

Legal Newsletter April 2025

1. New law adopted amending the regime of foreign nationals and their employment

Law no. 53/2025 on the amendment and extension of various normative acts in the field of foreign nationals, which was passed by the Senate in October last year and adopted in the same form and without changes by the Chamber of Deputies in April of this year, was published in the Official Gazette on 5 May 2025 and is due to enter into force three days after the date of publication.

The law introduces measures to ensure the proper transposition into Romanian legislation of Directive 2014/36/EU on third-country seasonal workers and amends Government Emergency Ordinance no. 194/2002 on the regime of foreign nationals in Romania and Government Ordinance no. 25/2014 on the employment of foreign nationals.

The main changes include:

- the possibility to revoke the visas or rights of temporary residence of seasonal workers if the employer is in liquidation or insolvency, is not performing any economic activity, has not paid its debts or has recently, i.e. within the last six months, been sanctioned for certain offences.
- where a long-stay visa for the purposes of employment or the right of temporary residence for the purposes of employment has been revoked, the employer shall be liable for payment to the seasonal worker of two gross minimum monthly wages as well as any outstanding obligations the employer would have had to cover with if the long-stay visa or right of temporary residence had not been revoked.
- as regards extensions to the right of temporary residence for work purposes, the provision requiring seasonal workers to prove when applying for an extension that they have maintained the minimum wage for the entire duration of their stay has been repealed.
- in terms of the conditions that must be met to obtain an employment authorisation, it will now be required that the certificate of establishment show that no entry has been made in the commercial register or, where appropriate, in the register of associations and foundations concerning the opening of bankruptcy or liquidation proceedings.
- professional training requirements are only to be applied in the case of regulated professions, in the sense that the foreign national the employer intends to employ to fill a vacant post fulfils the conditions relating to professional training, work experience and authorisation provided for by the legislation in force for employment in that role exclusively in the case of regulated professions.

Source: Law no. 53/2025 amending and extending various normative acts in the field of foreign nationals

2. Revisal to be replaced by new computer system called Reges-Online

Decision no. 295/2025 on the General Register of Employees was published in the Official Gazette, Part I, no. 279 of 31 March 2025. According to the decision, a new online system for employee records known as Reges-Online will be implemented in Romania, entirely replacing the application known by employees and employers as Revisal.

The main changes foreseen by the legislative act include:

- Full digitisation of the employment relationship data management process, in that the IT system will be centralised and made accessible online, meaning employers will no longer need to install applications

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locally.

- All operations will be performed through a secure web portal that will be accessible by the Labour Inspectorate, employers, employees and the competent authorities, ensuring the cooperation of the system with other national databases.
- Increased security of data managed in the register through the use of modern infrastructure and cyber protection technologies.
- Regulation of the obligations on employers to submit data on new employees no later than the day before they start work. At the same time, the obligation to transmit data regarding suspensions of individual employment contracts, including those caused by sick leave, unjustified absences and cases of force majeure.
- Increased transparency and elimination of bureaucratic difficulties when demonstrating length of service by giving current employees and/or former employees online access to their own data in the register, including the possibility to download an extract from the register.
- Increased employer compliance and a reduction in late reporting abuses by implementing severe sanctions for late transmission and errors in the register.

Source: Decision no. 295/2025 on the General Register of Employees

3. Draft law: measures to simplify urban planning procedures

On 24 April 2025, the Ministry of Development, Public Works and Administration launched the public debate of a draft Government Emergency Ordinance on measures to simplify procedures in the field of urban planning and construction and to accelerate investment.

Key aspects of the draft law:

- Introduction of tacit approval, in the sense that if opinions or agreements are not issued within the legal deadlines, they are automatically deemed to have been approved both for the planning phase (urban planning) and the construction authorisation phase.
- Simplification and acceleration of procedures, i.e. all opinions can be requested at the same time and only one duly motivated request to complement the documentation is permitted.
- Clear and short deadlines for issuing permits, e.g. 30 days for town and country planning and 15 days for construction authorisations.
- Establishing the extended validity of permits, in the sense that permits should remain valid until the end of the approval procedure, without annual renewal, in order to match the duration of the implementation of the PUGs (10-20 years).
- Introduction of sanctions where documentation is not submitted on time to the review panels.
- Prioritisation of strategic investments, such as prioritising the approval of the National Recovery and Resilience Plan project documents and other investments of major interest.

Source: Website of the Ministry of Development, Public Works and Administration, Draft GEO on measures to simplify procedures in the field of urban planning and construction and to accelerate investment



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