



REMUNERATION

- The salary represents the compensation for the work performed by the employee based on the individual employment contract, it is established through individual negotiations between the employer and the employee.
- Salary 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 H.G. no. GD no. 1447/2022, starting from January 1, 2023, the gross minimum basic salary per country guaranteed in payment is in the amount of 3,000 lei/month, for a normal work schedule of 165,333 hours/month on average, representing 18,145 lei/hour .
- By way of derogation from the provisions of art. 164 paragraph (1) of Law no. 53/2003 - Labor Code, during the period January 1, 2020 - December 31, 2028, for the field of construction, the minimum gross basic salary per country guaranteed in payment is at least 3,000 lei, not including allowances, increments, other additions, for a program average working hours of 167,333 hours/month.
- According to the provisions of art. XLI - (1) and (3) of the Government's Emergency Ordinance no. 168/2018 regarding some fiscal-budgetary measures, the extension of some deadlines, as well as for the modification and completion of some normative acts, it was established that by way of derogation from the provisions of art. .164 para. (1) from Law no. 53/2003 - Labor Code, republished, with subsequent amendments and additions, starting from January 1, 2023 for the field of constructions, the gross minimum basic salary per country guaranteed in payment is established in money, without includes allowances, increments and other additions, in the amount of 4,000 lei per month, for a normal work schedule of 165,333 hours per month on average, representing on average 24,194 lei/hour.

Date of the last update: 15.03.2023