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

Starting October 1, 2023, the minimum gross base salary guaranteed in payment at national level is RON 3,300 (approx. EUR 660), thus increasing from the previously applicable value of RON 3,000.

Amendment of the Methodological Norms for application of GEO no. 111/2010 on child-raising leave and monthly allowance

The new legal instrument marks the entry into force inclusively of a series of previous amendments in this field (i.e., GEO no.164/2022) and offer some clarifications on the application of certain legal provisions for accessing the child-raising leave and allowance rights.

I. Government Decision no. 900/2023 determining the minimum gross base salary guaranteed for payment at national level.

GD no. 900/2023 was published in the Official Gazette no. 877/28.09.2023, entering into force on October 1, 2023.

According to these legal developments, **starting with October 1, 2023, the minimum gross base salary guaranteed for payment at national level**, for a normal working schedule of an average of **165,333 hours/month** will amount to **RON 3,300** (approx. EUR 660), thus increasing with RON 300 in comparison to the sum previously applicable. Therefore, the hourly minimum gross base salary will be **RON 19,960/hour** (approx. EUR 4/hour).

The new provisions do not affect the value established for the minimum wage in the field of construction and neither do the new provisions apply in the agriculture sector and food industry sector.

II. Government Decision no. 865/2023 amending and completing the Methodological Norms for the application of GEO no. 111/2010 regarding the child-raising leave and monthly allowance.

GD no. 865/2023 was published in the Official Gazette no. 844/19.09.2023, entering into force on that day.

Out of the provisions introduced or, as case may be, amended by the new GD, we mention:

- (i) extension of the non-transferable period of parental (child-raising) leave that can be accessed by the parent who did not initially request this leave, which is doubled;
- (ii) clarifications on certain aspects related to the procedure for accessing the rights provided by GEO 111/2010 (e.g., submission of the necessary documents, deadlines etc.);
- (iii) a 50% increase in the monthly child-raising allowance in case of giving birth to twins, triplets or multiples, starting with the second child, under certain conditions;
- (iv) supplementing the provisions relating to periods of work taken into considerations to determine the eligibility for the rights under GEO no. 111/2010;
- (v) clarifications on granting the child-raising allowance or, as case may be, the insertion incentive, if a new rights-generating situation regulated under GEO no. 111/2010 occurs while the eligible person already benefits from rights under this legislation;
- (vi) amendments to the provisions relating to the recalculation of the amount of child-raising allowance in certain situations.

In addition, subsequent to the entry into force of the new GD no. 865/2023, almost all the provisions of GEO no. 164/2022 amending and supplementing GEO 111/2010 will also enter into force (with the exception of one article, that will apply 30 days after this date).

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



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