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Amendment of the minimum gross base salary guaranteed in payment at national level

Starting July 1st, 2024, the minimum gross base salary guaranteed in payment at national level will be of RON 3,700 (approx. EUR 740), thus increasing from the previously applicable value of RON 3,300.

Supplementing certain provisions of the Labour Code

Through this amendment, the single individual from the single-parent family was included in the category of individuals who cannot be obliged to perform night work.

I. Government Decision on establishing the minimum gross base salary guaranteed for payment at a national level

Decision no. 598/06.06.2024 for establishing the minimum gross base salary per country guaranteed in payment was published in the Official Gazette no. 529/06.06.2024, entering into force on July 1st, 2024.

According to the new provisions, starting with July 1st, 2024, **the minimum gross base salary at national level, guaranteed in payment**, corresponding to a normal work schedule of averagely 168 hours per month, will amount to **RON 3,700 (approx. EUR 740)**, increasing by RON 400, compared to the sum previously applicable. Therefore, the hourly minimum gross base salary will be of **RON 22.024 /hour (approx. EUR 4.5/hour)**.

The new provisions do not impact the value set for the minimum gross base salary in the agricultural sector and neither the one applicable in the food industry.

II. Law no. 161/2024 for amending article no. 128 para. (2) of Law no. 53/2003 – Labour Code

Law no. 161/29.05.2024 for amending art. 128 para. (2) of the Labour Code was published in the Official Gazette no. 507/31.05.2024, entering into force on June 3rd, 2024.

Subsequent to the amendment, the category of law subjects for which the prohibition of obliging to perform night labour is established has been extended. As such, apart from pregnant women, postpartum women and women who are breastfeeding, **also single individuals from single-parent families cannot be obliged to perform night work**.

For further questions regarding the aspects mentioned in this alert, please contact us.



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