



## **Remuneration**

The salary represents the consideration of the work submitted by the employee based on the individual employment contract. For work performed under the individual employment contract, each employee is entitled to a salary expressed in cash.

Salary includes basic salary, allowances, bonuses, and other allowances.

The individual salary is established through individual negotiations between the employer and the employee.

Salary is confidential.

The minimum gross basic salary in the country guaranteed in payment is determined by a government decision, after consultation with trade unions and employers.

The employer is obliged to guarantee in payment a gross monthly salary at least equal to the minimum gross basic salary in the country.

For employees to whom the employer provides food, accommodation or other facilities, the amount of money due for the work performed may not be less than the minimum gross salary per country provided by law.

According to **H.G. no.1071/2021** starting with January 1, 2022, **the minimum gross basic salary per country guaranteed in payment, is established in cash**, without including bonuses and other additions, at the amount of **2,550 lei/month**, for a normal work schedule of an average of 169,333 hours per month, **representing 15,239 lei/hour**.

By derogation from the provisions of art. 164 para. (1) of Law no. 53/2003-Labor Code, republished, between January 1, 2020 and December 31, 2028, **for the construction field, the minimum gross basic salary per country guaranteed in payment will be at least 3,000 lei per month**, not including allowances, bonuses, other allowances, for a normal work schedule of an average of 167,333 hours /month.

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