



employment - legal changes published in May 2022

Order of the Minister of Labour and Social Protection no. 644/351/2022 for amending and supplementing the Romanian Classification of Occupations was published in the Official Gazette of Romania, Part I, no. 514 of May 25, 2022, in force from the same date.

The Order is supplementing the Romanian Classification of Occupations – level of occupation (six characters) with new occupations practiced within the national economy, respectively: creator/designer of clothing, government communication expert, e-governing expert, inspector of tracking and managing the goods, *governmental* communication manager, online marketing specialist, radiology and imaging *licensed* technician.

Law no. 144 for amending and supplementing art. 34 of Law no. 53/2003 – Labour Code, was published in the Official Gazette of Romania, Part I, no. 502 of May 23, 2022, in force starting with May 26, 2022.

Following the entry into force of Law no. 144/2022, the following amendments were adopted:

- The general register of employees (in *Romanian*, **Revisal**) shall also include the level and specialty of the completed studies;
- Employees and former employees shall have online access to their data in Revisal. They will also have the possibility to generate and download online an excerpt from the register, with which they shall prove their seniority in work and/or speciality;
- Romanian Government will issue a decision to determine the methodology for applying the new provisions.

Law no. 135/2022 for amending and supplementing certain normative acts was published in the Official Gazette of Romania, Part I, no. 489 of May 17, 2022, in force starting with May 20, 2022.

The Law provides that from June 1, 2022 until December 31, 2028, the national minimum gross basic wage for employees in the farming sector and the food industry shall be at least RON 3.000/month (approximately EUR 600 /month), without allowances, bonuses and other additions.

Companies which fail to comply with the legal provisions and do not grant the minimum wage may be sanctioned with a fine between RON 300 and RON 2.000 (approximately EUR 60-400) and the risk of tax facilities granting cancellation.

Government Emergency Ordinance no. 67/2022 on certain tax measures, as well as for amending and supplementing Article 59 of Law no. 207/2015 on the Tax Procedure Code was published in the Official Gazette, Part I no. 494 of May 18, 2022, in force starting with the same date.

The GEO provides that, as of June 1, 2022, employees working under a full-time individual employment contract at the place where the basic position is located, do not owe income tax and compulsory social contributions for the amount of RON 200, representing salary and assimilated salary income, in the following cases:



- employers voluntarily decide, at any time during the period from June 1, 2022 to December 31, 2022, to increase the monthly gross salary of employees remunerated with the monthly gross basic wage equal to the national minimum wage, by RON 200/month. The monthly gross basic wage equal to the national minimum wage shall not include bonuses or other allowances;
- the wage tax relief for the monthly amount of RON 200 shall also apply to newly employed individuals between June and December 2022, if the monthly gross basic wage level determined under the individual employment contract, without bonuses and other allowances, is RON 2,750.