

Romania employer readiness checklist

10 checks before you hire a non-EU worker in Romania

Government Emergency Ordinance (GEO) no. 32/2026, known in Romanian as OUG no. 32/2026, introduced a central platform called WorkInRomania, two employment visa routes (D/AM1 and D/AM2), and a regulated regime for foreign-worker placement agencies. Immigration compliance now starts before you choose a candidate. Fines reach RON 40,000, and a suspended registration pauses your pending applications. Run through this checklist before you start the process.

1 Register and route the hire correctly

- ☐ **Confirm you have a Romanian presence.**
The employer for these hires must have its registered office, work point, or domicile in Romania, or be the Romanian branch of a foreign company. A company with no Romanian presence can't register or file as the employer itself.
- ☐ **Register on WorkInRomania.gov.ro before you hire a foreign national.**
The National Employment Agency (ANOFM) decides each application within 30 working days. You need no outstanding obligations to the state budget and, except for D/AM1 hires, at least one year of actual activity in a field compatible with the shortage occupations.
- ☐ **Confirm whether the role falls under D/AM1 or D/AM2.**
D/AM1 covers highly qualified workers and other categories set by law, and the employer files the application with no placement agency needed. D/AM2 covers permanent, seasonal, and cross-border workers.
- ☐ **For D/AM2 roles, check the occupation is on Romania's List of Shortage Occupations and that the annual quota isn't exhausted.**
The 2026 quota is set by Government Decision no. 1.169/2025.

2 Lock down your placement model

- ☐ **Decide your D/AM2 route: Registered Employer with an authorised placement agency, or Authorised Employer hiring directly.**
An Authorised Employer needs at least 24 months of uninterrupted activity, an average of at least 50 employees, no more than 20% of last year's foreign workers without a valid right of stay or visa, and a financial guarantee of EUR 1,000 per worker.
- ☐ **If you're using a placement agency, verify its ANOFM authorisation and financial guarantee.**
The guarantee is EUR 75,000 for up to 250 foreign workers placed, plus EUR 50,000 for each additional group of 250. The agency can't charge the worker placement or hiring fees.

3 Get the paperwork and ongoing compliance right

- ☐ **Use the mandatory contract models under Ministerial Order no. 655/2026.**
They cover the services contract, the placement contract, and the individual employment contract. Write the employment contract in Romanian and in the worker's language of origin or another international language the worker understands. A contract in Romanian only carries a fine of RON 6,000 per contract.
- ☐ **Arrange Romanian-language courses with cultural and social integration elements for the foreign workers you employ.**
They must run for at least six months and at least six hours a week.
- ☐ **Set up your notification, retention, and complaint processes.**
Notify the placement agency and the General Inspectorate for Immigration within five working days of an unjustified absence of more than three consecutive working days, the end of a contract, or a worker in danger. Keep a copy of each worker's travel document or residence permit, and proof of compliance, for at least five years after employment ends. Give workers confidential access to complaint procedures.
- ☐ **Know what happens if a D/AM2 employment ends or a worker wants to move.**
The placement agency must make diligent efforts to present at least two alternative job offers within the 90-day period, and bears the return costs if it fails. A worker can't initiate a change of employer in the first six months, and a placed worker changes employer only through the agency until two years have passed. The agency's monitoring duties also run for two years from the start of the worker's activity.

Not sure where you stand?

Talk to a specialist about hiring non-EU workers in Romania → [Talk to an Emerald Employer of Record \(EOR\) specialist](#)

Read the full breakdown

→ [Romania's 2026 immigration reform: what employers need to know](#)