



MINISTERUL MUNCII,
FAMILIEI, TINERETULUI ȘI SOLIDARITĂȚII SOCIALE
INSPECȚIA MUNCII

REMUNERATION

- The salary represents the compensation for the work performed by the employee based on the individual employment contract, and is established through individual negotiations between the employer and the employee.
- Salary income is confidential and includes: basic salary, allowances, increments, as well as other additions.
- The employer is obliged to guarantee payment of a monthly gross salary at least equal to the minimum gross basic salary per country.
- For employees whose employer provides food, accommodation or other facilities, the amount in money due for the work performed cannot be lower than the minimum gross salary per country stipulated by law.
- According to HG no. 1506/2024, starting from January 1 2025, the gross minimum basic salary per country guaranteed in payment is in the amount of 4050 lei/month, for a normal work schedule of 165,334 hours/month on average, representing 24,496lei/hour
- According to art. LXIX alin.1 from GEO no. 156/2024 starting from January 1, 2025, for the construction sector, the gross minimum basic salary per country guaranteed in payment is set in money, without including allowances, increments and other additions, at the amount of 4,582 lei monthly, for a normal work schedule of an average of 165,334 hours per month, representing an average of 27,714 lei/hour.
- According to Art. LXX alin.1 from GEO no. 156/2024 starting from January 1, 2025 for the agricultural sector and the food industry, the gross minimum basic salary per country guaranteed in payment will be 4,050 lei per month, not including allowances, increments and other additions, for a normal working schedule of an average of 165,334 hours per month, representing an average of 24,496 lei/hour.
- The minimum wage level established by this emergency ordinance does not include allowances, increments and other additions.

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