

## Country Guide > Romania

### Cost of Living

Indicative value for a working adult in a city: Bucharest

Publicly available data (Numbeo, etc..), verified by Marco's in-country staff

Living Requirement	Indicative Amount (RON)
McDonalds Set Meal	35
Monthly Train and Bus Tickets	80
3 Bedrooms Rental (City Center)	5,140
3 Bedrooms Rental (Outskirt)	3,520

Current Inflation Rate: 5.1%

### Wage

**Minimum Wages:**

4,050 RON per month

**Median Salary**

Estimated based on general positions such as HR, Accounting, Admin roles, in tier one cities.

Job Level	Monthly Salary (RON)
Entry-Level (Fresh Graduate)	4,500
Mid-Level (5 Years)	6,000
Experienced & Managerial Level (10 Years)	10,000
Specialized & Senior-Level (15 Years)	12,000

Annual Salary Growth: 12.3%

### Statutory Contribution

All contributions are paid monthly by the employer to the CAS and CNAS, up to 25 of the following month.

Type	Employer Rates	Employee Rates	Notes
Labour fund	2.25%	-	All staff
Pension and Disability Fund (optional)	4%	-	All staff under particular work conditions
Social Security	-	25%	All staff
Health Insurance	-	10%	All staff

### Other Benefit

Other common employment benefits in Romania include:

- Meal Vouchers: 40 RON per day
- Remote working: tax free up to 400 RON per month
- Additional leave days  
For example, on birthday

**Income Tax****Residents**

Flat rate: 10%

**Non Residents**

Depends on the double taxation agreement between countries. Typically, only income originating in Romania is taxed at 10%.

A tax resident is an individual who meets one of following criteria:

- Residence in Romania for at least 183 days in a calendar year
- Have their centre of life interests in Romania

**Working Hours****Statutory**

40 hours

8 hours a day, 5 days a week.

**Typical practice**

40 Hours

Monday - Friday

**Overtime**

Working hours including overtime can not exceed 48 hours per week

- Compensated by paid leave during work time, for hours worked, given within 60 days of when the overtime was completed
- When paid leave is not possible, staff receive minimum 175% base salary pro rated
- On public holidays , staff receive minimum 200% base salary pro rated

**Employment Contract****Fixed-Term**

Used for replacing staff, increases in company activity, seasonal activities, hiring pensioners or for the development of works, projects or programs.

Contract Format	Payroll Currency	Probation	Contract Period
Written, in Romanian signed by both parties. Copies in other languages accepted, but the Romanian version prevails. It is possible to use a qualified electronic signature	RON	Duration according to contract length: - Under 3 months: 5 working days - 3-6 months: 15 working days - Over 6 months: 30 working days - Managerial roles over 6 months: 45 working days	Up 36 months, can be renewed 2 times

**Termination**

- In Romania the termination process adheres to the following rules:

	<b>Voluntary Resignation</b>	<b>Involuntary Termination</b>	<b>Economic Layoff</b>
<b>Notice Period - Probation</b>	- No notice period	- No notice period	- No notice period
<b>Notice Period - Regular</b>	- Management position: 45 working days - Non-management position: 20 working days	- Management position: 45 working days - Non-management position: 20 working days	- Management position: 45 working days - Non-management position: 20 working days
<b>Severance Pay</b>	-	- No mandatory severance pay, unless the relevant trade unions have agreed otherwise	- No mandatory severance pay, unless the relevant trade unions have agreed otherwise

**Permanent**

<b>Contract Format</b>	<b>Payroll Currency</b>	<b>Probation</b>	<b>Contract Period</b>
Written, in Romanian signed by both parties. Copies in other languages accepted, but the Romanian version prevails. It is possible to use a qualified electronic signature	RON	- Executive positions: 90 calendar days - Managerial positions: 120 calendar days	-

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<b>Notice Period - Regular</b>	- Management position: 45 working days - Non-management position: 20 working days	- Management position: 45 working days - Non-management position: 20 working days	- Management position: 45 working days - Non-management position: 20 working days
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**2025 Public Holiday**

Date	Name
01 Jan - 02 Jan	New Year's Day
06 Jan	Epiphany
07 Jan	Synaxis of St. John the Baptist
24 Jan	Unification Day
18 Apr	Orthodox Good Friday
20 Apr - 21 Apr	Orthodox Easter Day
01 May	Labor Day
01 Jun	Children's Day
08 Jun - 09 Jun	Orthodox Pentecost
15 Aug	Assumption Day
30 Nov	St Andrew's Day,
01 Dec	Great Union Day
25 Dec - 26 Dec	Christmas Day

**Leave**

Leave Type	Entitlement	Notes
Annual Leave	20 working days	All staff
Sick Leave	183 calendar days	All staff that have 6 in 12 months social security contributions For the first 5 days paid by employer - 75% salary After 5 days paid by government - 75% salary
Maternity Leave	126 working days 63 days before birth, 63 after	All expectant mothers with 6 months' service Paid by government - 85% salary
Maternity Risk Leave	120 calendar days before or after maternity leave	All staff, whose employer cannot guarantee working conditions that are free of risks to their health or that of their child. Paid by government - 75% salary
Parental Leave	Up to 2 years	All parents till the child turns 2 years old Paid by government - 85% salary
Paternity Leave	10 working days 15 working days - father who have taken a childcare course	All expectant fathers Paid by employer - 100% salary

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