

# ORIENTATION GUIDE

FOR BENEFICIARIES OF INTERNATIONAL  
PROTECTION AND NON-EU NATIONALS  
LEGALLY RESIDING IN ROMANIA





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**Nota bene:** Kindly note that the information referring to numbers, such as the level of minimum wage or the contribution to the Romanian public health insurance scheme, reflects the situation at the date of issue of the publication for piloting purposes, May 2023. These figures are subject to frequent change. They should be taken as simple examples.





## □ INTRODUCTION

This guide is for non-EU nationals who received international protection in Romania (refugee status, subsidiary protection) and for those who are residing and came to Romania through regular migration channels<sup>1</sup> for studies, as family members of Romanian citizens or for work.

It includes general information about Romania and its people, interaction with Romanian society, fundamental rights and duties, as well as other useful information for the management of the expectations and integration in Romania.

Located at the crossing point between east and west, Romania is a country where you can feel at home.



*Note: This map is for illustration purposes only. The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by IOM.*



At Migrant Resource Centres (MRCs) migrants and refugees can access a wide range of information and services. The centres host IOM Romania's and partners' activities for inclusion of migrants and refugees, assistance, information, and advice. To see details of the MRC network across Romania visit: <https://romania.iom.int/migrant-resource-centres>

<sup>1</sup> Third-country nationals (TCNs)

# 1

# MAKE ROMANIA YOUR HOME!



## □ Greetings

Let's start the orientation journey by welcoming you to Romania. Romanians say: *Bine ai venit!* or *Bun venit!*, shake hands, or hug and kiss both cheeks.

## □ Among Strangers or in Formal Situations

Greetings vary by the region, time of day and situation. When people first meet or meet an older person, regardless of the region, they say: *Bună dimineața!* (*Good morning!*) in the morning; *Bună ziua!* (*Good afternoon!*) between noon and sunset; and *Bună seara!* (*Good evening!*) between the sunset and midnight. When they leave, they say *La revedere!* (*Goodbye!*) and in the evening: *Seară bună!*, *Noapte bună!* (*Have a good evening/night!*)

Handshakes (including across differing sex/genders) are common when people meet for the first time and introduce themselves. Handshakes are brief and firm.

## □ Among Friends and Neighbours or in Informal Situations

The most common greetings between friends and neighbours are *Salut!*, *Servus!* (mostly used in Transylvania), *Ciao!* (mostly used in big cities and in Western Romania), and *Bună!*

Handshakes are most common when two men greet each other, and women tend to hug. Many Romanians will greet friends with a quick kiss (or pretend kiss) on each cheek, this can occur across differing sex/genders.

Children and young people rarely shake hands and simply give a wave of the hand and say *Bună!* *Salut!* (*Hi!*)



## □ Names

Romanians have a first (given) name and a last (family or surname) name. Two given names are also quite widely spread. The last name is common to all members of the family. It is the father's family name, or a combination of the two parent's family names (i.e. Ioan Mateescu Varga). In Romania, it is not uncommon for lists of names or documents to be done using the last (family or surname) name first, and the person's given (first) name listed second.

When you do not know the person well, or when speaking with civil servants in institutions, use the term Mister (Domnule) or Misses (Doamnă), followed by the family name.

For example, Mister Ionescu (Domnule Ionescu) or Misses Ionescu (Doamna Ionescu). For friends or co-workers, you will mainly use the first name. If you do not know how to address a person, you may ask: How should I call you?

## □ Meeting a person:





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## ROMANIA: A BRIEF OVERVIEW

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Romania in Europe. Image used under license from Shutterstock.

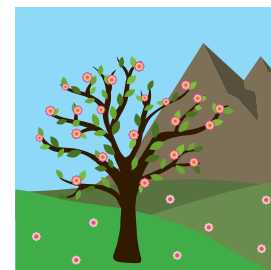
## □ Geography

Romania is situated in the south-eastern part of Europe and shares borders with Hungary to the northwest, Serbia to the southwest, Bulgaria to the south, the Black Sea to the southeast, Ukraine to the east and to the north, and the Republic of Moldova to the east.

Romania has a surface of 238,391 square kilometers and is the second largest country in the area, after Poland. With 19.1 million inhabitants (as per the 2022 population census), Romania is the sixth-most populous country in the European Union. The time zone is GMT +2.

## □ Climate

Romania has a temperate continental climate, with four distinct seasons.



**Spring:** March to May is pleasant with cool mornings and nights and relatively warm days. Temperatures can average 15°C to 20° C in May. Days get longer; the snow melts in the mountains, the trees are full of flowers and the grass again turns green.



**Summer:** June to September is quite warm, even very warm in July and August, with extended sunny days. The hottest areas in summer are the lowlands in southern and eastern Romania. Temperatures are always cooler in the mountains. During summertime, temperatures can average 30°C to 35°C.



**Autumn:** October to November is dry and cool, with fields and trees producing colourful foliage. Temperatures drop to those in Spring and days get shorter.



**Winter:** December to February can be cold, especially in the mountains. Snowfall may occur throughout the country, and temperatures often drop below 0°C.

**There are significant regional differences of the climate between different regions of Romania.**





## Landforms

Romania is composed equally of mountains, plateaus, and plains.

**The Mountains:** Although not as high as the Alps, the Carpathian Mountains are a popular destination for leisure activities including: skiing, climbing, hiking, biking, and river-rafting. Romania is home to approximately 60% of Europe's brown bear population. Brown bears are typically shy and tend to avoid people. If you are hiking in the mountains, it is best to try to avoid meeting bears. You can do this by making noise so the bears know you are there. If do see a bear, keep your distance, try to move slowly away (do not run).

**Hills and plateaus:** Inside the Carpathian Arch, Transylvania Plateau; in the north-west Someș Plateau; in the east Moldavian Plateau; in the southeast Dobrogea Plateau.

**Rivers:** 98% of the Romania's rivers spring from the Carpathian Mountains. The upper streams are usually more spectacular, featuring numerous gorges, caves, and precipices. Europe's second longest river, the Danube, flows through southern Romania. It is an important water route for domestic shipping, as well as international trade and tourist cruises. The Danube ends its journey in south-eastern Romania.

**Lakes:** There are around 3,500 lakes in Romania, most of them small or medium. The largest are the lagoons and coastal lakes on the Black Sea shore, such as Razim and Sinoe.

**The Black Sea:** is a continental sea, with a low tide and salinity and water temperatures of 25°C to 30°C in the summertime. Its wide, sandy beaches facing east and south-east are an important tourist attraction from May until September.

## Regions and Cities

Romania is divided in 41 counties composed of urban areas (cities and towns) and rural areas (Comune, including one or several villages - Sate).



There are 4 historical regions – Moldavia, Muntenia, Transylvania, and Dobrogea. Although varied landscape, the level of development, the form of government, the legislation, and the governance are the same across the country.

The largest cities are Bucharest, the capital (over 2.1 million inhabitants), Iași (318,000), Timișoara (315,000), Cluj-Napoca (317,000), Constanța (303,000), Craiova (304,000), Galați (300,000), Brașov (217,000), Ploiești (183,000), and Oradea (183,000).





The Dâmbovița River in Bucharest. Image used under license from Shutterstock.

Bucharest is the capital and the largest city of Romania. It is in the southeast of Romania, on the banks of the Dâmbovița River less than 60 km north of the Danube River and the Bulgarian border. Bucharest is considered the most prosperous city in Romania and is one of the main industrial centres and transportation hubs of Eastern Europe. Administratively, it is known as the “Municipality of Bucharest” (Municipiul București) and has the same administrative level as that of a national county, being further subdivided into six sectors, each governed by a local mayor.



Bucharest, Romania. Image used under license from Shutterstock.



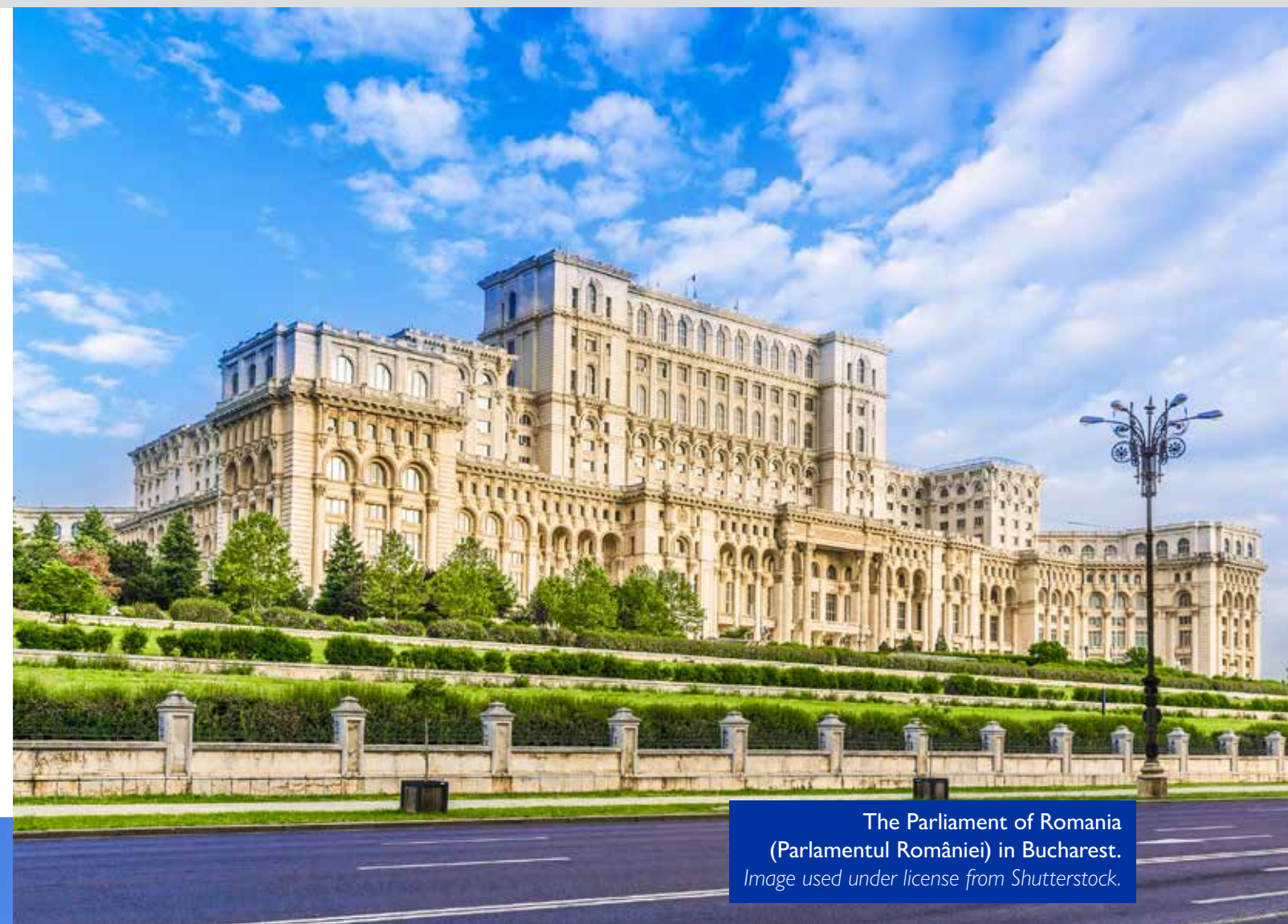
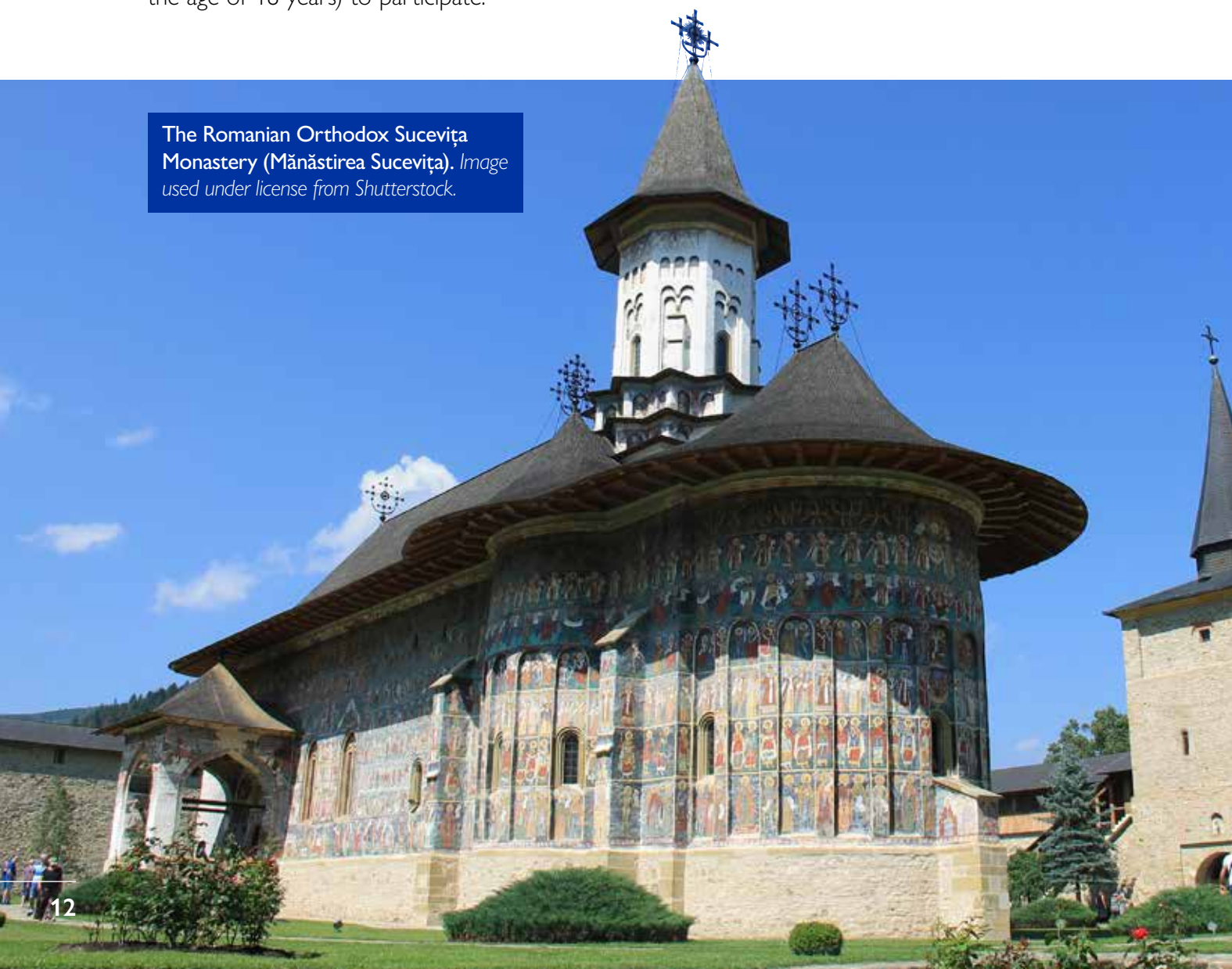
## □ Inhabitants

Based on the 2022 population census, Romania's population is 19,053,815. The majority of inhabitants are ethnically Romanian and over 2 million are ethnically Hungarian, Roma, Ukrainian, German, Turk, Lipovan Russian, Tatar, Serb, Slovak, or Bulgarian. In addition to these, according to the recently published General Inspectorate for Immigration (IGI) report, in 2021 approximately 148,000 foreign citizens – of whom approximately 96,000 are third country nationals (TCNs) – were registered with legal stay in Romania; at the end of 2017 there were 116,830 foreigners in Romania. Of these, slightly over 49,000 are mainly from Italy, Germany and France; over 62,000 are from the Republic of Moldova, Türkiye, China, and Syria and about 3,900 have refugee status or subsidiary protection (mainly from Syria, Iraq, and Afghanistan). The main reasons that foreigners come to Romania are for family reunification (over 26,000) and to study (over 14,000).

## □ Religion

Romania is a secular state, and it has no state religion. Thus, there is freedom of religious beliefs and convictions. The main religion in Romania is Orthodox Christianity. Other major religions practiced in Romania are: Catholicism, Islam, Judaism. Participation in religion classes at school are not required under Romanian law, with parents requesting enrolment if they wish their child (under the age of 18 years) to participate.

The Romanian Orthodox Sucevița Monastery (Mănăstirea Sucevița). Image used under license from Shutterstock.



The Parliament of Romania (Parlamentul României) in Bucharest. Image used under license from Shutterstock.

## □ Form of State, Government, and Institutions

Romania is a **semi-presidential democracy** based on a **bicameral Parliament**: the **Chamber of Deputies** (*Camera Deputaților*) and the **Senate** (*Senat*)

The **Parliament** is the national legislature of Romania that discusses and approves all the laws that govern society. The Parliament also appoints the Ombudsman. Parliament's day-to-day work involves drafting, debating and voting laws. Every proposal initiated by lawmakers, government or citizens is first discussed in the specialised committees and then voted in plenary.

All members of the Parliament are directly elected from Romania's 41 counties. The elections are through universal suffrage. The voting age is eighteen years. The Government is the executive power, operating based on the parliamentary vote of confidence. It is entrusted with the implementation of the internal and foreign affairs policy of the country and with the management of the public administration.

The **Prime Minister** is the head of Government and picks the members of his/her cabinet, which is subject to a parliamentary vote of approval. Typically, the Prime Minister is the head of the ruling party or coalition. The President of Romania appoints the Prime Minister after consulting the party that has the absolute majority in the Parliament or, if there is no such majority, the parties represented in the Parliament.





Victoria Palace (Palatul Victoria) government building in Bucharest. Image used under license from Shutterstock.



City Hall of Braşov (Primăria Municipiului Braşov). Image used under license from Shutterstock.

**The President** is the head of the state, responsible for the foreign and defence policy, with executive powers. The President represents the State and is the safeguard of the national independence, unity and territorial integrity of the country. The President guards the observance of the Constitution and the proper functioning of the public authorities. To this effect, they act as a mediator between the Powers in the State, as well as between the State and society.

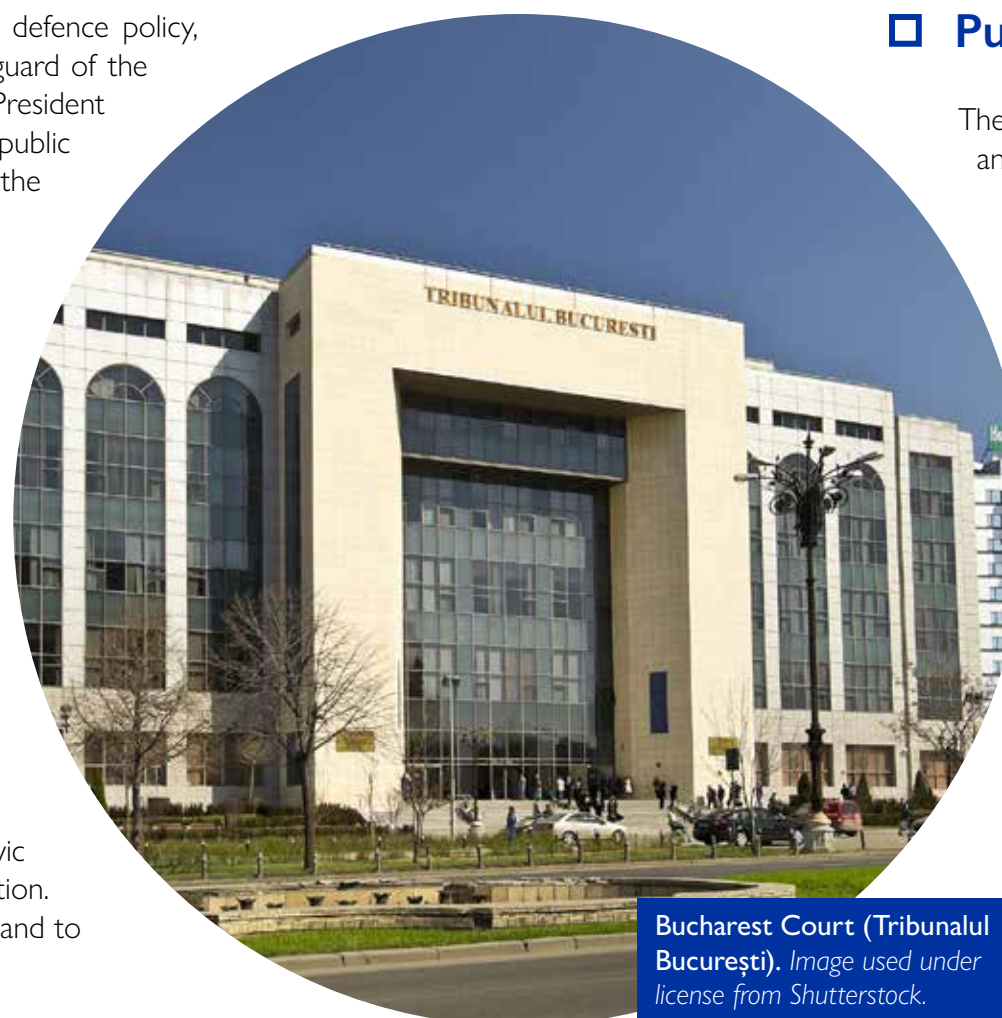
Romania's president can serve for two consecutive five-year terms. During the term, the president cannot be a member of any political party. The president is directly elected through a two-round system.

## □ Justice

Justice is a fundamental institution of a state and encompasses all of the courts and judicial system. The state of law is governed by the **rule of law**, based on a hierarchy of norms and legal order.

In a state of law, the **Constitution** is the fundamental law and is voted by the citizens.

Justice in Romania is organised as a hierarchical system of courts, with a civil law system. The Constitutional Court of Romania is an independent institution. Its main role is to check the compatibility of the laws with the Constitution and to solve disputes of constitutional nature between public authorities.



Bucharest Court (Tribunalul Bucureşti). Image used under license from Shutterstock.

## □ Public Administration

The public administration refers to two essential aspects: the execution and respect of the law. The provision of public services within the limits of the law. The public service is the activity organised or put in practice by a public institution to meet the social needs in the interest of the people. The public administration consists of two main categories of public authorities:

- 1. Central public authorities:** Government, Ministries and other administrative autonomous authorities (i.e. the Ombudsman, the Supreme Council of National Defence).
- 2. Local public authorities:** County Council, the Local Council, 's Office (*Primărie*) and the local public services.

All cities and communes are governed by a local mayor elected every four years. At the level of each county, there are County Councils (*Consiliu Judeţean*). The County Council is the local public administration authority coordinating the activity of municipal and town councils. Local public services are organised by the Mayor's Office and the Local Councils and include areas such as public transportation, school infrastructure, fire protection, local police, parks, community water, energy and waste systems, parking, etc.



# 3

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## ROMANIA: THE COUNTRY, CULTURE AND PEOPLE

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Roman reliefs of conquering the province of Dacia, modern day Romania. Image used under license from Shutterstock.

Postage stamp commemorating the 1989 revolution. Image used under license from Shutterstock.

## □ A Brief History

Romania has a rich history, which is deeply related to its geographical position at the crossroads of historical empires.

In ancient times, the region of present-day Romania was inhabited by various ancient civilisations, including the Dacians and the Thracians. The Roman Empire conquered the area in the 1st century CE, and it became known as the province of Dacia.

Following the decline of the Roman Empire, the region faced invasions from various tribes, including the Goths, Huns, and Slavs. The Ottoman Empire expanded into the region in the 15th century, and for several centuries, most of Romanian territories were under Ottoman control, except for Transylvania, which was under Hungarian influence.

In 1859, most of Romanian territories were united under the rule of one king, and in 1877, Romania declared independence from the Ottoman Empire.

In 1944 the Soviet occupation of Romania began, leading to the establishment of a communist regime, which lasted until 1989.

The Romanian Revolution in 1989 marked the end of communist rule, and a transition to democracy began. Romania joined NATO in 2004 and the European Union in 2007. Since then, the country has undergone significant political, economic, and social changes, aiming for European integration and modernisation.

Statue of a Dacian warrior. Image used under license from Shutterstock.



NATO, Romania, and EU flags outside parliament in Bucharest. Image used under license from Shutterstock.



## □ Culture and People

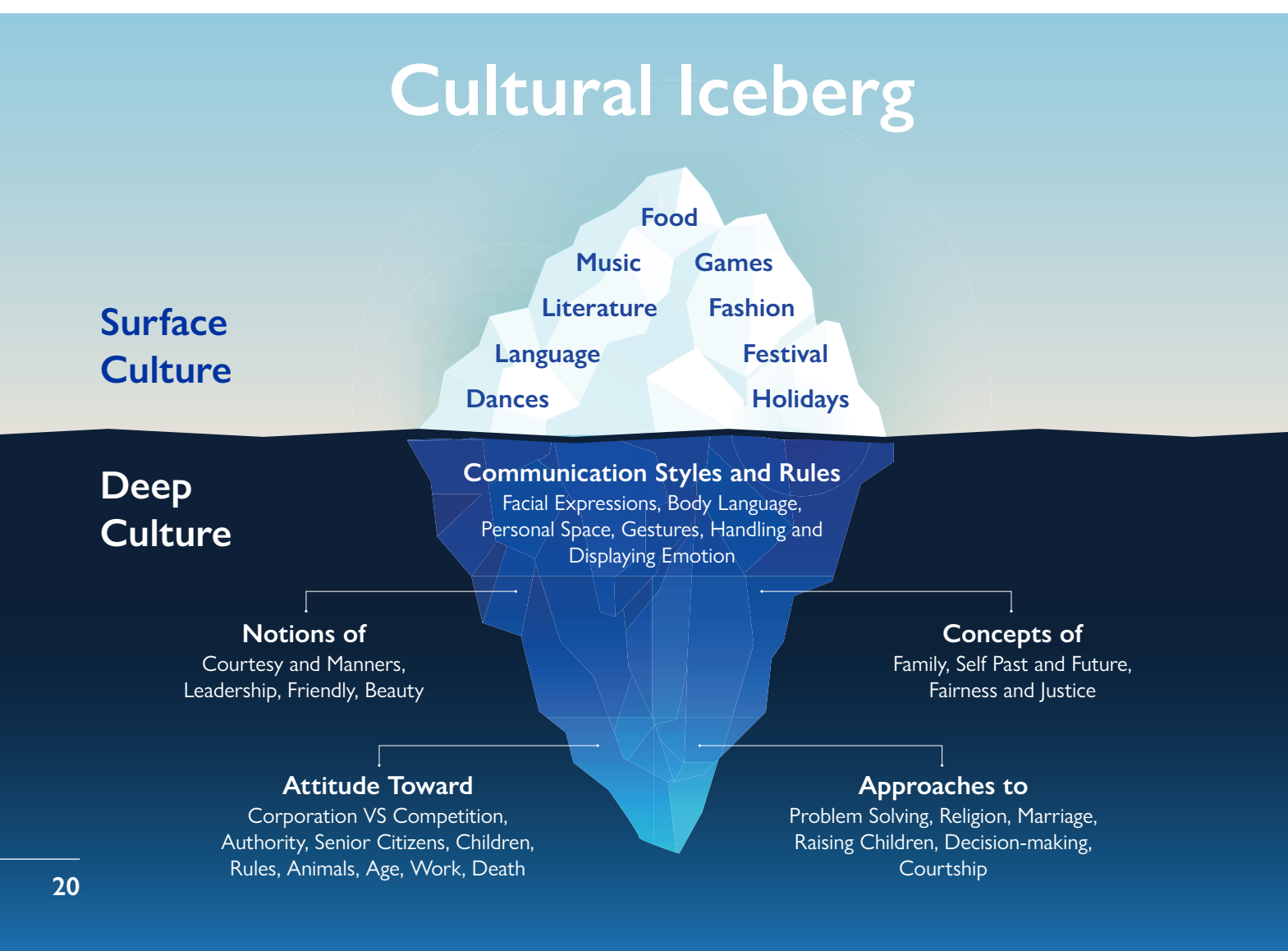
The way we collectively think, feel and act defines our culture. Perhaps the easiest way to view culture is the way a group of people lives: the way they socialise, worship, communicate, take care of themselves and their families, make decisions, and share customs.

Culture could be also seen as an iceberg, with a visible part (for example, music, food, holiday customs, language, literature) and an invisible part (religious beliefs, expectations, norms, values, perceptions, social status, etc.).

At individual level, a person belonging to a group may not necessarily have the same beliefs or behaviours as the group but could find similarities or affiliations with other groups. Speaking about culture is a complex exercise with many elements to consider. What is important to note is that no culture is right or wrong.

In the Romanian society, all people are equal regardless of their gender, age, ethnicity, and nationality. Girls and boys attend schools, high schools, and universities, same as women and men and those with diverse sexual orientation, gender identity and expression, and sex characteristics. Women work in every profession, and they are free to pursue any interests and goals they want.

It is quite common in Romania that unmarried couples live together, have children and choose not to marry.



## □ Body Language and Questions

In formal conversations, Romanians prefer to keep some physical distance; however, when talking among friends or relatives, they will often casually touch one another. Regardless of the formality of the situation, eye contact is very important. Avoiding it may be considered a sign of weakness, dishonesty or poor manners. On the other hand, looking too intently may make a person feel uncomfortable.

In formal contexts, questions about age, political affiliation, salary, belongings, prices paid for items, personal beliefs, and religion, are considered too personal and should be avoided. In casual conversation, Romanians speak about their personal and professional lives.

## □ Family Dynamics

One aspect migrants may sometimes find difficult to understand are the roles within the family in the host country. In addition to the immediate family, consisting of father, mother and children, you may come across single-parent families or common-law relationships.

Romanian families used to be large – four (4) children and even more, notably in rural areas. Nowadays, Romanian families are rather small – two (2) children or less. Many couples choose to remain childless.

Grandparents in Romania often have an important role in the support and raising of grandchildren. Adult children will also often have their parents live with them. In Romania, both women and men work to pay their bills and to support their families. When both spouses are working, it is possible that the woman may earn more than the man. In some situations, the woman has a job, and the man does not. When this happens, the father takes care of the children when they are not at school. It is also common in Romanian families for the father to go to the market, cook, clean and help children with their homework.

## □ Traditions

The main religion in Romania is Christian Orthodox, and it has a great influence on the lifestyle of Romanians, especially in rural areas. You will see many Orthodox churches in Romania; church and religious traditions are quite important for many people, especially the elderly, and in certain parts of Romania, mainly in the rural side. When passing a church, you will often see people, young and old, making the sign of the cross.

Romanians are curious about different religions and open to talk about theirs, yet opposing religious dialogues could offend many.

Many traditions have Orthodox roots, celebrating religious holidays and events.



## □ Romanian Holiday Customs and Traditions

### Christmas and New Year's Eve

In December, the winter holiday take place and several special occasions are celebrated, such as Saint Nicholas' Day, Christmas Eve and New Year's Eve. Each region in Romania has its own traditions in this regard.

Hundreds of years ago, people in what is now north-eastern Romania would wear bear skins and dance to warn off evil spirits. The custom still lives on today, drawing in tourists from around the world. The 'dancing bears festival' (ursul) takes place every December, starting a week before Christmas and ending with New Year's Eve.

### Christmas Carolling (Colindat)

Christmas is a Christian holiday celebrating the birth of Jesus Christ. The celebration evolved worldwide over two millennia into a religious and secular celebration. Today, Christmas is a time for family and friends to get together and exchange gifts.

On Christmas Eve, in Romania's towns and villages, groups of children (boys and girls) and young men and women go from house to house singing festive songs. The songs are passed down from generation to generation and play an educational role for children and young people.



Traditional dances in bear costumes (Ursul) take place in December. Image used under license from Shutterstock.



Christmas tree in Braşov. Image used under license from Shutterstock.

### Decoration of the Christmas Tree

More recently, Christmas trees are decorated a few weeks before Christmas, however traditions say that the tree be decorated the evening before using tinsel, Christmas baubles, candy, handmade decorations, and small coloured lights while singing Christmas carols.



### Celebration of New Year's Eve

In Romania this day marks the beginning of a new calendar year and is celebrated on January 1st. The traditions around this time, such as “Plugusorul”, “Capra”, “Sorcova”, “Calus” ritual dance is marked by complex choreographic moments, wearing traditional costumes and masks and using musical instruments.



New Year's celebrations in Timișoara. Image used under license from Shutterstock.

### Traditions on the Easter Holidays

Easter marks the Resurrection of Jesus, and is one of the most important celebrations in the Orthodox Christian year.

Traditionally, people fast 40 days before the celebration and eat vegan food. Good Thursday is the day eggs are boiled and painted, usually red. There are legends and myths about the traditional red eggs. The most popular one says that Mary, the mother of Jesus, went to grieve for her crucified son and placed a basket filled with eggs at his feet, where his blood coloured the eggs red.

Many Christian countries have painted eggs in their Easter rituals. However, this is turned into an art form in Romania. The eggs are painted with intricate designs, including floral and geometrical motifs that are often representative of a person's hometown or region. These decorations have specific meanings. The tradition on Easter Day is to tap eggs with each other to see which one has the strongest shell.



### TRADITIONS ON THE OCCASIONS OF WELCOMING SPRING SEASON



#### Ia (the Romanian Traditional Blouse)

Ia is part of the Romanian traditional costume for women and a symbol of its continuity over the time. The “ia” is a shirt, used in days of celebration, made of white fabric decorated with beads/embroidery on the sleeves, chest and neck. The motifs sewn are stylised, geometric figures or inspired by nature.

The colours and patterns are different, depending on age or the event where it is worn.

#### Mărțișor

Mărțișor is celebrated on the 1st of March and marks the arrival of spring. It comes from the word Martie, which is Romanian for March. It is the name for a red and white string with hanging tassel to which a small jewel-like ornament (talisman) is attached. The combination of red and white is considered to represent the life and death. People gift their friends, teachers, colleagues and family these talismans at this time of year. Mărțișor is pinned to clothes, close to the heart. At the end of March, people get it tied to a fruit-tree twig.





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CULTURAL  
INTERACTION AND  
ADAPTATION

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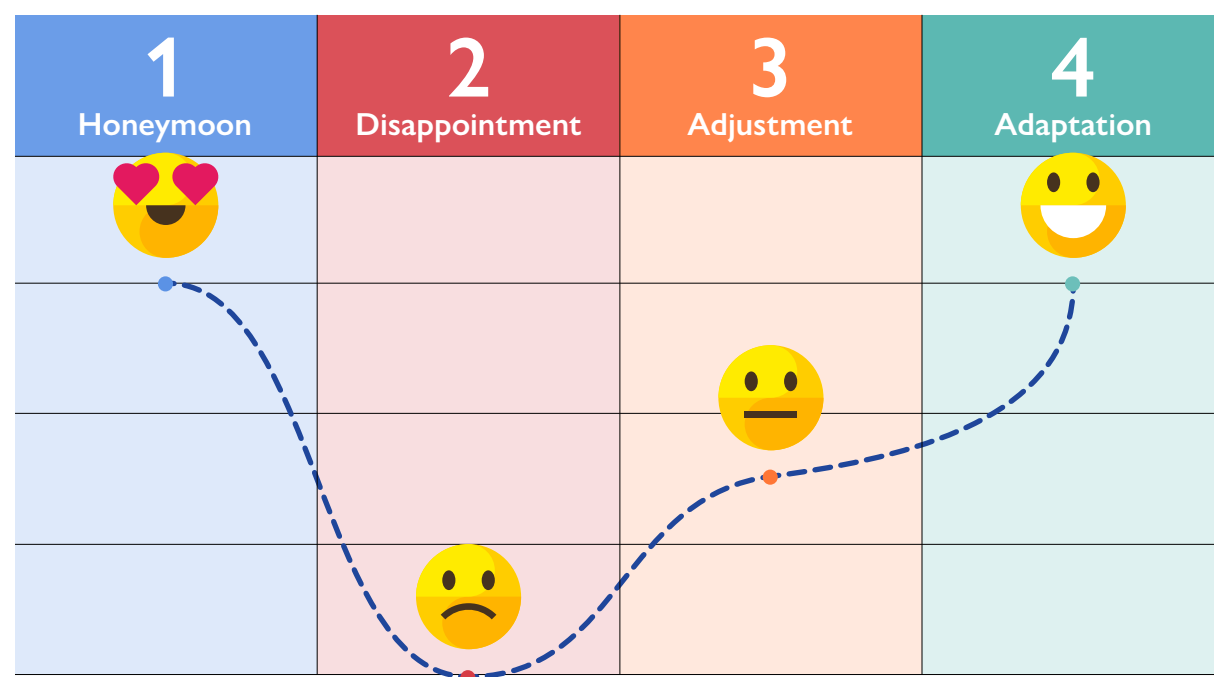
## □ Culture Shock

Our orientation journey has focused so far on greetings, geography, administration, history and cultural practices. Let's stop for a moment and see how you find this experience. How do you feel?

Like any other person settling in a new country, at the beginning you may try to find and understand what is similar compared to your country of origin. There will be moments when you will feel frustrated, even helpless being in a new country, this can be heightened if you do not speak the language.

Culture shock is the disorientation a person may feel when encountering an unfamiliar way of life. Migrants will most likely suffer from stress caused by the difficulty in understanding the workings of the new culture. This stress is called "Culture Shock."

There are several stages of the culture shock, as shown in the chart below:

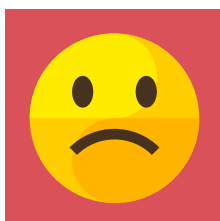


### Stage 1: Honeymoon (Fascination)



Before arrival and shortly after you may feel enthusiastic, then a bit scared and again very delighted, have high hopes and expectations, an exciting time. Everything is new and raises many questions. Some people may feel very confident, and easily solve problems or deal with stressful situations.

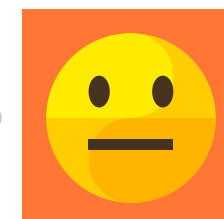
### Stage 2: Disappointment (Frustration and Hostility)



Finding housing, employment, enrolling in language courses or enrolling children in school are practical issues that might occupy all your time. There are ups and downs. It is common to feel positive one day and negative the next. You may be tempted to find more differences with the

host country than similarities and start looking at everything with different eyes.

*Symptoms include frustration, irritability, anger, indifference, tiredness, loneliness, a feeling of guilt about leaving family members.*



### Stage 3: Adjustment (or Recovery)

You have now better language skills, a better understanding of Romania and of the host community. You start feel optimistic and get involved in community life. You have a better sense of direction.



### Stage 4: Adaptation (Acceptance)

You feel more comfortable within your new culture. You have made new friends and get more and more involved. You understand better the functioning of the institutional and social systems and no longer regret the settlement in Romania. You start planning, perhaps continuing education, find a better job.

## □ How long does the culture shock last?

There is no fixed timetable for this, but experience has shown that migrants who do not learn the language or interact with people from other cultures are likely to suffer culture shock for a longer period of time than those who do. It very much depends on the willingness of the person to adapt to new ways of doing things. It also depends on the support received from family and friends.

### Tips to get over the cultural shock more rapidly:

- Make as many friends as possible. Meet people from your community, but do not be afraid of meeting new people, foreigners or Romanians.
- Learn Romanian.
- Don't think of your cultural habits as "right" and other people's as "wrong". Avoid judgments, try to understand people in another culture from their own point of view.
- Think about your culture and how it also influences your attitudes and actions.
- Don't spend too much time at home. Volunteer in NGO's activities; keep yourself busy with different community activities.
- Don't seek refuge in alcohol. In the medium term, it will take you into deeper depression and longer term, it could cause an addiction which can be very difficult to get rid of.
- Exercise. Go for a walk, run, or take part in your favourite sport.
- Ask for help. In all regions of Romania, there are Regional Integration Centres and local, public institutions ready to talk to you when you feel the need.
- Don't be too hard on yourself. Culture shock is a normal process. It is normal for every person living in a new culture and it takes time!



5

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DAILY LIFE IN  
ROMANIA

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## □ Transport

In Romanian larger cities, there are trams, buses and trolleys. In Bucharest, there is also a subway network (Metrou). Each time you use public transportation you must validate a travel ticket/ electronic card **before** travelling. If you do not do this, you may be fined. In certain cities, if you transfer from one mode of transportation to another, you must validate a new ticket.

In all cities, there are special places (kiosks) near or in the public transportation stations where you can buy tickets. The cost for a one ride ticket is between 2 RON and 4 RON depending on the city. If you use public transportation daily, a monthly pass might be a good option as it will save you money. In every city, the local transportation companies have a website with information about tickets and itineraries. An example of this is: [www.stbsa.ro](http://www.stbsa.ro). In many cities, you can pay directly with the debit/credit card in the vehicle or you can pay in a dedicated application.



## □ Public Transportation in Bucharest

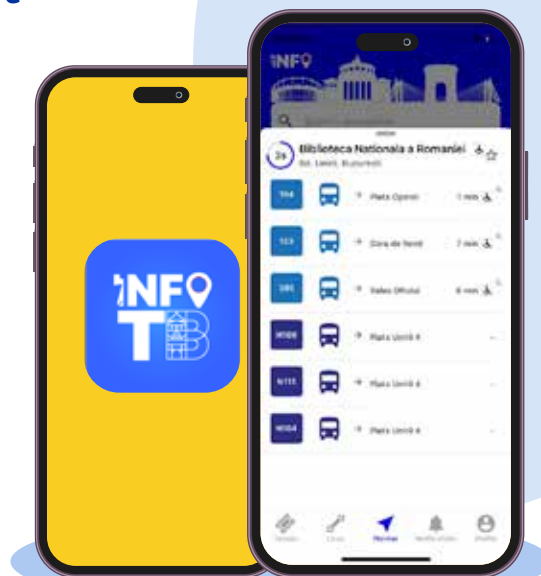
### Land public transportation

Additional to purchasing tickets at the kiosks or directly in the vehicle with a credit/debit card, in Bucharest, you can use the **Info TB** app to see the routes and schedule for all the means of public transportation: buses, trolleys, trams, and the subway. To purchase tickets for public transport in many cities in Romania, you can use the **24pay** app, where you can pay directly with a debit/credit card and show the QR code or receipt to the inspector. If using the app, the ticket must be

purchased before entering the vehicle.

In Bucharest, one ticket costs 3 RON and is valid for 90 minutes. Both apps are available for Apple and Android devices in the app stores.

Tickets can be purchased also via SMS in Bucharest. Through an SMS sent to the number 7458 (available on all national mobile phone networks), you can purchase a ticket valid for 90 minutes at the price of 0.62 Euro + VAT (by texting C to 7548), or a ticket valid for 24 hours, at the price of 1.50 Euro + VAT (by texting AB to 7548).



The ticket is valid for the land transport, namely buses, trams and trolleys, and you do not need to purchase another ticket or validate your public transport if you change from one vehicle to another. However, when riding the subway, another ticket must be purchased (land transport tickets are not valid for underground transportation and vice versa). If you travel regularly on public transport, a monthly pass is a better and cheaper alternative. The cost of one monthly pass for land transport in Bucharest is 80 RON per month.

If you do not purchase a ticket, or the one you already bought expires, you can be fined by the inspector. The inspectors usually wear blue vests, however, it is not mandatory that they are dressed in uniform. Each inspector must present their badge to you. The charge is 80 RON if paid in advance to the inspector, and if you refuse to pay, you will be fined 500 RON, which is lowered to 250 RON if paid within 15 days.







## Underground transportation

When traveling by subway, you must purchase a ticket at the entrance in the subway station, where you will receive a travel card. The subway card must be validated at the entrance gates, but there is the option of paying directly with the credit/debit card or with the smartphone at the gates. The cost of a ticket is 3 RON and is valid until you exit the subway. You do not need to purchase other tickets and validate if you change the subway line or station. A monthly pass is recommended if travelling regularly via subway, this costs 80 RON. There is the option of a joint land transport-subway pass, which costs 140 RON per month and allows you to utilise both types of transport (subway and land) without additional payment.

### Rules for travelling with public transportation



When traveling on public transportation, pay attention to the following social rules:

- If you want to listen to music or watch a video on your phone, use headsets.
- Offer your seat to elders, people with disabilities or pregnant women.
- Remember that the driver is not allowed to stop between the stations.
- Smoking is strictly forbidden in public transportation vehicles.
- When entering public transport, allow people to exit first.
- If you use the escalators/pathways to get in or out of the metro station, stay on the right-hand side to allow other people to move forward on the left side.

## Bucharest Subway Map



A station in the Bucharest Metro system. Image used under license from Shutterstock.

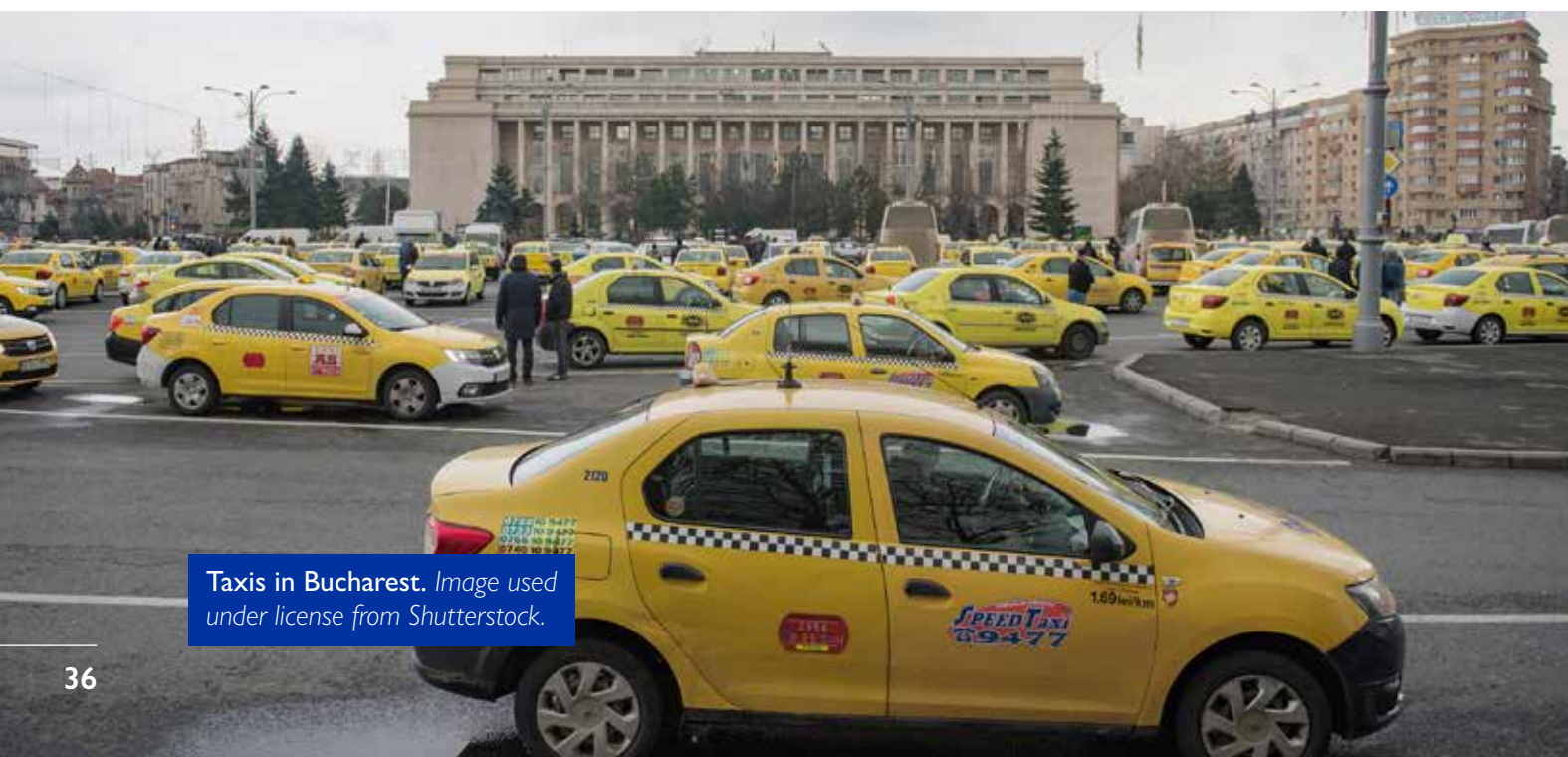


## □ Travelling with Taxis

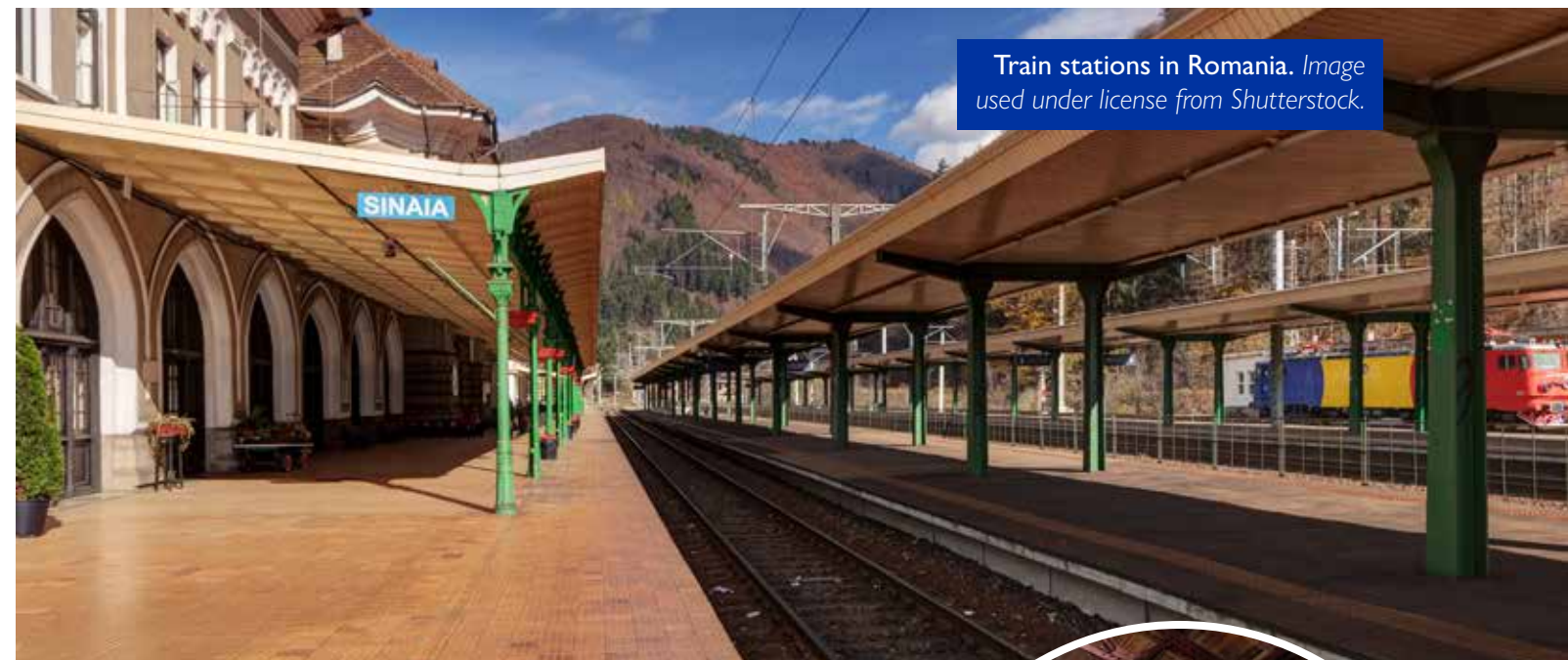
In all cities, there are taxis. Often, the cars are yellow. The prices are different between the cities but the average cost per journey will be around 15 to 20 RON. However, in big cities and especially in Bucharest, the average price of a journey is 30 RON. The price per kilometer (km) must be displayed on the taxi doors. It is recommended to order taxi through the dedicated phone numbers of the official taxi companies, or via ordering machines in certain airports or train stations.

Drivers are obliged to use the automatic meters to calculate the cost of your trip and give you a receipt; however, some taxi drivers are open to negotiate the overall amount. Before entering a taxi, you should ask the driver to turn on the automatic meter; otherwise some might not turn them on and charge extra for the ride. You should be cautious as in the end you may pay a higher price than the normal one. Payment must usually be made in cash as Romanian taxis do not have POS-es for card or electronic payments. It is recommended to have enough lower denominations of cash with you to avoid a situation where the taxi driver does not have the cash to give change.

In bigger cities there are ride-sharing apps available, similar to taxis, such as Uber and Bolt. Via these apps, the price is estimated before ordering the taxi and, in some cases, there are some discounts. The price may vary depending on the demand for cars at certain times and on the traffic. However, these apps inform customers about the price variations before ordering. Those apps allow you to pay electronically, and are available for both Apple and Android devices in the respective app stores.



Taxis in Bucharest. Image used under license from Shutterstock.



Train stations in Romania. Image used under license from Shutterstock.

## □ Travelling by Train

Train stations can be found in every city and in most of the villages in Romania. Most of the train stations have a dedicated place where you can buy tickets: a ticket office or ticket machines. Tickets must be bought before taking the train, otherwise you can be fined. If you take the train from a place that has no ticket office, you can buy the tickets inside the train from the inspector or from the special ticket machines inside the train.

Tickets can also be bought online or from mobile apps for certain trains. You can check the schedule and the route of trains, and purchase tickets from the website <https://www.infofer.ro/index.php/ro/>.

There are several train companies: CFR Calatori, RegioTrans, Soft Trans, TFC, Astra Trans Carpatic. For certain companies, tickets can also be purchased from the mobile app (e.g. CFR Calatori bilete online) and present the ticket to the inspector. Travelling without a ticket carries a 250 RON to 400 RON fine, which is halved if paid within 15 days.





## □ Cycling in Romania

Cyclists, like other road users, must follow a list of strict rules to ensure their own safety and that of others. At the time of writing, Romania does not have special cyclist-specific legislation. The laws governing the regulated movement of cyclists are contained in the Traffic Code.

One of the most important traffic rules prohibits bicycles from riding on pavements/ sidewalks, and cyclists are obliged to ride only on the side of the road, following the direction of travel, or on specially designated lanes. Cycling on the pavement/ sidewalk without a special marking may be punishable by law.



National and European roads are open for use by cyclists and cycling on them is prohibited only where there are road signs which indicate the prohibition of cycling. However, highways (A0 – A13) are not suitable for cyclists under any circumstances, as the circulation of vehicles that cannot exceed the speed of 50 km/h is prohibited.

The minimum age for cyclists wishing to use public roads is 14 years. It is important to have your identity card when you ride.

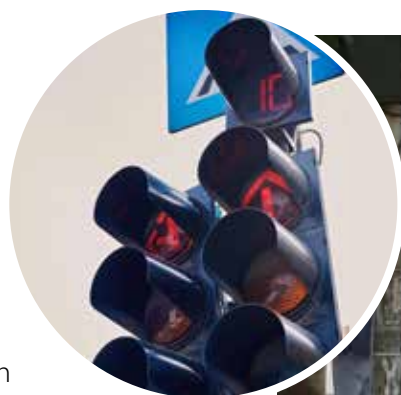
To fully comply with the laws imposed by the Road Traffic Regulations, every cyclist is obliged to equip their bicycle

with the appropriate equipment: bicycle taillights, handlebars, braking system, white or yellow front headlights and for the rear the bike red reflective tape, gear or accessories, audible warning device.

If you do not respect the rules imposed by the Traffic Code, the amount of the fine starts at 870 RON up to 1,200 RON.

## □ Crossing the Street

In Romania, cars drive on the right side of the road. You should check both directions before crossing and only cross the street only where there are marked places with a pedestrian crossing sign. Where there are traffic lights, you should ensure they are green for pedestrians before crossing. Crossing through unmarked places is dangerous. Make sure you are not crossing the street near a curve or trees that could hide an oncoming car. Young children should not cross the street alone.



## □ Emergency Services

**In Romania, the sole emergency number is 112.** Be ready to tell the operator what your emergency is and where you are. After you explain your emergency, the operator will connect you to a specific service (police, ambulance, fire service). If you cannot explain the nature of your emergency, or where you are, just say Help and keep the phone on. This will allow the operator to track your location. **If you have visual or hearing challenges, you may call 113.**



**Do not call 112 or 113 without a serious reason. If you call this number without an emergency, you will be fined.**







## □ Police

In Romania, police are responsible for public order and safety. You can see police officers on the streets patrolling on foot, horse or by car. Be respectful to the police officers but do not fear them. If an officer is asking you to stop and to show your ID, it is very important not to run and to cooperate. You are required by law to comply with such a request from a police officer and the police officer is required to speak to you respectfully and to respect your rights.

It is illegal to offer money to police officers and this can lead to unpleasant situations for you. If you cannot communicate in Romanian or in English, ask for an interpreter or call someone you know and ask for support. If a police officer is asking for money or suggesting that you should pay to be out of trouble, call the free-of-charge number **0800.806.806**, where you can confidentially report law-enforcement corruption.

## □ Institutions and Support Organisations

Punctuality is very important when you interact with different institutions and organisations – be on time. When you have an appointment, if you are late for more than 15 minutes, you may lose the appointment and may have to wait for a longer time. If you are attending an important meeting, it is recommended to arrive a few minutes earlier.

When attending an appointment with an organisation or a public authority, it is important to bring all necessary documents: passport, residence permit etc.



## □ Daily Shopping

The prices in shops are not negotiable. The only accepted currency is 'lei' (international currency code – RON). If you have a different currency, you can exchange the money into RON at any bank or exchange office. If you have a banking card, you may pay in almost all large shops and in some small or medium shops.

Romanians usually shop for groceries and generic household products in supermarkets and farmers markets. For clothes, shoes and household objects or electronics, they shop in hypermarkets and shopping malls. You should check if your preferred supermarket has a mobile application. Most of the supermarkets and hypermarkets have dedicated apps where discounts are offered.



An example of a supermarket in Romania. Image used under license from Shutterstock.



## □ Food

Romania's cuisine is the result of a series of historical, geographical and religious influences. It is predominantly meat-based. Pork is the most popular meat, followed by chicken and beef, then by fish and lamb. Many vegetables are grown and may accompany the meat dishes. Romanian dishes also use a lot of Romanian cheeses and smântână (sour-cream).

**Following are Romania specialities:**



**Sarmale** are rolls of rice, vegetables and minced meat wrapped in cabbage leaves.



**Salata de vinete** is roast eggplant or eggplant salad with onions.



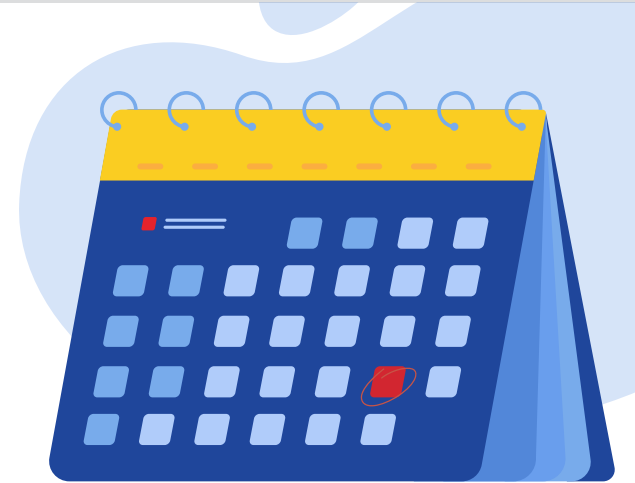
**Mici** is a mixed meat sausages, are served at outdoor celebrations, often with mustard and accompanied by beer.



**Ciorba de burta** is tripe soup, made with beef tripe, garlic, sour cream and vinegar.

## □ Weekend

In Romania, institutions and organisations (except the police, hospitals and fire brigades) are closed on Saturdays and Sundays. If you have a problem to solve, plan to address it on weekdays, Monday to Friday. During the weekend most shops, restaurants, cafes, and museums are open.



## □ Bank Holidays

1 and 2 January	New Year
24 January	Romanian Principalities' Union
April/May (Not the same days each year)	Easter Monday
1 May	Labour Day
1 June	Children's Day
May/June (50 days after the Easter)	Pentecost Monday
15 August	Assumption (Saint Mary)
30 November	Saint Andrew
1 December	National Day
25 and 26 December	Christmas



## □ Leisure activities

Romanians usually spend their free time in parks, shopping malls, cinemas, theatres, and museums. Cinemas are usually found in larger shopping malls. In winter people may visit the mountains, and in summer, the seaside and/or the mountains.

Every city has public parks with playgrounds for kids and places to walk, jog, and exercise. Oftentimes, these parks host public events, such as fairs, concerts, children's activities. Periodically, there are festivals or public events free of charge hosted in cities throughout Romania. Social events from cities such as Bucharest, Braşov, Iaşi, Cluj-Napoca, can be found on this website: <https://zilesinopti.ro>

### Places to visit in Bucharest:

1. The Palace of Parliament – the biggest administrative building in Europe
2. The Romanian Athenaeum – the cultural emblem of Romania
3. Cismigiu Park-the oldest public garden in Bucharest
4. The National Museum of Art of Romania
5. National Museum of Romanian History
6. Triumphal Arch
7. King Mihai I Park
8. Bucharest Botanical Garden
9. “Grigore Antipa” National Museum of Natural History
10. “Dimitrie Gusti” National Village Museum



The National Museum of Art of Romania.  
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National Museum of Romanian History. Image used under license from Shutterstock.



Bucharest Botanical Garden. Image used under license from Shutterstock.



The Romanian Athenaeum. Image used under license from Shutterstock.



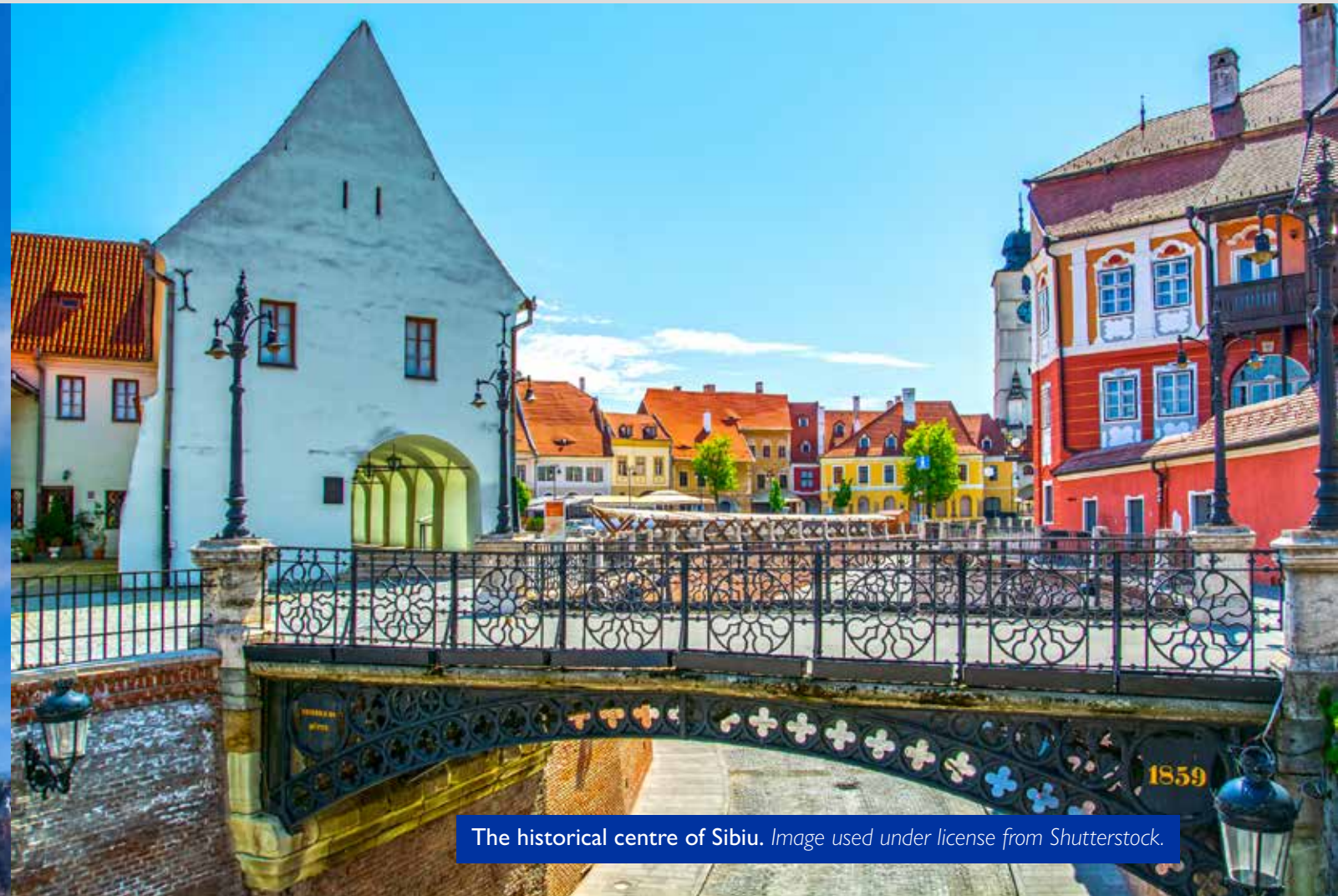
The Triumphal Arch (Arcul de Triumf) in Bucharest.  
Image used under license from Shutterstock.



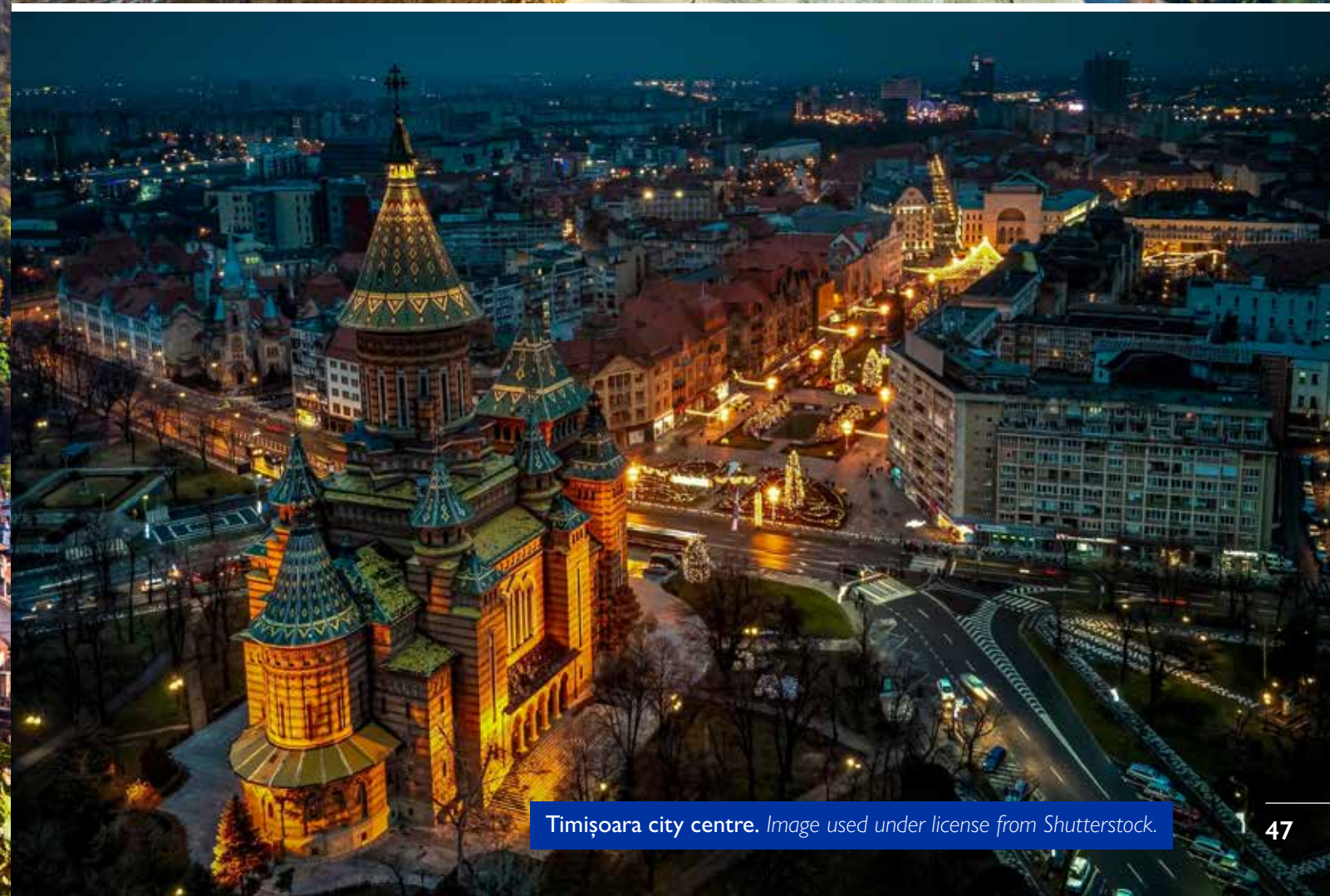
Cismigiu Park (Parcul Cismigiu) in Bucharest. Image used under license from Shutterstock.



Other cities in Romania to visit are Braşov, Cluj-Napoca, Craiova, Iaşi, Sibiu, and Timișoara.



The historical centre of Sibiu. Image used under license from Shutterstock.



Timișoara city centre. Image used under license from Shutterstock.

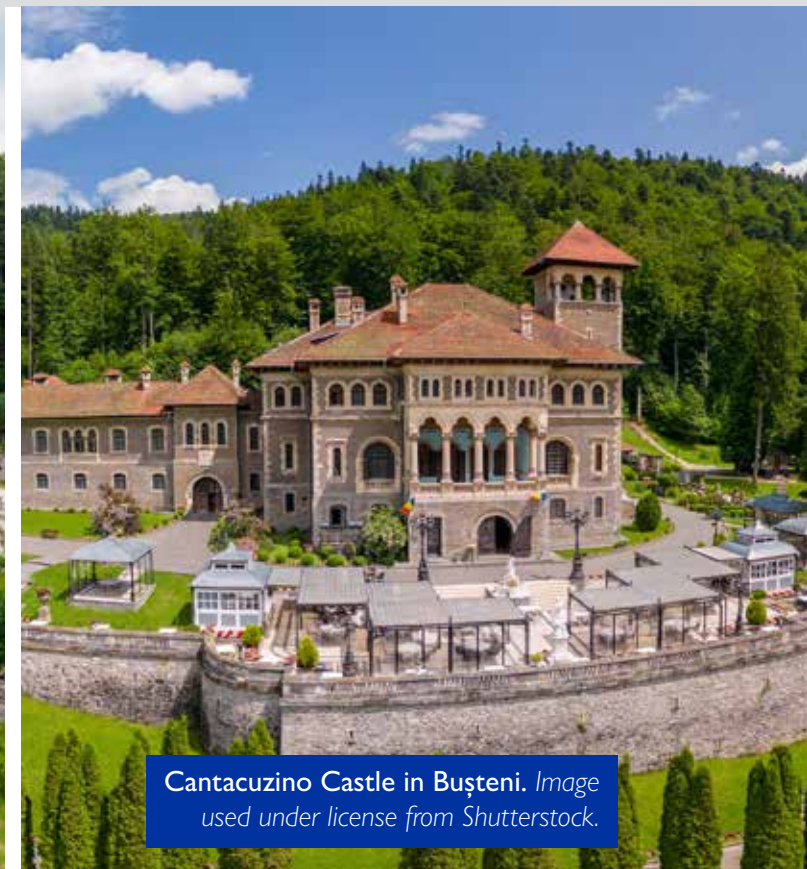




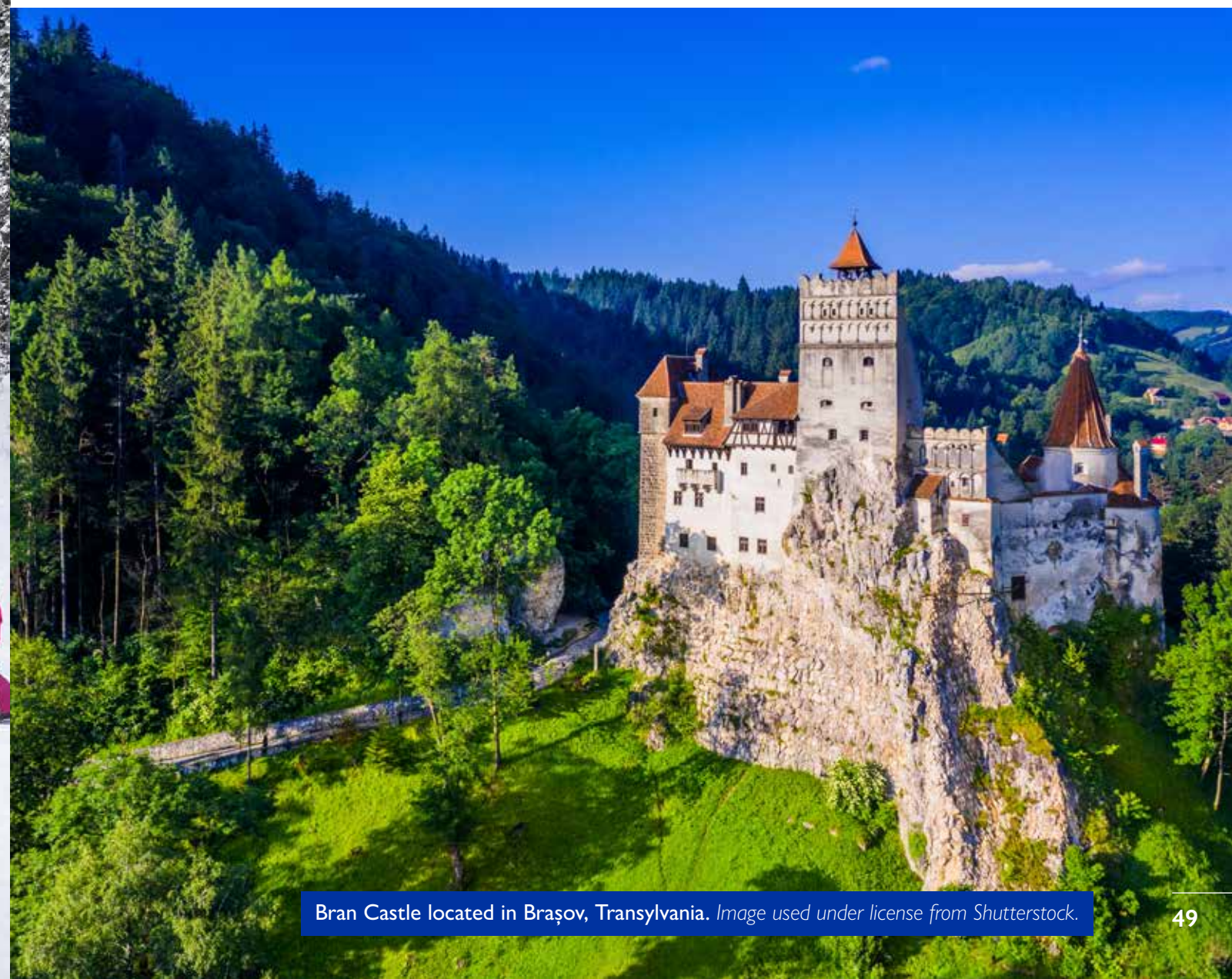
You can also go to the mountains where you can admire the view, ski or visit various sites. The best-known areas are Sinaia or Bușteni, where you can find many ski tracks such as Valea cu Brazi Ski Track, Laptici Ski Track, Carp Ski Track, etc. Also, you can visit Peles Castle, Cantacuzino Palace, and Bran Castle.



Peleș Castle near Sinaia in Prahova County.  
Image used under license from Shutterstock.



Cantacuzino Castle in Bușteni. Image used under license from Shutterstock.



Bran Castle located in Brașov, Transylvania. Image used under license from Shutterstock.



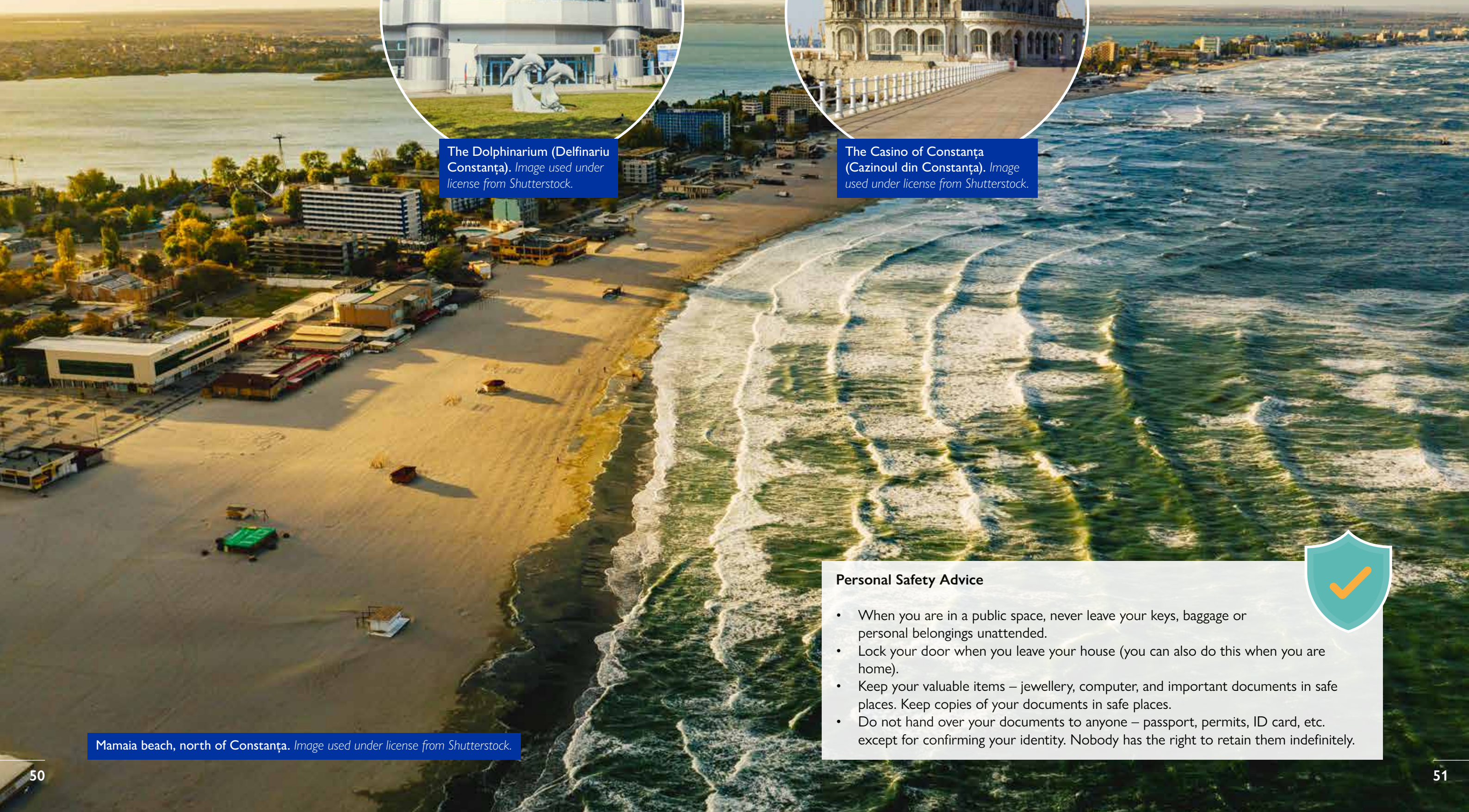
If you want to go to the sea, you can go to Mamaia, Eforie Nord, Eforie Sud, Navodari, or Mangalia. Also, you can visit the Casino of Constanța (Cazinoul din Constanța), the Dolphinarium (Delfinariu Constanța), Tomis Touristic Port, etc.



**The Dolphinarium (Delfinariu Constanța).** Image used under license from Shutterstock.



**The Casino of Constanța (Cazinoul din Constanța).** Image used under license from Shutterstock.



**Mamaia beach, north of Constanța.** Image used under license from Shutterstock.

#### Personal Safety Advice

- When you are in a public space, never leave your keys, baggage or personal belongings unattended.
- Lock your door when you leave your house (you can also do this when you are home).
- Keep your valuable items – jewellery, computer, and important documents in safe places. Keep copies of your documents in safe places.
- Do not hand over your documents to anyone – passport, permits, ID card, etc. except for confirming your identity. Nobody has the right to retain them indefinitely.





6

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RIGHTS AND  
RESPONSIBILITIES

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## □ Rights, Liberties and Responsibilities

All people in Romania have the same fundamental rights, liberties and responsibilities established by the Constitution. As a migrant in Romania, you have the responsibility to understand and uphold the Constitution. All laws are made public; they are not secret. You are responsible for obeying laws even if you do not know them.

None of these fundamental rights and freedoms are absolute. They cannot be used to compromise or break the rights of other individuals. With rights come responsibilities. For example, your right for freedom of religion means that you must respect the religious beliefs of others. These can be broken down as follows:

 Rights	 Responsibilities
<b>Civil</b>	
<ul style="list-style-type: none"> <li>• Right to be treated equally</li> <li>• Right to personal privacy</li> <li>• Right to personal security</li> <li>• Right to a fair trial by an independent court</li> </ul>	<ul style="list-style-type: none"> <li>• Know, respect, follow and defend the law</li> <li>• Treat others equally</li> <li>• Respect the privacy of others</li> <li>• Obey the law</li> </ul>
<b>Social</b>	
<ul style="list-style-type: none"> <li>• To be treated with dignity and respect</li> <li>• To have adequate food, clothing and shelter</li> <li>• To live in a clean and healthy environment</li> </ul>	<ul style="list-style-type: none"> <li>• Treat others with dignity and respect</li> <li>• Support and advocate for social justice</li> <li>• Actively care for the environment</li> </ul>
<b>Political</b> (*The right to vote may be exercised only after obtaining Romanian citizenship)	
<ul style="list-style-type: none"> <li>• To voice your own opinions</li> </ul>	<ul style="list-style-type: none"> <li>• To take an active interest in the affairs of the country</li> <li>• To respect the opinion of others</li> </ul>

## □ Fundamental Rights the Constitution Guarantees

The Constitution establishes Romania as a democracy and a market economy and enshrines the values of human dignity, equality, civic rights and freedoms, the development of the individual, justice and political pluralism.

## □ Human Dignity

Human dignity means that every person is worthy of honour and respect for whom they are, regardless of a person's ethnic background, age, sex, social status, physical or mental health. Human dignity cannot be earned or taken away. It is the foundation of freedom, justice and peace.

## □ Equality

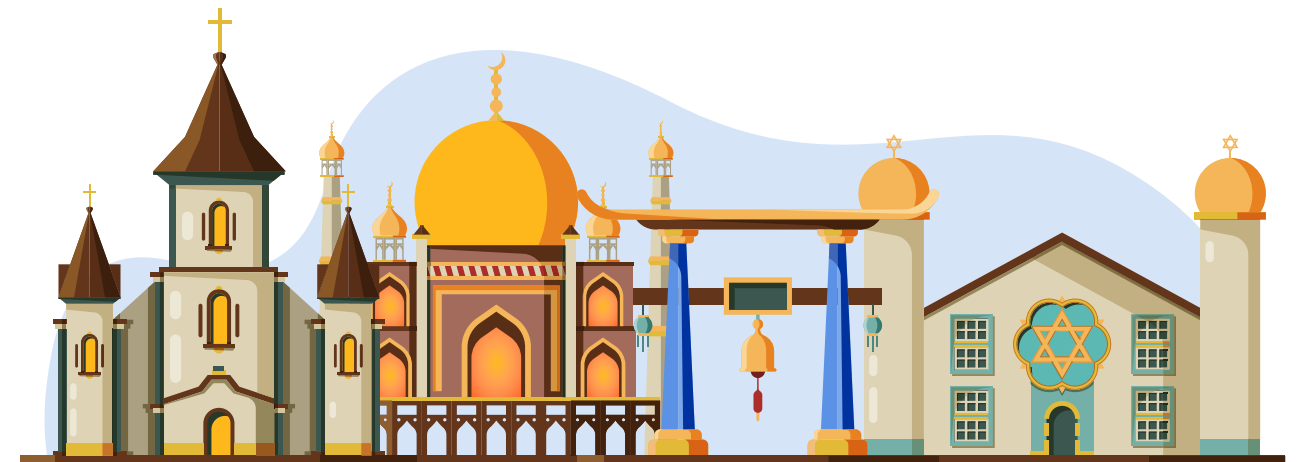
Equality is one of the most important Constitutional values. All individuals are equal before the law and must be treated equally by the law. The Constitution protects all individuals against discrimination when they use and access public services, deal with institutions, look for a job. Women and men are equal. Women are free to choose their education and profession, to have children or not.

## □ Freedom of Speech


You are free to express your views and opinions on politics, religion and matters freely, can debate topics and write about your thoughts and beliefs without fearing persecution. You are also free to receive information from others and form an opinion. However, any verbal attacks on a person or a group of persons because of their gender, beliefs, race, disability, or sexual orientation are forbidden.

## □ Freedom of Religion

Freedom of religion means that people are free to choose their religion or spiritual tradition, as well as to choose not to belong to a religion. No one has the right to force another person into or out of a religious group or congregation. No one may be punished or persecuted for their religious affiliation.



## □ Right to Access Justice

 If you do not obey the laws in Romania, a lawsuit can be filed against you. If you do not speak Romanian, you have the right to an interpreter. Also, you have the right to a fair trial.





## □ Right to Reside in Romania:

1

### BENEFICIARIES OF INTERNATIONAL PROTECTION

Once you have received international protection, you have the right to settle anywhere in Romania, depending on your interests and those of your family. Romanian authorities (The General Inspectorate for Immigrations – IGI) will issue a residence permit for you, free of charge. The permit is valid for three (3) years if you have been granted refugee status and two (2) years if you have been granted subsidiary protection.

#### Documents that are issued to people with a form of protection in Romania

##### The residence permit

Beneficiaries of a form of protection in Romania have the right to obtain appropriate documents to prove their identity and to cross the state border.

To certify the residence, the beneficiary of the form of protection is required to submit one of the following documents: ownership title, lease contract registered at the tax office, authenticated bailment or any other act concluded validly according to the Romanian legislation in force regarding property, to prove the acquiring of housing rights.

Residence permits are issued as soon as possible after the granting of international protection in Romania, for a period of three (3) years in the case of individuals having received refugee status, or for a period of two (2) years, for persons who were granted protection subsidiary. After expiration, a new residence permit with the same validity period will be issued. There are no fees for issuing a residence permit.

##### Travel document

Border crossing documents will be issued on request to foreigners receiving a form of protection in Romania, namely refugee status or subsidiary protection.

To certify the residence, the beneficiary of the form of protection is required to submit one of the following documents: ownership title, lease contract registered at the tax office, authenticated bailment or any other act concluded validly according to the Romanian legislation in force regarding property, to prove the acquiring of housing rights.

For the issuing of an electronic travel document the person must pay a fee of 258 RON.

The electronic travel document is issued on request to the beneficiaries of refugee or subsidiary protection for a period of two (2) years with no possibility of extending the validity period. After expiration, a new travel document will be issued with the same validity.

##### Important notice!

- If you are the beneficiary of a form of international protection, you will have a personal numerical code, which will be inscribed in your residence permit, but also in your travel document.

- If you have been granted a form of protection in Romania, you can travel to the signatory states of the European Agreement on Visa Waiver for Refugees, concluded in Strasbourg in April 1959, and have the right of temporary residence on their territory. If your stay exceeds three (3) months, you must obtain a visa. Also, if you wish to work in another European country, you need to obtain a visa.
- If you have been granted a form of protection in Romania, you will need an entry visa if you want to travel in other states.

2

### OTHER NON-EU CITIZENS

The legal right to stay in Romania is based on the visa and residence permit. There are two visa categories that allow for a period of 90 days stay:

#### Short-stay visa (symbol C):

Allows entry and stay on Romanian territory, for an uninterrupted stay or multiple entries that cannot exceed 90 days throughout any 180-day period. This type of visa can be granted for one or multiple entries for activities such as: tourism, private visits. Business, transport, sport, cultural/scientific, humanitarian activities, short term medical treatment or other activities which are not violating Romanian laws.

This visa will allow you to stay only during its validity and you will not be able to apply for a residence permit in Romania based on it. But you can move freely with this visa anywhere around Romania.

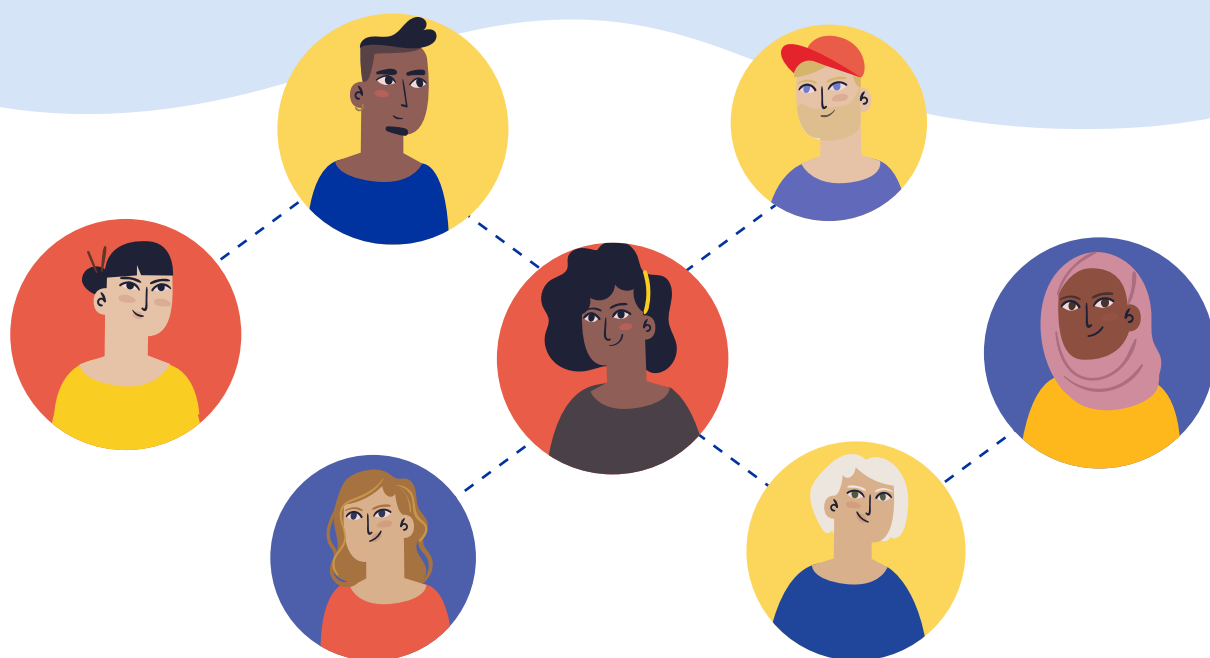
Keep in mind that nationals from some countries are required to have an official invitation approved by the General Inspectorate for Immigration for granting the visas for tourism, private visits and business.

#### Long-stay visa (symbol D):

Allows entry and stay on Romanian territory for a period of 90 days, to engage in the following activities: studies, employment, family reunion, secondment, economic activities, professional activities, commercial activities (investment), religious activities, scientific research activities, etc.

The right of stay afforded by the D Visa can be extended, based on an extension application you need to submit at the General Inspectorate for Immigration. The application must be submitted personally, at least 30 days before expiry of the 90-day stay on Romanian territory. Based on your application you will be issued a stay permit. The validity of the permit will depend on the purpose of your stay in Romania.





## □ Right to Social Integration

The Government Ordinance no. 44/2004 sets the grounds for the social integration of beneficiaries of international protection, of those who have entered Romania through regular migration channels and are residing non-EU nationals, of EU and EEA nationals in Romania.

Beneficiaries of international protection have access to the National Integration Programmeme. Enrolment in the programmeme shall be made within three (3) months after protection has been granted. The Programmeme includes a series of support services, free of charge, for a maximum duration of one (1) year:

- An evaluation interview conducted by the IGI integration officer. Once your needs are identified, you and the officer will work together to set goals for your integration. You will then make a plan to achieve those goals. You will sign showing your agreement with the integration plan.
- Orientation sessions to get accustomed to daily life in Romania.
- Romanian language courses for adults and children, conducted by Romanian language teachers. NGOs running Regional Integration Centres country wide also organise Romanian language courses that complement the ones organised by the Inspectorates.
- Tailored information and counselling: trained staff will inform you of your rights in Romania and will give you practical support related to finding a job, registering in school registration, housing, social security, healthcare, psychological assistance, etc.
- Temporary accommodation in IGI centres.
- Financial support of approximately 600 RON/month for up to one (1) year on condition of registration and participation in the activities of the integration programmeme and established in the individual integration plan.

Six (6) months after receiving this support, IGI analyses your situation and may propose the

extension of the support for an additional six (6) months if they consider it necessary. If you do not participate in the activities set out in the integration programme, if you are not active in seeking a job or if you refuse a job, the support may be suspended.

### ! Important notice!

- Participating in the activities of the Integration Programmeme and keeping to their schedule are crucial for your integration in the Romanian society.
- The Romanian State grants the non-reimbursable financial support of approximately 600 RON per month ONLY if you are enrolled and actively participating in the activities included in the Integration Programmeme.
- You must attend activities included in the integration programme and you can only miss them for exceptional and well-founded situations.
- The Integration Programmeme can be extended beyond the 1-year limit for persons in vulnerable situations, such as: minors, unaccompanied minors, persons with disabilities, elderly people, pregnant women, single parents with minor children, victims of trafficking in human beings, persons suffering from severe diseases, persons suffering from mental illnesses, victims of torture or other forms of abuse, such as rape or other rare forms of psychological, physic or sexual violence, or persons being in other special situations, similar those mentioned here.
- Persons in vulnerable situations may also receive approval for free accommodation in the General Inspectorate for Immigration Centres.

## □ Right to Family Reunification

Family reunification is a procedure through which a beneficiary of international protection can submit an asylum request in Romania for certain family members that are not currently in the country, to reunite with the family.

### This procedure is available only for:

- The spouse, under the condition that the marriage took place before the applicant's arrival in Romania.
- Unmarried minor children (biological or adopted).

For unaccompanied minors, they have the right to be reunited with their parents as soon as possible, the procedure must be initiated by the General Inspectorate for Immigration.

### The file must contain the following documents:

- Proof of family ties and authorised translation of the respective documents.
- Copy of the family members passports.
- Copy of identity documents of the family members (if available).
- A handwritten declaration made by the spouse, expressing their agreement with the family reunification procedure for them and any children, as well as their agreement to share the same living space with the applicant and an authorised translation.
- A written request.



### The family ties can be proved by the following documents:

- Marriage certificate;
- Family book;
- Children's birth certificate (if the case);
- Other documents.

The application must be submitted with the General Inspectorate for Immigration or the Regional Centre for Accommodation and Procedures for Asylum Seekers in the area where the applicant lives (see [www.igi.mai.gov.ro](http://www.igi.mai.gov.ro)).

The General Inspectorate for Immigration must issue a decision within nine (9) months from when the file was submitted.

In special cases, this period may be extended by another six (6) months.

## □ Family Reunion

The family reunion procedure is designed for a wider category of foreigners than the previously outlined family reunification procedure (third country nationals with a residence permit valid for more than one (1) year, EU blue card holders, permanent residence holders and beneficiaries of international protection).

Beneficiaries of international protection can apply for family reunion with their spouse regardless of whether the marriage occurred before or after the applicant applied for asylum in Romania.



When the family reunion application is approved, the family members of the beneficiary of international protection will not apply for asylum in Romania, they will be issued a family reunion residence permit as for third country nationals and exercise their rights accordingly.

### The family reunion procedure is available for:

- The spouse (irrelevant of when the marriage took place);
- Minor children or the spouse's minor children;
- Parents if they cannot support themselves in their country of origin and they do not receive adequate family support;
- Adult children if they cannot care for themselves due to disability or health problems.

### The file must contain the following documents:

- A copy of the civil registry document attesting family ties and a legalised translation of the documents;
- A statutory declaration where it must be mentioned that in the case the request is approved, the family member or relative will live at the same location with the applicant in Romania. Where the application is for a spousal reunion, you must mention that you are both not currently married to anyone else;
- Copy of spouse/ relative's passport;
- Two (2) photos of the family member (passport type);
- A standard request;
- A statutory declaration of the person who shares the custody of the child for which the family reunion request is submitted. The declaration must contain the parent's consent for the child to be reunited with the applicant in Romania (if the case);
- A copy of the residence permit.

The application must be submitted at the General Inspectorate for Immigration (see [www.igi.mai.gov.ro](http://www.igi.mai.gov.ro)).

The General Inspectorate for Immigration must issue a decision on your application in three (3) months from when the file was submitted.

## □ Romanian Citizenship

The National Authority for Citizenship is the institution responsible for granting Romanian citizenship. You can become a Romanian citizen if:

- You were born in, and are living in Romania, or while not born in Romania you have lived in the territory of the Romanian state for at least four (4) years, or at least 2.5 years in case you are married to a Romanian citizen and live together with that person.
- You demonstrate loyalty to the Romanian state and are not supporting nor have ever supported action taken against the Romanian state and national security.
- You are at least 18 years old.
- You can decently support yourself in Romania.
- You have a good conduct and have not been convicted for any crime in Romania or in another country.
- You speak and understand the Romanian language and possess basic knowledge of Romanian culture and civilization.
- You know Romania's Constitution and its national anthem.

The terms mentioned above can be reduced by half if you have been granted a form of protection in Romania.

If you apply for Romanian citizenship and you are not residing in Romania for more than six (6) months in one year, that year will not be considered when calculating the mandatory residence period in Romania for granting citizenship.

If you meet the above-mentioned criteria, you need to file an application with the National Authority for Citizenship, accompanied by a number of supporting documents. The National



Authority for Citizenship will examine your documents and if they are complete, will schedule you for an interview.

During the interview your Romanian language proficiency (writing and reading) will be verified, whether you possess basic knowledge of Romanian language and civilisation that would allow for your easy integration in society, whether you know the Romanian national anthem and the provisions of the Romanian Constitution.

## □ Family Laws



### Changes of circumstances

You must report any change in your situation to the immigration service that issued your residence permit in your area of domicile. Changes include marriage, divorce, birth of a child, death of a family member who is Romanian or a foreign citizen living in Romania, change of name, change of travel document).

### Marriage

In Romania, the law does not allow you to be married to more than one person. You can re-marry if you are legally divorced or your spouse has died. It is illegal to force anyone into marriage. Both people must be 18 years old or older to marry. In some instances, where there are well-founded reasons a minor aged 16 may marry but there are specific legal requirements that must be met.

To prove age, future spouses must present the registry office with valid identity documents: passport, ID card / residence permit and birth certificate. If you marry in Romania, the marriage must be reported to, and a copy of the marriage certificate must be filed with the immigration service/office in the jurisdiction in which you live. This must be done within thirty (30) days of marrying. If you married outside of Romania, then this must be registered in Romania within six (6) months of the date it was issued.

The marriage may be registered only after a period of 10 days has elapsed from the date of filing the file with the Civil Status Office of the City Hall at the domicile or residence of one of the future spouses.

### Divorce

Divorce may take place:

- through mutual consent of the spouses, at the request of both spouses or of one of the spouses, accepted by the other spouse;
- when, due to good reasons, the relations between the spouses are seriously injured and the continuation of the marriage is no longer possible;
- at the request of one of the spouses after a separation that has lasted at least two (2) years;
- at the request of one of the spouses whose state of health makes it impossible to continue the marriage.

## Children

Must be declared and registered with the local office (usually within the Mayor's office) for the registration of persons where the birth took place. New-born registration is done within 30 days for a live birth or three (3) days for a stillborn birth. The declaration of the new-born is necessary for the issuance of a Romanian birth certificate.

If you fail to record the birth then you will be fined.

If you have a child in Romania, the maternity hospital should report the birth and provide a certificate confirming the birth. If the birth takes place at home, it will need to be reported to the territorial medical facility and they will issue the certificate.

Where one parent is a Romanian citizen, the born child has Romanian citizenship.

## State Child Allowance

Parents can take a parental leave until the child is two (2) years old, or three (3) years in the case of a disabled child. Parental leave can be taken by both mother (maternity leave) and father (paternity leave). At the time of writing, 126 days leave at 85% of average income is paid by National Security Fund provided you have paid minimum health insurance contribution for at least one (1) month in previous 12 months.

Claims for childcare allowance are filed with the municipality, city, or the County Payments and Social Inspection Agencies where you have your domicile or residence.

State child allowance is a form of state protection, non-taxable.

### State allowance:

- Is granted to all children residing in Romania, aged 0 to 18 years.
- Can also be granted to young people who have reached the age of 18 if they attend high school or vocational education, until they finish education, provided they do not repeat the school year.

### The amount of the state allowance is currently:

- **631 RON/month** for children up to the age of two (2) or three (3) for children with disabilities.
- **256 RON/month** for children over two (2) years until the age of 18, or 631 RON/month for children with disabilities over three (3) until the age of 18 years.

Claims for childcare allowance are filed with the municipality, city, municipality, or the County Payments and Social Inspection Agencies where you have your domicile or residence.







**Please note:** These amounts may change, check with the relevant authorities for up-to-date values.






## □ Responsibilities

Romanian laws may be different from the laws in your country of origin. Thus, it is your responsibility to know and respect them to avoid unpleasant situations, such as fines, prison or even losing the right to residence in Romania.

While fines and punishments may change and/or vary depending on severity, below you will find some examples:

Law refers to	Description	Consequences for breaking the law
<b>Possession and use of drugs</b> 	<ul style="list-style-type: none"> <li>It is illegal to cultivate, produce, experiment, offer, sell or buy risk drugs (cannabis, mari-juana) and high-risk drugs (heroin, cocaine, opium, am-phetamine)</li> </ul>	<ul style="list-style-type: none"> <li>3 to 10 years in prison for sub-stance abuse (risk drugs) and 5 to 15 years in prison for high risk drugs.</li> </ul>
<b>Smoking</b> 	<ul style="list-style-type: none"> <li>Smoking is not allowed in all enclosed public spaces, office spaces, public transportation, children's playgrounds, schools and hospitals.</li> </ul>	<ul style="list-style-type: none"> <li>Fine from 100 to 500 RON for individuals.</li> </ul>
<b>Alcohol consumption</b> 	<ul style="list-style-type: none"> <li>Alcohol consumption is prohibited in certain public areas, such as: public roads, parks, stadiums, cultural institutions, theatres, public transportation. Selling alcohol to young people under the age of 18 is also pro-hibited.</li> </ul>	<ul style="list-style-type: none"> <li>Fine from 100 to 500 RON.</li> </ul>
<b>Driving</b> 	<ul style="list-style-type: none"> <li>It is illegal to drive without a driver's licence.</li> <li>Also, it is prohibited to drink alcohol or use drugs if you are driving.</li> <li>You must have a special seat in your car if you are transporting children under the age of 3, and all passengers in the car must wear a safety belt.</li> </ul>	<ul style="list-style-type: none"> <li>You can receive a prison sentence of 1 to 5 years.</li> <li>Suspension of the driver's licence and even a prison sentence of 1 to 5 years.</li> <li>You can receive a fine of 580 RON to 725 RON.</li> </ul>

Law refers to	Description	Consequences for breaking the law
<b>Children's care</b> 	<ul style="list-style-type: none"> <li>Children in Romania have the right to be protected against abuse, negligence, exploitation, trafficking, illegal migration, kidnapping, violence, internet pornography, and all other forms of violence, regardless of the environment in which they are (family, educational institutions, medical institutions, protection institutions, offenses research institutions, detention/rehabilitation institutions, internet, mass-media, jobs, sporting venues, community).</li> <li>Leaving the children unattended is a form of negligence. Any act of violence directed against children is prohibited.</li> <li>Romania has mandatory obligations to report children who have experienced or at risk of violence/abuse/neglect. This can be reported through the lo-cal child protection authority (Direcția Generală de Asistență Socială și Protecția Copilului)</li> </ul>	<ul style="list-style-type: none"> <li>To protect children, they may be placed in special centres and the responsibility for their care and well-being may be transferred to the General Departments of Social Assistance and Child Protection Services; termination of parental rights.</li> </ul>
<b>Using firearms/ guns</b> 	<ul style="list-style-type: none"> <li>Foreigners which have their legal residence or home in Romania may be authorised to only purchase hunting weapons, shooting range guns or collectibles.</li> </ul>	<ul style="list-style-type: none"> <li>It is punishable by imprisonment and a fine.</li> <li>Possession, carrying, manufacturing, as well as any operation regarding the circulation of lethal weapons without the right, are punishable by imprisonment from 1 to 5 years.</li> </ul>
<b>Violence, Abuse and Exploitation</b> 	<ul style="list-style-type: none"> <li>It is illegal to commit any acts of violence, abuse and exploitation in Romania against any person (adult or child). This includes in a family and/or work environment.</li> </ul>	<ul style="list-style-type: none"> <li>Punishable by fine or imprisonment, depending on the severity and consequences of the act(s). Romanian criminal law categorises these acts under different crimes/offenses, and as such as punishable as per the relevant chapters of the Criminal Code.</li> </ul>



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# EDUCATION IN ROMANIA

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Children have a right to education in Romania. It is compulsory for 10 years, public education is provided for free. The teaching language is Romanian. There are, however, educational institutions (usually private schools) where the teaching can be delivered in a language other than Romanian.

If you have received a form of protection in Romania, access to all forms of study and levels of education and professional training is provided under the same conditions as Romanian citizens.

To facilitate access to education, children and adults may participate in free beginner courses for learning Romanian language. They are organised by the School Inspectorate in the county where you live in, in collaboration with General Inspectorate for Immigration, but also with other non-governmental organisations.

## □ Pre-school education



- Early childhood education and care
- Nursery: 0 – 3 years old
- Kindergarten: 3 – 5 years old

Kindergartens (Grădinița) can have a regular programme (5 hours/day), an overtime schedule (10 hours/day), a weekly schedule (for children from disadvantaged families). Registration is free of charge, but you are required to provide a medical examination file of the child. Registrations take place between March and July every year.

## □ Primary Education



- Preparatory class: 6 years old
- Classes I – IV: 7 – 10 years old

Primary classes are compulsory. Registration in the preparatory class is done every year between February and March. Usually, children continue their primary studies in the same school where they were admitted in the 0 class. Children learn in the primary classes from Monday to Friday, between 08:00 to 12:00, with a teacher. In some schools, there is an afterschool programme, but you have to pay for it. There may be some organisations that offer after school programmes to children from disadvantaged or vulnerable circumstances. Children do not get grades, but are evaluated with a form of ratings (i.e. FB = foarte bine (very good), B = Bine (Good), S= Suficient (Sufficient), I = Insuficient (Insufficient)).

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## □ Secondary Education



- Gymnasium (lower secondary education): classes V – VIII (10 – 15 years old)

Primary classes are compulsory. Registration in the preparatory class is done every year between February and March. Usually, children continue their primary studies in the same school where they were admitted in the 0 class. Children learn in the primary classes from Monday to Friday, between 08:00 to 12:00, with a teacher. In some schools, there is an afterschool programme, but you have to pay for it. There may be some organisations that offer after school programmes to children from disadvantaged or vulnerable circumstances. Children do not get grades, but are evaluated with a form of ratings (i.e. FB = foarte bine (very good), B = Bine (Good), S= Suficient (Sufficient), I = Insuficient (Insufficient)).



## □ High School (Upper Secondary Education)



- Classes IX – XII (15 – 19 years old)

When moving from gymnasium to high school, students take an assessment in Mathematics and Romanian language, known as national evaluation with unique examination subjects nationwide. After the national evaluation, the students are assigned to a high school, depending on the choices they have made, and on the final grade.

In high school, the study profiles can either be broad, for those that choose theoretical high schools, or very specific (i.e. initiation in a profession) for those that choose high schools with a technological profile (technical, environment protection) or vocational (military, teaching, sports, art). Highschool level studies are concluded with a baccalaureate exam, also called a maturity exam. To pass, the average grade for all the exams cannot be under 6, and for each subject the exam grade must be minimum 5. The baccalaureate diploma opens access to post-secondary and university education.

Primary and secondary education are split in two semesters and take place between September and June of the next year, with several holidays in between, such as during the winter – winter break (two weeks during December-January), during the spring – spring break (one week in March or April) and during the summer – the summer holidays (from the end of June to the beginning of September).

and provides you with a Competence Language Certificate, which you will need to register for studies. The university year starts in October and ends in June. It is split in two semesters with each lasting approximately 14 weeks.



### Important notice!

- It is the parents' responsibility to ensure that child(ren) attend school. Coming to school on time is important. It is also the responsibility of the parents to make sure their child(ren) complete their assignments and obey school rules. Parents are also expected to participate actively in their child(ren)'s education. They are encouraged to visit the school, to get to know the teachers and attend school meetings.
- Each parent is responsible for arranging transportation for their children to attend school. In situations where a child is attending a private school, or is living quite far from school or there are no means of public transportation, schools may organise bus transportation to assist. This is more common in rural areas.
- School classes are mixed (boys and girls) and have around 25 to 30 students in each class.

## □ Post-secondary Education



This is for high school graduates with or without a baccalaureate diploma; it lasts from 1 to 3 years and ensures a professional qualification in fields such as: electronics, informatics, agriculture, forestry, economy, energy, tourism, health and teaching assistance, aesthetics.

University level education takes place in universities (state or private, with accreditation), academies or superior studies schools and has the following levels:



**Bachelor studies:** 3 or 4 years. To get to this level, you need a Baccalaureate diploma. Universities may also organise an admission exam. Studies at this level are concluded with an exam and a bachelor's degree.



**Master's studies:** are specialised studies that take 1 or 2 years and are finalised with a dissertation thesis and a master's.

Generally, to enrol in university education, you need an original study diploma which provides proof that you have finished high school in your home country. However, in Romania, universities have autonomy. As such, they can have different admission requirements. Regardless of these, it is very important that you speak Romanian to be able to participate in classes and get the education you desire.

Universities organise an intensive, one-year Romanian language preparation course for foreign students. At the end of it, the Romanian Language Institute organises an evaluation examination for the B2 level, in accordance with the European Reference Framework for the Study of Languages

## □ Recognition of Diplomas and Qualifications

If you want to continue your studies or work in Romania, it is necessary to have your any diplomas obtained abroad recognised and equivalenced. This is done by the National Center for the Recognition and Equivalence of Diplomas (CNRED). Diplomas obtained abroad may be recognised in Romania if:

- The diploma is issued by an accredited institution on the territory of the state where you have graduated;
- The level and field of studies have a correspondent in the Romanian education system. The original study documents presented must be authenticated with a legalisation or Hague Apostille (determined on a case-by-case basis).



For recognition of diplomas of vocational school, high-school graduation (baccalaureate), Bachelor, Master and PhD degree, as well as for professional qualifications, your application file must contain:

- Your application form.
- Your diplomas.
- Your identification documents (ID card, passport, etc.).
- The evaluation fee.

The Application must be submitted at the Registry of the Ministry of National Education Registration Office or will be sent by courier (Romanian Post) to CNRED. After the evaluation of the application, CNRED may recognise the study documents and issue a certificate of recognition



of studies corresponding to a level and study field existing in the Romanian education system. If the curriculum differs substantially, CNRED may decide to apply differential examinations or other compensatory measures.

Please visit the CNRED website for more information: [www.cnred.edu.ro](http://www.cnred.edu.ro)



#### Important notice!

- Diplomas and studies are automatically recognised if obtained from education institutions accredited in the EU, EEA and the Swiss Confederation.
- Diplomas and studies from other states are only recognized in case the structure of studies in the respective country is the same as in Romania, or where the two countries have an agreement mutually recognising diplomas.

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## HEALTH





You have the right to access the same healthcare as Romanian citizens. You must enrol in the national health insurance scheme, pay the monthly health insurance fee and register with a General Practitioner (GP), known as a Family Doctor (doctor de familie). You can request and will receive a health insurance card which you will present each time you visit your GP or any other physician, and when you go to the pharmacy with a prescription.

If you are employed, your monthly contribution will be paid by your employer, along with other social security contributions (e.g. pension, unemployment benefits etc.). If you work as an independent contractor or you are unemployed and you require special medical care, you can sign an individual contract with the Health Insurance Agency – Casa Națională de Asigurări de Sănătate (CNAS) and pay a monthly contribution to the Agency.

### ❑ If you do not have an income:

You can pay 150 RON/month or 1,800 RON/year. But first, you must complete a declaration and send it to ANAF ([https://static.anaf.ro/static/10/Anaf/Declaratii\\_R/declaratie\\_unica.html](https://static.anaf.ro/static/10/Anaf/Declaratii_R/declaratie_unica.html)).

Health insurance is available free of charge to the following: children and young people up to the age of 18; students (including university students under the age of 26); pregnant women and young mothers without income or with income below the national minimum wage (2,300.00 RON in January 2021); persons with a disability that fit certain criteria, have a medical condition that is listed in the national health programmes (devised by the Ministry of Health) and a spouse/parent without any personal income supported by a person who is already insured in the Romanian medical system.

If you are not covered by an insurance policy, there is still a minimum of services and specialised assistance for emergency situations or periodical checks of which you can benefit (first aid, hepatitis, tuberculosis, rabies, family planning). **Emergency medical services are provided free of charge.** If you are not yet insured, you can benefit from consultations and medical treatment for a

fee. ANY hospital has an obligation to provide non-discriminatory first aid and emergency medical assistance to ANY person who goes there if that person is in a critical state of health. You can also receive a free package of medical services that is established under the framework contract: medical/surgical emergencies, medical conditions that have an epidemic potential, monitoring the evolution of pregnancy and post-natal women, family planning services.

In case of an emergency (accident, burns, cuts, etc.), you can call 112 (free number) for an ambulance. **The ambulance service is free of charge**, as is the medical care and any type of medical-surgical intervention provided in response to an emergency. When you call 112 all the agencies responsible for emergency situations are activated (fire fighters, police and ambulance) and you can speak in your mother tongue. If you have hearing and sight disabilities, you can call 113.

If you are covered by medical insurance or not, your medical records are confidential.

In Romania, there is also **the option of paying to access private medical services**. There are private hospitals or clinics that can provide a large variety of medical services.

Victims of trafficking/labour exploitation are entitled to free health care. Other migrants in vulnerable situations may also be entitled to free health care.



#### As an insured person YOU HAVE THE RIGHT to:

- Freely select your provider of medical services, as well as the health insurance office you wish to enlist with.
- Freely enlist with a family physician (a General Practitioner/GP). If your selected family physician has their practice in a different locality from the one you live in, it will be your responsibility to cover the transportation expenses when visiting the physician.
- Change the selected physician, but only after at least six (6) months since enlisting with that person.



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# EMPLOYMENT

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Getting a job must be a priority, especially if you have been granted international protection. This is essential so that you can support your family. Unfortunately, you may not be able to find work in your chosen profession. Instead, we recommend that you work to learn the language, have your credentials recognised, and gain work experience that will allow you to improve your position.

**As a foreign citizen you have unrestricted access to the labour market in Romania if:**

- You have a long-term permit to stay on Romanian territory.
- You have a temporary stay permit for family reunification and are a family member of a Romanian citizen.
- You have a temporary stay permit for studies (in this case you can only be hired for up to 4 hours per day).
- Romania has signed labour treaties with your country of origin.
- You are engaged in teaching, scientific or other such specific activities, with temporary character, in relevant entities accredited or provisionally licensed in Romania.
- You are engaged in temporary activities requested by Ministries of the government or other entities of the central or local public administration or by autonomous administrative entities.
- You have been appointed in charge of a subsidiary, representation or branch, operating on Romanian territory, of a company whose head office is in another country, as demonstrated by documents required by applicable Romanian law.

- You have a temporary stay permit as issued to victims of a crime (e.g., victims of trafficking in human beings or migrant smuggling).
- You previously had a stay permit in Romania as a family member of a Romanian citizen and are now in one of the following situations:
  1. your marriage has been pronounced terminated.
  2. your partnership relationship has ended.
  3. your Romanian-citizen sponsor has died.
  4. you have come of age or have turned 21 years old, in the situation where you are a family member of a Romanian citizen.
- You have been granted a form of protection in Romania.
- You are tolerated, in which case you have access to the labour market for the duration of you having tolerated status in Romania.

## □ Employment notice:

If you want to be employed in Romania, you must obtain a working visa, and for this, you need a copy of an employment notice to work in Romanian. The employment notice is a document that the Romanian employer receives from the territorial office of the General Inspectorate for Immigration (IGI) in the county in which they have registered, after they have made the decision to hire you.

- The application for an employment permit must be filed by the employer on your behalf.
- The employment permit is not transferable. This means you cannot use the same permit to get a different job or to work for a different employer from the one with whom you had your original labour contract in Romania.
- The single employment permit is valid for one (1) year and can be extended for successive periods of one year each, for as long as you are under contract with your employer.
- If whilst you still have a residency permit, you choose to leave your employment, or your employment and/or contract ends before your residency permit expires, you have 90 days to find a new job. If you find a new employer, they will be under an obligation to get you a new notice of employment/permit. Afterwards you can sign a new labour contract with them, after which you will need to go to the IGI to get an extension of your residence permit. If you cannot find a job within the 90 days mentioned above you will have to leave Romanian territory, unless you are entitled to unemployment benefit. It is best to seek assistance as early as possible before your permit expires.

**There is no need for an employment notice, if:**

- There are free labour treaties concluded between Romania and your home country.
- You have the right to stay in Romania on a long-term basis or a temporary residence permit for family reunification as a family member of a Romanian citizen.



- You are performing teaching, scientific and artistic activities based on bilateral agreements or orders of the ministers of education and culture.
- You are in Romania for your studies (in this case you can be hired for up to 4 hours/day). Perform temporary activities in ministries or central/local public administration or you have been appointed head of a subsidiary/branch in Romania of a foreign company.
- You already have a full-time employment contract and enter a new part-time contract of up to 4 hours a day.

## □ Searching for a Job

If you are already in Romania and you need a job, here are a few suggestions that might help you find a job.

You are eligible for job services from the County Employment Agencies (AJOFM). In addition to enrolling with AJOFM, you may:

- Search for jobs online at:

[www.bestjobs.ro](http://www.bestjobs.ro)  
[www.ejobs.ro](http://www.ejobs.ro)  
[www.myjob.ro](http://www.myjob.ro)  
[www.anuntul.ro](http://www.anuntul.ro)  
[www.hipo.ro](http://www.hipo.ro)

[www.cariereonline.ro](http://www.cariereonline.ro)  
[www.publi24.ro](http://www.publi24.ro)  
[www.olx.ro](http://www.olx.ro)  
[www.linkedin.com](http://www.linkedin.com)  
[www.dreamjobs.ro/en](http://www.dreamjobs.ro/en)

- Look at the job advertisements in the classified section of your local newspaper.
- Attend a “job fair” taking place in your town.
- Use the services of an employment agency that searches for jobs on your behalf, such as [www.viajob.ro](http://www.viajob.ro) or [www.manpower.ro](http://www.manpower.ro)
- Ask friends or relatives for job leads. Don’t isolate yourself; those around you may know of job openings!
- Offer your support as a volunteer, especially in NGOs or international organisations. If you do a good job, they may be able to hire you when something becomes available or refer you to another organisations.

## □ Safer Employment, Applying for Jobs and Interviews

Like anywhere, there can be situations where employers or workplaces do not respect your rights. The Romanian government takes labour exploitation and trafficking seriously and help is available. There are some things you can do that can improve your employment safety.

## □ Warning signs that a potential job may not be legitimate:



**If it sounds too good to be true, then it might be, especially if:**

- It has a very high salary;
- They approach you (and you did not apply); and/or
- You get the job straight away;
- There is no requirement for skill or experience, or language;
- There is no detailed description of the job position;
- They want you to travel/start as soon as possible;
- There is no contract;
- They promise accommodation and transport without providing other details or agreement relating to employment.



**Research the company – you really need the below details to help you determine if it is a legitimate employment opportunity:**

### a. Is there a website?

- Is the website consistent with the job posting?
- Is the website professional?
- Is there contact information on the website?
- Are there jobs and career information on the website?

### b. Does the company name check out?

- What is the company name?
- Is the company name registered?
- Is there a name and address of the potential employer?

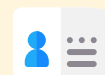
### c. What details about the position/job do you have?

- How much will you be paid?
- How often will you be paid?
- What are your working hours?
- Is there a contract?



**Have you been asked to make a payment?**

- If you have been, then it may be a scam.



**Have you been asked to share personal information early on?**

- This may also indicate that it is not a legitimate job.



**What has the communication been like with the potential employer?**

### Email:

- Does the email address match the company name?
- Have the emails been unprofessional (mistakes and errors, unnecessary capital letters, failure to provide location information)?

### Interview:

- Have you been asked to undertake an interview using messaging service/chat or text message?



## □ Identifying a Job

You need to apply to many jobs at the same time, and may need to follow-up to ask about the status of your application. Once you have identified a position, you need to apply by sending a resume (curriculum vitae/CV) and a cover letter. A resume is a formal list of your qualifications and work experience. A cover letter is a short description of what makes you a strong candidate for that position. Counsellors in Regional Integration Centres can help you prepare the resume and cover letter. They can also help you prepare for the interview.

You can find a European-level recognised CV template here:  
<https://europa.eu/europass/en/create-europass-cv>

An interview is a meeting with a potential employer where they ask about your skills and experience. If you make a positive impression in the interview, you increase your chances of getting employed significantly. You can make a positive impression by doing the following:

- **Be punctual.** Punctuality is becoming increasingly important in Romania. If you are late, your employer might think that you will be late for work as well.
- **Dress neatly.** It is very important not to go to an interview in shorts or with some shirt buttons missing.
- **Show positive body language.** Smile, look the person in the eyes and confidently shake hands with him/her.
- **Have a self-confident attitude.** Talk about yourself in a positive manner and highlight your qualities and abilities.
- **Ask questions about the work environment and the company.** This gives the impression that you are interested in the job.



## □ Checklist BEFORE commencing or travelling to any position

- ☒ I have read and checked any potential warning signs that the position may not be legitimate.
- ☐ I have checked that the company (and employment agency, if I was hired through an agency) is registered.
- ☐ I have a contract that:
  - is written in a language I understand;
  - clearly states the name, address, contact number of the employer and workplace and identifying numbers of the employer and the business;
  - details the period of employment that I was hired for;
  - details how much I will be paid, when I will be paid and how often;
  - details my working hours;
  - details my responsibilities; and
  - details the employer's responsibilities.
- ☐ Both myself and the employer have signed the contract.
- ☐ I have valid work permits for that country (if relevant/needed).
- ☐ I know and remember the emergency contact number for help in the country I am in, will be working in/travelling to or through (112 for Romania and EU countries and 119 for matters related to children).
- ☐ I know the telephone number and address of my nationality's Embassy in the destination and transit country I am travelling to.
- ☐ I have memorised the telephone number of at least one (preferably more than one) trusted person.
- ☐ I have enough information about:
  - my workplace and employer; and if travelling/moving
  - who am i going with;
  - where am I going;
  - my trip route;
  - my residential address
- ☐ I have informed at least one trusted person about my work/travel (including my workplace, and if I am travelling: who with, where, my travel route, my accommodation address, and any other details I have).
- ☐ I have a secret 'safeword' or phrase that I have given to my trusted person(s). If I use this phrase later, then they know that I am in trouble.
- ☐ I have enough money to get to another safe place if I need to.
- ☐ I have a credit card or some source of funds or support that I can use for emergencies.
- ☐ I have a copy of my travel/identification documents with me.
- ☐ I have a phone that I can use internationally, and I have enough credit.
- ☐ I know and can speak key phrases in the country's national language.
- ☐ I have travel insurance and a photocopy of this insurance (if required).



## □ Signs that may indicate you are being exploited:

Your employer, supervisor, or somebody who helps them:



Has removed or is withholding your passport or other identification document(s)



Is threatening, hurting or intimidating you to stop you from leaving (this includes but is not limited to physical abuse, sexual abuse, threats of any abuse [to yourself, colleagues or your loved ones], locking you in your workplace, accommodation, or another place, threats to report you to the police or immigration authorities)



Uses very strict rules to control you. This might include:

- Not letting you sleep at all, or enough;
- Not letting you have rest breaks;
- Not letting you eat or have access to food/water;
- Denying you medical care;
- Isolating you and/or not allowing you to communicate with other people outside of your work (family, friends, social services, NGOs, police etc.)



Is not paying you, and/or only pays you some of what was promised, and/or controls your money



Is not respecting the working conditions that were agreed - this may include the type of work, working hours, living conditions and/or the pay



Is asking you to perform labour, services or commercial sex acts to repay debts (sometimes a person may manipulate your debt to make it harder to pay off, or try to make you think that you cannot leave until the debt is paid)



Does not allow you to move freely



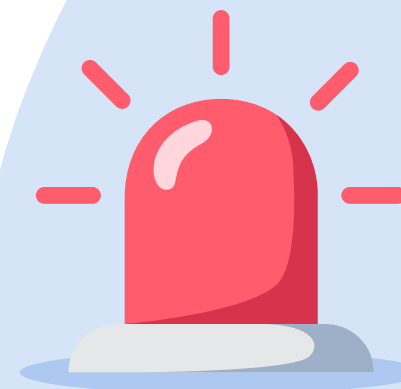
Is not respecting the terms of your contract or the employment laws of that country (some examples may be if you are: not paid fairly, discriminated against, sexually harassed or exploited, and/or if your health or safety is put at risk).

Please be aware that there are many different and complex signs and these are just some potential signs.



## □ Suggestions to get help:

- Call the **emergency** number for Romania (and the EU) - **112**
- Call or go to the nearest embassy or consulate for your nationality (wherever possible research this before travel).
- **Contact IOM Romania**  
**+40212103050**  
**iombucharest@iom.int**  
If you are not in your home country and you find yourself in a vulnerable situation, you can get help and protection through IOM.
- Contact Romania's **National Agency Against Trafficking in Persons (ANITP)**'s information line **0 800 800 678**
- Run to a **public place** such as an institution, hospital, library, post office, etc.
- Contact a **trusted person** and/or use the safe word to alert your trusted person that you are in an unsafe situation if you are able.
- Contact a local **NGO** or social service provider for help (where possible, find this beforehand).



### Important notice!

- You should not give your original documents or passports to the employer, or any other personal items, such as communication devices, money or bank cards.
- If you find yourself in a situation involving trafficking in person, please contact the National Agency Against Trafficking in Persons (ANITP) by dialling the free hotline 0800 800 678. You can also check their website for more information: <https://anitp.mai.gov.ro/english>
- If you find yourself in a situation involving exploitation of labour or violation of contracts, please contact the Labour Inspection Department (*Inspectia Muncii*) by dialling +4 021 302 70 86. You can also check their website for more information: <https://www.inspectiamuncii.ro>



## □ Employment Contract

It is very important to be legally employed. Nothing can protect you if you accept work without a contract. Working without a contract exposes you to risks such as: poor working conditions, a wage lower than the one you agreed upon initially, late payment for work done, and social contributions not paid for by your employer.

In Romania, in 2023, the minimum wage is 3,300 RON (gross salary) for a workday of 8 hours/day. The gross salary includes all your income. The salary which you will receive is the net salary, which is the difference between your gross salary and your social security and health mandatory contributions as well as other expenses related to your professional position. For example, if you have a 3,300 RON gross salary, your net salary will be of 1,930 RON.

## □ Social Security Contributions

From a gross salary of **3,300 RON**, you will take home **1,930 RON** following the mandatory contributions. Here's a breakdown:

Social Insurance (pension, unemployment benefits) – 25% of Gross Salary	- 825 RON
Health Insurance – 10% of Gross Salary	- 330 RON
Gross Salary 3,300 RON	
Social Insurance - 825 RON	2,145 RON
Health Insurance - 330 RON	
10% Tax on income after deductions (2,145 RON)	- 215 RON
<b>Net Salary (2,145 RON - 215 RON)</b>	<b>1,930 RON</b>

## □ Managing your money

It's important to get a clear picture of the budget you and your family have and where your expenses are. That way you can figure it out:

- How much money you can afford to set aside.
- If I am currently spending more than I can afford.
- If I don't spend enough on myself and my future.
- Because of which costs I am unable to save.
- What impact does spending have on my budget.
- What are my essential expenses and where can I cut back to start saving now.
- Why is it important to set up an emergency fund.



The average expenses for a decent living for a family of 4 (two adults and two children) has been estimated in 2022 at around 8,659 RON/month.

**Type of expenses:** rent, gas, water, electricity, food, travel and transportation, health care and medicines, communications (telephone bills), school/nursery fees.

**It is important that all adult family members have access to use money and are able to**

**participate in decisions of household expenditure and joint property.**

**One person should not unreasonably control or intimidate another in relation to their right to earn money, to have access and control over money, assets/incomes. No one should dispose of joint property/property of another adult/child without the consent of that person.**

**Partners/Spouses should be able to ensure access to joint financial assets for the purposes of meeting normal household expenses.**



### Tips to save:

- You need to be able to distinguish between essential and optional spending.
- Saving for an emergency: saving is essential, an absolute need.
- Saving means giving up an immediate want to invest and achieve a goal in the future.
- Saving provides security.
- To create your budget, you need to calculate your income and expenses. With this calculation, you can define your savings capacity, meaning how much you can set aside each month. In a family or marriage relationship, this should be a joint discussion amongst adults.
- In case of emergencies or changes in your financial situation, you will have to adjust your budget to be able to cover all your expenses and save for your goals.

## □ Considerations to make when selecting a savings method

### Requirement for opening a savings account

- Many people think you need to be well-off to open a bank account. This is not always true.
- Some banks require only a very small deposit (or none at all) if you want to open a savings account. However, requirements might include national IDs, proof of residence and/or services paid by person.

### Safety

- When people choose to keep their money at home, there is a danger of it being stolen or lost.

### Cost of savings (fees)

- Formal institutions may charge you for making transfers, withdrawing money from ATMs, etc.



## □ Payment Methods

### Cash Card

A cash card is given to you by your bank and allows you to get cash from your account using a special machine called an Automated Teller Machine (ATM) or cash dispenser. In addition to withdrawing cash from your account, you can use an ATM to find out your account balance, transfer money from one account to another, and make deposits into your account.

Each bank has its own network of ATMs but often you can use your bank card to withdraw from any ATM whether the ATM belongs to your bank or not. However, your bank may charge you a fee each time you use an ATM that is part of another bank's network.



### Debit Card

A debit card is another way to make banking transactions electronically. In addition to using it to withdraw money from ATMs, you can use a debit card to pay for goods you purchase in many stores. You must have the money in your account at the time of purchase. The amount of your purchase is deducted immediately from your account. You will regularly receive a regular statement from the bank, showing the total amount deducted from your account and your remaining balance.

### Credit Card

In general, a credit card allows you to carry out the same transactions as cash and debit cards. The major difference is that it also enables you to access instant credit. In other words, if you do not have money in your account, you can still make the purchase by taking out a loan from the institution that sold you the credit card (financial institutions but also supermarkets, department stores, others).

Depending on the features of your credit card contract, the amount of your purchase will be deducted from your account.

You will receive a regular statement from the institution that issued the credit card, showing the total amount to be repaid, the amount already paid off and the interest rate.

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## HOUSING





Housing varies by type, size and price. In cities, towns and villages, blocks of flats are most common. Blocks of flats may be as high as 10 floors with apartments that have one (1), two (2) or more rooms. A common older two-room apartment is 40 meters and a studio apartment around 25-30 meters. Newly built blocks have larger spaces (e.g., 50 meters for a two-room apartment), are brighter, and away from the city centre, but also have a higher rent or purchase price. The structure of the space is similar, with most having a kitchen, bathroom and balcony.

Apartments and homes can be rented furnished or unfurnished. In unfurnished spaces, you will not find appliances (fridge, cooker, or washing machine). Typically, apartments and homes are connected to the public water, gas and electricity networks. In some areas, however, housing is heated with firewood, stoves or individual heating stations. Before renting a dwelling, you may wish to consider the following:

- **Zone or neighbourhood:** analyse whether there are work opportunities, school, public transport, and shops nearby.
- **Cost of rent:** confirm you can afford to pay rent and have reserves for utilities (water, gas, electricity, cable TV/internet, other maintenance costs). In some situations, the costs of some utilities is calculated by totalling the cost for the whole apartment block or building and splitting it amongst the different apartments (the percentage can be impacted based on the size of the apartment – you should check this before signing any lease).
- **The lease:** the rights and obligations it entails.

## □ Renting accommodation

NGOs can help you find the most suitable housing. The length and amount of rent and utilities support that an NGO can provide you will vary depending on the programmes the NGO runs and the funding they have available. Typically, the support will last up to one year; however, this is not guaranteed.

### You may also find your own housing:

- Ask friends if they have or know other people who rent out living spaces;
- Track advertisements on rental-type buildings or newspapers under “rentals”;
- Check online: [www.imobiliare.ro](http://www.imobiliare.ro), [www.olx.ro](http://www.olx.ro), [www.anuntul.ro](http://www.anuntul.ro), [www.imopedia.ro](http://www.imopedia.ro), etc.
- Get in touch with a real estate agency.
- Social media groups dedicated to renting announcements such as Facebook groups (e.g., Chirie Bucuresti (*Anunturi de la proprietari*); Chirie CLUJ-NAPOCA (*direct de la proprietari*); etc.

No rent control exists in the private sector. Rental amounts can be freely negotiated between landlord and tenant. The rent can be indexed to inflation; such clauses are common. Progressive annual increases in rent can be lawfully stipulated in the contract. All legislation regarding landlord and tenant in Romania is state law, and there is no legislation at local level.

First, you should speak with the landlord and mention that you will need the lease agreement to register the contract and your residency at IGI, the immigration authority. This is especially valid for non-EU citizens, as you need to present a copy of the contract, with a mention on it that your landlord allows you to stay there. This advice might be useful in a situation where the landlord either do not register the contract or mention that they want an increased fee. So, to avoid these kinds of difficulties, request the documents from him. Also, do note that this will protect you against an eventual eviction, even if you're not an EU citizen.

**Not all the utilities are included in rent.** Additional expenses generated by the use of the apartment, such as maintenance, lighting, internet, etc. they are your responsibility, and their payment method must be set out in the contract. As a tenant, you will have the duty to monitor and pay monthly for these utilities, either to the homeowners association, as in the case of maintenance, or directly to suppliers, as is the case with the internet and gas, for example.

According to Romanian law, ‘small repairs’ are the responsibility of the tenant, and ‘larger ones’ are the responsibility of the landlord. In order to avoid these ambiguous terms, it is advisable to set a maximum amount of repairs that are considered to be of lesser importance and to be borne by the tenant, so that those that exceed this amount will have to be carried out by the owner.

The contract can be terminated before the agreed term by the tenant with a notice of a minimum of 60 days, or by the landlord if:

- The tenant did not pay the rent for three consecutive months.
- The tenant did not comply with the contractual provisions.

Tenants may only sublet with previous written permission from the landlord, and under the conditions set by the landlord. Sub-letting can be expressly forbidden in the contract.



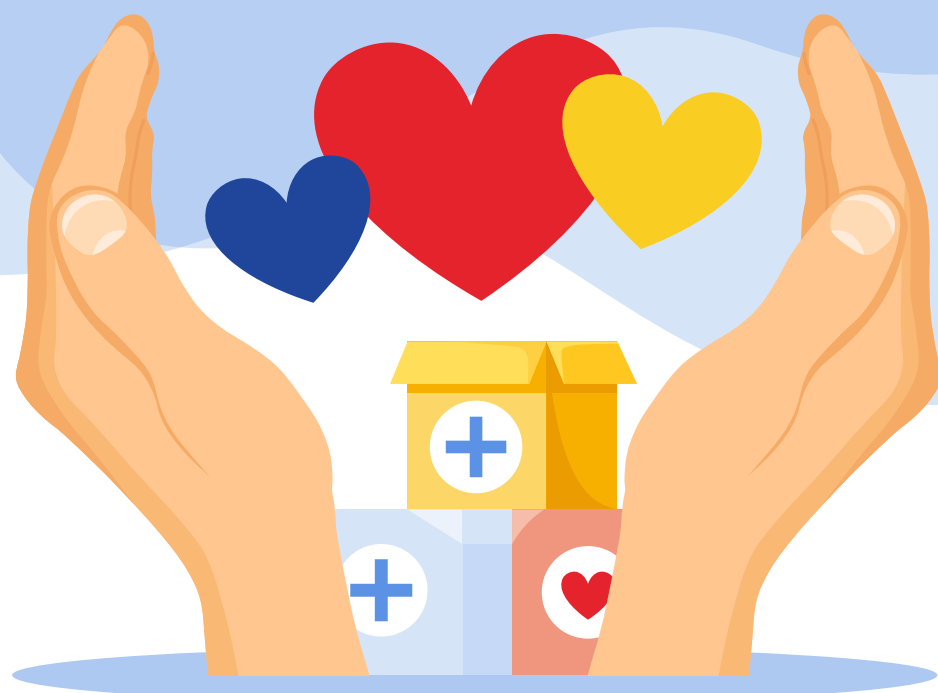
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SOCIAL CARE AND  
SOCIAL BENEFITS  
IN ROMANIA

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### Social care and benefits in Romania include:

#### Public Pension System:

Persons are entitled to pension(s) if they have contributed to the public pension system in Romania. There are five (5) types of pensions in Romania:

- Pension at the age limit (The age is determined based on salary).
- Pension for those suffering disability
- Survivor pension (for surviving spouse/child(ren))
- Early retirement pension
- Partial early retirement pension (Law #263/2010 on the Uniform Public Pensions System)

#### Social Benefits:

**Unemployment benefits** for job seekers (including foreign citizens or stateless persons) who have been employed or have earned an income in Romania, and have the right to work on Romanian territory according to law

**Insurance for labour accidents and medical conditions** (or other forms that temporarily preclude an ability to work) for those who are under a full-time labour contract with a Romanian employer. In this circumstance a person may be eligible to receive medical leave and social health insurance benefits to prevent/recover from labour accidents or other work-related medical conditions.

**Maternity leave** is issued by family physicians on the basis of a medical letter written by the specialist physician

**Family leave** for the care/raising of a child (This may commence immediately following maternity leave and can be up to two (2) years, or if the child has a disability, up to three (3)

years. The recipient of the family medical leave can be either biological parents, an adopted parent, a foster carer, or the child's legal guardian. A person can apply for family leave if they meet the following conditions simultaneously:

- They are foreign citizens or a stateless person.
- They have their legal domicile or residence in Romania.
- They live together with the child/children for whom they are requesting this right and they are directly in charge of raising and caring for the child/children.
- They have been receiving income for the 12 months that preceded the birth of the child.

### Aid under the social assistance system for foreign citizens or stateless persons, and/or Romanian citizens living in Romania:

**Social benefit of a guaranteed minimum income.** These amounts vary depend on whether a person is single or how large a family is (applications to receive this should be filed with the Mayor's Office of the commune/town/city of your residence. Payment of the benefit will be made by the County Agency for Social Disbursements and Inspection, after a social background investigation.

**Aid for heating for cold months**, beginning in November each year, (only for one primary heating system and only for the domicile/residence home). This must be filed before 15 October each year (however applications may be accepted outside this time during the cold season). Application should be made to the Mayor's Office / County Special Assistance and Child Protection Department of the place of your domicile

**Family support benefit for low-income families** raising and providing care for child(ren) under 18 years of age. The variations of family type include husband/wife/child(ren) in their care who live together, single parent families and their child(ren) who live together. This can be applied for with supporting documents at the Mayor's office of the locality of your domicile and it will be the mayor's decision to grant such support after a background investigation is performed. The County Agency for Social Disbursements and Inspection that is relevant for your place of domicile – pays the monthly family support benefit.

**State benefit for children** is a non-taxable form of state protection which cannot be seized or forfeited. This is applied for at the Mayor's Office of the commune/town/city where you are domiciled/reside or with your County Agency for Social Disbursements and inspection. It is granted to:

- All children under 18 years of age, living in Romanian (including foreign citizens or stateless persons/children);
- Young persons who have turned 18 and are enrolled in high-school or a vocational school until the completion of their studies (provided they are not relegated to repeating a school year).

#### Foster care benefits

#### Persons with disabilities (e.g. monthly food allowance)



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MONEY

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## □ Romanian Currency

- The Romanian national currency is the **Romanian leu** (plural of “lei”).
- **One “leu” is 100 bani.**
- The official name of the Romanian currency is RON (Romanian New Leu).

The below conversion rates are as of August 2023, please check for the latest rates.



**1 RON**

Approximately US\$0.22 / €0.20



**5 RON**

Approximately US\$1.12 / €1.01



**50 RON**

Approximately US\$11.18 / €10.13



**100 RON**

Approximately US\$22.37 / €20.27



**10 RON**

Approximately US\$2.24 / €2.03



**20 RON**

Approximately US\$4.30 / €4.02



**200 RON**

Approximately US\$44.74 / €40.54



**500 RON**

Approximately US\$111.85 / €101.34



