

### **A. The main provisions of GEO no. 32/2026 on the access of foreigners to the Romanian labor market**

**Government Emergency Ordinance no. 32/2026 on the access of foreigners to the labor market in Romania, as well as for the amendment and completion of some normative acts, published in the Official Gazette no. 335 of April 27, 2026, in force from April 27, 2026.**

The purpose of the normative act is to establish a stricter, digitized and traceable framework for the recruitment, placement, employment and monitoring of third-country nationals, in the context of labor shortages and risks related to undeclared work, illegal migration, exploitation of workers and abusive use of long-stay visas for employment.

#### **1. Subject matter of the regulation**

- the conditions of registration, authorization, rights and obligations of employers who employ foreigners on the territory of Romania;
- the procedure for authorizing the agencies for the placement of foreigners on the Romanian labor market, including the suspension, withdrawal or cancellation of the authorization;
- the conditions of operation, supervision and control of the employment agencies;
- introduction of a dedicated electronic platform - [WorkinRomania.gov.ro](http://WorkinRomania.gov.ro);
- amending some relevant normative acts, including GEO no. 194/2002 regarding the regime of foreigners in Romania, the Labor Code and the legislation on consular fees.

#### **2. Deficient occupations and annual quota**

Procedures for the employment of certain categories of foreigners can be initiated only if the occupation for which employment is requested is included in the List of deficient occupations.

The list is approved by order of the Minister of Labour and is updated every six months or whenever necessary, based on a methodology and data provided by ANOFM, the Labour Inspectorate, the General Inspectorate for Immigration and the social partners.

The system of the annual quota of foreign workers newly admitted to the labor market, established by Government decision, is maintained. If the number of long-stay visas for employment reaches the limit of the quota, it may be supplemented by Government decision.

### 3. Electronic WorkinRomania.gov.ro Platform

The electronic platform becomes the central tool for managing procedures and monitoring the actors involved. Through the platform, the following will be carried out, without limitation:

- registration of employers and their registration in the Register of Employers of Foreigners - R.A.S.;
- authorization of employment agencies and their registration in the Register of Employment Agencies for Foreigners - R.A.P.S.;
- authorization of employers who wish to hire foreigners directly, without an employment agency, and registration in the Register of Authorized Employers - R.A.A.;
- loading firm job offers and single applications;
- publication of the List of deficient occupations;
- data collection, activity monitoring, generation of reports and statistics;
- data queries by the competent authorities, in compliance with the legislation on the protection of personal data.

### 4. The two main categories of employers

GEO no. 32/2026 differentiates between registered employers and authorized employers, the legal regime being different depending on the recruitment method and the degree of responsibility assumed.

Categories	Main features	Practical consequences
Registered employer	The employer is registered in the WorkinRomania.gov.ro platform and, for the employment of foreigners targeted by the regulation, uses an authorized employment agency.	It can upload firm offers and hire foreigners through an employment agency. They must comply with the general obligations regarding payment, contracting, information, OSH, notifying the authorities and keeping documents.
Authorized Employer	The employer of the legal entity obtains special authorization from ANOFM to directly employ foreigners, without a service contract with an authorized employment agency.	It fully assumes the legality of the hiring process, additional reporting and cooperation obligations, as well as the constitution of a financial guarantee of 1,000 euros for each foreign worker.

## 5. Conditions for registered employers

In order to approve registration on the platform, employers must cumulatively meet a series of conditions. Of these, the most relevant are:

- not to register outstanding obligations to the general consolidated budget;
- legal entities to effectively carry out activity for at least one year in fields compatible with the deficient occupations for which employment is requested;
- not to have been recently sanctioned for undeclared work or relevant violations regarding the regime of foreigners or the records of employees;
- the employer, legal representatives, administrators, associates or shareholders do not have relevant convictions and are not registered in registers regarding sexual crimes, exploitation of persons or minors;
- not to be flagged with involvement in activities that constitute threats to national security;
- not to present a risk of money laundering and terrorist financing.

The approval or rejection of the registration is communicated through the platform within a maximum of 30 working days from the upload of the request. During the suspension of registration, the employer cannot upload new offers, and the single applications in progress are suspended.

## 6. Firm job offer

The firm offer uploaded to the platform must contain an extensive set of information, so that the foreign worker knows transparently the real working conditions and the applicable costs.

- duration of the offer, number of jobs, position/occupation and job requirements;
- the duration of employment, the conditions of termination or re-employment;
- working hours, periodic rest and overtime compensation;
- gross and net salary, hourly rate, payment methods and dates;
- bonuses and other salary rights;
- leave, working conditions, OSH measures, hygiene and social security;
- taxes, taxes and contributions due by the worker;
- the conditions of accommodation, food, transport and repatriation, with the express indication of the party that bears the costs.

## 7. Limits on the number of foreigners that can be hired

- individuals can conclude individual employment contracts with no more than three foreigners;
- PFA, sole proprietorships and family businesses may employ foreigners within the limits provided by GEO no. 44/2008;
- Legal entities can conclude individual employment contracts with a number of foreigners that cannot exceed the average number of employees registered in the previous year.

## 8. General obligations of employers

- payment of salary or remuneration in the bank account of the foreign worker;
- concluding the individual employment contract both in Romanian and in the language of the foreigner's state of origin or in a language of international circulation that he/she understands;
- inclusion in the CIM of the elements of the firm offer;
- training in occupational safety and health in a language understood by the worker and the provision of protective equipment;
- notification of the employment agency and the IGI within 5 working days for unjustified absence of more than 3 consecutive working days, termination of the CIM or situations of danger/exploitation;
- providing the authorities with the necessary documents for verifications;
- providing Romanian language courses and cultural/social integration for at least 6 months, at least 6 hours per week;
- ensuring access to confidential procedures for complaint and reporting of abuses;
- keeping the documents regarding the right of residence and the employment relationship for at least 5 years from the termination of the employment relationship.

If the employer provides accommodation, the cost of rent borne by the worker cannot exceed 25% of the net salary/net remuneration.

## 9. Authorized employer - additional conditions

The authorized employer is a distinct category and can directly hire foreigners without an employment agency. The regime is stricter, because the employer takes over responsibilities that, in the usual model, the employment agency has.

- it must be a legal person;
- must have effective and uninterrupted economic activity for at least 24 months in the field compatible with the deficient occupation;
- must have had at least 50 employees in the previous year, according to the ONRC certificate of ascertainment;
- must have had foreigners employed in the previous year, in compliance with the thresholds regarding the right of residence/visa;
- must not have been sanctioned in the last 24 months for relevant violations of OSH, undeclared work or the alien regime;
- must constitute the financial guarantee provided by GEO no. 32/2026.

## 10. Financial guarantee for the authorized employer

The authorized employer must constitute, prior to the issuance of the authorization, a financial guarantee in the form of money at the State Treasury or by a letter of bank guarantee issued by a banking institution in Romania.

Element	Applicable rule
Amount	1,000 euro/foreigner, equivalent in lei at the NBR exchange rate on the day of submission or issuance of the letter of guarantee.
Destination	Guaranteeing the obligations of the authorized employer and partially covering the costs of return, accommodation, meals, care or support for foreigners in situations of vulnerability/risk.
Fines	The guarantee can also cover the contravention fines not paid within the legal term.
Maintenance	The guarantee must be maintained throughout the period in which the employer has obligations towards the foreign employees.
Reintegration	If the guarantee is executed, the employer must replenish it within 30 days; failure to comply with the deadline entails the suspension of the authorization.
Lump sum	ANOFM can request the recovery of a lump sum of 2,000 euros for each person, in the cases provided for by the ordinance, for example in relation to the removal of the foreigner.

## 11. Specific obligations of the authorized employer

- to ensure that workers have, prior to their arrival in Romania, all the documents necessary for access to and exercise the right to work;
- to transmit to workers, at least 10 days prior to arrival in Romania, the relevant information in the language of the state of origin or in a known language;
- to organize the transport from the entry into Romania to the place of work or accommodation;
- to immediately inform the IGI if it finds that one or more workers are missing;
- to notify the authorities in case of potential human trafficking;
- to notify ANOFM/IGI/Labor Inspectorate within a maximum of 3 working days in case of non-compliance with the conditions that were the basis of the right of residence and work;
- upon termination of the CIM before the deadline, to put the foreigner in touch with an employment agency to identify another employer;
- to bear the costs of returning to the country of origin if the re-employment steps do not yield results;
- not to hire foreigners for the benefit of other employers in Romania.

## 12. Loss of the right to apply for a new authorisation and cancellation of the authorisation

The authorized employer may lose the right to apply for a new authorization for periods of 6, 12, 24 or 36 months, depending on the severity of the situation. In the case of exploitation of foreigners, the loss of the right is for an indefinite period. The authorization is cancelled if it was obtained through false information, false/falsified documents or other illegal means, in which case the financial guarantee is paid to the state budget.

## 13. Immigration agencies regime

The activity of placing foreigners on the Romanian labor market can be carried out only on the basis of an authorization issued by ANOFM. The Agency may provide services exclusively for the occupations included in the List of Deficient Occupations and based on firm offers submitted by registered employers.

- the value of the placement services is charged only from the employer;
- it is forbidden to collect commissions, tariffs, taxes, guarantees or deposits from foreign workers;
- it is forbidden to put an employer in touch with a foreigner if the activity does not have the sole purpose of establishing an employment relationship;
- The agency's authorization is valid for 2 years and can be successively extended, for new periods of 2 years.

## 14. Financial guarantee for employment agencies

Element	Applicable rule
Initial amount	75,000 euros, equivalent in lei, for up to 250 foreigners placed.
Additional	For each supplement with 250 foreigners placed, the guarantee is increased by 50,000 euros.
Shape	Money at the State Treasury or letter of bank guarantee issued by a banking institution in Romania.
Destination	Covering the costs of return, accommodation, meals, care or support for placed foreigners in situations of vulnerability/risk and unpaid fines.
Maintenance	The guarantee is maintained for the duration of the validity of the authorization and for the duration of the agency's obligations towards the placed foreigners.

Reintegration	If the guarantee is executed, the agency must replenish it within 30 days; failure to comply with the deadline entails the suspension of the authorization.
Lump sum	ANOFM may request the recovery of a lump sum of 2,000 euros for each person, in the cases provided for by the ordinance.

## 15. Conditions for the authorisation of employment agencies

- the absence of outstanding obligations to the general consolidated budget;
- the lack of facts recorded in the tax record relevant to the fiscal, accounting, customs or financial discipline legislation;
- the lack of relevant convictions for the agency, legal representatives, administrators, associates and shareholders;
- verification of the beneficial owners;
- the lack of reports on threats to national security;
- the constitution of the financial guarantee;
- prohibitions for persons who were part of the management/shareholding of an agency with withdrawn authorization;
- prohibitions for certain persons who have, in the last 3 years, had relevant public duties in the field of visas, immigration, labor, control or authorization.

## 16. Obligations of employment agencies

- to provide the placement services in compliance with the legal conditions;
- to conclude service contracts only with registered employers;
- to ensure the inclusion of the elements of the firm offer in the placement contract and in the CIM;
- to ensure that workers have the necessary documents before arriving in Romania;
- to submit the mandatory information at least 10 days before arrival in Romania;
- to organize the transport from the entry into Romania to the place of work or accommodation;
- to immediately inform the IGI if one or more placed aliens are missing;
- to notify the authorities in case of potential human trafficking;
- to allow the controls of the authorities and to present the requested documents;
- for 2 years from the start of the worker's activity, to monitor situations regarding non-compliance with the working/stay conditions and to propose at least two job offers in case of termination of the CIM;
- to bear the return expenses if a new employer is not identified;
- to notify unjustified absences for more than 3 consecutive working days;
- provide administrative and logistical advice for the return to the country of origin or to another state where the worker has the right of legal residence;

- to comply with the personal data protection regime.

## **17. Suspension, withdrawal, termination and cancellation of the agency's authorization**

The agency's authorization may be suspended, withdrawn, terminated, or canceled. The suspension occurs, for example, for non-conformities regarding the qualification of workers, non-inclusion of the elements of the offer in the CIM, failure to replenish the guarantee, non-compliance with notification obligations or high percentages of refusal of visas/single applications. During the period of suspension, the agency cannot submit new applications and cannot provide new placement services, but it can manage the activity for previously placed foreigners.

The withdrawal of the authorization can occur for serious violations, including the collection of commissions from workers, placement outside the List of deficient occupations, the use of non-compliant entities, the failure to remedy the causes of suspension, situations in which more than 20% of the placed workers end up without the right of residence/valid visa or cases of exploitation. The cancellation occurs if the authorization was obtained through false information or documents or by other illegal means.

## **18. Obligations of the foreign worker**

- to comply with the CIM, the internal regulations, the OSH rules and the labor discipline;
- to provide real and up-to-date information regarding identity, qualification, experience and health status;
- to comply with the placement contract;
- to report to the workplace and to work according to the CIM;
- to leave Romania if the right of residence for work purposes has expired;
- not to initiate the change of employer for 6 months from the date of commencement of the activity, except in justified cases of serious violation by the employer;
- After the expiry of the 6-month period, the change of employer is made, until the completion of 2 years from the start of the activity, through the employment agency party to the placement contract.

The costs of visa, transport from the country of origin or residence in Romania, domestic transport and accommodation are borne by the foreigner, unless the employer establishes otherwise through the firm offer. If the foreigner does not comply with the minimum period of 6 months, the employer can recover certain amounts invested in courses, accommodation and transport.

## **19. Established Registry**

- Register of Employers of Foreigners - R.A.S.;
- Register of Immigration Employment Agencies - R.A.P.S.;
- Register of authorized employers - R.A.A.

Registration in these registers is done automatically through the platform, depending on the status of the employer or agency.

## 20. Contraventions and fines

GEO no. 32/2026 establishes a broad sanctioning regime, with fines established according to the seriousness of the violation and, in some cases, applicable to each foreign worker.

Fine interval	Examples of sanctioned acts
5,000 - 10,000 lei for each foreign worker	violation of payment obligations, bilingual contract, inclusion of mandatory elements in the CIM, OSH training, Romanian language courses, complaint procedures, certain prohibitions on commissions and certain obligations of the agency.
15,000 - 20,000 lei	violation of the registration/authorization obligation, failure to replenish the guarantee in certain cases, failure to comply with the obligations regarding the notification of changes to the work points/headquarters of the agency.
15,000 - 30,000 lei	failure to comply with notification obligations, failure to make documents available to the authorities, failure to comply with the specific obligations of the authorized employer or the agency.
20,000 - 30,000 lei for each foreigner placed, as the case may be	carrying out the placement activity without authorization, recruitment through non-compliant entities, contracts with unregistered employers, providing services beyond the limit covered by the guarantee.
25,000 - 40,000 lei	violation of the prohibition of collecting commissions/fees/guarantees from workers, non-compliance with the obligations regarding the change of employer and the exercise of the placement activity by unauthorized/unregistered persons.

The repetition of certain contraventions may constitute grounds for the suspension or withdrawal of the authorization. Carrying out the placement activity during the period of suspension of the authorization is sanctioned with a fine from 15,000 lei to 20,000 lei for each foreigner placed.

## 21. Amendments to the Labor Code

- the express obligation is introduced that, for foreign citizen employees, the CIM must be concluded both in Romanian and in the language of the state of origin or in a language of international circulation that the foreigner understands;
- derogations are introduced regarding the medical certificate for certain situations of the foreign employee, in correlation with the employment procedures and the right of residence;
- The amendments aim to correlate the labor legislation with the new recruitment, placement and authorization mechanism.

## 22. Changes regarding the regime of foreigners and visas

GEO no. 32/2026 amends and completes GEO no. 194/2002 on the regime of foreigners in Romania. Among the relevant elements are the introduction and operationalization of the single application, the correlation of notices/visas/permits with the electronic platform and the adjustment of the procedures regarding long-stay visas for employment and the extension of the right of residence.

Transitional rules are provided for notices, visas and applications in progress on the date of entry into force of the ordinance, as well as for foreigners already in Romania.

## 23. Transitional provisions and relevant time limits

Deadline / date	Significance
April 27, 2026	The entry into force of GEO no. 32/2026.
Until August 7, 2026	Title I and the provisions on the single application apply mainly to the registration of employers, the authorisation of agencies and the testing of the platform through the simulation of procedures.
August 8, 2026	The date from which the new rules on changing employers for certain foreigners with the right of temporary residence for work purposes apply.
December 31, 2026	The date until which certain foreigners remaining on the territory of Romania can request the extension of the right of temporary residence for work purposes without obtaining a new visa, if they meet the conditions provided by the ordinance.
30 days after entry into force	Deadline for issuing Government decisions and orders regarding the methodology/list/framework contracts, according to the final provisions.
45 days from entry	Deadline for issuing the order on the approval of the List of

into force

deficient occupations.

## 24. Practical impact for employers and agencies

- review of HR and recruitment procedures for non-EU workers;
- checking the inclusion of occupations in the List of deficient occupations;
- updating the models of firm offer, individual employment contract and informative documents;
- preparation of bilingual versions of the CIM and information materials;
- introduction of internal procedures for the notification of absences, termination of the CIM and risk/exploitation situations;
- organizing Romanian language courses and cultural/social integration;
- budgeting of financial guarantees, where appropriate;
- verification of employment agencies and external recruitment entities;
- implementation of a document archive for at least 5 years;
- monitoring of the right of residence, visas, permits and procedural deadlines.

## 25. Conclusion

GEO no. 32/2026 significantly changes the employment regime of non-EU citizens in Romania. The normative act introduces a new administrative architecture, based on the [WorkinRomania.gov.ro](http://WorkinRomania.gov.ro) platform, on the differentiation between registered employers and authorized employers, on the authorization of employment agencies and on substantial financial guarantees. At the same time, it strengthens the obligations of information, contracting, monitoring and reporting, as well as the sanctions for non-compliance with the rules.

For companies, the main impact lies in increasing compliance and traceability requirements. Employers who use or intend to use workers from third countries must urgently review their internal procedures, contracts, relationship with recruitment agencies and budgets related to guarantees and integration measures.

## B. The amendments made to GEO no. 91/2025 on the establishment of measures within the health system

The Law approving GEO no. 91/2025 introduces important clarifications and amendments regarding sick leave and health insurance indemnities, especially with regard to the control of medical certificates, the reduction of indemnities and the exceptions applicable to certain categories of patients.

### 1. Refusal of indemnity for illegally issued medical certificates

The provision is expressly introduced according to which, in the situation where, following the control carried out by the authorities, it is found that the medical leave certificate was issued in violation of the

legal provisions, the insured person does not benefit from the indemnity related to the sick leave. The control procedure and the method of application are to be established by Government decision.

## **2. Application of the reduction of the indemnity only once for the same episode of illness**

In the case of sick leave granted without interruption for the same episode of illness or for its complications, the reduction of the indemnity is applied only once, regardless of the number of medical certificates issued successively.

## **3. Exceptions to the reduction of the allowance**

New types of sick leave are introduced that fall under exceptions, respectively starting with June 1, 2026, the first day of sick leave will be paid in full for the following categories of sick leave:

- **Maternity:** Leave and allowances for pregnancy and childbirth.
- **Maternal risk:** Leave granted for the protection of mothers at work.
- **Oncology:** Sick leave for the care of patients with oncological conditions.
- **National programs:** Leaves for patients included in national health programs.
- **Hospitalization:** People who benefit from medical services in hospitalization.

## **4. Special regulations for patients included in national health programs**

For patients included in the national health programs, doctors will write the mention "PNS" in the "Observations" section of the medical certificate, until the new forms are issued.

## **5. Issuance of implementing rules**

The practical application of the new provisions will be established by a joint order of the Ministry of Health and the CNAS, which must be issued within 30 days from the entry into force of the approval law.

## **6. Date of application of the new rules**

The new exceptions and rules regarding the reduction of allowances apply to medical leaves granted starting with the first day of the month following the entry into force of the law.

## **7. Practical Impact**

The amendments aim to strengthen control over sick leave, reduce the risk of illegal granting of allowances and protect patients suffering from serious illnesses or receiving treatment under national health programs.

**Through these amendments, the legislator aims both to strengthen the control mechanisms and prevent abuses in granting sick leave, as well as to protect people in serious medical situations.**

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***Note: The aspects mentioned in this newsletter do not represent specialized advice, but general information. For further details, please contact us.***

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