

Image not found or type unknown



Published in: Getting the Deal Through (<http://gettingthedealthrough.com/books/18/labour-employment/>)

Written by: ?erban Pâslaru

Article link: /web/pdf/en/articles/Getting_the_Deal_Through___Labour_and_Employment_Romania_2014.pdf

Publisher:

Reproduced with permission from Law Business Research Ltd. This article was first published in Getting the Deal Through – Labour &

Employment 2014, (published in April 2014; contributing editors: Matthew Howse, Walter Ahrens, Sabine

Smith-Vidal and Mark Zelek of Morgan, Lewis & Bockius LLP).

Romania is a civil law jurisdiction and the core employment regulation is the Labour Code. Besides the Labour Code, specific tailored legal enactments regulate other employment-related aspects, such as employment safety and health, insurance for work accidents and professional diseases and social dialogue. Collective bargaining

agreements also provide binding rules and obligations to be complied with by the employers. Finally, considering Romania's accession to the European Union, which took place on 1 January 2007, EU

legislation and ECJ decisions are also relevant. The main responsible body for the application of the employment legislation is the Ministry of Labour, Family and Social Protection and its subordinated entities. Aside from the above, there are also other agencies responsible for the application of certain elements of employment law, such as the Romanian Immigration Office responsible for integration of foreign citizens in the labour sector.

To read the entire article, please download the .pdf attached.