



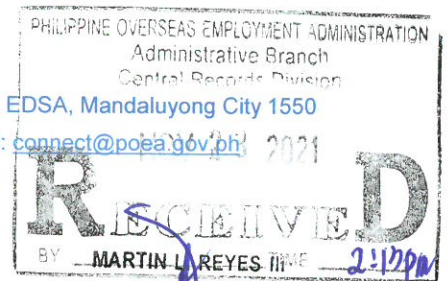
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Existing Regulations on the Job Transfer of Migrant Workers in Romania

The Administration is in receipt of reports from the Philippine Overseas Labor Office (POLO) in Milan, Italy on the alarming increase in the number of cases of “runaways Household Service Workers” in Romania.

POLO-Milan stated that in majority of complaints received by their office, workers would leave their employment without their employers’ permission and would later transfer to another engagement without the proper settlement of issues with their previous employers and Foreign Recruitment Agencies (FRAs). This practice is becoming prevalent among Overseas Filipino Workers (OFWs) in Romania which raised concerns on the part of employers, FRAs and deploying Philippine Recruitment Agencies (PRAs).

Under Romanian laws, termination of employment by the employee need not have a valid reason; this shall be in form of a resignation. There is however a notice period requirement that must be duly observed on the part of the worker. The employer, on the other hand, may only terminate the worker for valid causes and subject to notice period.

Romanian labor legislation provides for different notice periods for employers and employees and the notice period required depends on the employee’s position. The notice period can be agreed by the parties in the individual employment contract or, provided in the applicable collective labor agreements. In case of resignation by the worker, it cannot exceed 20 working days for employees in non-management positions or forty-five (45) days for managing employees.

In case of dismissal, the employers must give at least twenty (20) working days’ notice of termination. During this notice period, the employee intitled to receive his salary and all other statutory rights.

In view of this, workers are reminded to fulfill the obligations as contained in their employment contracts. They are reminded to abide by their contracts’ terms and conditions and their companies’ rules and regulations. They must likewise refrain from committing acts detrimental to the interest of both their employers and PRAs during their employment period.

For the information and guidance of all concerned.


BERNARD P. OLALIA
Administrator

Source: POLO-Romania

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BY CRD ON **NOV 23 2021**