

Employee leave and sick leave in Romania: Know your rights

1. Paid Vacation Leave

- **Minimum duration:** 20 working days per year (may be more depending on the job or sector, such as public administration or hazardous work).
- **How it accrues:** You earn vacation days based on the number of months worked.
- **Unused leave:**
 - It does not expire if not used within the year.
 - If your employment ends, any unused vacation days must be paid out.

2. Medical Leave (Sick Leave)

- **Who can take it:** Any employee who becomes ill or suffers an accident and holds valid health insurance.
- **Medical certificate:** You need a medical certificate (concediu medical) from a licensed doctor to justify the absence.
- **Payment:**
 - Normally, the employee receives 75% of their average income over the last 6 months.
 - The rate can increase (up to 100%) for serious conditions (e.g. cancer, tuberculosis, or infectious diseases).
 - The first 5 days are paid by the employer; after that, by the state through the National Health Insurance Fund (CNAS).
- **Duration:** Can vary depending on illness. Long-term sick leave may require reassessment from a medical expert.

3. Notes

- Vacation leave and sick leave **do not overlap**. If you fall ill during your vacation and get a medical certificate, those vacation days are not counted as used.
- Employers **cannot refuse** legally justified medical leave.
- These rights apply whether you work full-time or part-time, as long as you're officially employed and insured.

Sources:

- Romanian Labor Code (Legea nr. 53/2003 – Codul Muncii)
- Law no. 76/2002 on the unemployment insurance system and employment stimulation
- Government Emergency Ordinance no. 158/2005 on medical leave and health insurance benefits
- Casa Națională de Asigurări de Sănătate (CNAS)
- Ministry of Labor and Social Solidarity – Romania

Links:

- https://dialogsocial.gov.ro/wp-content/uploads/2019/02/CCM_1804_19.12.2016_GU_ANAP.pdf
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