



INSPECȚIA MUNCII

Remuneration

(Law no. 53/2003 - The Labour Code, republished, as subsequently amended and supplemented - Articles 159 - 165)

The salary constitutes the work performed by the employee based on an individual labour/employment contract.

Each employee shall have the right to a wage expressed in money for their activity performed under the individual labour contract.

The salary includes the basic salary, allowances, bonuses and other additions.

Individual salary is established through personal negotiations between the employer and the employee.

The salary is confidential.

The minimum gross salary guaranteed in payment is established by a Government's Decision, after consultation with trade unions and employers' organisations.

The employer is obliged to guarantee the payment of a monthly gross salary that is at least equal to the minimum gross national salary.

For employees whose employer provides food, accommodation or other facilities, the amount of the money due for the work performed may not be less than the statutory minimum gross national salary.

According to Government's Decision no. 4/2021, starting with January 13, 2021, the minimum gross basic salary per country guaranteed in payment, the amount set in money not including bonuses or other additions is set at 2300 lei (471,90 Euro) per month, for a normal average work schedule of **167,333 hours per month**, representing 13,583 lei (2.79 Euro) / hour.

By way of exception to the above-mentioned stipulations, starting January 13, 2021, for the staff assigned to **higher education positions with at least one year of senior work experience** in the field of higher education, the minimum basic salary on the guaranteed country in payment, excluding bonuses and other additions, **increases to 2350 lei (482.16 Euro) per month**, for a normal work schedule of 167,333 hours on average per month, representing 13.878 lei (2.85 Euro) / hour.

By way of derogation from the provisions of Article 164 paragraph 1 of the Law no. 53/2003 - Labor Code, republished, with the subsequent modifications and completions, for the **period January 1 - December 31 2028, for the construction field**, the gross minimum salary on the country, guaranteed in payment is established in money, without any bonuses and other additions, at the amount of **3000 lei / month**, for a normal work schedule averaging 167,333 hours per month, representing 17,928 Lei (3,72 Euro) / hour.

The aforesaid provisions apply exclusively to the fields of activity provided under art. 66 pt.1 of the Emergency Ordinance no. 114/2018.

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