



Global Recruitment & Staffing

Destination Guide

Romania



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Working Conditions

Working Hours and Flexibility

In Romania, the standard working hours are 8 hours a day, 5 days a week. Flexible working hours may be offered depending on the company.

Popular Industries and Professions

Romania is known for its IT, automotive, agriculture, and tourism industries. Engineers, IT specialists, and healthcare professionals are in high demand.

Employee Rights and Benefits

In Romania, employees are entitled to paid leave, health insurance, and social security benefits. Workers also have protection against discrimination.

Work-Life Balance Insights

Romania emphasizes work-life balance with flexible hours and generous vacation time, promoting a healthy lifestyle.

Social Security

Health Insurance and Services

Health insurance is mandatory for all employees in Romania. The healthcare services provided are state-funded, with extensive coverage for emergency services and treatment.

Pension and Unemployment Insurance

In Romania, pension and unemployment insurance are mandatory for employees. These insurances provide income in retirement and financial security in case of unemployment.

Family Support Programs

In Romania, family support programs offer various financial aids such as child benefits and parental leave. These programs aim to improve the living standards of families.

Disability and Maternity Benefits

In Romania, disability and maternity benefits provide financial support to insured individuals. They offer income in case of disability and financial security after childbirth.

Taxes

Employer

In Romania, employers contribute to various insurances: 2.25% for work insurance, 0.47% for medical leave, 1.08% for residual insurance, and others. Health checks cost RON 60.00.

Employee

In Romania, employees contribute 25% for social security, 10% for health insurance, 2.25% for work insurance, 0.15% for the guarantee fund, and 0.50% for unemployment insurance.

Employee Income Tax

In Romania, employees are taxed 10% on their monthly income. Social security, health insurance, and other contributions are also deducted from their earnings.

Tax Reporting and Filing

Tax reporting and filing in Romania ensure compliance with legal obligations. Tax consultants can assist with accurate returns and securing tax benefits.

Employment Termination

Termination Process

Romanian law allows contract termination at the end of a contract, probation, or by request. Employers can terminate early for incapacity, inadequacy, or redundancy, with written justification.

Notice Period

Employees in Romania must receive at least 20 days' notice before termination. Resigning employees must give 20 days' notice for executive roles and 45 days for managerial positions.

Severance Pay

Romanian law does not mandate severance pay.

Probation Periods

In Romania, probation periods for fixed-term contracts are 5 days (up to 3 months), 15 days (3–6 months), 30 days (over 6 months), and 45 days for management positions.