



SALARY STUDY · 2026 EDITION

Romania Salary Barometer 2026

The pay benchmark for the Romanian labor market and the trends changing recruitment in 2026.

246

ROLES ANALYZED

11

SECTORS

42

ADMINISTRATIVE UNITS



ABOUT THE BAROMETER

What you'll find inside

The barometer is a working tool. We built it because every day we see good hires stall for the same reason: the candidate and the company start from different numbers.

Here you'll find salaries by role, by sector and by county, plus what is happening in the labor market right now. Use it in your next salary conversation.

ROLES ANALYZED

246

monthly net ranges and median

SECTORS

11

from IT to retail

ADMINISTRATIVE
UNITS

42

a local benchmark for every county

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FOREWORD



When I started in recruitment, people rarely talked about salaries, and only with caution. That is changing now. Pay transparency is becoming standard practice for companies that want to attract good people.

In the Romanian labor market, how clearly you say what you offer matters more and more. Candidates ask “how much”, but also “why that much”, and they have every right to. With this study, we are making the numbers available to everyone.

At International Work Finder, we work every day with employers who are looking for people and with professionals who want to know they are paid fairly.

In 2026, the market is more mature and more careful with money: salary growth has slowed, inflation is reducing real earnings, and the shortage of skilled people keeps pressure on pay. The advantage goes to companies that know what each role is worth.

In 2026, recruitment relies on clarity. And clarity starts with a salary table where every role has a fair benchmark.



Georgiana Brudaru

HEAD OF RECRUITMENT · INTERNATIONAL WORK FINDER

HOW WE READ THE YEAR

From “how much we pay” to “how we pay”

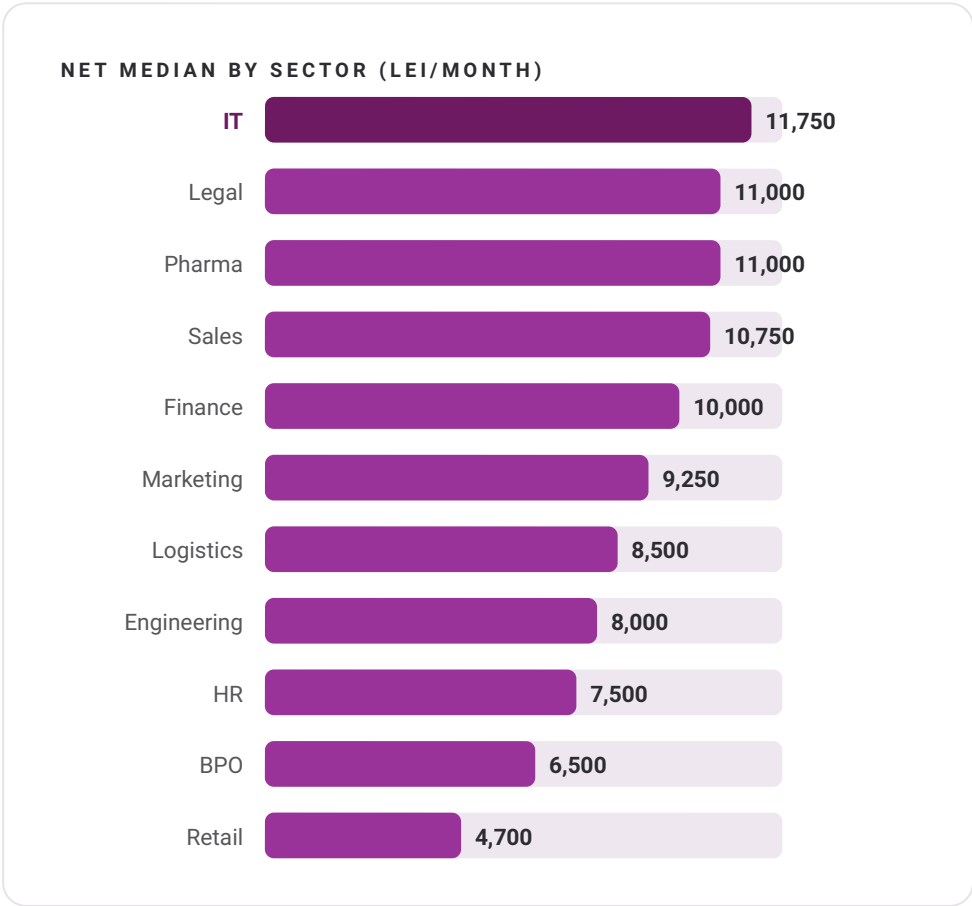
For years, the question was how much to pay to hire someone. In 2026, the question is how to pay so that people also stay. Money still matters, but it is no longer the only factor.

The companies that attract and keep people pay clearly and fairly, role by role. They are not necessarily the ones that pay the most.

EXECUTIVE SUMMARY

The Romanian labor market at a glance

Four key indicators and a ranking of sectors by net median salary. IT has the highest median, and inflation is changing salary expectations across the rest of the market.



SALARY GROWTH

+4.8%

national net, nominal vs 2024

INFLATION 2025 (CPI)

9.7%

at year-end

TALENT SHORTAGE

8.1/10

RO above the EU average of 6.7

IT MEDIAN

11,750 lei

the best-paid sector

- IT stays in first place**

With a net median of 11,750 lei, IT pays more than double the national average. Cloud, security and AI are the best-paid specialties.
- Inflation reduces real earnings**

Nominal salaries are rising by 4 to 8%, but inflation of 9.7% cancels out almost all of the real gain. Dissatisfaction with pay is becoming the main reason people leave.
- Transparency becomes an advantage**

Companies that publish the salary range attract more relevant candidates, and the EU Pay Transparency Directive makes reporting mandatory from 2027.

THE ECONOMY, IN PLAIN TERMS

Inflation shows up in every salary

Inflation, exchange rates and labor costs seem far removed from a salary conversation, but they are not. Last year, prices rose faster than salaries. Purchasing power fell, even though the amount on the payslip went up.

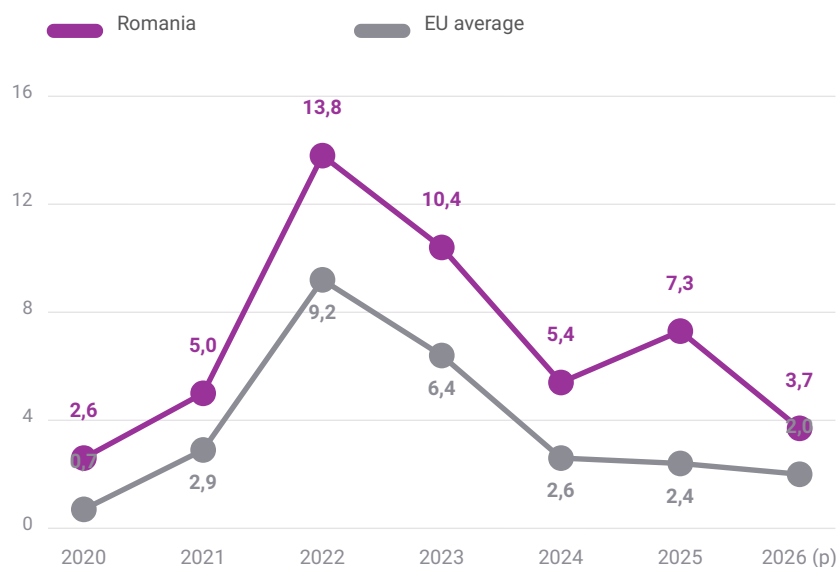
That is why people pay more attention to their take-home pay. Start the conversation from the net amount, not from the percentage increase.

ECONOMIC CONTEXT 2026

Macroeconomic indicators

In April 2026, the average gross salary in Romania was 9,740 lei and the average net salary 5,843 lei, a nominal increase of 3.5% on April 2025. For context, average inflation was 7.3% in 2025, after 10.4% in 2023 and 13.8% in 2022, so much of the nominal gain goes on covering higher prices.

AVERAGE ANNUAL INFLATION (%) · ROMANIA VS EU AVERAGE



CPI Romania: 7.3% annual average 2025, 9.7% at year-end (Dec/Dec). The comparison with the EU uses the harmonized index. Sources: National Institute of Statistics, Eurostat.

AVERAGE GROSS SALARY

9,740 lei

April 2026

AVERAGE NET SALARY

5,843 lei

+3.5% nominal vs Apr 2025

GROSS MINIMUM WAGE

4,050 lei

4,325 lei from July

INFLATION 2025

9.7%

CPI, at year-end

● Nominal versus purchasing power

The average gross salary rose to 9,740 lei in April 2026, 3.5% above April 2025.

● Price pressure toward year-end

Average inflation was 7.3% in 2025, but the price index closed the year at 9.7%.

● The minimum wage affects the whole pay scale

The gross minimum wage is 4,050 lei and rises to 4,325 lei from July 2026.



WHAT WE SEE IN THE MARKET IN 2026

**AI is changing jobs.
It is not eliminating them.**

TRENDS 2026 · TECHNOLOGY

AI and the future of work

Automation changes work more than it eliminates it: by 2030, 92 million roles will disappear and 170 million will be created, a net gain of 78 million. Romania's AI adoption rate is 5.2%, the lowest in the EU, while the salary premium for AI skills has already reached 56%.

NET JOBS 2030

+78m

170 vs 92 million

AI SALARY PREMIUM

+56%

above the market average

AI ADOPTION ROMANIA

5.2%

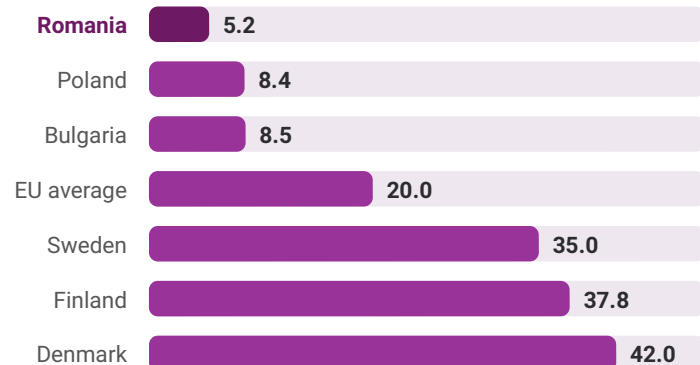
vs 20% EU average

SKILLS RENEWAL

66%

faster than the rest of the economy

AI ADOPTION IN ENTERPRISES · RO VS EU (% , 2025)



- **A positive balance**

By 2030, 170 million jobs will be created and 92 million will disappear, so the global balance stays positive, at 78 million.

- **Romania is just starting with AI**

Only 5.2% of Romanian companies use AI, under a quarter of the EU average of 20% and well below Denmark, at 42%.

- **Skills that change quickly**

In roles directly affected by AI, the skill set changes 66% faster than in the rest of the economy, and 85% of companies are planning reskilling programs.

Romania has a wide gap in AI adoption: only 5.2% of companies use these tools, under a quarter of the EU average of 20%. Demand for skills is there all the same: the salary premium for people who can work with AI reaches 56%, and in directly affected roles the skill set changes 66% faster than in the rest of the economy. Globally, a net gain of 78 million jobs is expected by 2030. Automation changes work. It does not eliminate it.

PAY TRANSPARENCY

Transparency works as a filter

Many companies worry that they will lose out in negotiations if they say clearly what they pay for a role. In practice, clear salary ranges attract the right candidates and put off those who would leave for the first higher offer.

Candidates compare offers anyway. It is better that they get the right benchmark from you.

EQUITY 2026

Transparency and working models

In Romania, working from home is still uncommon: just over 1% of employees usually work this way, compared with an EU average of around 8.9% (2024 data). Hybrid work is often discussed in companies, but most people still work from the office: 63% of employees work only on site, and 72% of companies have a mixed schedule.

WORK FROM HOME RO

~1%

vs 8.9% EU average

REMOTE JOBS

below 4%

but 13% of applications

HYBRID COMPANIES

72%

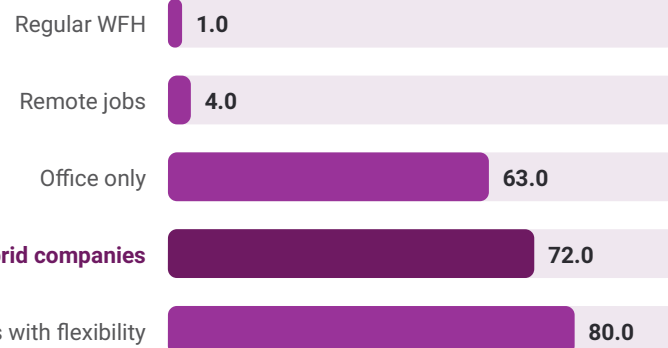
min. 3 days in the office

OFFICE ONLY

63%

of employees

ADOPTION OF FLEXIBLE WORK IN RO (%)



Remote work is still uncommon

In Romania, about 1% of employees usually work from home, roughly a ninth of the EU average of 8.9% (2024 data).

Few remote jobs, high interest

Under 4% of jobs are fully remote, yet they attract 13% of applications.

Most people work from the office

In a sample of 1,168 employees, 63% work only from the office and just 10% are fully remote.

Employers have two changes to manage at the same time. By June 7, 2026, Romania must transpose the EU Pay Transparency Directive, and companies with more than 250 employees will report their first pay gaps from 2027. For now, almost two thirds of employers say they are not ready. At the same time, working from home remains rare in Romania, at around 1% against an EU average of 8.9%, so few employers use flexibility to attract candidates.

WHERE TO INVEST

Which roles to focus on

01

Reskill before you cut

Routine roles are shrinking. Good people in these roles can be reskilled at a lower cost than a new hire.

02

Pay for scarce skills

Security, data, compliance. This is where the shortage is and where salary packages are growing fastest.

03

Watch how the role develops

For a growing role, an offer slightly above market today can save you another hire a year from now.

“

Three decisions that pay for themselves within a year: reskill good people, pay for scarce skills and watch how each role develops.

TRENDS 2026 · AUTOMATION

Declining roles and rising skills

Automation is changing the content of work more than the number of jobs. For five administrative roles, demand fell by up to 45% between 2023 and 2026, and 44% of employees already work with AI tools. Many of the positions with falling demand are turning into roles with better-paid skills.

REINVENTING THEMSELVES

75%

of declining roles

USE AI AT WORK

44%

of employees

STORES WITH SELF-CHECKOUT

42%

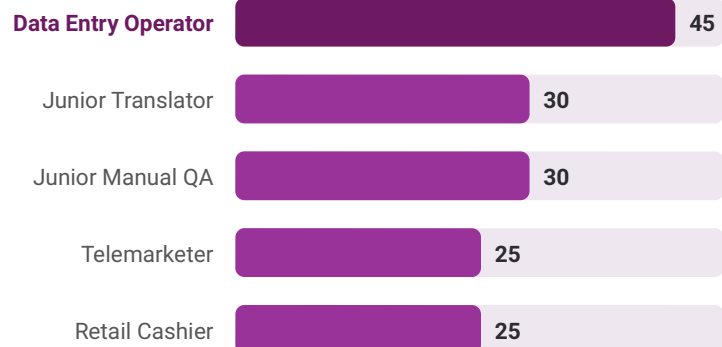
from 11%

SALARY UPLIFT

+30-80%

after reskilling

DECLINING ROLES · FALL IN DEMAND 2023-2026 (%)

**● Roles are transforming**

Three quarters of declining roles are transforming: Manual QA becomes QA Automation, with a salary increase of 60-80%, and Data Entry is moving toward RPA Developer.

● Administrative roles are gradually shrinking

For Data Entry Operators, demand fell by 45%. For junior translators, manual QA testers, telemarketers and cashiers, the drop is between 25 and 30%.

● AI is already part of daily work

44% of Romanian employees use AI tools in their day-to-day tasks.

● Self-checkout is changing the cashier role

Self-service checkouts have gone from 11% to 42% of stores.

BEYOND BASE SALARY

Salary attracts people. The package keeps them.

Bonuses, flexibility and a career plan are no longer optional. For many roles, they make the difference between an offer that is accepted and one that is put on hold.

When you build an offer, consider the total package, not just the base salary. Adding benefits often costs you less than raising the base salary.

COMPENSATION 2026

Bonuses and variable pay

In Romania, the variable part of the package usually means meal vouchers and holiday bonuses rather than structured performance schemes. 83% of employees receive at least one benefit, but merit bonuses are still not widely used. Of all the variable components, stock plans have the most favorable tax treatment.

RECEIVE BENEFITS

83%

at least one benefit

HOLIDAY BONUSES

71.4%

of employees

MERIT BONUS

13-20%

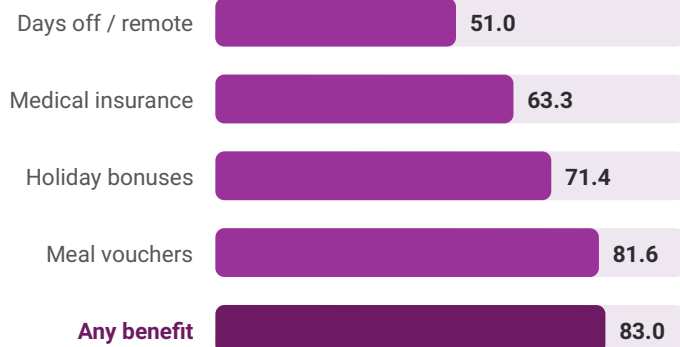
more than colleagues, for top performers

STOCK OPTIONS TAX SAVING

69.4%

compared with a cash bonus

PREVALENCE OF NON-SALARY BENEFITS RO (%)



Basic benefits

Meal vouchers reach 81.6% of employees, holiday bonuses 71.4%, and 83% have at least one benefit.

The performance bonus

In companies that tie pay to results, top performers earn 13 to 20% more than their colleagues.

Stock plans

Stock plans have one of the most favorable tax treatments in Romania: unlike a cash bonus, taxed as salary, they are exempt from social contributions when granted.

Gross pay and quarterly bonuses

The gross salary rose from 8,910 lei in January to 9,495 lei in March, supported by quarterly bonuses, about 6.6% in one quarter.

A SUBJECT THAT MATTERS

The gap narrows with clear salary ranges

The pay gap between women and men in comparable roles is real. Most of the time, it does not come from bad intent. It comes from unclear salary ranges and unequal negotiations.

An objective benchmark, meaning the same salary range for the same role, is the simplest way to correct it. All you need is numbers you can stand behind.

EQUITY 2026

Gender pay gap

Based on official unadjusted data, Romania has one of the smallest gender pay gaps in the EU. The gap is more visible in leadership positions and in the private sector, where it reaches double digits.

UNADJUSTED GAP

3.7%

among the lowest in the EU

PRIVATE SECTOR GAP

over 20%

on comparable roles

EU AVERAGE

11.1%

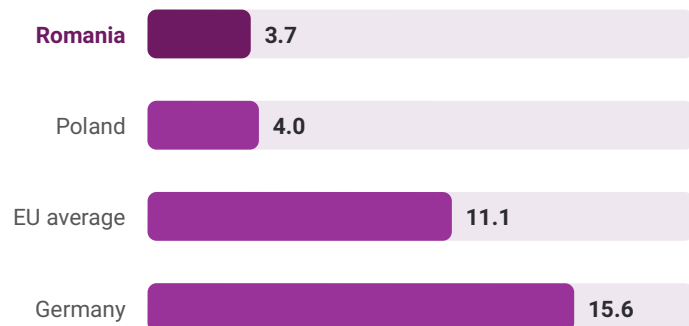
unadjusted

EU DIRECTIVE

2023/970

mandatory transparency

GENDER PAY GAP, UNADJUSTED · EUROSTAT 2024 (%)



● A small gap in the official data

At the aggregate level, the official unadjusted figure is 3.7%, less than a third of the European average of 11.1%.

● Wider in leadership roles

In the private sector and in leadership roles, the gap reaches double digits.

● What the EU directive changes

EU Directive 2023/970 requires employers to disclose the salary range to candidates and to report the gender gap in stages.

According to official data, Romania has one of the smallest gender pay gaps in the EU: 3.7% unadjusted, compared with an EU average of 11.1%. The aggregate figure hides wide differences, though: in financial intermediation the gap reaches 39.4%, and in leadership positions it is in double digits. That is why the directive that takes effect in 2026 requires internal audits and published salary ranges, so that differences become visible and can be explained.

EXPERIENCED EMPLOYEES

Senior people rarely leave for money

Salary grows with experience, but only up to a point. After that, experienced people leave less often for money and more often because they no longer feel valued.

Talk to them before they ask for a pay rise. A conversation at the right time costs you far less than a resignation.

WORKFORCE 2026

Salary over the course of a career

Net salary rises as you progress through your career and peaks in the 35-44 age range, after which it levels off. Earnings broadly follow accumulated experience, but access to management roles after 45 is, in practice, more limited.

SALARY PEAK

35-44 years

7,614 lei net median

GROWTH TO THE PEAK

+55%

from under 24 to 35-44 years

AFTER AGE 45

-7%

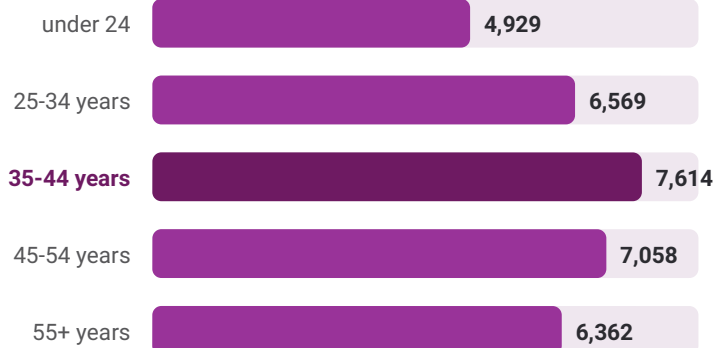
below the peak, in the 45-54 group

YOUTH UNEMPLOYMENT 15-24

26.1%

the highest of all age groups

NET MEDIAN SALARY BY AGE GROUP (LEI)



The age distribution comes from a voluntary survey, the only granular source on this topic in Romania.

Pay peaks in mid-career

The median starts at 4,929 lei for those under 24 and reaches 7,614 lei in the 35-44 group, 55% more.

Leveling off after 45

After 45, median earnings dip slightly, to 7,058 lei in the 45-54 group (7% below the peak), and at 55 and over fall to 6,362 lei (16% below the peak).

New entrants are the most exposed

Unemployment among young people aged 15-24 is 26.1%, the highest of all groups. Earnings start at 4,929 lei for those under 24 and depend heavily on the first years of experience.

A national benchmark for comparison

The national average net salary was 5,843 lei in April 2026 (National Institute of Statistics). The career peak in the 35-44 age range, 7,614 lei, is more than a quarter higher.

BEFORE YOU GET TO THE NUMBERS

How to read the salary tables

01

Median, not average

The median shows the usual level in the market. The average is pulled up by a few very high salaries.

02

Net and gross

You can see both the amount the employee receives and what it costs you. Bonuses and commissions are calculated separately.

03

A range, not a single number

Every role has a minimum and a maximum. Where you sit in the range depends on seniority, city and how urgently you need that person.

WHAT A ROW IN THE TABLE LOOKS LIKE

ROLE

HR Manager

NET MINIMUM

8,500 lei

NET MEDIAN

11,000 lei

NET MAXIMUM

16,000 lei

GROSS EQUIVALENT

14,530 – 27,350 lei

PART II

Salary tables

246 roles across 11 sectors, with monthly net ranges and a market median. The figures reflect skilled and specialist roles, not the average of all employees in the field. IWF's own database, built from independent sources, with no competitor figures.

**A good salary table shows you where you stand against the market.
How much you pay is your decision.**

FOR PEOPLE IN HR

HR roles are often undervalued

Anyone who works in HR knows the situation: you build salary ranges for the whole company, but your own function is often undervalued, especially in compensation and benefits and in recruitment.

Use the barometer for your own role too. You deserve the same rigor you apply to every other role.

THE SECTOR · OVERVIEW

Human Resources (HR)

The human resources function has a growing strategic role. The tables cover 20 roles, with a net median of 7,500 lei per month. Entry-level positions start at 3,500 lei, and the top of the range reaches 40,000 lei net. The difference comes from the move from personnel administration to influencing business decisions.

Several trends are changing the demand for specialists. The new pay transparency rules increase the need for compensation and benefits experts who can build consistent salary ranges and explain the differences. People analytics, employer branding and retention are becoming sought-after skills. The HR profile is moving from administrative support toward internal consulting.

NET MEDIAN SALARY

7,500 lei

per month, in the sector

NET MAXIMUM

40,000 lei

HR Director

ROLES COVERED

20

in the tables

MONTHLY NET RANGE

3,500 – 40,000

lei

“

Human resources is taking on a strategic role, driven by pay transparency and people analytics.

SALARY TABLE · MONTHLY NET (LEI)

Human Resources · salary table

Human Resources · monthly net ranges

ROLE	NET MIN.	NET MEDIAN	NET MAX.	GROSS EQUIV. (RANGE)
HR Director	15,000	21,000	40,000	25,641 – 68,376
C&B Manager	9,000	11,000	15,000	15,385 – 25,641
HR Manager	8,500	11,000	16,000	14,530 – 27,350
Senior C&B (Total Rewards)	8,000	10,500	14,000	13,675 – 23,932
Talent Acquisition Manager	7,500	10,500	13,000	12,820 – 22,222
Employer Branding Manager	7,000	9,000	12,000	11,966 – 20,513
HRBP	5,500	9,000	14,500	9,402 – 24,786
L&D Manager / Training Manager	6,500	8,500	12,000	11,111 – 20,513
TA Team Leader	6,500	8,500	12,000	11,111 – 20,513
C&B Specialist	5,500	7,500	12,000	9,402 – 20,513
OD Specialist (Organizational Development)	6,000	7,500	9,000	10,256 – 15,385
HR Operations Coordinator	5,500	6,800	9,000	9,402 – 15,385
HR Analytics Specialist	5,500	6,500	8,500	9,402 – 14,530
Employer Branding Specialist	5,500	6,300	8,500	9,402 – 14,530
Recruiter	3,500	6,000	9,500	5,983 – 16,239
Talent Acquisition Specialist	4,000	6,000	7,500	6,838 – 12,820
HR Generalist	4,000	5,800	8,000	6,838 – 13,675
L&D Specialist / Training Specialist	4,500	5,800	7,900	7,692 – 13,504
Payroll Specialist	4,000	5,800	8,500	6,838 – 14,530
HR Administrator / HR Specialist	3,500	5,000	6,500	5,983 – 11,111

NET MEDIAN

7,500 lei

the typical market level

ENTRY LEVEL

3,500 lei

in the sector

TOP OF THE TABLE

21,000 lei

median, HR Director

Net median = the typical market level · Gross equivalent (social contributions and income tax) · IWF database

ABOUT LOGISTICS

Logistics has become a strategic function

Logistics is no longer seen only as a cost to reduce. E-commerce and pressure on delivery times have pushed salaries up faster than expected.

Coordination and supply chain roles are among the most sought after. Here, an offer that comes a day late can mean a lost candidate.

THE SECTOR · OVERVIEW

Logistics & Supply Chain

Logistics and supply chain have become a strategic field, and this shows in salaries. The net median is 8,500 lei per month. The range starts at 3,000 lei for operational roles and reaches 30,000 lei for leadership positions. Technology and planning skills increasingly make the difference.

Supply chain digitalization and e-Transport reporting have changed the demand profile. Companies are looking for specialists who can integrate systems, optimize flows and manage planning. Nearshoring keeps up demand for drivers and operators, and analytical and coordination roles are increasingly sought after.

NET MEDIAN

8,500 lei

per month, in the sector

NET MAXIMUM

30,000 lei

Supply Chain Director

ROLES COVERED

17

in the tables

SAP CONSULTANT

13,000 lei

logistics, net median

“

A field going through digitalization, where planning and technology raise salary levels.

A PRACTICAL TIP

A quick answer matters

For hard-to-fill roles, a good candidate receives two or three offers in the same week. The highest salary does not always make the difference. Often it is the employer who answers first and clearly.

Keep the salary tables to hand. Use them to give a firm answer from the start.

SALARY TABLE · MONTHLY NET (LEI)

Logistics & Supply Chain · salary table

Logistics & Supply Chain · monthly net ranges

ROLE	NET MIN.	NET MEDIAN	NET MAX.	GROSS EQUIV. (RANGE)
Supply Chain Director	18,000	22,000	30,000	30,769 – 51,282
SAP Logistics Consultant	11,000	13,000	17,000	18,803 – 29,060
Purchasing Manager	11,000	11,500	18,000	18,803 – 30,769
Warehouse Manager	8,500	11,000	13,500	14,530 – 23,077
Inventory Manager / Planning Manager	8,500	10,500	13,000	14,530 – 22,222
Logistics Manager	8,500	9,500	13,500	14,530 – 23,077
Logistics Engineer	7,500	9,000	10,000	12,820 – 17,094
Supply Chain Manager	8,500	9,000	12,000	14,530 – 20,513
Supply Chain Analyst	4,500	8,500	12,000	7,692 – 20,513
C/E Driver	4,000	8,000	12,000	6,838 – 20,513
Logistics Data Analyst	5,500	6,800	8,000	9,402 – 13,675
Customs Specialist (E-Transport)	6,500	6,500	13,000	11,111 – 22,222
Demand Planner	5,500	6,500	8,500	9,402 – 14,530
Procurement Specialist (Buyer)	5,000	6,500	8,000	8,547 – 13,675
Logistics Coordinator	3,500	4,500	5,000	5,983 – 8,547
Logistics Operator	3,500	4,000	5,000	5,983 – 8,547
Goods Handler	3,000	3,500	5,800	5,128 – 9,915

NET MEDIAN

8,500 lei

the typical market level

ENTRY LEVEL

3,000 lei

in the sector

TOP OF THE TABLE

22,000 lei

median, Supply Chain Director

Net median = the typical market level · Gross equivalent (social contributions and income tax) · IWF database

ABOUT THE MAP

Same role, different city, different salary

A good salary in Iași is different from a good salary in Bucharest. The differences between counties are real and often larger than those between companies.

If you hire remotely or open an office in a new city, the map shows you the local benchmark. The national average does not describe any one county.

The map displays the following fertility rates by region:

Region	Average Number of Children per Woman
Central Bohemian Region	6.6
Western Bohemian Region	6.2
South Moravian Region	4.2
Other regions	4.3, 4.4, 4.5, 4.6, 4.7, 4.8, 4.9, 5.0, 5.1, 5.2, 5.3, 5.4, 5.5

4,108 **average 4,839** **7,073 le**

LOWER NET HIGHER NET

7,073 lei

4,839 lei

4,108 lei

The top five counties are more than 14% above the national average. The next 37 fall within a narrow range, many below the 4,839 lei mark.

For positions that can be done from anywhere, regional differences get smaller. A company that pays at national level can more easily reach good people in counties with lower salaries.

UNTIL NEXT TIME

If you found it useful, let's talk

This is the first edition of the barometer. We will update and improve it with every edition. If you need a benchmark for a specific role or region, we can prepare it for you.

We recruit every day. If you have a hard-to-fill position or want an honest opinion on an offer, write to us.

recrutare.romania@work-finder.eu · work-finder.eu





INTERNATIONAL WORK FINDER

Let's build better teams

The Salary Barometer 2026 is the starting point. The next step is to attract and keep the right people, with a pay strategy based on real data.

GET IN TOUCH

recrutare.romania@work-finder.eu

FIND OUT MORE

work-finder.eu

2026 EDITION