

2026 Romania Investment Climate Statement

Executive Summary

Romania actively seeks foreign direct investment, maintaining a largely open investment regime. Its strategic location, EU and NATO memberships, educated workforce, competitive wages, and natural resources make it attractive for firms accessing European, Caucasus, and Near East markets. U.S. investors may find opportunities in the following sectors:

- IT
- Automotive
- Energy
- Defense
- Manufacturing
- Food production
- Healthcare and
- Financial services

Since 1989, Romania has embarked on an uneven but ascending economic growth path. The economy grew by less than 1 percent in both 2024 and 2025, compared to 2.5 percent in 2023, while inflation rose from 5.6 percent in 2024 to 7.3 percent in 2025, and remains above the National Bank of Romania's target band. Shifting coalition priorities as well as fiscal consolidation measures contribute to a less predictable business climate, and corruption remains an ongoing challenge despite significant strides.

Medium-term growth depends on absorbing EU funds. Romania is eligible to receive up to €77 billion (about \$88 billion) by 2030, including €28.5 billion (about \$32.5 billion) in grants and loans from "Next Generation EU" funding via the National Recovery and Resilience Plan (NRRP) for 2021-2027 supporting infrastructure, energy, digitalization, job creation, and innovation.

Completing the NRRP remains challenging due to limited administrative capacity, bureaucracy constraints and slow implementation. All milestones and payment requests are due by August 2026 to avoid funding losses.

Romania has implemented pension, tax, and wage reforms and amended corporate governance legislation to meet OECD and NRRP commitments. As of May 2026, Romania had completed reviews by 24 of 25 OECD committees required for accession.

The investment climate in Romania remains mixed, and potential investors should undertake due diligence when considering any investment. While Romania is converging to EU income and productivity levels, macroeconomic vulnerabilities persist, particularly twin government and current account deficits.

Consultations with stakeholders and impact assessments are required before enacting legislation. However, these requirements have been unevenly followed, and public entities generally do not conduct impact assessments.

Section 1. Openness to, and Restrictions upon, Foreign Investment

Policies toward Foreign Direct Investment

Romania actively seeks foreign direct investment and offers a market of around 19 million consumers, a relatively well-educated workforce at competitive wages, a strategic location, and abundant natural resources. To date, favored areas for U.S. investment include:

- Information technology
- Automotive
- Telecommunications
- Energy and other extractive industries
- Defense
- Services

- Manufacturing
- Food production
- Healthcare
- Consumer products
- Insurance and
- Banking

On February 23, 2023, the government established the Romanian Agency for Investment and Foreign Trade (ARICE) as a new lead agency to promote and facilitate foreign investment. ARICE, as part of the Prime Minister's office, serves as a national contact point for investors with government officials and will contribute to public and legislative policy processes on investments and foreign trade.

Romania's accession to the EU in 2007 helped solidify institutional reform. However, the lack of legislative and regulatory predictability, as well as low institutional capacity, continue to negatively affect the investment climate. As in any foreign country, prospective U.S. investors should exercise careful due diligence, including consultation with competent legal counsel, when considering an investment in Romania.

The energy sector is particularly vulnerable to frequent and unanticipated changes to legislation, including on taxes, which can alter the landscape unpredictably. The windfall profit tax, instituted in 2018 through the Offshore Law and amended in 2022, applies to both onshore and offshore natural gas producers, who must pay royalties on gas they extract in Romania based on the Vienna Central European Gas Hub (CEGH) price. As energy prices surged in 2021-2022, Romania capped electricity prices until June 2025 and natural gas prices until April 2027. Between April 1, 2026, and March 31, 2027, gas price ceilings will be replaced with an approach regulating the margins for producers, traders, suppliers, transporters, and distributors for natural gas intended for household consumption and heat generation only. The government has levied a windfall tax on natural gas and electricity producers' profits. Both parliament and the government passed most of this legislation with little public consultation or regulatory

impact assessments. In April 2025, the government instituted a special constructions tax of 0.5 percent of the net value of private onshore constructions. For onshore assets controlled by the state, the tax is 0.25 percent.

A bill passed in March 2021 reinforced the government's authority to vet transfers of petroleum agreements to companies from non-EU countries, and to determine if a transfer poses a threat to Romania's national security. Transfer of a petroleum agreement must be approved through a government decision.

Investments involving public authorities can be more complicated than investments or joint ventures with private Romanian companies. Large deals involving the government, particularly public-private partnerships, can be stymied by vested political and economic interests or delayed by a lack of coordination between government ministries.

Limits on Foreign Control and Right to Private Ownership and Establishment

Foreign and domestic private entities are free to establish and own business enterprises, and to engage in all forms of remunerative activity. Romanian legislation and regulation provide national treatment for foreign investors, guarantee free access to domestic markets, and allow foreign investors to participate in privatizations. There is no limit on foreign participation in commercial enterprises. Foreign investors are entitled to establish wholly foreign-owned enterprises in Romania (although joint ventures are more typical), and to convert and repatriate 100 percent of after-tax profits.

Mergers and acquisitions are subject to review by the Romanian Competition Council (RCC). Under the Competition Law, the RCC must notify Romania's Supreme Council of National Defense (CSAT) of mergers or acquisitions of stocks or assets that could affect national security.

In 2022, Romania transposed EU Regulation (EU) 2019/452 into national legislation on foreign direct investment (FDI) screening, establishing a screening mechanism for FDI from non-EU countries or through entities controlled directly or indirectly by non-EU individuals or entities. As of March 2026, screening now generally applies to FDI above €5 million (about \$5.8 million) in strategic sectors, raised from the previous range of €2 million (about \$2.3 million). Screening

can also apply to investments below the threshold that could jeopardize national security or public order. FDI screening can apply to new investments in sectors CSAT has identified as strategic. These sectors include:

- Citizens' security
- Border security
- Energy security
- Transport security
- Supply of vital resources
- Critical infrastructure
- Information systems
- Communications systems
- Financial, fiscal, banking, and insurance security
- Production and circulation of:
 - Weapons
 - Ammunition
 - Explosives and
 - Toxic substances
- Industrial security
- Disaster protection
- Agriculture protection
- Pharmaceuticals
- Environmental protection and
- Privatization and management of state-owned enterprises (SOEs)

Amendments to the FDI screening law, adopted in December 2023 and March 2026, extended investment screening requirements to EU investors, reduced the filing fee to €5,000 (about \$5,800), instituted an expedited, 60-day overall assessment period and shifted final responsibility for investment screening decisions to the Prime Minister's office instead of the Competition Council. The Committee for the Examination of Foreign Direct Investments (CEISD) is the public body that reviews and approves foreign direct investments.

Romania has established legal parameters to resolve contract disputes expeditiously. Foreign firms may manage their investments and assign obligations to Romanian or foreign investors.

Business Facilitation

The [National Trade Registry](#) is available in Romanian. [Romanian Agency for Investment and Foreign Trade \(ARICE\)](#) provides guidance and acts as a liaison for foreign investors navigating Romania's regulatory environment.

A foreign company that is establishing a subsidiary in Romania must authenticate and translate its documents. A Trade Registry judge must hold a public hearing on a company's application for registration within five days of submission of the required documentation. Applicants can submit and monitor the status of their registration documents online. Separately, certain foreign investments exceeding €5 million (about \$5.8 million) in strategic sectors must comply with FDI screening reviews under CEISD.

Companies in Romania are free to open and maintain bank accounts in any foreign currency. In practice, Romanian banks offer services only in the Romanian leu (RON) and certain hard currencies (euros and U.S. dollars). The minimum capital requirement for domestic and foreign limited liability companies (LLCs) was reviewed in December 2025, as part of fiscal reforms. LLCs with an annual turnover of over 400,000 lei (about \$92,000) must have a share capital of at least 5,000 lei (about \$1,150). Companies have two years to increase their share capital. Startups can have a share capital of 500 lei (about \$115). Areas for improvement include making all registration documents available for download online in English. Romania defines microenterprises as companies with fewer than nine employees and annual revenue below

€100,000 (about \$114,000). Small and medium-sized enterprises (SMEs) are defined as companies with fewer than 250 employees and either net annual revenue below €50 million (about \$57 million) or total assets below €43 million (about \$49 million). Regardless of ownership, microenterprises and SMEs enjoy *de minimis* and other state aid programs from EU funds or from the state budget.

Section 2. Investment and Taxation Treaties

Since joining the EU on January 1, 2007, [Romania has enforced EU common commercial policies](#).

The United States and Romania signed a Bilateral Investment Treaty (BIT) on the Reciprocal Encouragement and Protection of Investment in May 1992, which was ratified by the United States in 1994. The agreement provided national treatment for U.S. and Romanian investors, a dispute resolution mechanism, liberal capital transfer, prompt and adequate compensation in the event of an expropriation, and the avoidance of trade-distorting performance requirements. To reconcile inconsistencies between the pre-existing BIT and Romania's impending EU obligations, the U.S. Senate and the Romanian Parliament ratified a revised BIT in 2004, which entered into force on February 9, 2007, and remains in effect today.

[Romania's bilateral income tax treaty with the United States](#) was signed in 1973 and entered into force in 1974.

Section 3. Legal Regime

Transparency of the Regulatory System

Romanian law requires consultations with stakeholders, including the private sector, and a 30-day comment period on legislation or regulation affecting the business environment (the "Sunshine Law"). However, public comments are not published. The Sunshine Law's public consultation timelines do not have enforceable penalties or sanctions, and thus public authorities regularly bypass its provisions. Public consultations and impact assessments remain limited, with hasty changes to legislation passed in extraordinary proceedings. The EC's 2025

European Semester Report for Romania noted that frequent changes to the tax and regulatory environment could hold back investment.

Some draft pieces of legislation pending with the government are available in Romanian on the [General Secretariat of the Government's website](#). However, proposed items for cabinet meetings are not always publicized in advance or fully. Generally, the agenda of cabinet meetings includes links to the legislation drafts (government decisions, ordinances, emergency ordinances, or memoranda) slated for government decision, but this is not always the case. Pending parliament legislation is available on the websites of the [Chamber of Deputies](#) and the [Senate](#). The Chamber of Deputies is the decision-making body for economic legislation.

Foreign investors point to the excessive time required to secure zoning permits, environmental approvals, property titles, licenses, and utility hook-ups.

International Regulatory Considerations

Romania's regulatory system incorporates European standards. Romania has been a World Trade Organization (WTO) member since January 1995 and a member of the General Agreement on Tariffs and Trade (GATT) since November 1971. Technical regulation notifications submitted by the EU are valid for all member states. The EU signed the Trade Facilitation Agreement (TFA) in October 2015. Romania has implemented all TFA requirements.

Legal System and Judicial Independence

Romania recognizes property and contractual rights, but enforcement through the judicial process can be lengthy, costly, unpredictable, and difficult. The government does not give state-owned enterprises favorable treatment under the legal framework. Foreign companies engaged in trade or investment in Romania often express concern about the Romanian courts' lack of expertise in commercial issues. Romania has three specialized commercial district courts in Arges, Mures, and Cluj, as well as commercial sections in all civil courts. Judges generally have limited experience in the functioning of market economies, international business methods, or new technology, a challenge which is exacerbated by the widespread practice of seconding or detailing judges without regard to their expertise. As stipulated in the

Constitution, the judicial system is independent from the executive branch. However, there are mixed views on whether it is generally considered procedurally competent, fair, and reliable, with some alleging accountability mechanisms are insufficient. Affected parties can challenge regulations and enforcement actions in court. Such challenges are adjudicated in the administrative law sections of national courts.

Inconsistency and a lack of predictability in the jurisprudence of the courts or in the interpretation of the laws remain a major concern for foreign and domestic investors and for wider society. Even when court judgments are favorable, enforcement of judgments is inconsistent and can lead to lengthy appeals. Failure to implement court orders or cases where the public administration unjustifiably challenges court decisions constitute obstacles to the binding nature of court decisions.

Mediation is available for resolving disputes in Romania, and a certifying body, the Mediation Council, sets standards and practices, but it is rarely used in practice. The professional association, the Union of Mediation Centers in Romania, is the umbrella organization for mediators throughout the country. Court-approved and private mediation is available at recognized mediation centers in every county seat.

Romania has no legal mechanism for court-ordered mediation, but judges are mandated to enquire whether litigants wish to resort to mediation to resolve their cases. If litigants opt for mediation, they must present their proposed resolution to a judge upon completion of the mediation process. The judge must then approve the agreement.

Laws and Regulations on Foreign Direct Investment

Since joining the EU in 2007, Romania has worked to create an EU-compatible legal framework consistent with a market economy and investment promotion. At the same time, implementation of these laws and regulations frequently lags or is inconsistent, and lack of legislative predictability undermines Romania's appeal as an investment destination.

Romania's legal framework for foreign investment is encompassed within a substantial body of law largely enacted in the late 1990s and subject to frequent revision. Fiscal legislation is

revised frequently, often without evidence-based or data-driven assessment of the impact the changes may have on businesses and the economy.

As a result, investors should engage local counsel to navigate the various laws, decrees, and regulations. Few hostile takeover attempts have been reported in Romania. Romanian law has not focused on limiting potential mergers or acquisitions. When considering association in joint ventures with foreign investors, private firms may want to review the national security screening legislation.

Competition and Antitrust Laws

Romania has extensively revised its competition legislation, bringing it closer to the EU *Acquis Communautaire* and corporate best practices. As of 2014, companies with a market share below 40 percent were no longer considered to have a dominant market position. This eliminated the need for the RCC to conduct full investigations, saving considerable time and money for all parties involved. Resale price maintenance and market and client sharing are still prohibited, regardless of the size of either party's market share. The authorization fee for mergers or takeovers ranges between €10,000 (about \$11,400) and €50,000 (about \$57,000). The Fiscal Procedure Code requires companies that challenge an RCC ruling to front a deposit while awaiting a court decision on the merits of the complaint.

Romania's public procurement legislation outlines general procurement of goods and equipment, utilities procurement (sectoral procurement), works and services concessions, and remedies and appeals.

An extensive body of secondary and tertiary legislation accompanies the four 2016 public procurement laws and has been subject to repeated revisions. Separate legislation governs defense and security procurements. The government has improved the public procurement process by allowing authorities to consider a wider range of factors in bids, including price, cost, and the quality-price or quality-cost ratio.

Bidders may provide a simple form (the European Single Procurement Document) to participate in the award procedures, with only the winner required to submit full documentation later. A

government decision issued on April 19, 2023, mandated procuring entities to use the best quality-cost ratio criterion for categories of products, including full life-cycle environmental impacts. In April 2021, a government emergency ordinance restricted public procurement bidding to companies from EU member states or signatory countries of the WTO Public Procurement Agreement. However, on March 13, 2025, the European Court of Justice (CJEU) ruled that the provision breached EU legislation.

Challenges regarding procedure or an award can be filed with the National Complaint Council (NCC) or the courts. Disputes regarding execution, amendment, or termination of public procurement contracts can be subject to arbitration. A bidder must notify the contracting authority before challenging either the award or procedure. Not fulfilling the notification requirement can result in the NCC or the courts rejecting the challenge. Public procurement laws allow contracting authorities to exclude bidders that previously infringed competition rules.

Transparency, competition, and efficiency in procurement processes remain problematic. The EC's 2025 Country Report for Romania noted the high percentage of single bids, direct awards, unsuccessful bids, and price-only award criteria indicated a lack of competition in the public procurement market and maintained the recommendation to strengthen staffing and administrative capacity of public procurement authorities.

Expropriation and Compensation

The law on direct investment includes a guarantee against nationalization and expropriation or other equivalent actions. The law allows investors to select the court or arbitration body of their choice to settle disputes. Several claims involving investment property nationalized during the Communist era remain unresolved. In the course of due diligence, prospective investors should conduct a thorough title search to ensure land, real estate, or other relevant assets are not subject to any pending restitution claims.

Dispute Settlement

ICSID Convention and New York Convention

Romania is a signatory to the 1958 New York Convention on the Recognition and Enforcement of Foreign Arbitral Awards. Romania is also a party to the European Convention on International Commercial Arbitration (Geneva) and is a member of the Convention on the Settlement of Investment Disputes between States and Nationals of Other States (ICSID). Romania's 1975 Decree 62 provides for legal enforcement of awards under the ICSID Convention.

Investor-State Dispute Settlement

ICSID records 24 investor claims brought against Romania, eight currently pending. Three of these cases involved U.S. investors, and these cases have been closed. Romania has no history of extrajudicial action against investors. In 2018 the CJEU ruled that intra-EU investor-State arbitrations are incompatible with EU law. CJEU expanded this position in 2021 to apply under the Energy Charter Treaty (ECT).

International Commercial Arbitration and Foreign Courts

Romania increasingly recognizes the importance of providing assurances that the rule of law will be enforced in attracting foreign investment. Many agreements involving international companies and Romanian counterparts provide for the resolution of disputes through commercial arbitration. Romanian courts generally recognize and enforce foreign arbitral awards and court judgments in accordance with applicable law. There are no statistics on the percentage of litigation or arbitral claims involving SOEs, or how courts or tribunals have ruled in such cases.

Romanian law and practice recognize applications to other internationally known arbitration institutions or rules of procedure, such as the International Chamber of Commerce (ICC) Paris Court of Arbitration and the United Nations Commission on International Trade Law (UNCITRAL).

In 1953 the Chamber of Commerce and Industry of Romania (CCIR) established the Court of International Commercial Arbitration, which operates under its own Arbitral Codex and is administered by a Management Board covering both domestic and international arbitrations.

In November 2016, the American Chamber of Commerce in Romania (AmCham Romania) established the Bucharest International Arbitration Court (BIAC) that focuses on business and commercial disputes involving foreign investors and multinationals active in Romania. BIAC incorporates International Bar Association (IBA)-approved best practices, including the Guidelines on Conflicts of Interest in International Commercial Arbitration and the Rules on the Taking of Evidence in International Commercial Arbitration.

On certain specific issues such as the statute of limitations for criminal cases, Romania's highest court, the High Court of Cassation and Justice, has directed Romanian courts to give primacy to national law rather than upholding the primacy of EU law, and a judicial inspection body reportedly began inquiries into Romanian judges for noncompliance.

Bankruptcy/Insolvency Regulations

Romania's bankruptcy law contains provisions for liquidation and reorganization that are generally consistent with Western legal standards. These laws usually emphasize enterprise restructuring and job preservation.

To mitigate the time and financial cost of bankruptcies, Romanian legislation provides for administrative liquidation as an alternative to bankruptcy. However, investors and creditors have complained that liquidators sometimes lack the incentive to expedite liquidation proceedings and that, in some cases, their decisions have served vested outside interests. Investors and creditors have complained that court rulings establishing the seniority of debtholders are unpredictable. Both state-owned and private companies tend to opt for judicial reorganization to avoid bankruptcy.

Section 4. Industrial Policies

Investment Incentives

Currently, customs and tax incentives are available to investors in six free trade zones. State aid is available for investments in free trade zones under EU regional development assistance rules.

In 2007, Romania adopted EU regulations on regional investment aid and state aid schemes for large investments, SMEs, and job creation. Both Romanian and EU state aid regulations aim to limit state aid in any form, such as:

- Direct state subsidies
- Debt rescheduling schemes
- Debt for equity swaps or
- Discounted land prices

The EC must be notified of and approve Romanian state aid that exceeds the pre-approved monetary threshold for the corresponding category of aid.

To benefit from state aid schemes that remain, the applicant must secure financing that is separate from any public support for at least 25 percent of the eligible costs, whether through own or through external financing, and must document this financing in strict accordance with Ministry of Finance guidelines. The state aid scheme for regional projects scores applications based not only on the economics of the project, but also on the regional (county) GDP per capita and unemployment rate for the intended investment. Multiple state aid mechanisms are available with EU funding from the Resilience and Recovery Fund and the Modernization Fund. Prospective investors can respond to government requests for applications from the ministries that manage the respective state support mechanisms.

When granting state aid, the Ministry of Finance requires that tax revenues pay for the state aid volumes. Numerous foreign and U.S. firms have successfully applied for and received Romanian state aid. However, the government remains delinquent on reimbursing promised

tax breaks or rebates to some foreign companies. When applying for state aid, companies should be aware that state budget funding availability and regulatory compliance could affect disbursements.

The green certificate system, part of the Renewable Energy Law, provided incentives for certain types of renewable energy. The incentives are not available for renewable energy investments made after January 1, 2017, but investors who qualified before then can trade certificates until 2032. Repeated revisions to the support system – including deferring release of the certificates and lowering the mandatory green certificate quota that consumers and suppliers must acquire – have created some instability in the renewables investment climate. Energy intensive industrial consumers can receive exemptions from acquiring green certificates.

As an EU member state, Romania must receive EC approval for any state aid it grants that is not covered by the EU's block exemption regulations. The RCC acts as a clearinghouse for the exchange of information between the Romanian authorities and the EC. The EC has launched formal investigations into several privatizations where the state aid grantors failed to properly notify the EC of aid associated with the privatizations. Investors should ensure that the government entities with which they work fully understand and fulfill their duty to notify competition authorities. Investors may wish to consult with EU and Romanian competition authorities in advance to ensure a proper understanding of notification requirements.

Companies operating in Romania can also apply for aid under EU-funded programs that are co-financed by Romania. When planning a project, prospective applicants should note that financing agreements must be finalized before beginning a project. The application, selection, and negotiation process can be lengthy. Applicants also must secure financing for non-eligible expenses and for their co-financing of the eligible expenses. Finally, reimbursement of eligible expenses, which must be financed upfront by the investor, is often very slow. Procurements financed by EU-funded programs above a certain monetary threshold must comply with public procurement legislation. To increase the rate of EU funds absorption, Romania has amended regulations to allow applicants to use the assets financed under EU-funded programs as collateral. However, absorption and implementation of EU funds continue to be impeded by

public institutions' understaffing, lack of capacity, cumbersome procedures, and applicants' difficulty obtaining private financing.

While the green certificate system closed to new investments in 2017, Romania established a new support framework in 2024. This body of legislation created the contracts for difference (CfD) support mechanism for low carbon technologies, with funding from the EU Modernization Fund. The CfD mechanism will support onshore wind and solar projects with a total capacity of 5,000 megawatts (MW). A Ministry of Energy call for applications in September 2024 resulted in financing contracts for 11 investors in photovoltaic projects with a total planned capacity of 432 MW, and 10 investors in onshore wind with a total installed capacity of 1,096 MW.

Foreign Trade Zones/Free Ports/Trade Facilitation

Free Trade Zones (FTZs) received legal authority in Romania in 1992 under the authority of the Ministry of Transportation. General provisions include unrestricted entry and re-export of goods, and exemption from customs duties. The law further permits the leasing or transfer of buildings or land for terms of up to 50 years to corporations or natural persons, regardless of nationality. Foreign-owned firms have the same investment opportunities as Romanian entities in FTZs. Currently six FTZs, primarily located on the Danube River or close to the Black Sea, operate in:

- Sulina
- Constanta-Sud Agigea
- Galati
- Braila
- Curtici-Arad and
- Giurgiu

The administrator of each FTZ is responsible for all commercial activities performed within the zone.

Performance and Data Localization Requirements

The government generally does not mandate local employment. A notable exception is the Offshore Law (Law 256/2018), which requires that at least 25 percent of the employees of offshore titleholders be Romanian citizens with tax residence in Romania. No excessively onerous visa, residence, work permit, or similar requirements inhibit mobility of foreign investors or their employees. The government generally imposes no conditions on permission to invest, except for requirements in financial services and certain professions, including:

- Reciprocity and incorporation requirements for pension companies
- Depository services
- Underwriting and broker/dealer investment services
- Asset management
- Insurance services
- Banking
- Payment institutions and
- Electronic money institutions

Non-EU/EEA/Swiss citizens are not allowed to provide tax consultancy, legal, or industrial property advising services. Romania grants preferences for the provision of travel agency services to entities established in the EU/EEA, but requires an additional license for other non-citizens.

The government does not require investors to establish or maintain data storage in Romania. Romania neither follows nor has legislation requiring localization in relation to goods, technology, or data. Romania does not require foreign IT providers to turn over source code or provide access for government surveillance. Romania has no measures preventing or unduly impeding companies from freely transmitting customer or other business-related data outside the country. The government imposes no performance requirements as a condition for establishing, maintaining, or expanding an investment.

Section 5. Protection of Property Rights

Real Property

The Romanian Constitution, adopted in December 1991 and revised in 2003, guarantees the right to ownership of private property. Mineral and airspace rights are excluded from private ownership. Under the revised Constitution, foreign citizens can gain land ownership through inheritance. Following its accession to the EU, citizens of EU and EEA member states may acquire land in Romania under the same conditions as Romanian nationals.

Companies owning foreign capital may acquire land or property needed to fulfill or develop company goals. If the company is dissolved or liquidated, the land must be sold within one year of closure and may only be sold to buyers with the legal right to purchase such assets.

Investors can purchase shares in agricultural companies that lease land in the public domain from the State Land Agency. However, Law 175/2020, which entered into force in October 2020, significantly restricted foreign individuals from directly purchasing agricultural land, though foreign legal entities can still acquire such land through share purchases.

The 2006 legislation that regulates the establishment of specialized mortgage banks also makes possible a secondary mortgage market by regulating mortgage bond issuance mechanisms. Commercial banks, specialized mortgage banks, and non-bank mortgage credit institutions offer mortgage loans. Romania's mortgage market is now almost entirely private; the state-owned savings bank (CEC Bank) also offers mortgage loans. The Electronic Archives of Security Interests in Movable Property (AEGRM) oversees the filing of transactions regarding mortgages, assimilated operations, or other collateral provided by the law as well as their advertising. Most urban land has a clear title, and the National Cadaster and Real Estate Publicity Agency (ANCPPI) is slowly working to identify property owners and register land titles. According to ANCPPI data, the cadaster registry contained 65.6 percent of the estimated building registry as of July 2025.

Romania has marginally improved implementing digital records of real estate assets, including land. However, the cadaster property registry is incomplete, and gaps or outdated information for land ownership records still pose challenges for investors.

Aviation

Romania is a contracting party to the Convention on International Interests in Mobile Equipment (Cape Town Convention) and the Protocol on Matters Specific to Aircraft Equipment (Aircraft Protocol).

Intellectual Property

Notably, Romania's significant efforts to bolster intellectual property (IP) protection and enforcement led to its removal from the Watch List of USTR's Special 301 Report in 2022.

The Romanian legal framework for intellectual property rights (IPR) is now generally aligned with EU level legislation, including all relevant EU directives and regulations. This alignment extends to adherence to international IPR treaties and conventions. Romania also appointed a national IP enforcement coordinator in 2022 and adopted a national IP strategy in December 2023. The IP Coordinator is responsible for spearheading the implementation of Romania's new national IP strategy and accompanying action plan, and for coordinating interagency efforts.

As a signatory to key international IPR-related conventions, including the World Trade Organization's Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS), Romania has enacted laws protecting patents, trademarks, and copyrights. The country has also passed comprehensive IPR protection enforcement provisions as required by the WTO; however, gaps remain in enforcement. Romania also acceded to the WIPO Internet Treaties, aimed at safeguarding online authorship. In 2020, Romania enacted legislation to increase the transparency of collective rights management of copyrights. Separately, Romania also implemented EU Trademark Directive 2015/2436 through Law 112/2020, which introduced several significant changes to trademark law, including the removal of requirements for graphic representation of trademarks and the introduction of sound marks, multimedia marks, and

holograms for registration. To further transparency, the law clarified the dates of completed trademark registrations and their effective commencement.

Romania is both a transit and destination country for counterfeit goods. The People's Republic of China is the top country of origin for counterfeit goods arriving by sea and air, while Türkiye is the primary origin point for goods crossing the Bulgaria-Romania border. Customs officers can seize counterfeit products ex-officio and destroy them upon inspection and declaration by the rights holder. The government is responsible for paying for the storage and destruction of the counterfeit goods. The Border Police General Inspectorate reported that in 2024 the value of counterfeit goods seized by border police increased by 3 percent compared to the same period in 2023. The total value of goods seized in 2024 was €56.7 million (about \$66 million), compared to €55 million (about \$64 million) in 2023. Major categories of seized goods included:

- Personal care products
- Clothing and accessories
- Audio and electronic equipment
- Toys
- Lighters
- Textiles and
- Vehicle accessories

Customs authorities closely coordinate their efforts with the European Commission's Anti-Fraud Office (OLAF), the European Observatory on Infringements of Intellectual Property Rights, and other stakeholders to increase transborder cooperation in line with the EU's IPR action plan.

Patents

Romania is party to the World Intellectual Property Organization (WIPO) Patent Cooperation Treaty, the Paris Convention, and the European Patent Convention. Romanian patent legislation generally meets international standards with foreign investors accorded equal treatment with

Romanian citizens under the law. Patents are valid for 20 years. Patent applications can be filed online. Since 2014, Romania has also enforced a distinct law regulating employee inventions. The right to file a patent belongs to the employer for up to two years following the departure of the employee. The [State Office for Inventions and Trademarks \(OSIM\)](#) is responsible for patent registration.

Trademarks

Romania is party to the Madrid Agreement, the Singapore Treaty, and the Trademark Law Treaty. Romania's trademark and geographical indications law was amended in 2010 to make it fully consistent with equivalent EU legislation at that time. The EU has since adopted the Trademark and Geographic Indications Directive (EU Directive 2436/2015). Romania implemented the directive amending Law 84/1998 through Law 112/2020, which entered force on July 13, 2020. An update to the trademark and geographical indications law in December 2022 allowed trademark invalidation and revocation requests to be made directly with OSIM.

Copyrights

Romania is a member of the Berne Convention, the WIPO Copyright Treaty, and the WIPO Performances and Phonograms Treaty. The [Romanian Copyright Office \(ORDA\)](#) administers and monitors copyright legislation and maintains copyright-related registers and records. [OSIM](#) administers industrial property rights, including trademarks, patents, and industrial designs. The General Prosecutor's Office (GPO) provides national coordination of IPR enforcement.

For additional information about national laws and points of contact at local IP offices, please see [WIPO's country profiles](#).

Section 6. Financial Sector

Capital Markets and Portfolio Investment

Romania welcomes portfolio investment. In September 2019, the Financial Times and the London Stock Exchange (FTSE Russell) promoted the Bucharest Stock Exchange (BVB) to

Emerging Secondary Capital Market status from Frontier Capital Market classification. The Financial Supervision Authority (ASF) regulates and supervises securities and insurance markets as well as private pension funds. The ASF implements the registration and licensing of brokers and financial intermediaries, the filing and approval of prospectuses, and the approval of capital market mechanisms.

The BVB resumed operations in 1995 after a nearly 50-year hiatus. The BVB operates a two-tier system with the main market consisting of 87 companies. The Bucharest Exchange Trading Index (BET), BVB's main index, is based on an index of the 20 most active stocks. BET-TR is the total return on market capitalization index, adjusted for the dividends distributed by the companies included in the index. Overall, the BVB calculates and distributes in real time 12 indexes. In 2015, BVB opened an alternative trading system (MTS-AeRO) with relaxed listing criteria. MTS-AeRO has 260 listed companies, which are mostly SMEs. The BVB allows trade in corporate, municipal, and international bonds. Investors can use gross basis trade settlements, and trades can be settled in two net settlement cycles. The BVB's integrated group includes:

- Trading systems
- Clearing systems
- Settlement systems and
- Registry systems

BVB's Multilateral Trading System (MTS) allows trading in local currency of 14 foreign stocks listed on international capital markets.

Public institutions do not impose restrictions on payments and transfers. Country funds, hedge funds, private pension funds, and venture capital funds continue to participate in capital markets in EU and EEA members. However, Romanian pension funds are precluded from investing in assets traded in non-EU/EEA markets, or funds, current accounts, and deposits in non-EU/EEA countries. Romanian capital market regulation complies with EU standards, with accounting regulations incorporating EC Directives IV and VII. Minority shareholders have the right to participate in any capital increase.

Money and Banking System

Romania's banking sector currently includes 29 banks and one credit cooperative national union. These comprise several major institutions, including:

- Privately owned Transylvania Bank (Banca Transilvania) – 21.97 percent market share
- Austrian-owned Romanian Commercial Bank (BCR-Erste) – 13.81 percent market share
- State-owned National Savings Bank (CEC Bank) – 11.26 percent market share
- French-owned Romanian Bank for Development (BRD-Société Générale) – 9.96 percent market share
- Austrian-owned Raiffeisen – 9.25 percent market share
- Dutch-owned ING – 8.40 percent market share and
- Italian-owned UniCredit – 10.76 percent market share

The banking system is stable, well-provisioned, and profitable relative to its European peers. According to the National Bank of Romania (BNR), non-performing loans ratio (NPLs) stood at 2.69 percent as of December 2025, the banking system's solvency rate was 23.66 percent, and the return on equity was 18.38 percent. The government and the BNR have encouraged foreign investment in the banking sector, and mergers and acquisitions are not restricted. State-owned banks CEC Bank and EximBank together comprise 14.27 percent of the market.

While the BNR must authorize all new non-EU banking entities, banks and non-banking financial institutions already authorized in other EU countries need only notify the BNR of plans to provide local services based on the EU passport.

In November 2023, the government established the Romanian Investment and Development Bank (BID), with a subscribed share capital of 3 billion lei (about \$654 million). In 2026, the Romanian government expanded the range of projects BID can support and provided a tentative allocation of 1 billion lei (about \$230 million) for programming and investment.

Foreign Exchange and Remittances

Foreign Exchange

Romania does not restrict the conversion or transfer of funds associated with direct investment. All profits made by foreign investors in Romania may be converted into another currency and transferred abroad at the market exchange rate after payment of taxes.

Romania's national currency, the leu, is freely convertible in current account transactions, in accordance with the International Monetary Fund's (IMF) Article VIII.

Remittance Policies

There is no limitation on the inflow or outflow of funds for remittances of profits, debt service, capital gains, returns on IP, or imported inputs. Proceeds from the sales of shares, bonds, or other securities as well as from the conclusion of an investment, can be repatriated.

Romania implemented regulations liberalizing foreign exchange markets in 1997. The inter-bank electronic settlement system became fully operational in 2006, eliminating past procedural delays in processing capital outflows. Commission fees for real-time electronic banking settlements have gradually been reduced.

Capital inflows are also free from restraint. Romania concluded capital account liberalization in September 2006, permitting non-residents and residents abroad to purchase derivatives, treasury bills, and other monetary instruments.

Sovereign Wealth Funds

In January 2020, the government repealed plans to establish a Sovereign Development and Investment Fund (SDIF).

Section 7. State-owned Enterprises

Government officials have stated that Romania has over 1,500 SOEs, with many of them recording historic losses of 14 billion lei (about \$3.21 billion). The 2023 OECD Review of the

Corporate Governance of State-Owned Enterprises in Romania report lists 216 enterprises as fully or majority-owned by the central government. Some of the SOEs are subordinated to the national government and some to local authorities. SOEs are governed by executive boards under the supervision of administration boards. Implementation of the Corporate Governance Code (Law 111/2016) remains incomplete and uneven. In 2023, Romania passed Law 187/2023 updating the corporate governance framework for SOEs. The law mandated the establishment of an SOE monitoring agency, which was formally created through Government Decision 617/2023 as the Agency for Monitoring and Assessing the Performance of State-owned Enterprises (AMEPIP). AMEPIP became operational in March 2024. The law revamped the board selection process to be overseen by AMEPIP; authorized the use of fines to curtail the practice of temporary appointments; increased board remunerations to attract private sector candidates; and strengthened the risk management and internal controls framework for SOEs. See the [Agency for Monitoring and Assessing the Performance of State-owned Enterprises \(AMEPIP's SOE\) dashboard](#).

SOEs are required by law to publish an annual report. Majority state-owned companies that are publicly listed, as well as state-owned banks, are required to be independently audited. Discretionary board appointments and the appointment of interim boards have limited the efficiency and effectiveness of SOEs. Successive governments have distributed the dividends of profitable SOEs to increase state budget revenues.

SOEs competing in the domestic market generally operate in accordance with commercial considerations, on terms that other market participants would offer or accept and generally provide non-discriminatory treatment in their purchase and sale of goods or services.

Romanian SOEs do not invest in the United States.

Privatization Program

Privatization has slowed since 2014. After repeated postponements, the IPO for state-controlled hydropower producer Hidroelectrica was successfully completed in July 2023, when Fondul Proprietatea sold its 19.94 percent stake resulting in the largest IPO on the BVB. As an EU member state, Romania must notify the EC's General Directorate for Competition (DG

COMP) of significant privatizations and related state aid. Prospective investors should seek legal counsel to ensure compliance with relevant legislation. In previous privatizations, the government's failure to consult with and then formally notify the EC resulted in delays and complications. State aid schemes aim to enhance regional development and job creation through financial support for new jobs or investment in new manufacturing assets. The Ministry of Finance issues public calls for applications under the schemes.

Private enterprises compete with public enterprises under the same terms and conditions with respect to market access and credit. Energy production, transportation, and mining are majority state-owned sectors. The Romanian government retains majority equity in electricity and natural gas transmission. The Ministry of Energy has authority over energy generation assets and natural gas production. Romania's energy strategy places nuclear energy at the core of Romania's energy security, including the Cernavoda reactors 3 and 4 project and the small modular reactors (SMRs) project. Romania will have additional natural gas resources through the Neptun Deep offshore natural gas project, which is scheduled to start producing in 2027.

According to the EU's Third Energy Package directives, the same entity cannot control generation, production and/or supply activities, and at the same time control or exercise any rights over a transmission system operator (TSO). Consequently, natural gas carrier Transgaz and national electricity carrier Transelectrica are under the Government's General Secretariat. The Ministry of Transport and Infrastructure has authority over the entities in the transportation sector, including rail carrier CFR Marfa, national air carrier Tarom, and the Constanta Port Administration. Romania currently has no plans to privatize companies in the transportation sector.

Romanian law allows for the inclusion of confidentiality clauses in privatization and public-private partnership contracts to protect business proprietary and other information. In some high-profile privatizations, Parliament has compelled the public disclosure of such provisions.

Section 8. Corruption

Romania has made significant strides to combat corruption, yet it remains an ongoing challenge. In November 2022, the European Commission concluded that Romania had made sufficient progress in combating high-level corruption and judicial reform to close the Cooperation and Verification Mechanism (CVM), which was formally repealed in September 2023. Since then, the EC has continued to monitor Romania's efforts to reform its judiciary through the Rule of Law Mechanism, which applies to all member states.

Romania has laws and established government structures, policies, and practices to combat corruption which apply to all companies and citizens, including public officials. The National Anti-Corruption Directorate (DNA) is the main prosecutorial office in charge of combating corruption. Convictions for corruption continue to be difficult to obtain and maintain. DNA's effectiveness in obtaining corruption convictions against high-level public officials has decreased in part since the competency to investigate judicial corruption was moved from DNA to the General Prosecutor's Office in 2018. DNA's effectiveness has also been affected by the 2022 Constitutional Court decision no. 368 which reduced the duration of the criminal statute of limitations, resulting in 9,635 indictments and/or convictions overturned between 2022 and 2025. Past modifications of justice sector laws and pressures targeting DNA prosecutors have also weakened anticorruption efforts.

A 2025 decision by the High Court of Cassation and Justice revoked the competency of Ministry of Internal Affairs (MoI) General Anti-Corruption Directorate (DGA) police officers to participate in corruption investigations of individuals not employed by MoI. Following this decision, some prosecutors noted that pertinent evidence gathered by DGA officers for past corruption investigations was being routinely disqualified in court. This led to an unknown number of cases being sent back by the courts to the originating prosecutorial offices and requiring them to either gather more evidence before reopening the case or to dismiss the charges.

Regulations countering conflicts of interest for public officials awarding contracts or involved in public procurement are included in the legislation regarding public acquisitions. Specific legislation pertaining to conflicts of interest among all types of public officials is part of the law

regarding incompatibility of public offices. Private companies are also required by the law regarding the functioning of private enterprises to ensure that their associates abstain from voting when making decisions that put them in a conflict of interest.

Romania's National Integrity Agency (ANI) is responsible for verifying civil servants' compliance with integrity protocols. However, a May 2025 Constitutional Court ruling significantly limited ANI's authorities. The PREVENT system, an ANI-led initiative, identifies conflicts of interest in public procurement before contracts are awarded. In 2025, the PREVENT system analyzed 16,098 public procurement procedures. During that period, ANI issued 15 integrity warnings for potential conflicts of interest identified by the PREVENT system, representing 242 million lei (about \$54 million).

The National Agency for Public Procurement (ANAP) has general oversight over procurements and can draft legislation, but procurement decisions remain with the procuring entities. State entities as well as public and private beneficiaries of EU funds are required by law to follow public procurement legislation and use the e-procurement system. Sectoral procurements, including private companies in energy and transportation, must follow the public procurement laws and tender via the e-procurement website.

The OECD 2026 economic survey stated that despite reform efforts, perceptions of corruption and limited access to bidding opportunities remain pervasive, with 75 percent of respondents in a 2025 Eurobarometer survey viewing it as "widespread." Romania's anti-corruption framework meets OECD regulatory standards and scores highly on strategic frameworks such as its National Anti-Corruption Strategy, but in practice implementation and enforcement remain challenging.

Romania's National Anticorruption Strategy (2021-2025), approved in December 2021, represented a NRRP milestone. The drafting of a new strategy for 2026-2029 continues to be spearheaded by the Ministry of Justice.

National laws prohibit bribery and other acts of corruption, both domestically and for Romanian companies doing business abroad. The judiciary remains mostly paper-based and inefficient although digitization progressed some during the pandemic. In 2025, Romania lost

only two cases in the European Court of Human Rights (ECHR) due to excessive trial length, showing a significant drop compared to previous years. Romania had 84 cases submitted to the ECHR in 2025, resulting in 29 judgements rendered against it, most commonly for failing to protect private property and for failing to ensure the right to a fair trial. Romania also closed 146 cases in 2025, which resolved some of its backlog of pending cases at the ECHR. Regardless, it remained among the top-ranking countries in terms of pending cases at the ECHR. The National Agency for Fiscal Administration (ANAF) has a mandate to ensure that all taxes are collected and prevent tax and customs fraud. Asset forfeiture laws exist, but a functioning regime remains under development.

While private joint stock companies use internal controls, ethics, and compliance programs to detect and prevent bribery, since 2017 the government has relaxed corporate governance rules for SOEs and has repeatedly resorted to profit and reserves distribution to bolster the budget. In 2024, Romania established and operationalized AMEPIP to enforce updated corporate governance measures.

U.S. investors have complained of both government and business corruption in Romania, most frequently naming the customs service, municipal officials, and local financial authorities. According to the Jan-Feb 2025 Eurobarometer on businesses' attitudes towards corruption, 90 percent of Romanian businesspeople believe corruption is widespread in their country, which is significantly higher than the EU average of 63 percent. Sixty-two percent of Romanian businesspeople also believe that civil servants favor members of their own families or friends. Eurobarometer also reported the greatest problems encountered while doing business to be:

- Tax rates (96 percent of respondents)
- Fast-changing legislation and policies (according to 91 percent of respondents)
- The complexity of administrative procedures (84 percent of respondents) and
- Corruption (72 percent of respondents)

Romania is a member of the Southeast European Law Enforcement Center (SELEC). NGOs enjoy the same legal protections as any other organizations, but NGOs involved in investigating

corruption receive no additional protection. The United States welcomes participation from private and public sector entities on anti-corruption programs and trainings.

Romania is a party to the United Nations Convention against Corruption (UNCAC) and the Council of Europe's Group of States Against Corruption (GRECO).

Section 9. Political and Security Environment

Romania does not have a history of politically motivated damage to foreign investors' projects or installations. Major civil disturbances are rare, though some have occurred in past years. There were no major civil disturbances in 2025. In addition, the rerun of the annulled 2024 presidential election in May 2025 also delayed some fiscal and legislative reforms.

Section 10. Labor Policies and Practices

Romania has traditionally boasted a large, skilled labor force with generally excellent English language skills, at comparatively low wage rates in most sectors. The labor pool has tightened in highly skilled professions, in particular the information technology and health sectors, due to emigration and a mixed primary and secondary education system. Some graduates, especially those from rural areas, are insufficiently prepared for university, further exacerbating workforce shortages in these fields. The university system is generally well regarded, particularly in technical fields, though foreign and Romanian business leaders have urged reform of outdated higher education curricula to better meet the needs of a modern, innovation-driven market.

Statistics on the labor force indicate that the economically active population in 2025 was 8.2 million people. The total unemployment rate in 2025 was 6.0 percent. Romania's tax burden on labor costs is about 42.8 percent, which is higher than the European average of 38.6 percent. It is estimated that there are 2.4 million Romanians living and working in other EU countries.

The government lacks a comprehensive strategy to remedy labor shortages despite taking steps in recent years to attract and retain talent. As part of budgetary deficit containment measures,

in 2023, Romania removed exemptions from mandatory health insurance and pension schemes payments for construction and agriculture workers.

In 2017, Romania adopted a unitary wage law to establish a more consistent framework for wages across the public sector. The law provided for a salary increase of at least 25 percent for most public sector employees, but unions and businesses continue to debate specific applications of the Unitary Wage Law. Romania must revise its unitary wage law as part of reforms proposed in the NRRP by 2026. Among the most important reform measures are the reintroduction of salary grids for local administration and the limitation of bonuses to 20 percent of the base salary.

The Labor Code regulates the labor market in Romania, controlling the contracting, jurisdiction, and application of regulations. It applies to both national and foreign citizens working in Romania or abroad for Romanian companies. As an EU member state, Romania has no government policy that requires the hiring of nationals, but it has annual work permit quotas for other non-EU nationals. As of 2020, employers are exempt from obtaining General Immigration Inspectorate (IGI) approval for nationals from Moldova, Ukraine, and Serbia for full-time labor contracts of up to nine months per year. In accordance with EU measures, Ukrainian nationals benefit from temporary protection status, and may register with local labor offices, and self-attest for earned qualifications and certifications. For 2025, the government maintained the 2024 annual quota of 100,000 work permits for non-EU workers. Work permits are valid for one year and are renewable with an individual work contract. Employers pay a €100 (about \$114) tax for most foreign workers, except for seasonal workers, for whom the tax is €25 (about \$29). Standard minimum wage law applies to non-EU workers with the exception that highly skilled non-EU workers must receive at least twice the gross minimum wage. Foreign companies sometimes use expensive staff rotations, special consulting contracts, and non-cash benefits in order to meet their employment needs.

Labor-management relations have occasionally been tense, the result of economic restructuring and personnel layoffs. Trade unions, much better organized than employers' associations, are vocal defenders of their rights and benefits. Employers are required to make severance payments for layoffs according to the individual labor contracts, company terms and

conditions, and the applicable collective bargaining agreements. The Labor Code discerns between layoffs and firing; severance payments are due only in case of layoffs. There is no treatment of labor specific to special economic zones, foreign trade zones, or free ports.

Romanian law allows workers to form and join independent labor unions without prior authorization, and workers freely exercise this right. Labor unions are independent of the government. Unions and employee representatives must notify the employer before striking and must take specific steps provided by law before launching a general strike, including attempting reconciliation with management representatives, and organizing a warning strike. Companies may claim damages from strike organizers if a court deems a strike illegal. Labor dispute mechanisms are in place for the conciliation, mediation, or arbitration of conflicts between employers and employees regarding economic, social, and professional interests. Unresolved conflicts are adjudicated in court according to the Civil Code. An employee, employer, or labor union may initiate proceedings. In 2023, employees from the education and medical sectors, manufacturing, as well as civil servants, went on strike or protested publicly. They sought higher pay, better working conditions, and sufficient staffing.

Union representatives allege that few incidents of anti-union discrimination are officially reported because it is difficult to prove that employers laid off employees in retaliation for union activities. The government generally respects the right of association. Union officials state that registration requirements stipulated by law are complicated, but generally reasonable.

The Romanian government enacted Social Dialogue Law 367 on December 19, 2022. Among other provisions, the law requires employers with more than 10 employees to negotiate a collective labor agreement. Collective labor agreements may also be concluded at the company level, by groups of workplaces, at the sectoral level, or at the national level. Following discussions in October 2024 within the National Tripartite Council for Social Dialogue, which includes the Government, trade unions, and employers, Romania extended its first collective labor agreement to Romania's banking sector, covering around 45,000 employees and setting a sector-wide minimum wage, and in 2025 a similar sector-level agreement was concluded in the insurance industry; however, recent withdrawals by several large banks from the employers'

council mean that the future of the banking sector agreement beyond its May 2026 expiry is uncertain. This agreement marks the first collective contract that applies to all employees in a particular sector regardless of union membership or employer affiliation.

As an EU and International Labor Organization (ILO) member state, Romania observes international labor rights. National law prohibits all forms of forced or compulsory labor, but enforcement is not uniform or effective. As penalties are insufficient to deter violations, reports indicate that such practices continued to occur, often involving Roma, disabled persons, and children. The minimum age for most forms of employment is 16, but children may work with the consent of parents or guardians at age 15, provided tasks correlate with their abilities. Employment in harmful or dangerous jobs is forbidden for those under the age of 18; the government maintains a list of dangerous jobs in which the employment of minors is restricted.

Romania does not waive or derogate labor laws and regulations to attract or retain investments. As part of its National Labor Strategy, Romania aims to ensure that its labor market is dynamic, sustainable, resilient, and based on quality employment by 2027 with a 75 percent employment rate for people aged 20-64. As of April 2026, according to Eurostat data, the employment rate of the working-age population (15 to 64 years) was 69 percent, below the OECD average of 70.3 percent.

Domestic minimum wage policy follows regulations at the European level. In October 2022, the European Directive on Adequate Minimum Wages was adopted, requiring member states to transpose it into national legislation by November 15, 2024. Romania successfully transposed the directive through Law 283/2024, which entered into force on November 17, 2024. The directive mandates the minimum wage in each member state be set at 60 percent of the median wage or 50 percent of the average wage. Wage growth in Romania has accelerated, with the minimum wage increasing 23 percent between December 2023 and December 2025.

Section 11. Contact for More Information

U.S. Embassy Bucharest

[Contact U.S. Embassy Bucharest](#)