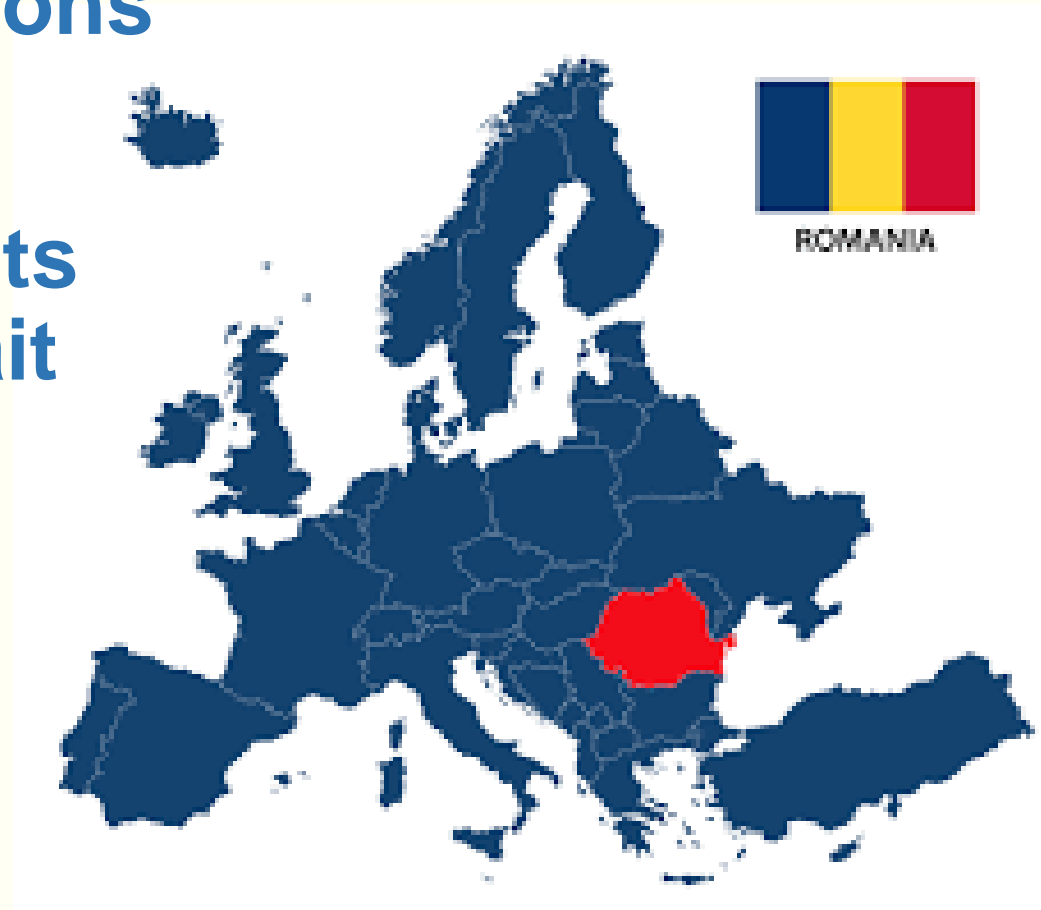


Living and working conditions in Romania

EURES Slovenia Connects Work Opportunities Await

Online, 6th of November 2025

Eures Romania



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COUNTRY PRESENTATION

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Romania is located in the south-east of Central Europe, bordering Bulgaria, Serbia, Hungary, Ukraine and Republic of Moldova.

The official language is Romanian, but English is widely spoken, especially among young people.

Area: 238,391 km²

Resident population: 19.036 million people

Romanians are known for their hospitality and the preservation of traditions.



Top largest cities in Romania

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București

Iași

Timișoara

Cluj-Napoca

Constanța

Brașov

Sibiu



Bucharest Multinational
Companies



Iasi Industrial Park



Tourism in Brasov
Summer and Winter



Constanta, on the
shores of the Black
Sea



Timisoara Industrial
Park



Small Square in Sibiu

REGISTRATION

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RIGHT OF RESIDENCE (1)

Entry and residence in Romania of EU/EEA/Swiss Confederation citizens and their family members

- EU/EEA/Swiss Confederation citizens can enter Romania if they present a valid national identity document, passport or other document that certifies identity and is recognized by the Romanian state.



REGISTRATION

EUROPEAN
JOB DAYS

RIGHT OF RESIDENCE (2)

Citizens who want to stay more than 3 months in Romania must register their residence at the General Inspectorate for Immigration (IGI) territorial formations in the county where they live.

Depending on the purpose of the stay in Romania, the documents issued by IGI can be:

- the registration certificate (for EU/EEA/Swiss Confederation citizens),
- the residence card (for family members of EU/EEA/Swiss Confederation citizens),
- the permanent residence card (both for EU/EEA/Swiss Confederation citizens and their family members).

For details and additional information, visit the page:

<http://igi.mai.gov.ro/en/content/granting-permanent-residence>



Registered unemployment at national level

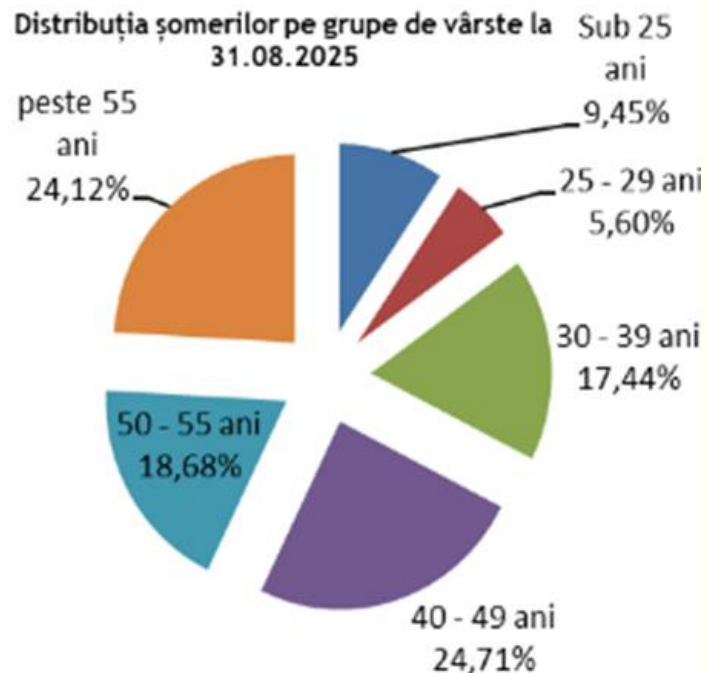
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- Civil employed population*: 7,7 million
- Romania resident population at 1st January 2025: 19,036,031 pers.
- In 2024, the employment rate of working age population 20-64 years: 69.5% (EU 75.8%)
- Registered unemployment rate at 31.08.2025: 3,2% (PES calculation)
- Nr. of registered unemployed: 253,7 thousand persons out of which:
- 53% men, 47% women; 73% in rural areas
- 40% long term adults unemployed

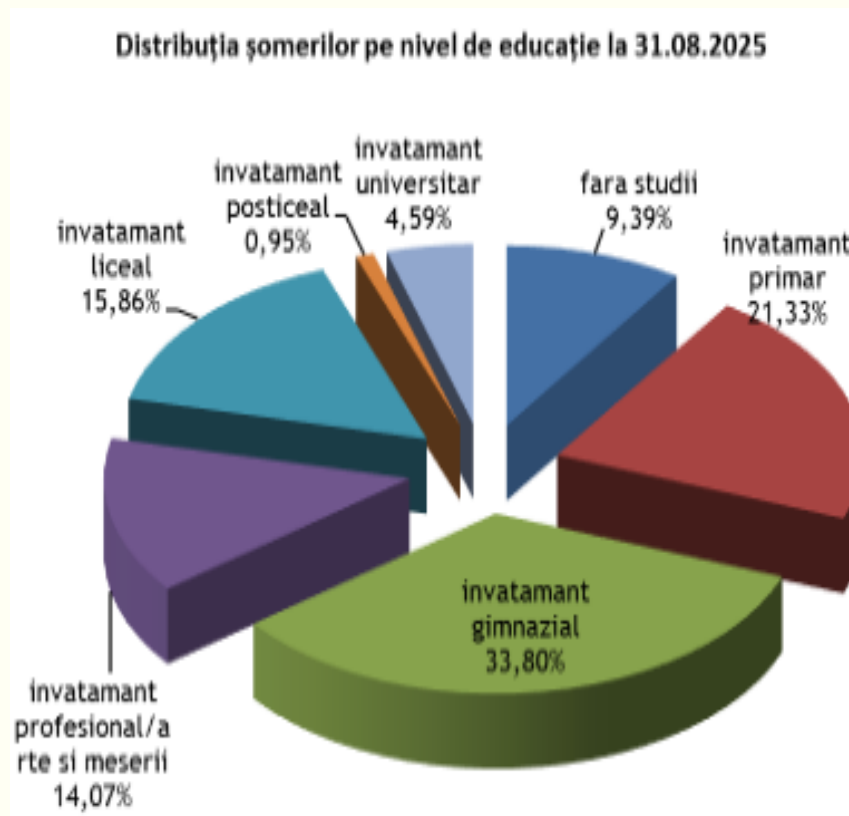
Registered unemployment at national level

EUROPEAN
JOB DAYS

Age groups

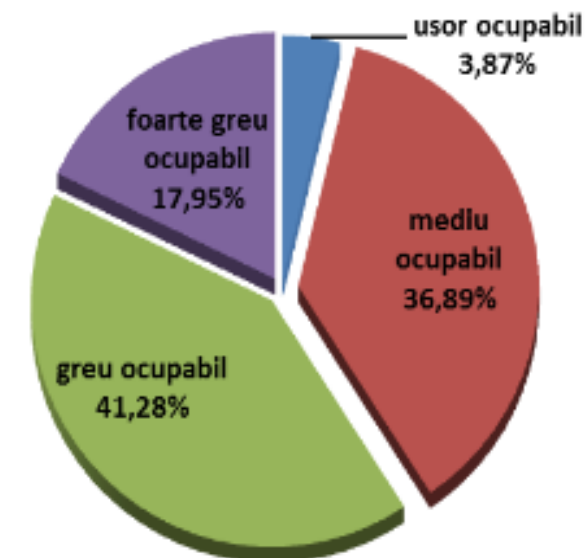


Education level



Employability

Repartizarea șomerilor înregistrați pe nivel de ocupabilitate stabilit prin profilare la data de 31.08.2025



LABOR MARKET

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**COMPANIES
PRESENT ON
THE LABOR
MARKET IN
ROMANIA**



An important element of the economic growth registered in the last years is also the presence of several large, multinational companies present on the labor market in Romania.

LABOR MARKET

EUROPEAN
JOB DAYS

GROWING SECTORS AND MARKETS NEEDS

- **CONSTRUCTIONS** - construction workers, welders, electricians, blacksmiths, practically the entire range of professions
- **HOSPITALITY** - waiters, bartenders, cooks, chefs
- **INDUSTRIAL MANUFACTURING** - industrial operators, mechanics
- **SALES and RETAIL SALES** - seller, cashier
- **IT** -IT specialists
- **DISTRIBUTION** - courier and sales persons
- **TRANSPORT**- heavy truck and lorry drivers



Brief description of the labor market in Romania

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- Romania's active population is aging, has decreased by approximately 3% in the last five years, and the birth rate continues to be one of the lowest in the European Union
- Migration of qualified workers
- Decreasing of young people on the labor market
- Lack of investment in workforce development
- The demand for qualified and highly qualified labor is in growth
- Given the aging population, the active integration of people over 50 years old into the labor market is essential
- By 2030, the local labor market will need more than 600.000 people to fill skilled and highly skilled jobs in Romania

Recruitment challenges

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JOB DAYS

The Romanian labour market proves the same challenges as the other member states from EU in the fields of both, professions and sectors.

Our labor market is facing a personnel crisis, especially in sectors such as IT, construction, qualified workers, engineers, technicians, health and care staff and agriculture.

The number of third country nationals is in continuing growth on Romanian labour market in order to fulfill job vacancies.

Recruitment challenges

EUROPEAN
JOB DAYS

Romania has been importing more and more workforce in recent years, especially from Asia.

At the end of 2024, over 140.640 employees from outside the EU were registered as legally working in Romania (General Inspectorate for Immigration - IGI).

The industries in which they operate are:

- production (29.141 employees)
- construction (28.538)
- trade (20.008)
- HoReCa (18.844)
- administrative and support services (12.189)

TCN migration in Romania

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In 2025- quota of TCN newly admitted on Romanian labour market: 100.000

January-August 2025, almost 67,000 employment permits have been issued by GII, mainly for workers not qualified, in HORECA, constructions, services:

Non-EU citizens have the right to work in Romania, only on the basis of a work permit, issued by the IGI.

Nr. crt.	Țară de origine	Total
1	NEPAL	25260
2	SRI LANKA	8242
3	INDIA	4519
4	BANGLADESH	4465
5	EGIPT	3981
6	PAKISTAN	3675
7	MAROC	2704
8	TURCIA	2398
9	ETIOPIA	2182
10	TURKMENISTAN	1450
11	Alte state	8033
12	Grand Total	66909

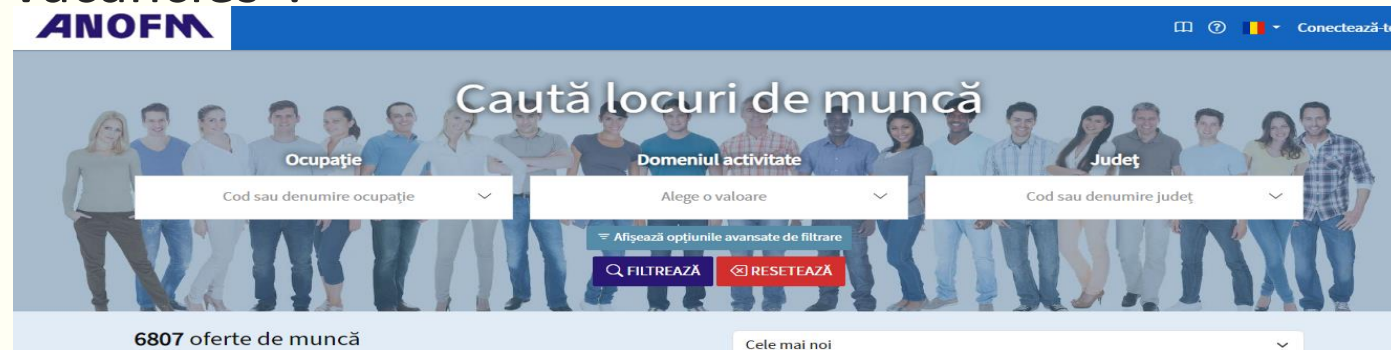
How to find a job

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JOB DAYS

FINDING A JOB (1)

There are several ways to find a job in Romania:

- Contacting the 41 County Employment Agencies and the Bucharest Municipal Employment Agency.
- Also, to view vacancies at the national/county level, we recommend that you access the ANOFM website, <http://www.anofm.ro>, in the section «Persoane fizice/Locuri de muncă vacante» „Individuals/Jobseekers”, sub-section "Vacancies".



How to find a job

EUROPEAN
JOB DAYS

FINDING A JOB (2)

- contacting the 49 Romanian EURES advisers, distributed in each county employment agency, at the Bucharest Employment Agency (AMOFM Bucharest), as well as at ANOFM. Their contact details can be found on the ANOFM website, <http://www.eures.anofm.ro>, section "Contact"
- contacting labor mediation service providers on the domestic market accredited by ANOFM. The register of these suppliers is published on the ANOFM website, <https://www.anofm.ro/index.html?agentie=&catteg=9&subcateg=2>



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How to find a job

EUROPEAN
JOB DAYS



FINDING A JOB (3)

- access to various web portals with jobs published directly by employers. Some examples:
<https://ro.jooble.org>; <http://www.bestjobs.ro>;
<http://www.ejobs.ro>; <https://www.hipo.ro/>.
- spontaneous application, by sending the CV, accompanied by the letter of intent, to the human resources office of the company in question.

EURES Romania

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- PES is part of EURES network since 2007.
- Actual structure of Romanian EURES network:
 - National Coordination Office = PES
 - EURES members: 42 (41 county agencies for employment + Bucharest Municipality Agency)
 - EURES partners: 2 (National Trade Union Block - BNS and PRES - Lugera&Makler)
- **EURES network:** 43 EURES advisers working in PES territorial structures and 6 in NCO, 1 expert at the EURES partner (BNS).
- **Website:** www.anofm.ro, EURES section

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EURES ROMANIA – MAIN SERVICES FOR JOBSEEKERS AND EMPLOYERS

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- Information and guidance on job opportunities / recruitment possibilities in EU/EEA states / in Romania
- Job matching, promotion the job vacancies (website, social media, mass media)
- Organising job fairs on site in Romania / participating to other states EOJDs
- General information on LWC in EU member states / in Romania
- Post recruitment assistance
- Information about financial support provided by Targeted Mobility Schemes
- Assistance in drawing up the CV / job offer.

EMPLOYMENT INFORMATION

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JOB DAYS

EMPLOYMENT

EU/EEA/Swiss Confederation citizens looking for a job have free access to the Romanian labor market and the employment is done under the same conditions as the employment of a Romanian citizen.

WORK TIME AND REST TIME

The normal length of working time for full time is 8 hours per day and 40 hours per week. The maximum duration of working time cannot exceed 48 hours per week, including overtime.

Paid annual leave is guaranteed to all employees, the minimum duration of annual leave is 20 working days.

EMPLOYMENT INFORMATION

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JOB DAYS

THE SALARY

- since 01.01.2025, the national minimum wage is RON 4.050 (approx. EUR 810), respectively RON 2.576 net (approx. EUR 515)

On the date of 31.07.2025 :

- the national average gross salary was RON 8.910 (approximately EUR 1.782);
- the national average net salary was RON 5.328 (approximately EUR 1.065).
- The highest average net salary values were recorded:
 - in computer service activities (LEI 11.437 – EUR 2.287) and in the manufacture of coke oven products and products obtained from crude oil processing (LEI 10.877 – EUR 2.175);

The lowest average net salary values were recorded:

- in clothing manufacturing (LEI 3.292 – EUR 658) and in hotels and restaurants (LEI 3.321 - EUR 664).

Source: <https://insse.ro> (National Institute of Statistics)



SOCIAL SECURITY CONTRIBUTIONS

There are three compulsory social contributions, as follows:

- **The social contribution (for pension fund):**
 - 25 - 32% of the gross monthly income for normal/abnormal/special working conditions, due by the employee, of which 3.75 % is assigned to the private pension fund;
- **Health contribution**
 - 10 % of the employee's gross monthly income, due by the employee
- **Work accidents**
 - 2.25 % of the gross monthly income, due by the employer, which includes the unemployment insurance contributions, the contribution for sick leave, the contribution for occupational risks and the contribution to salary claims.

The income tax deducted for any gross salary is 10%. Social contributions and income tax are calculated, retained and paid by the employer.

EDUCATION SYSTEM

EUROPEAN
JOB DAYS

RECOGNITION OF DIPLOMAS, PROFESSIONAL EXPERIENCE AND QUALIFICATIONS OBTAINED ABROAD

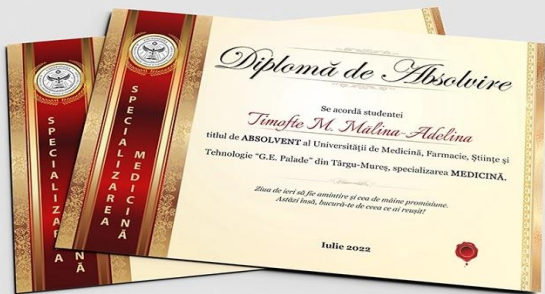
Recognition / equivalence of study diplomas

For the recognition of baccalaureate, university or post-graduate diplomas acquired by European citizens, for regulated occupations, as well as for the recognition of qualifications, citizens must send an application, together with the supporting documents, to the **National Center for the Recognition and Equivalence of Diplomas (CNRED)** - an institution operating within Ministry of National Education.

Diplomas and certificates of full and partial studies are automatically recognized if they are obtained from accredited educational institutions in the EU, EEA and the Swiss Confederation.

For additional information, visit the CNRED website: <https://www.cnred.edu.ro/en>

For more details about the education system in Romania, consult the website of the Ministry of National Education, <https://www.edu.ro/>



WELFARE SYSTEM

EUROPEAN
JOB DAYS

HEALTHCARE SYSTEM

Regarding health and medical care, foreign citizens benefit from the coverage of medical services provided on the territory of Romania, under the conditions provided by the agreements, understandings, conventions or protocols concluded between Romania and the respective country.

Once the foreign citizens are employed they pay the taxes and are ***insured in the public health insurance system.***

For a temporary stay, of a maximum of 6 months, citizens of the EU/EEA member states are entitled to medical benefits if they present a valid European Health Insurance Card.

For additional details, see the websites:

- www.ms.ro (Ministry of Health)
- www.cnas.ro (National Health Insurance House)



Finding accommodation

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Renting a Home

If you're looking to rent an apartment, it's advisable to consult the real estate market section of newspapers, whether in print or online. You can also contact a real estate agency.

Links: www.imobiliare.ro, www.storia.ro, www.romimo.ro, www.publi24.ro, www.anuntul.ro, www.olx.ro

The rent depends on the size of the apartment, its location, and its amenities (furniture, appliances). The average rent for a studio apartment (one room apartament) in major cities range from EUR 350 (in Iași) to EUR 400 (in Bucharest and Cluj).

For two-room apartments, the average rent ranges from EUR 500 (in Iași) to EUR 650 (in Cluj-Napoca), while for three-room apartments, the average rent ranges from EUR 600 (in Iași) to EUR 900 (in Bucharest and Cluj).

As a rule, the rent does not include utilities (electricity, gas, water, heating, telephone, etc) which have to be separately paid by the tenant.

Cost of living

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JOB DAYS

While the VAT rate for most goods and services provided by Romanian companies is 21%, there are goods and services for which the VAT is 11% (e.g., for medicines for human and veterinary use, prosthetics and accessories, the distribution of drinking and irrigation water, school textbooks, magazines, publications in general, participation in sporting events, cultural events, etc.)

Approximate prices for some basic products:

EUR 2 for a 250g block of butter,
EUR 1.7 for 1 litre of milk,
EUR 1.9 for 1 kg of rice,
EUR 0.8 for 1 kg of potatoes,
EUR 1.6 for a 0.5 kg loaf of white bread,
EUR 1.6 for 1 litre of cooking oil,
EUR 1.5-2 for an espresso,
EUR 1.7 for 1 litre of gasoline.

Thank you !

Where you can find us:

Web

www.anofm.ro, EURES section

Social media

Facebook EURES Romania, LinkedIn EURES Romania

Facebook PES, local PES pages

Facebook BNS (EURES partner)

Twitter, EURES Mureş