



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 HG no. 900/2023, starting from October 1, 2023, the gross minimum basic salary per country guaranteed in payment is 3,300 lei/month, for a normal work schedule of 165,333 hours/month on average, representing 19,960 lei/hour .
- According to HG no. 93/2023, starting from November 1, 2023, the level of the gross minimum basic salary per country guaranteed in payment for the construction, agriculture and food industry sectors is established, as follows:
 - 1. in the construction sector - the minimum gross basic salary per country guaranteed in payment is 4,582 lei per month for a normal working schedule of 165,333 hours per month on average, representing 27,714 lei/hour. This level applies exclusively to the persons provided for in art. 60 point 5 C.fisc.
 - 2. in the agricultural sector and the food industry - the gross minimum basic salary per country guaranteed in payment is 3,436 lei per month for a normal working schedule of 165,333 hours per month on average, representing 20,782 lei/hour. This level applies exclusively to the persons provided for in art. 60 point 7 C. fiscal.
- The minimum wage level established by this emergency ordinance does not include allowances, increments and other additions.

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