

E-Handbook on Cross-border Enforcement

OSH for Mobile Workers

ROMANIA

Committee of Senior Labour Inspectors (SLIC)

Last version adopted at the 83rd SLIC Plenary in Stockholm, 10 May 2023



ROMANIA



TABLE OF CONTENTS

FO	FOREWORD4				
DΙ	RECT	ORY	. 5		
NA	TION	AL REPORT: ROMANIA	. 9		
1.	THE	LABOUR INSPECTORATE	. 9		
		ORGANISATION OF THE LABOUR INSPECTORATENATIONAL LEGISLATION AND ILO CONVENTIONS RATIFIED ON LABOUR INSPECTION			
	1.3.	COMPETENCES OF LABOUR INSPECTORS 1.3.1. Occupational Safety and Health (OSH) 1.3.2. OSH or Labour Law Matters 1.3.3. Labour Law 1.3.4. Social Security	10 11 12		
		INSPECTORS' POWERS			
2.	POST	TING OF WORKERS	15		
		NATIONAL LEGISLATION	15 15		
		2.2.2. Content of the declaration of posting	16		
	2.5.	NATIONAL AUTHORITIES INVOLVED IN POSTING OF WORKERS			
3.	COO	PERATION AND MUTUAL ASSISTANCE	18		
	3.2.	LEGISLATION ON MUTUAL ASSISTANCE BILATERAL AND MULTILATERAL AGREEMENTS ON LABOUR INSPECTION REQUEST AND RECEPTION OF INFORMATION FROM OTHER INSPECTORATES	18		
		TOOLS FOR EXCHANGING INFORMATION	19 19		
		FINES AND EXECUTION OF FINES PROPOSED OR IMPOSED BY THE LABOUR INSPECTORATE			
AN	NEX I	E-HANDBOOK (UPDATING 2023)	22		
	1.	About the Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) No 1024/2012	22		



2.	About Article 20.2.c) of Directive 2014/36/EU of the European Parliament	
	and of the Council of 26 February 2014 on the conditions of entry and	
	stay of third-country nationals for the purpose of employment as	
	seasonal workers regarding health and safety conditions of workers'	22
	accommodation	
	2.1. Transposition to National Legislation	
	2.2. Competences of the SLIC Member on health and safety conditions	
	ers' accommodation	23
3.	About Directive 2009/52/EC of the European Parliament and of the	
	Council of 18 June 2009 providing for minimum standards on sanctions	
	and measures against employers of illegally staying third-country	
	nationals	
	3.1. Transposition in National Legislation	
	3.2. Competences of the SLIC Member on sanctions and measur	
prov	ded in this Directive	
4.	JOINT AND CONCERTED INSPECTIONS ON OSH MATTERS	24
	4.1. Is it allowed to organise concerted and joint inspections on OS	SH
matt	ers with other inspectorates?	24
5.	NATIONAL INFORMATION AND INITIATIVES FOR MOBILE WORKERS	24
	5.1. Please describe the initiatives you have implemented (e.g.: websit	te,
flyer	s, documents)	24
6.	COOPERATION WITH ELA	24
	6.1. Do you regularly collaborate with the national liaison officer?	24
	6.2. Could you provide any useful information regarding yo	
parti	cipation in working groups, campaigns, training, etc.?	

Employment, Social Affairs & Inclusion E-Handbook on Cross-border Enforcement

ok on Cross-border Enforcement OSH for Mobile Workers ROMANIA



FOREWORD

The first version of the E-Handbook on Cross-border Enforcement was published in 2016 and updated in 2019. The last version was published in 2021 in the Library of the SLIC public site on the EU collaborative platform CIRCABC.

This last version had a format that enhances a better public disclosure of the organisation of the bodies and entities dealing with the inspection of occupational safety and health in EU Member States, as well as in Norway and Switzerland. The purpose of that E-Handbook was to provide labour inspectorates with informative tools to facilitate cooperation and mutual assistance with competent bodies from other countries.

The new working group on Mobile Workers on OSH matters, which replaced the previous working group dedicated to cross-border enforcement, was mandated to update the content of the E-Handbook for several reasons.

First, it was necessary to add new regulations such as the new Directive (EU) 2020/1057 laying down specific rules for posting of drivers in the road transport, a sector which moreover includes aspects related to the enforcement of working time under Directive 2006/22/EC, a matter that is considered a part of OSH legislation in many Member States.

Secondly, it was necessary to enlarge the content of that handbook following the new scope of the working group dedicated to mobile workers. A mobile worker is someone who works in more than one Member State or travels to other Member States as part of his job (posted workers, cross-border workers, seasonal workers, temporary workers, migrant workers...).

Therefore, the handbook should include information on the competence of SLIC Members on legislation about Third Country National workers. This includes Directive 2014/36 on seasonal workers in aspects related to the health and safety conditions such as workers' accommodation and Directive 2009/52 on sanctions. These directives have been explicitly mentioned in the current EU strategic framework on health and safety at work 2021-2027 in a changing world of work.

Moreover, it was necessary to complement some aspects related to the practice of concerted and joint inspections on OSH matters regarding the legal possibility to carry them out in each Member State.

Lastly, the SLIC working group considered that the easiest way to update the existing E-Handbook was to maintain its structure, with the updated information provided by Member States, and to complete it with new items gathered in a specific annex.

Finally, the handbook needed a new title reflecting its purpose and also support to gain more visibility among labour inspectors on the field.

We hope that this document will be a useful tool for national labour inspectorates and beyond, for all organisations involved in OSH matters for mobile workers.

This new updated version was announced to SLIC members at the 82nd Plenary session of 12 October 2022, held under the Czech Presidency.



DIRECTORY

Austria	ARBEITSINSPEKTION		
	Favoritenstraße 7 A-1040 Wien		
	https://www.arbeitsinspektion.gv.at/inspektorat		
Belgium	SURVEILLANCE ON WELL-BEING AT WORK and SURVEILLANCE ON SOCIAL LAW Blerotstraat/rue Blerot 1 B-1070 Brussels		
	http://www.employment.belgium.be In Dutch: www.werk.belgie.be In French: www.emploi.belgique.be		
Bulgaria	GLI EA (General Labour Inspectorate Executive Agency)		
	http://www.gli.government.bg/en		
Croatia	STATE INSPECTORATE		
	Šubićeva 29, 10 000 Zagreb		
	https://dirh.gov.hr/		
Cyprus	DEPARTMENT OF LABOUR INSPECTION (DLI) http://www.mlsi.gov.cy/mlsi/dli/dliup.nsf/index_en/index_en?OpenDocument		
	DEPARTMENT OF LABOUR (DL) https://www.mlsi.gov.cy/mlsi/dl/dl.nsf/index_en/index_en?OpenDocument		
	DEPARTMENT OF LABOUR RELATIONS (DLR) https://www.mlsi.gov.cy/mlsi/dlr/dlr.nsf/home_en/home_en?openform		
Czech Republic	STATE LABOUR INSPECTION OFFICE OF THE CZECH REPUBLIC		
	Kolářská 13 746 01 Opava		
	Email: opava@suip.cz https://www.suip.cz/web/en		
Denmark	ARBEJDSTILSYNET		
	Landskronagade 33 2100 København Ø		
	Email: at@at.dk http://engelsk.arbejdstilsynet.dk/en/		
Estonia	TÖÖINSPEKTSIOON		
	Mäealuse 2/3, 12618 Tallinn Estonia		



	Email: ti@ti.ee		
	www.ti.ee		
Finland	TYÖSUOJELUHALLINTO		
	Email: tyosuojelu.viestinta@avi.fi https://www.tyosuojelu.fi/web/en		
France	DIRECTION GÉNÉRALE DU TRAVAIL		
	39-43 quai André Citroën 75902 Paris Cedex 15		
	Email: dgt.dir@travail.gouv.fr https://travail-emploi.gouv.fr/ministere/organisation/article/dgt-direction- generale-du-travail		
Germany	LASI Länderausschuss für Arbeitsschutz und Sicherheitstechnik (Gremium der Länder)		
	LASI Vorsitz (bis 2024): Ministerium für Wirtschaft, Arbeit und Tourismus Baden-Württemberg;		
	Theodor-Heuss-Straße 4, 70174 Stuttgart		
	https://lasi-info.com		
Greece	LABOUR INSPECTORATE		
	8, Dragatsaniou str, 10110 Athens,		
	Email: dpseaye@hli.gov.gr https://www.hli.gov.gr/		
Hungary	MINISTRY OF ECONOMIC DEVELOPMENT, STATE SECRETARY OF EMPLOYMENT POLICY		
	Kálmán Imre utca 2. Budapest, 1054-Hungary		
	Email: munkavedelmi-foo@gfm.gov.hu http://www.mvff.munka.hu		
Ireland HEALTH AND SAFETY AUTHORITY			
	The Metropolitan Building James Joyce Street Dublin 1		
	Email: contactus@hsa.ie https://www.hsa.ie/eng		
Italy	ISPETTORATO NAZIONALE DEL LAVORO		
	Piazza della Repubblica, 59 00185 Roma		
	https://www.ispettorato.gov.it		



Latvia	VALSTS DARBA INSPEKCIJA (VDI)		
Latvia	38 k-1, Kr.Valdemara Street		
	Riga LV –1010		
	Email: vdi@vdi.gov.lv https://www.vdi.gov.lv		
Lithuania	STATE LABOUR INSPECTORATE OF THE REPUBLIC OF LITHUANIA (SLI)		
	19 Algirdo str.		
	LT-03607 Vilnius Lithuania		
	Email: info@vdi.lt		
	https://www.vdi.lt		
Luxembourg	INSPECTION DU TRAVAIL ET DES MINES		
	3 Rue des Primeurs, 2361 Strassen, Luxembourg		
	www.itm.public.lu		
	www.iciii.public.iu		
Malta	OCCUPATIONAL HEALTH AND SAFETY AUTHORITY		
	17, Triq Edgar Ferro, Pietà PTA		
	1533 Malta		
	Email: ohsa@osha.mt http://www.ohsa.mt/		
Norway	ARBEIDSTILSYNET		
	Arbeidstilsynet Postboks 4720 Torgarden 7468 Trondheim		
	Email: post@arbeidstilsynet.no https://www.arbeidstilsynet.no/en/		
Poland	PAŃSTWOWA INSPEKCJA PRACY (PIP)		
	28/30, Barska St., 02-315 Warsaw		
	Email: kancelaria@gip.pip.gov.pl https://www.pip.gov.pl/en		
Portugal	AUTORIDADES PARA AS CONDICÔES DE TRABALHO		
	Praça de Alvalade, 1 1749-073 Lisboa		
	Email: dir.mail@act.gov.pt http://www.act.gov.pt		



Romania	INSPECTIA MUNCII			
Komama	Str. Matei Voievod, Nr. 14 Sector 2, București			
	Email: comunicare@inspectiamuncii.ro www.inspectiamuncii.ro			
Slovakia	NÁRODNÝ INŠPEKTORÁT PRÁCE			
	Masarykova 10 040 01, Košice			
	Email: nip@ip.gov.sk https://www.ip.gov.sk/home/			
Slovenia	LABOUR INSPECTORATE OF THE REPUBLIC OF SLOVENIA (LIRS)			
	Štukljeva cesta 44 SI-1000 Ljubljana			
	http://www.id.gov.si/en/			
Spain	ORGANISMO ESTATAL INSPECCION DE TRABAJO Y SEGURIDAD SOCIAL (OEITSS)			
	Paseo de la Castellana 63 28046 Madrid			
	https://www.mites.gob.es/itss/web/index.html			
Sweden	THE SWEDISH WORK ENVIRONMENT AUTHORITY			
	Svetsarvägen 12 SE 171 41 Solna			
	Email: arbetsmiljoverket@av.se https://www.av.se/en/			
Switzerland	STATE SECRETARIAT FOR ECONOMIC AFFAIRS (SECO) WORKING CONDITIONS – FEDERAL LABOUR INSPECTION			
	Holzikofenweg 36 CH-3003 Bern			
	Email: abea@seco.admin.ch www.seco.admin.ch/seco/de/home/Arbeit/Arbeitsbedingungen/Arbeitnehmersc hutz.html			
The	NETHERLANDS LABOUR AUTHORITY			
Netherlands	PO Box 90801 2509 LV Den Haag			
	https://www.nllabourauthority.nl/			



NATIONAL REPORT: ROMANIA

LABOUR INSPECTORATE	INSPECTIA MUNCII - Labour Inspectorate
OTHER COMPETENT AUTHORITIES	 National Institute of Public Health Ministry of Economy National Commission for Nuclear Activity Control Ministry of Labour, Family, Social Protection and Elderly National Research and Development Institute on Occupational Safety "Alexandru Darabont" National House of Public Pensions Ministry of National Defence Ministry of Internal Affairs National Administration of Penitentiaries Romanian Intelligence Service Foreign Intelligence Service Special Telecommunications Service

1. THE LABOUR INSPECTORATE

1.1. ORGANISATION OF THE LABOUR INSPECTORATE

The Labour Inspectorate is a specialized body of central public administration subordinated to the Ministry of Labour and Social Justice and is seated in Bucharest. The Labour Inspectorate has territorial labour inspectorates set up in every county of Romania, acts as a state authority, providing the control exercise over labour relations (including undeclared work, safety and health at work and market surveillance).

Specific attributions for labour inspectors are structured on the two areas of activity in the enforcement of safety and health at work and market surveillance (OSH) and in the regulations in the enforcement of labour relations regulations (LR)

The number of labour inspectors at executive level (in 2017)

OSH: central level 27 territorial level 465
 LR: central level 19 territorial level 871



1.2. NATIONAL LEGISLATION AND ILO CONVENTIONS RATIFIED ON LABOUR INSPECTION

The National legislation governing Labour Inspectorate has been set up and operates on the basis of Law no. 108/1999, republished, which is in line with the ILO instruments – Convention no. 81 and no.129.

Figure No 1: International Conventions on Labour Inspection ratified

CONVENTION	RATIFIED	NOT RATIFIED
ILO Convention 81 on Labour Inspection in Industry and Commerce	Х	
ILO Convention 129 on Labour Inspection in Agriculture	Х	
Maritime Labour Convention 2006	X	
ILO Convention 187 on Promotional Framework for Occupational Safety and Health		Х

1.3. COMPETENCES OF LABOUR INSPECTORS

1.3.1. Occupational Safety and Health (OSH)

The Labour Inspectorate (Inspectia Muncii) is the competent body on occupational safety and health with the exceptions listed below:

Figure No 2: Map of competence on Occupational Safety and Health

MATTERS	COMPETENCE OF THE LABOUR INSPECTORATE	OTHER PUBLIC BODIES WITH COMPETENCE
OSH, in general terms	Yes	
Occupational Safety, in general terms	Yes	
Occupational Health, in general terms	No	National Institute of Public Health - Ministry of Health
Work-related accidents	Yes	National House of Public Pensions
Trade of Machines and Equipments	Yes	Ministry of Economy
Radiations	No	National Commission for Nuclear Activity Control
Explosives	Yes	National Institute for

Employment, Social Affairs & Inclusion E-Handbook on Cross-border Enforcement

OSH for Mobile Workers
ROMANIA



Research and Development in Mine Safety and Protection to Explosion Mines Yes National Institute for Research and Development in Mine Safety and Protection to Explosion Vessels Yes Retail sector Yes Horecca Yes Agriculture Yes Construction industry Yes Aviation Yes Railway Yes Road Transport REACH Yes Self Employed No Police No Civil Servants Military personnel and premises Penitentiaries No Customs No Customs National Institute for Research and Development in Mine Safety and Protection to Explosion Ves Pand Protection to Explosion No Explosion N	Г	T	1
Mines Mines Yes National Institute for Research and Development in Mine Safety and Protection to Explosion Vessels Retail sector Horecca Yes Agriculture Construction industry Yes Railway Yes Railway Yes ReaCH Yes Self Employed No Police Civil Servants Military personnel and premises Penitentiaries No National Institute for Research and Protection to Explosion National Protection to Explosion Note the exception to Explosion Note the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises Penitentiaries No No Ministry of National Defence			
Mines Mines Yes National Institute for Research and Development in Mine Safety and Protection to Explosion Vessels Retail sector Yes Horecca Yes Agriculture Yes Construction industry Yes Railway Yes Railway Yes ReacH Self Employed No Police Civil Servants Military personnel and premises Penitentiaries No National Institute for Research and Defence Noine Research and Protection to Explosion Yes National Potence Note The National Administration of Penitentiaries Agencies Military personnel and Defence No Ministry of National Defence			·
Mines Yes National Institute for Research and Development in Mine Safety and Protection to Explosion Vessels Yes Retail sector Yes Horecca Yes Agriculture Yes Construction industry Yes Aviation Yes Railway Yes Road Transport Yes Self Employed No Police No Civil Servants With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises No Ministry of National Defence Penitentiaries No			,
Research and Development in Mine Safety and Protection to Explosion Vessels Retail sector Horecca Yes Agriculture Yes Construction industry Aviation Railway Read Transport REACH Self Employed Police Civil Servants Military personnel and premises Penitentiaries No Research and Development in Mine Safety and Protection to Explosion Yes Reach Yes With the exception those working in: National Defence Ministry of National Defence Penitentiaries No			-
Development in Mine Safety and Protection to Explosion Vessels Retail sector Horecca Yes Agriculture Yes Construction industry Yes Railway Yes Road Transport Yes Self Employed Police Civil Servants Military personnel and premises Penitentiaries No Development in Mine Safety and Protection to Explosion Explosion Mine Safety and Protection to Explosion Explosion Mine Safety and Protection to Explosion Explosion Messelv Yes Wes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises Penitentiaries No	Mines	Yes	National Institute for
Safety and Protection to Explosion Possible			Research and
VesselsYesRetail sectorYesHoreccaYesAgricultureYesConstruction industryYesAviationYesRailwayYesRoad TransportYesSelf EmployedNoPoliceNoCivil ServantsWith the exception those working in: National Administration of Penitentiaries and Secret Service AgenciesMilitary personnel and premisesNoPenitentiariesNo			Development in Mine
VesselsYesRetail sectorYesHoreccaYesAgricultureYesConstruction industryYesAviationYesRailwayYesRoad TransportYesREACHYesSelf EmployedNoPoliceNoCivil ServantsYesWith the exception those working in: National Administration of Penitentiaries and Secret Service AgenciesMilitary personnel and premisesNoPenitentiariesNo			Safety and Protection to
Retail sector Horecca Yes Agriculture Yes Construction industry Yes Aviation Railway Road Transport Yes REACH Self Employed No Police Ves Civil Servants Military personnel and premises Penitentiaries No Yes Mes Wes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Mo Ministry of National Defence Penitentiaries No			Explosion
Horecca Yes Agriculture Yes Construction industry Yes Aviation Railway Road Transport Yes REACH Self Employed No Police Civil Servants Military personnel and premises Penitentiaries No Yes Yes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and Defence Penitentiaries No		Yes	
Agriculture Construction industry Yes Aviation Yes Railway Road Transport Yes REACH Yes Self Employed No Police Civil Servants Yes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises Penitentiaries No	Retail sector	Yes	
Construction industry Aviation Railway Road Transport REACH Yes Self Employed No Police Civil Servants Military personnel and premises Penitentiaries No Yes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Ministry of National Defence Penitentiaries No	Horecca	Yes	
Aviation Yes Railway Yes Road Transport Yes REACH Yes Self Employed No Police No Civil Servants Yes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises No	Agriculture	Yes	
Railway Yes Road Transport Yes REACH Yes Self Employed No Police No Civil Servants Yes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises No Ministry of National Defence Penitentiaries No	Construction industry	Yes	
Road Transport REACH Yes Self Employed No Police No Civil Servants Yes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises Penitentiaries No No Ministry of National Defence Penitentiaries	Aviation	Yes	
REACHYesSelf EmployedNoPoliceNoCivil ServantsYesWith the exception those working in: National Administration of Penitentiaries and Secret Service AgenciesMilitary personnel and premisesNoMinistry of National DefencePenitentiariesNo	Railway	Yes	
Self Employed Police No Civil Servants Yes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises Penitentiaries No No No No No No No No No N	Road Transport	Yes	
Police Civil Servants Yes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises Penitentiaries No No No Ministry of National Defence Penitentiaries	REACH	Yes	
Civil Servants Yes With the exception those working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises Penitentiaries No No No No No No No No No N	Self Employed	No	
working in: National Administration of Penitentiaries and Secret Service Agencies Military personnel and premises No Ministry of National Defence Penitentiaries No	Police	No	
Administration of Penitentiaries and Secret Service Agencies Military personnel and premises Penitentiaries No Administration of Penitentiaries Service Agencies Ministry of National Defence No	Civil Servants	Yes	With the exception those
Penitentiaries and Secret Service Agencies Military personnel and premises Penitentiaries No			3
military personnel and premises No Ministry of National Defence No No Ministry of National Defence			Administration of
Military personnel and premises No Ministry of National Defence Penitentiaries No			Penitentiaries
Military personnel and premisesNoMinistry DefenceNational NoPenitentiariesNo			and Secret Service
premisesDefencePenitentiariesNo			Agencies
Penitentiaries No		No	
	-		Defence
Customs Yes	Penitentiaries	No	
	Customs	Yes	

1.3.2. OSH or Labour Law Matters

Figure N $^{\rm o}$ 3: Map of competences in matters which could be considered within OSH or Labour Law

MATTERS	Yes	No
Working hours	X	
Bullying and harassment	X	
Third Party Violence	X	

1.3.3. Labour Law

Figure No 4: Map of competences on Labour Law matters

MATTERS	Yes	No	COMMENTS		
Salaries	Х				
Equal Treatment	Χ				
Labour rights	Х				
Foreign workers	Х				
Others	 maxima the 	identifying and tackling of undeclared work; matters related to the conclusion, executio modification, suspension and termination of the individual employment contracts; the protection of Romanian citizens working abroad; the posting of workers in the framework of the transnational provision of services; the compliance with temporary work regulations; matter related to the completion and submission the general register of employees; the activity by daily workers; record of collective agreements at the level of the enterprise; the protection and promotion of the rights persons with disabilities; the apprenticeship; the rights of employees in the event of transfers undertakings, businesses or parts of undertaking or businesses; the setting up of the general framework fi informing and consulting employees.			

1.3.4. Social Security

Figure No 5 Map of competences on Social Security Matters

MATTERS	Yes	No	COMMENTS	
Affiliation of workers (REGISTER)		X	The electronic register of employees contains data related to information contained in individual labour contracts, such as starting date, salary, job title, no of hours a day et cetera. This information is gathered and held at the Labour Inspectorate.	
Contributions to Social Security		Х	Social security refers to social contributions paid by employers,	



System		which is not in the sphere of competence of Labour Inspectorate.
Social Security benefits	Χ	
Private pension funds	Х	
Others		

ROMANIA

1.4. INSPECTORS' POWERS

Figure No 6: Map of Inspectors' powers

POWERS	Yes	No	COMMENTS
Vielt weekelees			
Visit workplaces	X		
Request for	Χ		
documents			
Summon employers	Χ		
to the Inspection			
Office			
Recommendations /	Χ		Supplying information to employers
Assistance			and employees on the means of
			complying with the legal provisions in
			its areas of competence - Law no.
			108/1999, republished (Art.6, 1b);
			Providing services, specific to its field
			of activity - Law no. 108/1999,
			republished (Art. 6 , 1d);
Injunction /	Χ		Labour inspectors impose measures
Improvement notice			to the employer, with a view to
			remedying, in a determined period,
			the noncompliance observed - Law
			no. 108/1999, republished (Art. 19 i)
Initiate an		Х	
administrative			
punishment			
procedure			
Initiate a judicial		Х	
punishment			
procedures			
Imposing fines	Χ		Labour inspectors have the right to
			find contraventions and apply
			sanctions, as provided by the laws in
			force - Law no. 108/1999
			republished (Art. 19, o).
Stoppage /	X		1 (

Employment, Social Affairs & Inclusion E-Handbook on Cross-border Enforcement

E-Handbook on Cross-border Enforcement OSH for Mobile Workers ROMANIA



Prohibition Notice				
Notify offences to	Χ		Labour inspectors have the right to	
the Public			refer the cases or situations	
Prosecutor or the			identified as infringements to the	
Judge			criminal investigation authorities,	
	when there is evidence of an			
	infringement - Law no. 108/1999,			
			republished (Art. 19, n)	
Others	Labour inspectors have the right to impose the prohibition,			
	the restriction, the withdrawing of a product from the			
	market or recalling it, by specifying the reasons that led to			
	this decis	ion - Law n	o. 108/1999, republished (Art. 19, j).	

1.5. MECHANISMS OF COOPERATION AND EXCHANGE OF INFORMATION WITH OTHER NATIONAL PUBLIC BODIES

Figure No 7: Cooperation mechanisms with other national public bodies

BODIES	Yes	No	COMMENTS	
Tax Authorities	X			
	- ' '			
Social Security	X			
bodies				
Police	Χ			
Public Prosecutor		Χ		
Others	National Institute of Public Health			
	General D	ral Directorate of Customs		
	National I	nstitute of Statistics		
	In order	order to fulfil its responsibilities, the Labour		
	Inspectorate shall co-operate at national and international			
	level, on	evel, on the grounds of protocols, agreements and		
	memoranda concluded with similar bodies, inspectorate			
	services of other areas, public or private organizations,			
	organisations of social partners and any other organisation			
	establishe	ablished and operating according to the law (Law		
	no.108/19	999, repub	lished, Art. 8).	



2. POSTING OF WORKERS

2.1. NATIONAL LEGISLATION

Posting of Workers Directive (Directive 96/71/EC) was transposed into the Romanian legislation by:

- Law no. 344/2006 concerning the posting of workers within the framework of transnational provision of services, repealed.
- GD no. 104/2007 for regulating a specific procedure on the posting of workers within the framework of transnational provision of services in the Romanian territory, repealed.
- Law No 16/2017 on the posting of workers in the framework of the transnational provision of services
- Decision No nr.337/2017 approving the implementing rules for the posting of workers in the framework of the transnational provision of services in Romania.

Figure No 8: EU Directives on posting of workers implemented

DIRECTIVE	Yes	No	DATE
Directive 96/71	X		2006
Directive 2014/67	X		2017
Directive 2018/957		X	

2.2. ADMINISTRATIVE REQUIREMENTS AND CONTROL MEASURES

According to GD no 337/2017, undertakings posting workers to Romania have to submit a statement regarding the posting activity, in the Romanian language, to the territorial labour Inspectorate in charge of the county where the actual work will take place, at least one day prior to the beginning of work.

2.2.1. Deadline to submit the declaration

The undertakings/companies making the posting shall inform the territorial labour inspectorate of any change in the posting of workers within five days of its occurrence.

2.2.2. Content of the declaration of posting

Figure No 9: Content of the posting declaration

COMPANY DATA			
YES NO			
Identity of Service Provider	Х		
Representative of the company in your country	Х		

Employment, Social Affairs & Inclusion

E-Handbook on Cross-border Enforcement OSH for Mobile Workers ROMANIA



A person designated for acting as a representative into collective bargaining within the host Member State		Х
Activity		X
Authorization in the sending MS		X
If it is a Temporary Work Agency or not		X
Identity Tax Number	X	

WORKERS DATA			
	YES	NO	
Anticipated number of clearly identifiable posted workers	Х		
Name of workers	Χ		
Nationality	Χ		
Age	Х		
Role	Х		

POSTING DATA			
	YES	NO	
Envisaged beginning	X		
End date of the posting	X		
Anticipated Duration	X		
Address(es) of the workplace	X		
Nature of the services justifying the posting	X		
Contractor	X		

LABOUR CONDITIONS			
	YES	NO	
Working hours		X	
Salaries		X	
Collective accommodation		X	
Use of dangerous agents		X	
Prevention services		X	

2.3. SOCIAL SECURITY PROCEDURES

In Romania, the National House for Public Pension (NHPP) delivers the A1 forms.

Posting companies do not have to submit A1 forms to the authorities and the Labour Inspectorate does not have access to the portable A1 document.

Figure No 10: Position of the Labour Inspectorate with regard to A1 forms

ROMANIA

	Yes	No
Access to A1 forms delivered by national authorities		Х
The Labour Inspectorate is consulted about the approval of A1 forms by competent institutions		Х
Access to A1 forms delivered by other Member States		Х

2.4. WORK RELATED ACCIDENTS / OCCUPATIONAL DISEASES OF POSTED WORKERS

Labour Inspectorate receives in some cases immediately and effectively notifications of work related accidents suffered by posted workers.

According to GD no 337/2017, undertakings posting workers to Romania have submit a statement, in the Romanian language, the territorial labour Inspectorate in charge of the county where the actual work will take place, at least one day prior to the beginning of work regarding the posting activity (see point 2.5).

The specific legislation does not mention any obligation of the undertaking making the posting to notify at once the territorial labour inspectorates on the accidents suffered by posted workers. In practice, few cases have been reported where posted workers who suffered accidents with temporary incapacity to work left Romania shortly after the event, thus making investigation procedures even more difficult.

2.5. NATIONAL AUTHORITIES INVOLVED IN POSTING OF WORKERS

Figure No 11: Authorities involved in posting of workers

	Yes	No
Labour authorities	X	
OSH authorities	X	
Customs authorities		Х
Tax authorities	Х	
Social Security Institutions	X	
Others		



3. COOPERATION AND MUTUAL ASSISTANCE

3.1. LEGISLATION ON MUTUAL ASSISTANCE

Figure No 12: Legislation and International Conventions signed and ratified

	RATIFIED / IMPLEMENTED	APPLICABLE TO L.I.	COMMENTS
Legislation on Mutual Assistance implementing Dir. 96/71 and Dir. 2014/67	Yes	Yes	Laws no. 344/2006 repealed and 16/2017
European Convention in Criminal Matters	Yes	No	
Convention 094 Council of Europe Others	No		

3.2. BILATERAL AND MULTILATERAL AGREEMENTS ON LABOUR INSPECTION

Figure No 13: Bilateral Agreements signed

COUNTRIES	DATE
Hungary	2008
Spain	2009
Portugal	2009
Italy	2010
Cyprus	2011
Moldova	2012
Slovakia	2018
Moldova	2022

3.3. REQUEST AND RECEPTION OF INFORMATION FROM OTHER INSPECTORATES

Figure No 14: Exchange of information from other Labour Inspectorates

MATTERS	YES	YES	NO
		But subjected	



		to previous Protection Data Authorities supervision or approval	
Does current regulation in your country allow providing information directly to other Labour Inspectorates?	X		By the IMI
Does current regulation in your country allow receiving information directly from other Labour Inspectorates?	Х		By the IMI

3.4. TOOLS FOR EXCHANGING INFORMATION

3.4.1. IMI (Internal Market Information System) for Posting of workers

Figure No 15: Liaison office of the Labour Inspectorate in IMI

	Yes	No	
Use of IMI by the Labour	X		
Inspectorate	^		
In affirmative case, specify the	Central Authorities		
liaison offices	Labour Inspection Romania		
	E-mail address:secretariatigs@inspectiamuncii		

3.4.2. KSS (Knowledge Sharing System)

The Romanian Labour Inspectorate is registered in the KSS System and answers requests within its sphere of competences.

Labour Inspection Romania

E-mail address:secretariatigs@inspectiamuncii.ro

3.5. FINES AND EXECUTION OF FINES PROPOSED OR IMPOSED BY THE LABOUR INSPECTORATE

Figure No 16: Nature of fines

	Yes	No
Penal or criminal fines		X
Administrative fines	X	
Others		

Figure No 17: Execution time of fines

	Yes	No
After the first judgement of the		Χ
courts		^
After the final judgement of the	V	
courts	^	
After the first administrative		Χ
decision		^
After the binding administrative	Χ	
decision	^	
Others		

If the fine is impugned it will be executed after the final judgement of the court

Figure No 18: Nature of Courts where fines can be appealed

	Yes	No
Penal/Criminal courts		Χ
Labour/Civil courts	X	
Courts for administrative affairs	X	
Others		

Figure No 19: Authorities with competence to collect fines

	Yes	No
Labour Inspection Authorities		X
Labour/ Government Authorities		Х
Tax/Customs Authorities	X	
Courts		X
Others		

Fiscal Authorities are competent to collect fines.

Figure No 20: Legal framework to collect fines imposed by authorities from other Member States

YES	IF YES, is it applicable to Labour	NO Authorities supervision	COMMENTS
	Inspectorate proceedings?	or approval	



Framework				
Decision	Χ	No		
2005/214				
Directive				
2014/67 on	X	Yes		Law no. 16/2017
administrative	^	res		·
fines				
International				
or Bilateral			X	
Conventions				
Other				
National				
Rules				



ANNEX E-HANDBOOK (UPDATING 2023)

SLIC MEMBER: Mr Dantes Nicolae BRATU / alternate: Mr Cristian Bogdan CĂLINA **MEMBER STATE:** ROMANIA

1. About the Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) No 1024/2012

1.1. Transposition to National Legislation

Transposi	tion	Natio Regu	nal lation	Law s	or	Date	
Yes				16/2017			May
		subsequent amendments, the			2017		
		last one on May 12, 2022					

1.2. Competences of the SLIC Member on road transport

LEGISLATION	COMPETE	NCE	COMMENTS
Regulations	Yes		
1071/09, 1072/09			
and 1073/09 on			
road transport			
activity			
Regulation 561/06	Yes		
on driving time			
Directive 2006/22		No	
on social			
legislation in road			
transport			
Article 1 of	Yes		
Directive			
2020/1057 on			
posting of workers			
on road transport			

Employment, Social Affairs & Inclusion

E-Handbook on Cross-border Enforcement OSH for Mobile Workers ROMANIA



- 2. About Article 20.2.c) of Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers regarding health and safety conditions of workers' accommodation
 - 2.1. Transposition to National Legislation

Transposition		National Regulations Collective Agreements	Law, or	Date
Yes		Ordinance No. with amendme on 28 October 2	nts, last	28 November 2014

2.2. Competences of the SLIC Member on health and safety conditions on workers' accommodation

COMPETENCE	COMMENTS
Yes	
No	NO

- 3. About Directive 2009/52/EC of the European Parliament and of the Council of 18 June 2009 providing for minimum standards on sanctions and measures against employers of illegally staying third-country nationals
 - 3.1. Transposition in National Legislation

Transposition	National Law or Regulations	Date
No		

3.2. Competences of the SLIC Member on sanctions and measures provided in this Directive

COMPETENCE	COMMENTS
Yes	
No	NO

4. JOINT AND CONCERTED INSPECTIONS ON OSH MATTERS

4.1. Is it allowed to organise concerted and joint inspections on OSH matters with other inspectorates?

Yes, by legal rules	
Yes, by bilateral agreements	Yes
No	

ROMANIA

5. NATIONAL INFORMATION AND INITIATIVES FOR MOBILE WORKERS

5.1. Please describe the initiatives you have implemented (e.g.: website, flyers, documents...)

On the website of the Labour Inspection, in the "Guidelines" section, there is the section "Transnational posting information", having the subsection "Transnational posting of drivers".

6. COOPERATION WITH ELA

6.1. Do you regularly collaborate with the national liaison officer? Yes

6.2. Could you provide any useful information regarding your participation in working groups, campaigns, training, etc.?

Our labour inspectors took part among others at the following ELA actions: Roadpol Truck&Bus Campaign

IMI-Prove Programme meeting dedicated to the new IMI System modules for road transport