Agreement with *Germany* concerning foreign workers (1992, amended in 2003). Addressing mainly individuals with vocational education. Based on the guest workers logic of temporary employment and the improvement of vocational and language skills. It outlines the profile of the desired migrant which was further adopted by many other agreements – young, aged 18 to 35. The annual quota is 1 000 individuals. After the amendments introduced to the Agreement in 2003, the quota grew to 2 000 people. A precise mechanism for the increase and the decrease respectively, of the numbers depending on the upward or downward dynamic of the labor market is provided. The duration of the work permits is 2 years; they can be extended to a maximum of 3 years. There is an option for extending employment in Germany but only on the basis of a new work permit under a new contract. The duration of the work permits issued to individuals on managerial positions is 4 years but they are limited to 4 people per contract.
- The agreement with the *Czech Republic* (2000) is more concrete and refers to Bulgarian citizens permanently residing in the Czech Republic, as well as Czech citizens permanently residing in Bulgaria. The agreement specifies that migrants are not allowed to do any other paid work except the one for which they have a permit.
- Agreements with other countries such as *Switzerland* (2002), *Luxembourg* (2003), and *France* (2003) are signed for the so-called interns. Unlike the case of the agreement with the Czech Republic, intern agreements are directed to citizens permanently residing in their own countries, who are employed in the receiving country on the basis of a mastered profession for a limited period of time in order to improve their

professional and language skills. Interns are young people aged 18 – 35. Luxembourg is prepared to take up to 30 interns per year, Switzerland – up to 100, France – 300. The stay is limited to 1 year and is only extendible once for 6 months.

- In the case of countries with considerable Bulgarian migration such as *Germany* there are separate agreements concerning specific categories of migrants. This is the case of the agreement of 2002, amended in 2003, which refers to those employed in hotel and restaurant businesses and in the households of persons in need of domestic support. The work permits for the first two industries are relatively short-term – up to 3 months per calendar year; the duration for the third category can be up to 3 years.
- The agreement with *Portugal* (2003) is directed towards the exchange of information about open positions and aims the facilitation of visa and/or work permit issue.
- There are certain cases when the agreement is not signed by the two states but with a region and is directed toward a specific type of migration. An example of this kind of specific agreement is that with *Lombardy, Italy* (2004) concerning nurses.
- *Spain* (2005) is one of the key destinations of Bulgarian economic emigration and it is only natural that the agreement presupposes a more complex approach, focusing not on a single group, but on three different categories: permanent workers, who will be initially employed for a period not less than a year; seasonal workers employed for not more than 9 months; and *interns* who, as we have already seen, are young and can improve their vocational and language skills for 12 months with a possible extension of 6 months. The selection of applicants is done in the sending country by a Bulgarian-Spanish selection committee which can be joined by representatives of the employer.
- *United Kingdom* (2009) - there is an agreement signed between the General Labor Inspectorate, Sofia and the Gangmasters Licensing Authority in the UK under Directive 96/71 of the European Parliament.

The agreements concerning the various forms of temporary labor migration are complemented by the concessions which the Bulgarian state makes in the cases of student mobility to Bulgaria. Privileged enrolment into Bulgarian higher education institutions is offered to both citizens of third countries who are of Bulgarian origin and to citizens of Macedonia.

3. STATISTICS AND TRENDS

We will compensate for the lack of special statistics on temporary and circular migration with the articulation of several forms which express its two opposite directions (inward and outward), and its diversity of manifestation:

- attitudes of Bulgarian citizens towards temporary vs permanent migration;
- data on Bulgarian citizens working on permanent labor contracts abroad;
- reasons for the return from emigration of Bulgarian citizens;
- data on foreign citizens working in Bulgaria;

The attitudes toward emigration demonstrate preference for temporary migration. One in five Bulgarians (20%) expresses a positive attitude towards the idea of working abroad for a few years but prefers to come back to his/her home country afterwards. This percentage is almost twice higher than that of those who prefer to settle abroad permanently (13%). We need to clarify that 13% express preparedness and not an actual intention: those who have serious intentions of emigrating are a mere 3%. What is most curious about these data is that they have remained almost unchanged before the crisis in 2008 and in 2010 when all its negative effects were clearly felt¹¹.(Grigorova 2010).¹².

We need to stress that although attitudes toward temporary migration prevail, short term migration is not the preferred option: the desire to remain abroad longer than a year is stronger than the desire to remain for a shorter period of time (Mihaylov 2007: 149).

It is logical and expected for the attitudes towards emigration, including temporary, to be manifested most among the young aged 18-25, as well as among those with better education – higher education graduates and computer literate Bulgarians (Grigorova 2010).

¹¹ The percentage of those who want to live and work in Bulgaria decreased – from 70% to 62%, not at the expense of emigration attitudes, but due to the lack of clear idea of alternative (“don’t know” – 5%) (Grigorova 2010).

¹² A 2007 study shows the same ratio: attitudes towards non-permanent migration are from 1.5. to 2 times higher than the desire to relocate (Mihaylov 2007: 149).

The picture of the *Bulgarian citizens* who work *abroad on temporary contracts* will be built on the basis of two types of data provided by the MLSP: those recruited under agreements and through the agency of companies.

Number of Bulgarian citizens recruited abroad under international agreements or through EURES per year

Year	2004		2005		2006		2007		2008		2009	
M/F	M	F	M	F	M	F	M	F	M	F	M	F
	1029	1932	1112	2434	2174	2458	918	3479	2310	5419	1208	2858
Total	2961		3546		4632		4397		7729		4066	

Source: MLSP

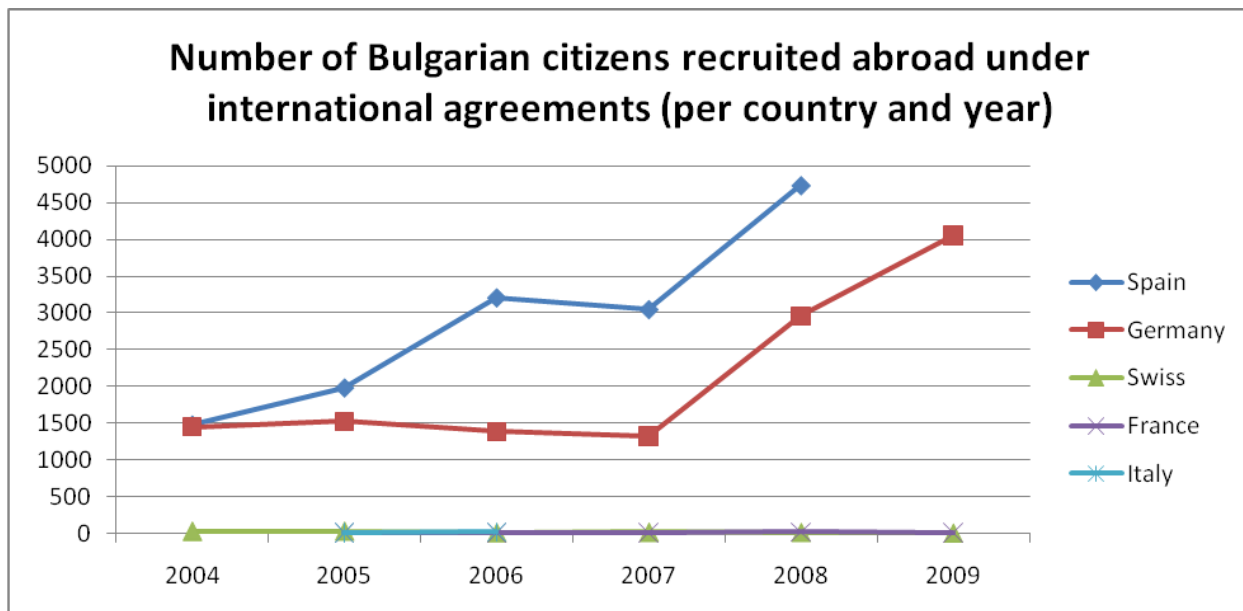
The tendency in the case of Bulgarian citizens recruited abroad under bilateral agreements or through EURES is an upward one and numbers grew from 2691 in 2004 to 7729 in 2008 and afterwards dropped steeply to 4066 in 2009.

The main destinations of this type of mobility are Spain and Germany. Italy is one of the preferred destinations for labor migration, together with France, but in terms of accepted Bulgarians under international agreements, the numbers are quite modest.

Number of Bulgarian citizens recruited abroad under international agreements per country

	2004	2005	2006	2007	2008	2009	Total
Spain	1479	1984	3211	3051	4739		14464
Germany	1451	1523	1384	1319	2959	4055	12691
Switzerland	31	32	11	18	14	5	111
France		3	7	9	17	6	42
Italy		4	19				23

Source: MLSP



Source: MLSP

A new entrance into the European labor market is offered by EURES; Bulgarians are taking initial steps in using it. The number of Bulgarian citizens who found jobs using this European database is still modest, but demonstrates a growth tendency: 300 in 2007 , 370 in 2008, 460 in 2009-10.

The “geography” of those who found jobs through the agency of companies is different and the top countries are the Czech Republic, Denmark, the UK, Cyprus, and the USA.

Bulgarian citizens recruited abroad through the agency of companies (per country)

	2004	2005	2006	2007	2008	2009	Total
Czech Republic		34	3	96	237	37	407
Denmark				3	136	237	376
UK	64	58	120	44	18	2	306
Rep. Of Cyprus	34	26	62	68	49	4	243
USA		79	68		53		200
Slovakia				170	27		197
Greece	36	14	8	3	13	33	107
Kuwait	82						82
Tunisia		35	25		10	6	76
Poland				11	26	28	65
Israel	48	10	3				61
Tunisia			25		10	6	41
Libya	37						37
Portugal			19	10			29
UAE		24					24
Latvia				14			14
Russia				13			13
Italy	8		4				12
Yemen	8						8
Syria		7					7
Norway						7	7
Bahrain		5					5
Spain	4						4
Malta			4				4
Sudan	3						3
France						2	2

A representative study of the Bulgarian population on the attitudes towards emigration shows that 22.3% would rely on the agency of a company and 4% - on the existing bilateral agreements. The authors conclude that “not more than ¼ of the potential emigration can be regulated through the registration regime of the companies acting as agents, the ordinance of the Employment Agency for providing agency services, the agreements for reciprocal employment, etc. – i.e. consciously or not, over the years, Bulgaria has chosen a liberal policy on migration”(Mihaylov 2007: 150-151).

Reasons for return from temporary emigration

What makes people take the return journey home? What factors attract them to Bulgaria? Literature offers various schemes for the interpretation of return: some describe it as failure of the migration project, others - just the opposite, as a success and logical completion of a specific migration goal, and yet others – as a natural stage in a mobile professional journey. Here I will offer a brief summary of the results of a representative study of those who returned from temporary emigration.

Contrary to the widespread opinion about the predominantly economic character of labor migration, the main reason of its discontinuation is socio-psychological – attachment to family and friends is important to 80% of the returnees. Other reasons, of course, are of economic origin and are both related to the opportunities of starting an attractive job or business in Bulgaria (21%) or, the opposite, the difficulty of finding legal employment with official contract and benefits abroad (36.8%). The mobile way of life does not suite everyone and some realize this only after they have had a migration experience: the statement “I don’t want to live abroad any longer” is shared by one in four (24%) of the participants in the survey (Mihaylov 2007: 136).

The average duration of the stay abroad, according to the representative study, is just above one year – 13.8 months.

Duration of the stay abroad

How long did you stay abroad? (number of months)	%
Up to 3 months	27.9
More than 3, up to 6 months	22.8
More than 6 and up to 12 months	16.9
More than 1 and up to 2 years	12.3
More than 2 up to 3 years	6.8
Over 3 years	7.8
No answer	5.5
Average duration	13.8 months

Source: Mihaylov 2007: 136.

Migration to Bulgaria has similar dynamics to that of migration from Bulgaria – growth until 2008 and steep decline after that period. The pre-crisis period preceding 2008

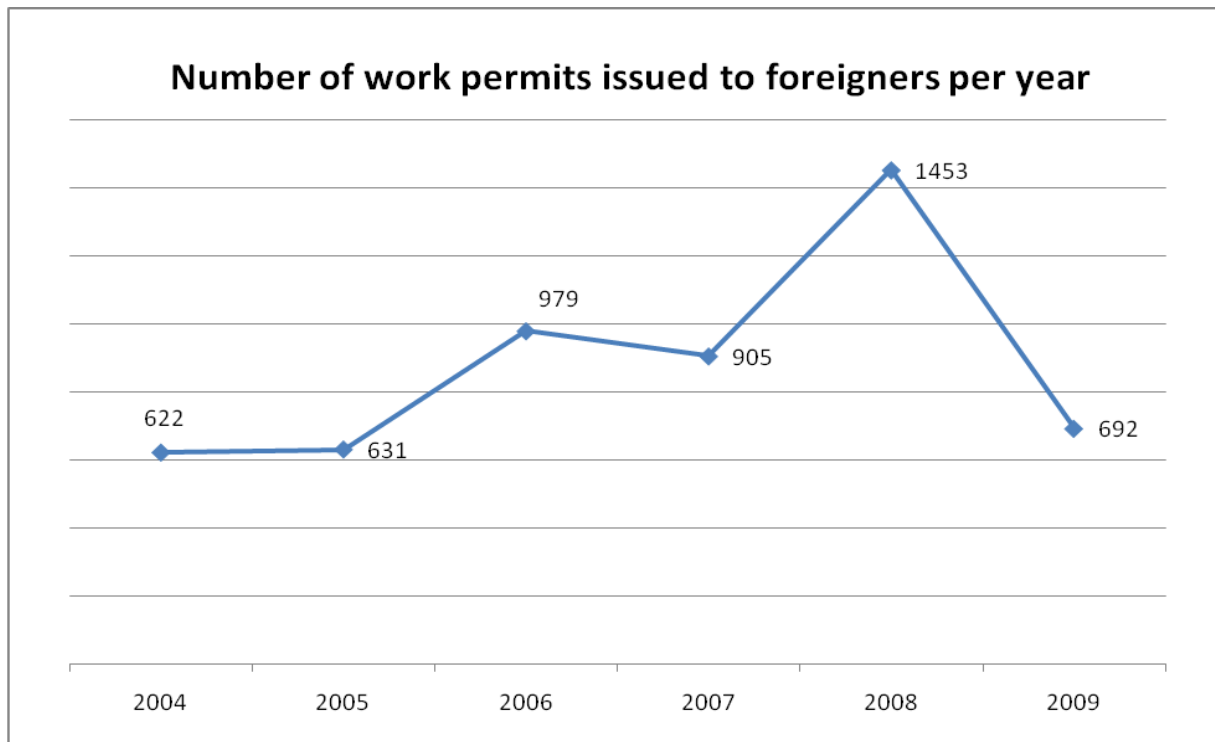
shows growth in the number of work permits issued to foreigners in Bulgaria: they grew 2.5 times – from 622 in 2004 to 1453 in 2008. The crisis affected this process quite significantly and in 2009 the number of work permits fell to the level of the beginning of the period under analysis.

The number of citizens of third countries working under labor contracts in Bulgaria is 21 019; only 4 695 foreigners are self-employed, according to data¹³ provided by the National Employment Agency (Strategy 2011).

Number of work permits issued to foreigners per year

Year	2004		2005		2006		2007		2008		2009	
M/F	M	F	M	F	M	F	M	F	M	F	M	F
	562	60	566	65	866	113	834	71	1357	96	625	67
Total	622		631		979		905		1453		692	

Source: MLSP



Source: MLSP

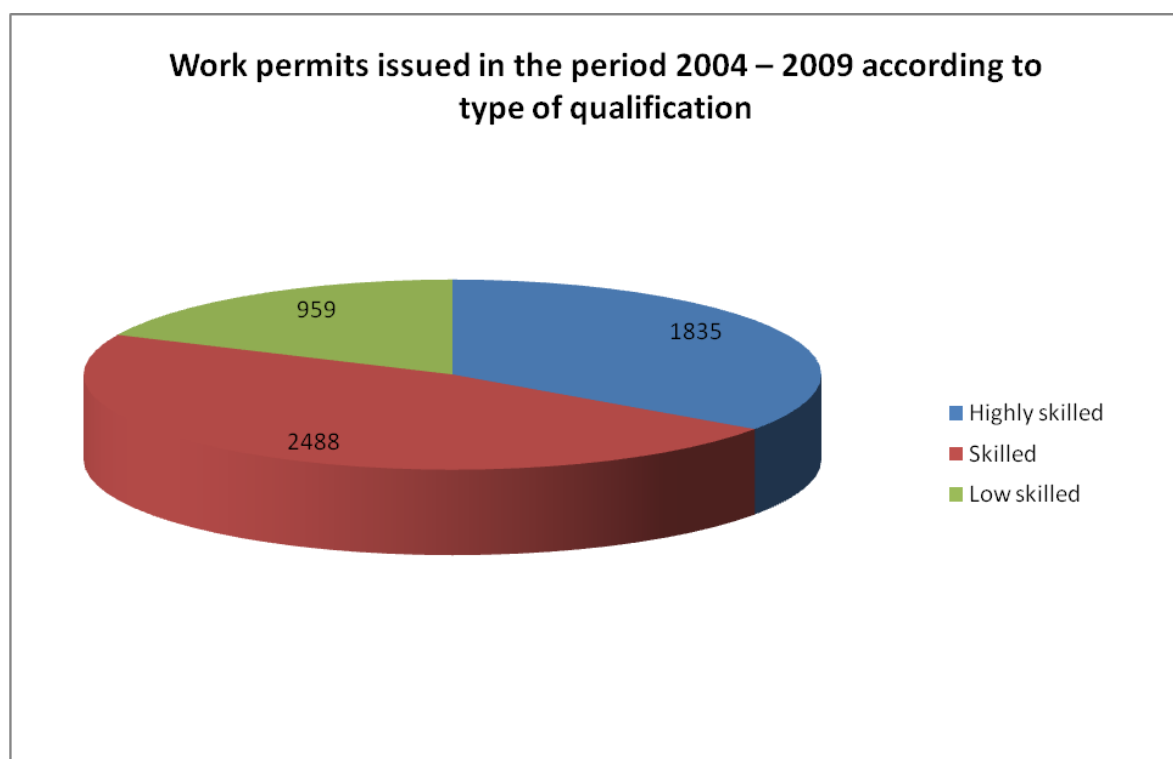
¹³ Data for 2008.

The structure of immigrants, who enter the labor market on the basis of work permits, is the closest possible to the desired migration: there are predominantly skilled and highly-skilled immigrants. The low-skilled ones are just one-fifth of the total flow.

Number of work permits issued to foreigners in Bulgaria per qualification

	2004	2005	2006	2007	2008	2009	Total
Highly-skilled	254	329	444	289	301	218	1835
Skilled	254	252	422	508	864	188	2488
Low-skilled	114	50	113	108	288	286	959

Source: MLSP

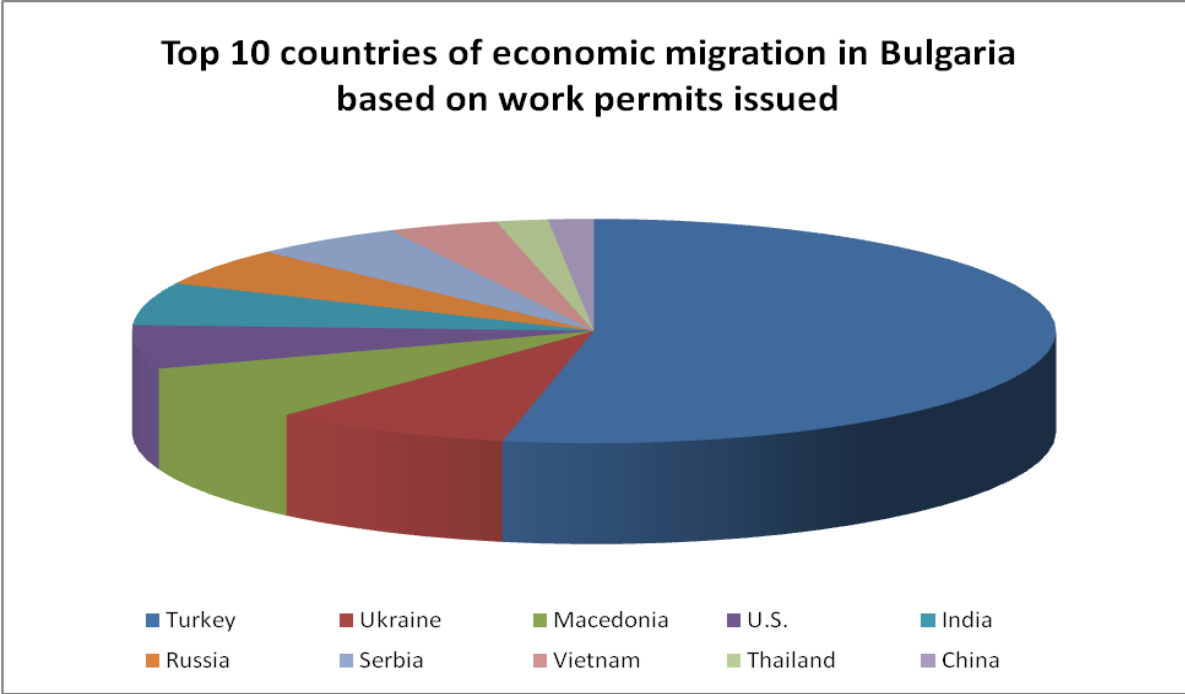


Source: MLSP

Top 5 countries of economic migration in Bulgaria based on the number of work permits issued							
Country/Year	2004	2005	2006	2007	2008	2009	Total
Turkey	191	85	94	394	833	367	1964
Ukraine	36	32	124	44	46	28	310
Macedonia			151	96	34	13	294
USA		20	49	71	45	48	233
India			70	61	64	32	227

Source: MLSP

The top 5 countries whose citizens obtain work permits change over the years, but Turkey invariably occupies the first place. The situation remains the same in 2009 and 2010. They are employed mainly in energy production and national road network. Vietnam has been one of the top three countries in the past three years and employment of its representatives has been mainly in metal-works as welders; the case of Russia is similar with 94 and 64 WP issued, its citizens are mainly in management positions. Third comes the USA; American citizens are involved mainly in big projects of foreign investors (Stelianova 2010).



Source: MLSP

The summary picture of the issued work permits for the whole period under discussion demonstrates the stable interest of citizens of other countries such as Ukraine and Moldova. Representatives of European countries such as Germany and Italy are also among the leading top ten countries until 2007 but are not included in the table because they were taken out of the statistics after Bulgaria joined the EU.

Top 10 third countries on the basis of work permits issued to their citizens							
Country/Year	2004	2005	2006	2007	2008	2009	Total
Turkey	191	85	94	394	833	367	1964
Ukraine	36	32	124	44	46	28	310
Macedonia			151	96	34	13	294
USA		20	49	71	45	48	233
India			70	61	64	32	227
Serbia	28	27		28	71	48	202
Сърбия	30		36	57	48	24	195
Vietnam					93	50	143
Thailand				23	44		67
China	31		21		7		59

Source: MLSP

In addition to issuing work permits, the Employment Agency has another function – to act as an intermediary for provision of employment and training for all who are looking for jobs, including foreigners. In 2010 the employment bureaus registered 16 foreigners who were seeking employment, 5 of them were women with refugee or humanitarian status. Five of the foreigners had higher education degrees, and 3 – secondary education degrees. They were representing 8 countries; the biggest group - 7 unemployed individuals – came from Afghanistan. With the support of the employment bureaus two refugees found employment (Stelianova 2010).

The employment bureaus supported 247 foreigners with permanent residence status find jobs; 236 of them were women. Thirty-four individuals joined employment programs, and 16 took part in professional courses (Stelianova 2010).

4. CONCLUSION

We will summarize the conclusions from the analysis of temporary and circular migration in Bulgaria in several groups:

- Bulgarian citizens' attitudes toward emigration give explicit preference to temporary migration. Bulgarians who would prefer to work abroad for a certain period of time and then return to live and work in their home country, are twice the number of those who would like to settle abroad. The actual average duration of stay of returnees is 13 months; the desired duration, however, is longer: the majority of potential emigrants categorically state that they would prefer to stay longer than a year.
- Bulgarian policy towards temporary and circular migration has two principal characteristics which, at first sight, might seem contradictory. The first is the lack of any specific interest – it is neither one of the priorities neither of Strategy 2008, nor of the new Strategy 2011. At the same time the attitude towards it is very positive and in all papers it is being “encouraged” and “stimulated”.
- One of the main priorities in Bulgarian migration policy is attracting back to Bulgaria part of the Bulgarian emigration that left the country in the last twenty years, especially its better qualified and younger representatives. Without labeling it explicitly, all this embodies temporary migration, and the political will of the country is to work in such a way as to have emigration that brings people back to the country without letting them settle in other countries.
- The structure of temporary migration in Bulgaria, based on data related to work permits issued to citizens of other countries, is very positive – 75% of these are highly-skilled or skilled.

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ANNEXES

6.1. Work permits issued to foreigners in Bulgaria

Work permits issued to foreigners in Bulgaria in the period 2004-2009

Year: 2004 Country of Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
1.Turkey	189	2	191	33	1	34	53	1	54	103	0	103	-	-	-	-	-	-
2.Germany	49	4	53	22	3	25	27	1	28	0	0	0	-	-	-	-	-	-
3.Poland	37	1	38	9	1	10	27	0	27	1	0	1	-	-	-	-	-	-
4.Italy	34	2	36	16	1	17	11	1	12	7	0	7	-	-	-	-	-	-
5.Ukraine	35	1	36	10	1	11	25	0	25	0	0	0	-	-	-	-	-	-
6.Serbia and Montenegro	28	2	30	6	1	7	22	1	23	0	0	0	-	-	-	-	-	-
7.Greece	26	3	29	23	2	25	3	1	4	0	0	0	-	-	-	-	-	-
8.Russia	19	9	28	17	7	24	2	2	4	0	0	0	-	-	-	-	-	-
9.Belarus	3	14	17	2	0	2	1	14	15	0	0	0	-	-	-	-	-	-
10.France	17	0	17	15	0	15	2	0	2	0	0	0	-	-	-	-	-	-
Others	125	22	147	69	15	84	53	7	60	3	0	3	-	-	-	-	-	-
TOTAL	562	60	622	222	32	254	226	28	254	114	0	114	-	-	-	-	-	-

Year: 2005 Country of Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
1.Turkey	83	2	85	23	1	24	40	1	41	20	0	20	-	-	-	-	-	-
2.Germany	69	7	76	38	5	43	31	2	33	0	0	0	-	-	-	-	-	-
3.Italy	52	3	55	30	1	31	17	2	19	5	0	5	-	-	-	-	-	-
4.Greece	30	9	39	18	1	19	12	8	21	0	0	0	-	-	-	-	-	-
5.Ukraine	32	0	32	6	0	6	26	0	26	0	0	0	-	-	-	-	-	-
6.China	22	9	31	12	2	14	10	7	17	0	0	0	-	-	-	-	-	-
7.UK	24	6	30	21	5	26	3	1	4	0	0	0	-	-	-	-	-	-
8.Russia	22	5	27	21	4	25	1	1	2	0	0	0	-	-	-	-	-	-
9.Austria	15	7	22	12	7	19	3	0	3	0	0	0	-	-	-	-	-	-
10.USA	16	4	20	14	4	18	2	0	2	0	0	0	-	-	-	-	-	-
Others	201	13	214	94	10	104	82	3	85	25	0	25	-	-	-	-	-	-
TOTAL	566	65	631	289	40	329	227	25	252	50	0	50	-	-	-	-	-	-

Year: 2006 Country of Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
1.Macedonia	151	0	151	3	0	3	79	0	79	69	0	69	-	-	-	-	-	-
2.Ukraine	118	6	124	3	2	5	115	4	119	0	0	0	-	-	-	-	-	-
3.Turkey	89	5	94	19	5	24	35	0	35	35	0	35	-	-	-	-	-	-
4.India	67	3	70	66	3	69	1	0	1	0	0	0	-	-	-	-	-	-
5.Germany	54	3	57	39	3	42	15	0	15	0	0	0	-	-	-	-	-	-
6.USA	42	7	49	31	7	38	11	0	11	0	0	0	-	-	-	-	-	-
7.Greece	45	4	49	28	4	32	17	0	17	0	0	0	-	-	-	-	-	-
8.Italy	44	5	49	28	3	31	16	1	17	0	1	1	-	-	-	-	-	-
9.Serbia and Montenegro	31	5	36	5	1	6	24	4	28	2	0	2	-	-	-	-	-	-
10.Austria	31	2	33	27	2	29	4	0	4	0	0	0	-	-	-	-	-	-
Others	194	73	267	125	40	165	63	33	96	6	0	6	-	-	-	-	-	-
TOTAL	866	113	979	374	70	444	380	42	422	112	1	113	-	-	-	-	-	-

Year: 2007 Country of Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
1.Turkey	390	4	394	55	4	59	296	0	296	39	0	39	-	-	-	-	-	-
2.Macedonia	92	4	96	5	3	8	33	1	34	54	0	54	-	-	-	-	-	-
3.UAS	55	16	71	49	15	64	6	1	7	0	0	0	-	-	-	-	-	-
4.India	58	3	61	57	2	59	1	1	2	0	0	0	-	-	-	-	-	-
5.Serbia and Montenegro	56	1	57	14	0	14	34	1	35	8	0	8	-	-	-	-	-	-
6.Ukraine	42	2	44	7	2	9	35	0	35	0	0	0	-	-	-	-	-	-
7.Russia	20	8	28	18	6	24	2	2	4	0	0	0	-	-	-	-	-	-
8.Brazil	27	0	27	1	0	1	24	0	24	2	0	2	-	-	-	-	-	-
9.Thailand	23	0	23	0	0	0	23	0	23	0	0	0	-	-	-	-	-	-
10.China	17	4	21	2	2	4	13	2	15	2	0	2	-	-	-	-	-	-
Others	54	29	83	31	16	47	20	13	33	3	0	3	-	-	-	-	-	-
TOTAL	834	71	905	239	50	289	487	21	508	108	0	108	-	-	-	-	-	-

Year: 2008 Country of Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
1.Turkey	826	7	833	54	7	61	525	0	525	247	0	247	-	-	-	-	-	-
2.Vietnam	81	12	93	0	0	0	65	8	73	16	4	20	-	-	-	-	-	-
3.Russia	59	12	71	46	11	57	13	1	14	0	0	0	-	-	-	-	-	-
4.India	63	1	64	40	1	41	23	0	23	0	0	0	-	-	-	-	-	-
5.Serbia	45	3	48	3	1	4	42	2	44	0	0	0	-	-	-	-	-	-
6.Ukraine	35	11	46	28	7	35	7	4	11	0	0	0	-	-	-	-	-	-
7.USA	33	12	45	28	10	38	5	2	7	0	0	0	-	-	-	-	-	-
8.Thailand	44	0	44	1	0	1	32	0	32	11	0	11	-	-	-	-	-	-
9.Macedonia	31	3	34	5	1	6	19	2	21	7	0	7	-	-	-	-	-	-
10.Azerbaijan	33	0	33	0	0	0	33	0	33	0	0	0	-	-	-	-	-	-
Others	107	35	142	45	13	58	59	22	81	3	0	3	-	-	-	-	-	-
TOTAL	1357	96	1453	250	51	301	823	41	864	284	4	288	-	-	-	-	-	-

Year: 2009 Country of Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
1.Turkey	366	1	367	20	1	21	69	0	69	277	0	277	-	-	-	-	-	-
2.Vietnam	38	12	50	1	0	1	31	9	40	6	3	9	-	-	-	-	-	-
3.Russia	33	15	48	33	15	48	0	0	0	0	0	0	-	-	-	-	-	-
4.USA	33	15	48	29	15	44	4	0	4	0	0	0	-	-	-	-	-	-
5.India	31	1	32	25	1	26	6	0	6	0	0	0	-	-	-	-	-	-
6.Ukraine	24	4	28	22	4	26	2	0	2	0	0	0	-	-	-	-	-	-
7.Serbia	21	3	24	9	3	12	12	0	12	0	0	0	-	-	-	-	-	-
8.Brazil	15	0	15	1	0	1	14	0	14	0	0	0	-	-	-	-	-	-
9.Macedonia	13	0	13	4	0	4	9	0	9	0	0	0	-	-	-	-	-	-
10.China	5	2	7	1	0	1	4	2	6	0	0	0	-	-	-	-	-	-
Others	46	14	60	26	8	34	20	6	26	0	0	0	-	-	-	-	-	-
TOTAL	625	67	692	171	47	218	171	17	188	283	3	286	-	-	-	-	-	-

6.2. Number of Bulgarian citizens recruited abroad under agreements and through EURES

Number of Bulgarian citizens recruited abroad under agreements or through EURES
(according to qualification and country)

Year: Country Nationality	Total			Main Categorisations															
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers			
	Male	Femal e	Total	Mal e	Femal e	Tota l	Male	Femal e	Total	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Male	Femal e	Total	
2004																			
Spain	618	861	1479				618	53	671								808	808	
Germany	406	1045	1451	8	2	10	398	1043	1441										
Swiss	5	26	31	1	1	2	4	25	29										
Total	1029	1932	2961	9	3	12	1020	1121	2141								808	808	
2005																			
Spain	721	1263	1984				564	48	612							157	1215	1372	
Germany	388	1135	1523	2	1	3	386	1134	1520										
Swiss	2	30	32	1	3	4	1	27	28										
France	1	2	3				1	2	3										
Italy		4	4					4	4										
Total	1112	2434	3546	3	4	7	952	1215	2167							157	1215	1372	
2006																			
Spain	1679	1532	3211				617	124	741							1062	1408	2470	
Germany	487	897	1384	2	2	4	485	895	1380										
Swiss	3	8	11	1		1	2	8	10										
France	5	2	7	1	1	2	4	1	5										
Italy		19	19					19	19										
Total	2174	2458	4632	4	3	7	1108	1047	2155							1062	1408	2470	

Year: Country Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Male	Femal e	Total	Mal e	Femal e	Tota l	Male	Femal e	Total	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Male	Femal e	Total
Spain	488	2563	3051				313	16	329							175	2547	2722
Germany	419	900	1319	1		1	418	900	1318									
Swiss	3	15	18				3	15	18									
France	8	1	9				8	1	9									
Total	918	3479	4397	1		1	742	932	1674							175	2547	2722

Year: Country Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Male	Femal e	Total	Mal e	Femal e	Tota l	Male	Femal e	Total	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Male	Femal e	Total
Spain	1320	3419	4739				122		122							1198	3419	4617
Germany	976	1983	2959	1	1	2	38	964	1002							937	1018	1955
Swiss	4	10	14	1		1	3	10	13									
France	10	7	17		1	1	10	6	16									
Total	2310	5419	7729	2	2	4	173	980	1153							2135	4437	6572

Year: Country Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Male	Femal e	Total	Mal e	Femal e	Tota l	Male	Femal e	Total	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Male	Femal e	Total
Germany	1202	2853	4055				283	552	835							919	2301	3220
Swiss	2	3	5		2	2	2	1	3									
France	4	2	6				4	2	6									
Total	1208	2858	4066		2	2	289	555	844							919	2301	3220

EURES 2007	300
EURES 2008	370
EURES 2009-2010	460

7.3. Number of Bulgarian citizens recruited abroad through the agency of companies

Number of Bulgarian citizens recruited abroad through the agency of companies

Year: Country Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l
1. Kuwait	15	67	82	-	-	42	-	-	9	-	-	31	-	-	-	-	-	-
2.UK	4	60	64	-	-	5	-	-	59	-	-	0	-	-	-	-	-	-
3. Israel	1	47	48	-	-	10	-	-	38	-	-	0	-	-	-	-	-	-
4. Libya	19	18	37	-	-	4	-	-	17	-	-	16	-	-	-	-	-	-
5. Greece	28	8	36	-	-	1	-	-	28	-	-	7	-	-	-	-	-	-
6. Rep. of Cyprus	15	19	34	-	-	2	-	-	27	-	-	5	-	-	-	-	-	-
7. Italy	1	7	8	-	-	-	-	-	8	-	-	0	-	-	-	-	-	-
8. Yemen	5	3	8	-	-	4	-	-	4	-	-	0	-	-	-	-	-	-
9. Spain	4	-	4	-	-	0	-	-	4	-	-	0	-	-	-	-	-	-
10.Sudan	1	2	3	-	-	0	-	-	3	-	-	0	-	-	-	-	-	-
Others	1	24	25	-	-	15	-	-	5	-	-	5	-	-	-	-	-	-
TOTAL	94	255	349	-	-	83	-	-	202	-	-	64	-	-	-	-	-	-

Year: Country Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l
1. USA	55	24	79	-	-	31	-	-	48	-	-	0	-	-	-	-	-	-
2.UK	5	53	58	-	-	10	-	-	48	-	-	0	-	-	-	-	-	-
3. Tunisia	14	21	35	-	-	21	-	-	5	-	-	9	-	-	-	-	-	-
4. Czech Republic	14	20	34	-	-	0	-	-	22	-	-	12	-	-	-	-	-	-
5. Rep. of Cyprus	15	11	26	-	-	1	-	-	6	-	-	19	-	-	-	-	-	-
6. UAE	0	24	24	-	-	18	-	-	6	-	-	0	-	-	-	-	-	-
7.Greece	3	11	14	-	-	4	-	-	6	-	-	4	-	-	-	-	-	-
8. Israel	7	3	10	-	-	0	-	-	3	-	-	7	-	-	-	-	-	-
9. Syria	1	6	7	-	-	0	-	-	7	-	-	0	-	-	-	-	-	-
10. Bahrain	0	5	5	-	-	1	-	-	4	-	-	0	-	-	-	-	-	-
Others	2	2	4	-	-	0	-	-	2	-	-	2	-	-	-	-	-	-
TOTAL	116	180	296	-	-	86	-	-	157	-	-	53	-	-	-	-	-	-

Year: Country Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l
1.UK	33	87	120	-	-	30	-	-	66	-	-	24	-	-	-	-	-	-
2. USA	51	17	68	-	-	10	-	-	58	-	-	0	-	-	-	-	-	-
3. Rep. of Cyprus	32	30	62	-	-	15	-	-	16	-	-	31	-	-	-	-	-	-
4. Tunisia	13	12	25	-	-	25	-	-	0	-	-	0	-	-	-	-	-	-
5. Portugal	17	2	19	-	-	0	-	-	6	-	-	13	-	-	-	-	-	-
6. Greece	8	0	8	-	-	1	-	-	7	-	-	0	-	-	-	-	-	-
7. Italy	0	4	4	-	-	4	-	-	0	-	-	0	-	-	-	-	-	-
8. Malta	4	0	4	-	-	0	-	-	0	-	-	4	-	-	-	-	-	-
9. Czech Republic	3	0	3	-	-	0	-	-	3	-	-	0	-	-	-	-	-	-
10. Israel	0	3	3	-	-	0	-	-	1	-	-	2	-	-	-	-	-	-
Others	0	0	0	-	-	0	-	-	0	-	-	0	-	-	-	-	-	-
TOTAL	161	155	316	-	-	85	-	-	157	-	-	74	-	-	-	-	-	-

Year: Country Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l
1.Slovakia	151	19	170	-	-	16	-	-	142	-	-	12	-	-	-	-	-	-
2. Czech Republic	69	27	96	-	-	7	-	-	69	-	-	20	-	-	-	-	-	-
3. Rep. of Cyprus	36	32	68	-	-	34	-	-	26	-	-	8	-	-	-	-	-	-
4.UK	8	36	44	-	-	23	-	-	21	-	-	0	-	-	-	-	-	-
5. Latvia	14	0	14	-	-	0	-	-	0	-	-	14	-	-	-	-	-	-
6. Russia	13	0	13	-	-	1	-	-	3	-	-	9	-	-	-	-	-	-
7. Poland	11	0	11	-	-	0	-	-	11	-	-	0	-	-	-	-	-	-
8. Portugal	0	10	10	-	-	0	-	-	10	-	-	0	-	-	-	-	-	-
9. Denmark	3	0	3	-	-	0	-	-	3	-	-	0	-	-	-	-	-	-
10. Greece	2	1	3	-	-	0	-	-	2	-	-	1	-	-	-	-	-	-
Others	1	1	2	-	-	0	-	-	2	-	-	0	-	-	-	-	-	-
TOTAL	308	126	434	-	-	81	-	-	289	-	-	64	-	-	-	-	-	-

Year: Country Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l
1.Czech Republic	216	21	237	-	-	1	-	-	58	-	-	178	-	-	-	-	-	-
2.Denmark	136	0	136	-	-	12	-	-	91	-	-	33	-	-	-	-	-	-
3. USA	40	13	53	-	-	23	-	-	30	-	-	0	-	-	-	-	-	-
4. Rep. of Cyprus	24	25	49	-	-	5	-	-	29	-	-	15	-	-	-	-	-	-
5. Latvia	35	0	35	-	-	0	-	-	10	-	-	25	-	-	-	-	-	-
6. Slovakia	13	14	27	-	-	0	-	-	26	-	-	1	-	-	-	-	-	-
7. Poland	22	4	26	-	-	2	-	-	23	-	-	1	-	-	-	-	-	-
8.UK	5	13	18	-	-	5	-	-	9	-	-	4	-	-	-	-	-	-
9.Greece	9	4	13	-	-	0	-	-	11	-	-	2	-	-	-	-	-	-
10. Tunisia	5	5	10	-	-	10	-	-	0	-	-	0	-	-	-	-	-	-
Others	13	10	23	-	-	9	-	-	12	-	-	2	-	-	-	-	-	-
TOTAL	518	109	627	-	-	67	-	-	299	-	-	261	-	-	-	-	-	-

Year: Country Nationality	Total			Main Categorisations														
				A. Highly skilled			B. Skilled			C. Low skilled			D. Researches			E. Seasonal workers		
	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l	Mal e	Femal e	Tota l
1.Denmark	237	0	237	-	-	11	-	-	226	-	-	0	-	-	-	-	-	-
2. Czech Republic	34	3	37	-	-	6	-	-	31	-	-	0	-	-	-	-	-	-
3. Greece	0	33	33	-	-	9	-	-	24	-	-	0	-	-	-	-	-	-
4. Poland	27	1	28	-	-	1	-	-	27	-	-	0	-	-	-	-	-	-
5. Norway	7	0	7	-	-	0	-	-	0	-	-	7	-	-	-	-	-	-
6. Tunisia	3	3	6	-	-	6	-	-	0	-	-	0	-	-	-	-	-	-
7.Rep. of Cyprus	4	0	4	-	-	0	-	-	4	-	-	0	-	-	-	-	-	-
8.UK	2	0	2	-	-	0	-	-	2	-	-	0	-	-	-	-	-	-
9.France	2	0	2	-	-	0	-	-	2	-	-	0	-	-	-	-	-	-
Others	0	0	0	-	-	0	-	-	0	-	-	0	-	-	-	-	-	-
TOTAL	316	40	356	-	-	33	-	-	316	-	-	7	-	-	-	-	-	-