

Guide to Accessing the Labor Market in Romania

1. The right to work in Romania

Individuals holding a temporary protection permit have the right to work in Romania under the same conditions as Romanian citizens, according to the provisions of the Labor Code. This means they can be legally employed without needing a work permit, a document usually required for non-EU citizens. The minimum legal working age is 16 years.

- Employment contracts can be concluded with persons aged at least 16;
- For persons aged 15, the consent of the parents / legal representative is required, and the activities carried out must NOT endanger the development, health and professional training of the minor;
- A For certain hazardous activities, the person must be at least 18 years old

2. How to find a job

a) Through government agencies

The National Agency for Employment ([ANOFM](#)) and its network of county-level offices (AJOFM), present in all 41 counties and Bucharest, provide free support to job seekers.

You can access the list of job vacancies on ANOFM's [official website](#). The

AJOFM/ANOFM guide is available in [Ukrainian](#), [English](#), and [Romanian](#).

b) Through online platforms

- **Jobs for Ukraine** - The Jobs for Ukraine team is dedicated to those affected by the conflict in Ukraine and offers free individual career counseling sessions on employment in Romania. To schedule a free individual consultation, simply call +40743221223, +40743619619 or +40729431181, or send a message via Telegram or WhatsApp. Alternatively, you can just [follow this link](#) and choose a convenient day and time.
- **eJobs.ro**
- **BestJobs.eu**
- **Hipo.ro**
- **LinkedIn** – professional network with job listings
- **Stiri.ONG** – job listings in the NGO sector

3. Types of legal employment contracts

a) Individual employment contract (CIM)

This is the most common form of employment and ensures:

- Legal work and salary rights
- Access to public health and pension systems
- Protection in case of abusive dismissal

b) Other legal income options:

- **Service contracts** – require registration as a Sole Proprietorship (PFA) or Limited Liability Company (SRL)
- **Copyright transfer contracts** – used in creative industries (writing, art, IT, etc.)

Why is an employment contract important?

An employment contract is more than just a formality — it protects both you and your employer.

Without a contract:

- You may not receive your full salary, paid leave, meal vouchers, or other benefits guaranteed by law.
- You won't be covered by employer-paid health insurance.
- You won't be protected from unfair dismissal or workplace abuse.
- In case of an inspection by the Territorial Labor Inspectorate (ITM), both you and your employer may be fined.

Having a contract means having security, rights, and legal protection at work.

4. Documents required for employment

In Romania, it is forbidden by law for the employer to keep your original documents, but they may request copies of.

To legally sign an employment contract, an employer may request:

- Copy of the temporary protection permit and other identity documents
- Copies of diplomas or professional qualifications
- If these are not available, a sworn statement about qualifications or experience may be accepted (valid during the armed conflict)
- Bank account statement (optional; wages may also be paid in cash with mutual agreement)

Additional documents that may be requested:

- Birth, marriage, or divorce certificate (if applicable)
- Curriculum Vitae (CV), signed and dated
- Employment history certificate, if available

For more details, read [this article](#) on the recognition of Ukrainian diplomas in Romania.

5. Minimum wage in Romania

As of January 1, 2025, the guaranteed gross minimum wage in Romania is 4,050 lei/month, for a full-time schedule of 8 hours/day, 40 hours/week. After taxes and contributions, the net salary (actual amount received) is approximately 2,574 lei/month.

6. Employees' rights

All employees working under an individual employment contract are entitled to:

- Fair and regular compensation, paid at least once a month
- Paid annual leave (minimum of 20 working days/year)
- A legal work schedule (max. 48 hours/week, including overtime)
- Safe and healthy working conditions
- Equal opportunity and treatment
- Collective and individual bargaining rights
- Protection against unfair dismissal
- Additional pay for weekend, night, or holiday work

7. Employee obligations

All employees must:

- Fulfill duties listed in their job description
- Follow internal rules and employment contract provisions
- Maintain the confidentiality of sensitive information
- Cooperate with the employer regarding health and safety rules
- Show loyalty toward the employer during work activities

8. Probation period

At the start of a new contract, the employer may set a probation period to assess the employee's skills:

- **Permanent contracts:** max. 90 calendar days for non-management roles, 120 days for management roles
- **Fixed-term contracts:** 5–45 days depending on the contract duration
During this time, the contract may be terminated by either party without notice.

9. Ending employment

An individual employment contract may end in the following ways:

- **Resignation** – initiated by the employee, with up to 20 working days' notice (non-management) or 45 days (management)
- **Dismissal** – initiated by the employer, with mandatory notice of at least 20 working days
- **Mutual agreement** – contract termination by consent, without notice

After employment ends, individuals may be eligible for unemployment benefits or other social support, such as the Minimum Inclusion Income (VMI).

We highlight that it is important for every job seeker or worker in Romania to be informed about their labour rights. You have a legal right to a safe and fair working environment, regardless of your nationality or legal status.

For more information, access [CNRR's brochure](#).

10. Institutions that can help you

- **International Organization for Migration (IOM Romania)** – offers support for the social and professional integration of Ukrainian refugees, including access to free medical consultations, psychological support, temporary housing, and safe work guides. More info: romania.iom.int
- **Labor Inspectorate (ITM)** – monitors compliance with labor laws. Contact: www.inspectiamuncii.ro/contact
- **National Council for Combating Discrimination (CNCD)** – to report discrimination. Info: www.cncd.ro
- **ANOFM** – job listings, career counseling, and training: www.anofm.ro

IMPORTANT:

Legal work provides you with stability, protection, and access to essential services. Always ensure that you have a written, signed contract registered with ITM before starting a job.