



MINISTERUL CERCETĂRII,
INOVĂRII ȘI DIGITALIZĂRII

ROMANIA

project-based remuneration

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Romanian National research system

Ministry of Research, Innovation and Digitization organizes and leads the national system of scientific research, technological development and innovation.

A. Public units and institutions:

- a) institutes, centers or R&D stations organized as public institutions;
- b) research or development institutes or centers organized within the national companies, autonomous bodies or central and local public administration;
- c) international R&D centers established on the basis of international agreements;
- d) other public institutions or their structures, whose object of activity is R&D.

B. Private units and institutions:

- a) R&D units organized as companies;
- b) Commercial companies, as well as their structures which have R&D subject of activity;
- c) Accredited private higher education institutions or their structures.



Romanian National research system

From this system, a distinct entity is the **R&D system of national interest**, which includes the following categories of public units, with legal personality:

- ❑ National Research and Development Institutes;
- ❑ Romanian Academy institutes and centers;
- ❑ Accredited higher education institutions or their structures;
- ❑ Institutes or R&D centers organized within national societies, national companies and autonomous bodies of national interest.



Romanian National research system

RDI system in Romania includes:

- 263 public RDI organizations:
 - 56 are authorized public universities,
 - 46 are national R&D institutes (of which 43 are coordinated by MCID), and
 - 65 are research institutions and centers of Romanian Academy
- about 600 enterprises.
- The National Network for Innovation and Technology Transfer (ReNITT) includes:
 - 50 specific organizations: technology transfer centers, technology information centers, technology and business incubators and
 - 4 science and technology parks.



Project-based remuneration

- ❑ The law that underlies remuneration in Romania is the Labor Code – Law No. 53 of 24 January 2003 republished
- ❑ The code regulate the labour relationships field, the manner in which the control of the implementation of labour relationships field regulations takes place, as well as labour jurisdiction

The code stipulates the following:

- *Any employee has the right to work at the same employer or different employers, based on individual employment contracts, benefiting from the corresponding salary for each of them*
- *The work time is any period during which the employee performs works, is at the disposal of the employer and carries out his tasks and attributions, according to the provisions of the individual labour contract, the applicable collective labour contract and/or the legislation in force*
- *The maximum legal working time can not exceed 48 hours per week, including overtime...*
- *The wages shall comprise the basic wages, allowances, benefits, as well as other additions*



Project-based remuneration

The salary paid for employees of Romanian national institution while working in national projects is framed by the Gov. Decisions:

- ❑ Romanian research funding system is based on Government Decision no. 583/2015 for the approval of National Plan for R&D and innovation for the period 2015 – 2020 (PNCDI III)
- ❑ Decision No. 8/2018 of January 10, 2018 regarding the amendment and completion of the Gov. Decision no. 583/2015
 - sets the salary provisions for researchers – “The ceilings which are calculated based on direct salary costs to contracts financed from budgetary funds allocated for PNCDI III”.
- ❑ Salaries are payed according to collective labor contract and/or individual labor contract, salary amount is specified in certain conditions established by function, professional grade, activities category and studies level/degree
- ❑ The employment contracts include different hourly rates to work in national projects, international projects as well as commercial projects.

Project-based remuneration

No. °	Activity category	Studies level	Function/Professional grade	Maxim limit euro (hourly rate)
1.	Activities requiring high level of creativity and / or experience and leadership skills	high	University professor, associate professor, member of the management team, program / project director	50
2.	Activities requiring advanced knowledge methods of analysis and synthesis	high	University lecturer, assistant professor, head of program / project, legal / technical / procurement / financial project manager	35
3.	Activities requiring knowledge and methods of analysis and synthesis of research methodologies and skills to use them	high	Research assistant, doctoral student, master student	25
4.	Support activities	high or secondary	TI, TII, TIII, TS, Other (T = technician)	15



Project-based remuneration

The maximum limit includes all taxes and duties due by the employee and applies to all income earned by a person for participation in one or more projects

In addition to the fact that staff costs are regulated by the collective or individual employment contracts, both, research institutes and universities have written internal rules

This remuneration methodology reflects the usual practice in Romania that is to pay consistently bonuses or supplementary payments for work in projects funded by national schemes



Project-based remuneration

- ❑ Corresponds to the actual remuneration costs paid by the beneficiary for the time worked by the person in the action over the reporting period
- ❑ Does not exceed the remuneration costs paid by the beneficiary for work in similar projects funded by national schemes – national projects reference
- ❑ Is defined based on objective criteria allowing to determine the amount to which the person is entitled
- ❑ Reflects the usual practice of the beneficiary to pay consistently bonuses or supplementary payments for work in projects funded by national schemes
- ❑ The remuneration to which the person would be entitled to if they worked in national projects it is defined in our case:
 - regulatory requirements – national law and collective labour agreements and labour agreements ; and
 - the beneficiary's internal remuneration rules.



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Thank you!
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