

Action Plan to Promote Collective Bargaining 2025 - 2030

LIST OF ACRONIMES

MMFTSS	Ministry of Labour, Family, Youth and Social Solidarity
MORE	Ministry of Internal Affairs
IGI	General Inspectorate for Immigration
MADR	Ministry of Agriculture and Rural Development
MEDAT	Ministry of Economy, Digitalisation, Entrepreneurship and Tourism
ME	Ministry of Energy
MF	Ministry of Finance
MIPE	Ministry of Investment and European Projects
ANOFM	National Agency for Employment
CNSP	National Commission for Strategy and Prognosis
AMEPIP	Agency for Monitoring and Evaluation of the Performance of Public Enterprises
ANES	National Agency for Gender Equality
CDS	the Commission for Social Dialogue
NCT	National Tripartite Council for Social Dialogue
IM	Labour Inspection
ITM	Territorial Labour Inspectorates
ins	National Institute of Statistics
PS	Social Partners
BS	State budget
BI	Budget of the institution
OEM 2021-2027	Operational Programme Education and Employment 2021-2027

General objective: Promote collective bargaining in favour of progressively increasing collective bargaining coverage to improve the working and living conditions of employees

Action 1. Promoting association in trade unions and employers' organisations and exercising the right to collective bargaining

Measure	Responsible institutions / public	Implementation period	Budget	Result sought/ Data collected in implementation
Measure 1.1 - Strengthening information for employees, employers and trade unions and employers' organisations		2025-2030	BS/BI	Result sought: Promoting compliance legislation through measures of briefing and awareness and impetus exercise rights for involvement in Negotiations by organisations strong of
1.1.1.Support information in sectors with precarious working conditions on legal rights of association in trade unions and employers and collective bargaining, as well as legal provisions on collective bargaining obligations of working conditions and regulated procedures for negotiation and registration of freely concluded collective agreements.	MMFTSS IM PS	Annual/Periodical	No additional budget required	Number and forms of information (e.g. campaigns of information/training/prevention) Number of employees/employers informed and sector of Employer's membership Number of collective

<p>1.1.2. Informing and raising awareness of employers and organisations about green collective bargaining and the role of collective bargaining: in addressing good governance at the level of companies, recruitment, maintenance a force of work/young people, reducing labour conflicts, ensuring equal opportunities and treatment and adapting work, and organising work and working conditions to climate change, digitalisation and AI.</p>	<p>MMFTSS ANES AMEPIP/M EDAT PS</p>	<p>Annual/periodical</p>	<p>BI</p>	<p>Number and forms of information on collective bargaining topics</p> <p>Types of negotiation topics in published collective agreements</p>
<p>Measure 1.2 - Widespread dissemination of information</p>		<p>2025 -2030</p>	<p>BI</p>	<p>Result sought: educating and promoting awareness and making more effective the exercise of rights guaranteed by legislation and collective agreements concluded.'</p>
<p>1.2.1. Dissemination of information and best practices on association and collective bargaining on social networks</p>	<p>GOVERNMENT OF ROMANIA MMFTSS IM</p>	<p>Annual/periodical</p>	<p>No additional budget required</p>	<p>Number and types of information material distributed</p> <p>Number of posts accessed</p>
<p>1.2.2. Dissemination information materials watching contracts collective of work registered or extended at sectoral and national level, sources of information through communications and announcements, publication on the website/platforms or through public relations departments</p>	<p>MMFTSS IM/ITM ANOFM/AJ OF M MJ/Trade Register MAI / Inspectorate</p>	<p>Annual / Periodic</p>	<p>No additional budget required</p>	<p>Forms of communication/promotion of information</p> <p>Targeted beneficiaries</p> <p>No. CDS prefectures on promoting collective bargaining</p>

	General for Immigration AMEPIP/ME DA T/ME PS			
Measure 1.3.1 Dissemination of information at the level of public institutions and state-owned companies on legislative consolidations of labour law and public procurement in relation to guaranteeing respect for employees' rights under labour law and the right to collective bargaining; for impetus negotiations collective in benefit Governments.	MMFTSS IM ANAP AMEPIP	Annual/periodical	No additional budget required	Forms of information, training, counselling and guidance Targeted beneficiaries Forms of dissemination of information Types of information disseminated
Action 2. Strengthening administrative assistance for an informed involvement of organisations in collective bargaining as a prerequisite for the conclusion of collective agreements at all levels of bargaining				
Measure	Responsible institutions / public authorities	Implementation period	Budget	Result sought/ Data collected in implementation
Measure 2.1: Development cooperation inter-institutional and a infrastructure administrative in support capacity of involvement of trade unions and employers' organisations in collective bargaining		2025-2030	BS/BI RRP funds Operational programmes	Result sought: increasing the efficiency of collective bargaining in favour of concluding collective agreements

<p>2.1.1. Strengthening social dialogue and developing open databases and digital platforms in support of increased transparency, identification of partnerships and themes of common interest for the constructive involvement of trade unions and employers' organisations in collective bargaining on working conditions and wages</p>	<p>SGG MMFTSS National Commission for Strategy and Prognosis PS</p>	<p>Annual/periodical Linked to the national strategy for the development of open databases, European statistical requirements and obligations resulting from the transposition of directives into national law</p>	<p>Funds committed through NRRPs and operational programmes OEM 2021-2027 Measure 1, component 1.2.b</p>	<p>MMFTSS Social Dialogue Platform, other digital platforms, statistics and sets of established/existing open databases, registries or other types of databases that can be accessed upon request Number and forms of cooperation/assistance in place/existing No of registered/beneficiary organisations</p>
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<p>2.1.2. Strengthening information and administrative data related to the respect of equal pay between women and men for facilitating involvement of the Social Partners, collective wage bargaining and defending collectively negotiated rights</p>	<p>MMFTSS ANES PS</p>	<p>2026-2030 Linked to the deadlines induced by the transposition of Articles 11, 13, 28 and 29 of Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal treatment/</p>	<p>No additional budget required</p>	<p>Effective monitoring, analysis and reporting tools to ensure transparency, access to relevant information and support for social partners in promoting and protecting gender pay equality in collective bargaining</p> <p>Regulatory instruments used in the implementation of legislation</p> <p>Data models and forms of training/information/cooperation</p>
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		pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms		Number of referrals resolved
Measure 2.2- Promoting social dialogue and negotiations collective for improving the framework in which the professional activity is carried out the platforms digital in transposition Directive (EU) 2024/2831 of the European Parliament and of the Council of 23 October 2024 on improving working conditions in platform work	MMFTSS Responsible institutions designated in the transposition of the Directive on platform work	2026-2030	No additional budget required	Result sought: collective bargaining coverage of the protection of workers in non-standard forms of work
2.2.1. Supporting integration in national social dialogue a platforms digital employer/digital platform organisations to identify regulatory solutions and strengthen management information and transparency in favour of improving the working conditions of platform workers	MMFTSS	Annual Linked to the timeline for the transposition of the Directive on improving the conditions for	No additional budget required	Forms of dialogue and partnership with employers' digital labour platforms Regulations and instruments put in place to transpose the requirements of the Directive

		work of digital platform workers		
2.2.2. Information and training on the provisions of the legislation transposing the Directive on platform work	MMFTSS	Annual/periodically Linked to the transposition timeline of the Directive on improving the working conditions of digital platform workers	BI	No. and types of information and training
Action 3. Strengthening assistance in supporting the negotiation of collective agreements at collective bargaining sector and national level				
Measure	Responsible institutions/entities	Implementation period	Budget	Data collected in implementation
Measure 3 - Supporting the capacity to involve social partners in collective bargaining at sector and national level		2025-2026	BS/BI	Result sought: increased coverage through collective agreements concluded at a higher level than the establishment

<p>3.1. Increased number of consultations and information on European and national policies and objectives with an impact on industrial relations with a view to increasing the expertise of the social partners in identifying themes and needs for involvement in collective bargaining at the level of the collective bargaining sector and at national level</p>	<p>SGG/Sustainable Development Department MMFTSS MEDAT, ME MADR PS</p>	<p>Annual/periodical</p>	<p>No additional budget required</p>	<p>Types and forms of dialogue/consultations/thematic webinars organised</p> <p>No. of participating trade unions and employers' organisations</p> <p>NTC social dialogue committees and consultations on national policies and strategies</p>
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<p>3.2 Improvement access federations and representative confederations to sectoral data and information, sectoral negotiation practices, procedural and legislative advice, upon request</p>	<p>MMFTSS INS MF/MEDAT/ ME Forecasting Commission PS</p>	<p>Annual/ Periodic/ upon request</p>	<p>No additional budget required</p>	<p>Number and forms of support Administrative acts adopted No. CDS on collective bargaining Statistical data, forecasts, legislative summaries and accessible studies Number of collective bargaining sectors Number of collective agreements in force and newly concluded at the level of collective bargaining sectors and number of employees covered No. of extended collective agreements and number of employees covered</p>
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3.3. Facilitate dialogue between representative social partners at sector or national level, at their request and respecting collective bargaining autonomy	MMFTSS PS	At the request of the representative social partners at collective bargaining sector or national level	No additional budget required	Number of meetings and requests to facilitate bipartite dialogue Results of facilitating dialogue between social partners / No. of resulting agreements
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**Action 4. Strengthening collective bargaining at all levels of collective bargaining, avenues for a swift recovery of dialogue
Social and Deterrent Sanctions**

4.1. Encouraging collective bargaining for public institutions and companies in which the Romanian State is a shareholder. In the application of Article 97(1) of Law No 367/2022 on social dialogue, as amended, the Romanian State; (through representatives entitled), will mandate the heads of public institutions as well as the members appointed to the boards of directors of autonomous corporations or companies in which the Romanian state is a shareholder, to put on the agenda and support the start of negotiations at the level of unity and at the level of sector (through organisations entitled to negotiate at this level)	MMFTSS IM	2025-2030	Does not require additional budget	Fulfilment by the institutions public and by companies in which the Romanian State is a shareholder of the provisions of Article 97(1) of Law No 367/2022, as amended.
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or, as the case may be, to support the request to start collective bargaining in the event that this was done by an organisation of trade union entitled to negotiate in the sector

MEDAT
M Energy

<p>4.2. The Ministry responsible for social dialogue will hold half-yearly meetings or whenever requested to do so by the social partners (nationally representative trade unions or employers' organisations or trade unions and employers' organisations entitled to participate in sectoral bargaining) for each sector of collective bargaining in which no sectoral collective labour agreements have been concluded. The meetings will analyse the reasons why sectoral negotiations have not yet started or a sectoral contract has not been concluded in the sector concerned and propose concrete ways to unblock collective bargaining. Reports meetings carried out by the ministry responsible for social dialogue on each sector of collective bargaining will be communicated to employers' and trade union confederations representative at national level.</p>	<p>MMFTSS PS</p>	<p>2025-2030</p>	<p>No additional budget required</p>	<p>Regularly monitor the evolution of sectoral negotiations and identify in social dialogue the causes or obstacles arising in sectoral social dialogue, as well as the reasons that led to the lack of a collective labour agreement at sectoral level.</p>
<p>4.3. - Ministry responsible for dialogue socially will monitor semi-annually the implementation of the Action Plan to promote collective bargaining through the organisation of debates tripartite, together with partners social representative at the national level. If, as a result of the monitoring, it appears that the Plan does not have the desired</p>	<p>MMFTSS PS</p>	<p>2025-2030</p>	<p>No additional budget required</p>	<p>Encouraging the social partners entitled to participate in the sectoral negotiation to be an active party to the negotiation and to act in good faith in the social dialogue at sectoral level.</p>

<p>practical efficiency, in the sense of increasing the coverage of the workers through collective agreements, the Ministry responsible for social dialogue will initiate new consultations with the representative social partners at national level to review the measures in the action plan that were not effective and to identify new measures or good practices of collective bargaining in support of the progressive increase of the collective bargaining coverage rate at national level.</p>				
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Action 5. Strengthening institutional capacity of actors involved in social dialogue, technical support, inspections and sanctions deterrent

<p>5.1. Increasing the role and institutional capacity of social dialogue structures from framework Ministry Responsible for social dialogue through growth number of personal, providing vocational training</p>	<p>GOVERNMENT OF ROMANIA</p>	<p>2025-2026</p>	<p>No additional budget required</p>	<p>Ensure an increased institutional capacity of the social dialogue directorate within the ministry responsible for social dialogue commensurate with its importance, as an essential institution in the administration and development of social dialogue.</p>
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<p>5.2. Increasing the role and institutional capacity of the Labour Inspectorate and providing training professional a Labour inspectors responsible for the dialoguesocially and with tracking compliance with collective agreements.</p>	<p>GOVERNMENT OF ROMANIA</p>	<p>2025-2026</p>	<p>No additional budget required</p>	<p>Institutional strengthening of the Labour Inspectorate, as it establishes relevance in the development of social dialogue.</p> <p>The role of the Labour Inspectorate in social dialogue is an essential one, being the institution that registers collective labour conflicts and carries out the conciliation of labour conflicts, the institution which registers collective agreements at unit level but also the institution that verifies compliance with collective agreements.</p> <p>The lack of labour inspection staff and their insufficient qualification are obstacles to the proper conduct of social dialogue.</p>
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<p>5.3. Monitoring the work of the Labour Inspectorate on social dialogue and developing, as appropriate, proposals for amendments legislative which to make the work and tasks of the Labour Inspectorate more efficient in supporting and developing social dialogue.</p>	<p>MMFTSS PS</p>	<p>2025-2030</p>	<p>No additional budget required</p>	<p>Improving the capacity of the Labour Inspectorate by strengthening the role and powers of the institution in the monitoring and compliance with the legal provisions on social dialogue, as well as the application and compliance with collective agreements.</p>
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