

January 2010

**ROMANIA: Changes in the term to file employees' register starting with 30.01.2010 – no changes in the term for the registration of individual labour contracts**

Starting with 30.01.2010 employers are obliged to **file an actual form of the company's employees' register regularly** at the local labour inspectorate (ITM). Therefore, according to the actual law, the employees' register shall be filed one day prior to the commencement of work of a new employee. The filing can be done also in electronic form (e-mail) (new).

Several press releases in the last few days, which sustain the amendments in the law provide now also the obligation to register the individual labour contracts within the same term, are incorrect.

The changes refer to the registration of the labour contract in the employees' registers and to the transmission of these registers to ITM.

**Individual labour contracts** shall be registered with ITM, three-fold, within **20 calendar days after the signing** of the contract. No modification of this obligation was made. Art 1 of Law no 139/1999 stipulating this obligation in the above mentioned term remained unchanged.

In case of an infringement of the obligations to file the employees' register or to register the individual labour contracts in time ITM can impose a fine between 1.500 Ron and 20.000 Ron. Please note that to the contrary of the general rule the fine is not reduced to half even when the fine is paid within 48 hours.

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