

Human Resources Management Development Portfolio in Romania

Wage system



Output name	Description
Technical Assistance: Developing a Unitary Human Resources Management System Within the Public Administration	
Methodology for monitoring the new pay law (November 2019, Deliverable 2.3)	A baseline analysis and recommendations for an improved monitoring mechanism for public sector pay policy
Report on the introduction of performance related pay in the Romanian public administration (August 2020 – Complementary)	This “connected report” on the Introduction of performance related pay in the Romanian public administration is meant to inform the Analysis of the performance management system report. It provides targeted recommendations on the operationalization of the “excellency award”, informed by a review of international and national experiences with performance-based pay.
Technical Assistance: Supporting the Reform of the Public Sector Pay System	
Report on the assessment of the application of the Pay Law (review of the legal framework), (March 2023, Deliverable 1A)	The report provides a mapping of the current legal framework, an analysis of the consistencies and possible inconsistencies of the legal provisions and to advance potential recommendations for improving the legal approach regarding the regulation of public sector pay.
Report on the assessment of the application of the Pay Low (analysis of the wage data), (Dec.2023, Deliverable 1B)	The analysis evaluates the pay equity achieved by Romania's pay system from 2017 to 2023 across and within policy sectors. It also examines whether the current pay compression in the public sector supports career and salary progression in various public sector careers, such as teaching positions.
Report on the proposals for adjusting the job ranking system in the public sector (October 2023, Deliverable 2)	The report details the job evaluation findings that form the basis for the revised job ranking system. It includes recommendations for structuring the job ranking system, improving current job classification, and making future evidence-based adjustments.
Review of the international experience on centralized pay systems in the public sector from selected OECD/EU countries (February 2023, Deliverable 3)	The review is to identify relevant wage system features and lessons from pay policy reforms in other countries that could inform possible adjustments in the Romanian wage system.
Report on options for adjustments to the public sector pay (July 202, Deliverable 4)	Provides recommendations to the Ministry of Labor and Social Solidarity to address internal pay inequities, rationalize the use of variable pay, strengthen governance arrangements, and enhance the fiscal sustainability of the wage bill, through the new wage system.
Proposal of draft methodological guidelines for the application of performance-related pay (March 2024, Deliverable 5)	Provides recommendations for introducing a Performance-related Pay model in the Romanian public sector.
Summary report of the training workshops (December 2024, Deliverable 6)	Provides a summary of the technical capacity building workshops organized throughout the project implementation period by the Bank team with the Ministry of Labor and Social Solidarity staff responsible for designing the wage system reform.