

## **Administrative and enforcement measures applicable to undertakings that post workers to the territory of Romania**

The Labour Inspection is the competent national authority to enforce, through its territorial labour inspectorates, compliance with the terms and conditions of employment by undertakings that post workers to the territory of Romania.

The Labour Inspection imposes administrative requirements and enforcement measures, in accordance with the European Union law, which include the following obligations:

- obligation of the undertaking to submit the territorial labour inspectorate in whose jurisdiction is to operate a notification, in Romanian, on the posting of its workers;
- obligation of the undertaking to hold and make available to labour inspectors, on their request, during the transnational posting, copies of the following documents:
  - employment contract or equivalent;
  - wages and proof of payment;
  - length of their working time and attendance book/register;
- obligation of the undertaking to provide, on the request of the Labour Inspection or the territorial labour inspectorates, the aforementioned documents for a period of 3 years after the end of the transnational posting period, within 20 working days from receipt of the request;
- obligation to provide a translation into Romanian of the abovementioned documents;
- obligation to appoint a person to liaise with the national competent authorities and to send and receive documents and/or notices, if necessary.

### ***NOTA BENE!***

Failure by undertakings posting workers to the territory of Romania to comply with the obligations stipulated above constitutes a contravention and is sanctioned by a fine from 5,000 lei to 9,000 lei, according to the provisions of GD no. 337/2017 on the posting of workers in the provision of transnational services to the territory of Romania.