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**Annual Review of
Labour Relations and Social Dialogue in South East Europe:
Romania**

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1. Executive summary

The Romanian economic performance in 2014 was overall balanced, considering that a weaker performance in GDP growth was compensated by a smaller inflation, compared to the previous year. Discussions over the revision of the labour law and of the social dialogue legislation had little reverberation given that the leading party in Parliament was focused on

reform measures that would secure victory in the European Parliament election and, especially, in the Presidential election. Therefore, the few amendments that were brought to the social-security legislation were more focused on limiting the possibilities of deflection. As part of the Stand-By-Arrangement with the International Monetary Fund, the Government continued to enforce the plans to restructure and reorganise the largely state-owned companies in the energy and extractive sector which led to significant protests from employees facing collective layoffs.

In 2013, the National Council for Tripartite Dialogue was once again restructured but the discussions had little impact on the reform of the industrial relations given that the national confederations of labour unions cannot agree to support the same legislative project while the Delegate Ministry for Social Dialogue advanced a very selective reform program to be discussed in the Parliamentary Commissions, ignoring many of the suggestions made by the International Labour Organization and the social dialogue partners. This year as well there have been very few sectorial agreements, especially in the industrial sector.

Social partners should stand a better chance to impact the political reforms announced for 2015 considering that the new President, Klaus Iohannis, announced his intention to involve civil society more thoroughly in the public debates and also that the labour unions and the employers' organisation can generate more public support than the NGO sector.

2. Socio-economic developments

The GDP evolution in 2014, mainly during the first 9 months of the year, has been positive, exceeding the value registered during the same period of 2013 by 3,1% in the seasonally adjusted series. Also, by comparing the 3rd trimester of 2014 and 2013, the current year marked a positive evolution of 3% in the seasonally adjusted series.¹ It is worth mentioning that the industry sector contributed with 30,3% of the GDP (+1,3%) and that the IT&C sector with 5,2% of the total GDP and an increase of (+0,7%). GDP growth in 2014 is projected at 2.0%². On 4 July 2013, in the light of remaining risks to its balance of payments, the Romanian authorities requested a third, precautionary, EU medium-term financial assistance programme, again jointly with an IMF Stand-By Arrangement³. This program is set to end in September 2015.

Foreign direct investments by non-residents amounted to EUR 1.591 billion for the interval January-October 2014 (compared to EUR 1.816 billion in October 2013). Of this sum, capital participations added up to EUR 1.598 billion and intragroup credits registered a negative value of EUR -7 million (net). Compared to September 2014, foreign direct investments have risen by EUR 80 million but this was one of the most modest increases since the beginning of the year.⁴

The most recent estimates for Romania's trade in goods balance comparing data from the January-October 2014 interval to data from the same interval in 2013 announced a 4.97% increase in debit (up to 57671 bl. EUR) and a 6,20% increase in credit (up to 57408 bl. EUR) increase in imports. The balance of payments for this period reached a negative total of -263 mil. EUR, exceeding the previous year by 412 mil. EUR, with positive revenue generated by services related to handling goods owned by other parties, logistics and other services.

¹ National Institute of Statistics, Gross Domestic Product in the 3rd trimester (1.I-30.IX 2014), Press Release No. 291, 3rd December 2014

² European Commission, 2014 Autumn Economic Forecast: Slow recovery with very low inflation, November 2014, http://ec.europa.eu/economy_finance/eu/forecasts/2014_autumn/ro_en.pdf

³ European Commission, Economic and financial affairs, Balance-of-payments assistance to Romania, http://ec.europa.eu/economy_finance/assistance_eu_ms/romania/index_en.htm

⁴ National Bank of Romania, Monthly press releases regarding balance of payments and external debt, <http://www.bnr.ro/Balanta-de-plati-4029.aspx>

During the first 3 trimesters of 2014, the national budget revenues added up to 30,454.0 million lei, representing 98.9% of the tasks set during the reporting period, thus with a deficit of 3,46.2 million LEI. Compared to the same period of 2013, revenues have increased by 4,645.1 mil. LEI or 18%. Tax revenues amounted to 26,023.6 mil. LEI and non-tax revenues – 1,025.1 mil. Lei. Compared to first 9 months of 2013, tax revenues have increased by 2,917.8 mil. Lei and non-tax revenue decreased by 9.7 mil. Lei. The state consolidated budget indicated that by the end of September 2014 Romania recorded a budgetary over plus of 0,06% of GDP, with an optimistic prognosis on reaching the target of the 2,2% of GDP for 2014.

The trimestral inflation rate continued to follow an uneven path in 2014, staying however below the variation band of the target (2,5%. $\pm 1\%$). On the one hand, the inflation path was driven by persistent factors, the consumers' price dynamics was significantly influenced by offer factors. The dominant impact among these belonged to the final statistical effects of the cut in the VAT rate for some bakery products as from 1 September 2013.⁵

According to a governmental law approved at the beginning of 2013, the minimum wage was set at c. 168 EUR (750 RON) until mid-year and increased to EUR 180 (800 RON) from July 2013. In 2012, the percentage of people at risk of poverty or social exclusion was 41.7%, increasing from 40.3% in 2011. The Gini-coefficient reported by the United Nations Development Programme in the 2012 Human Development Report stood at 30.0. The overall variation of real income available was positive (from -1.7% at the end of the 4th quarter of 2013 up to 4% at the end of the 1st quarter of 2014) but the labour market acted prudently in the budgetary sector and the only area to experience significant growth was the profile industry. The income variation during the second quarter of 2014 averaged at 4.9%, under the influence of the Easter bonuses, the increase of the minimum gross budget and the higher performances of the IT&C sector, as opposed to a drop of activity in constructions. For the 3rd quarter the real available income variation was also positive (from 3.4% in Q1 to 2.9% in Q2 and 1.6% in Q3)

In the third quarter of 2014, the employment rate for working age population (15-64 years) was 62.6%, at a distance of 2.8% of the national target of 70%, with an effective number of economically active individuals of 9437 thousand individuals, of which 8,822 thousand are employed and 615 thousand are unemployed. The unemployment rate was 6.5%⁶

In 2013, the percentage of people at risk of poverty or social exclusion was 38.5%, decreasing from 41,7% in 2012 but still one of the highest rates among the EU 28, second only to Bulgaria⁷.

The Gini-coefficient reported by the United Nations Development Programme in the 2013 Human Development Report stood at 27,4%, marking a significant improvement with a decrease of 2,6%.

3. State Policies

This year's political agenda was set by two political events: the elections for the European Parliament and the national Presidential elections. Following the first, The PSD-UNPR-PC alliance secured 16 seats for the S&D European group (winning 37,60% votes), while PNL

⁵ Banca Nationala a Romaniei, Raport asupra inflației, Noiembrie 2014, Anul X, nr. 38, <http://www.bnr.ro/Proiectii-BNR-6152.aspx>

⁶ United Nations Development Programme, Human Development Reports, Table 2: Human Development Index Trends, 1980-2013, <http://hdr.undp.org/en/content/table-2-human-development-index-trends-1980-2013>

⁷ Eurostat Press Office, Social inclusion of migrants in the EU28, Non-EU citizens twice as likely to be at risk of poverty or social exclusion as nationals in 2013, Issue 177/2014 - 21 November 2014

(15% votes- 6 seats), PDL (12,23% votes- 5 seats), UDMR (6,3% votes- 2 seats) and PMP (6,2%, 2 seats) participated in winning a total of 15 seats for PPE. Independently, Mircea Diaconu won 6,81% of the votes and secured 1 mandate as part of the ALDE group. The pole participation in Romania (32.16%) was below the European average (43.11%) but significantly higher than in 2009 (27,21%). Following these elections, it should be observed that Romania is represented by two members and one substitute member in the Committee on Employment and Social Affairs, by one member (vice-president) in the Committee on Culture and Education and another one in the Committee on Industry, Research and Energy.

At the European level, Romania is strongly represented by the 15 members that constitute the 7th largest group of the European Economic and Social Committee (EESC).

Romania and Bulgaria have received much attention throughout the year due to the lift of the restrictions on migration for workers from the two countries immigrating to the UK. Another important moment was set by the European Court of Justice which ruled that richer countries can limit access to welfare benefits for citizens from poorer ones.

In an effort to bolster employment, a new law in Romania provides the reduction in social security (pension) contributions due by employers of 5%, starting with income related to October 2014. The President Basescu sent the law back into Parliament to be reanalyzed because the estimates of the Presidential administration, although beneficial, the law was not sustainable in the current economic context but upon being presented once again with the same law, the President had no legal prerogative to dismiss it a second time.

Of the 98 labour market reforms taking place across 32 European countries introduced between December 2013 and March 2014, Romania introduced new policy measures under PA2-Active Labour Market Policies, Job creation by kick-starting a EUR 10 million call for strategic programmes by the SOP Human Resource development aimed to reduce unemployment. The Ministry of labour engaged jointly with social partners and two consultancy companies to provide job placement, guidance, apprenticeships and support for entrepreneurship for 5000 young people. Under the same initiative, the Romanian Parliament promulgated Law 335/2013 to instate a new system by which young graduates will have access to a certain amount of work experience and further training.

While many countries took bold measures to expand unemployment benefit coverage in order to mitigate the effect of the crisis, Romania was one of the countries that adopted fiscal consolidation measures by tightening the control over breaches of legality from beneficiaries of social benefits. Also, Romania tightened the control on access to benefits in an attempt to contain the rising cost of unemployment but this action may have indirectly induced a raise in expenditure on social assistance benefits⁸. Other important actions were the republishing of Law 346/5th June 2002 to clarify who can be ensured against working risks and accidents and professional disease, change in the individual insurance contract and the amount of the monthly contribution (1%) and the issuance of Emergency Ordinance no 25/30th August 2014 to transpose directive 2011/98/EU regarding the procedure to solicit a working permit by residents of other countries in order to reside and hold a job in one of the EU member states.

Independent of the actions of the National Council for Tripartite Dialogue, in September, the BNS national confederation of labour unions sent its own proposals for the revision of the labour code to the Senate after performing the legal requirements to formulate a citizens' legislative initiative. Among the over 100 amendments, the initiative recommended a de-

⁸ International Labour Office, World Social Protection Report 2014/15, Building economic recovery, inclusive development and social justice, 2014, Geneva, Switzerland, http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_245201.pdf, p. 42

crease in the number of days worked during the trial period by a unqualified worker, the change of length for contracts with a determined period from 3 to 5 years, the annulment of the article stating that the employer may terminate the employment contract if the company is confronted with a temporary decrease in activity and the annulment of the article stating that not complying with performance standards may constitute sufficient reason for the termination of employment. The same project also changes the dispositions regarding: (a) work facilitated by temporary-work agencies so that seasonal work may be performed under the provisions of an undetermined-length employment contract; (b) banning the double-standard in remunerating the temporary and undetermined length employees differently for the same work.

In a message entitled “ETUC Resolution on the European Semester 2014” ETUC drew attention upon the lack of balance between the trends in productivity and those in wage policy. It highlighted that the gap between real wage dynamics and productivity over the entire 2008 - 2015 period will reach as high as 8 to 17% in Greece, Spain, Romania, Ireland, Cyprus, Latvia, Poland and Portugal, among others.⁹

On 2nd June, the European Commission published its Proposals for Council Recommendations addressed to the Member States (CSRs) on their National Reform Programmes and convergence/stability programmes. The letter also contained a request to restore the possibility for trade unions to engage in sector level collective bargaining. The proposals showed concern for the poor dialogue with trade unions.

On the other hand, it is the poor management and hesitant economic solutions implemented as part of the stand-by agreement with the IMF for some publicly-owned companies that spurred discontent this year. Employees of Hidroelectrica end the year in unrest over possible layoffs announced by the Adjusted and Extended Plan governing the company's reorganizing (to drop from 3866 employees working for Hidroelectrica to 3000 by 2015). Their actions might have had some echo with the management who announced that they are considering an adjustment to the reorganizing plan, prolonging it until 2016. Of course, this plan is harder to accept as Hidroelectrica made record profits this year, 28% higher than last year¹⁰. In a similar note, miners at the Hunedoara Energetic Complex held numerous protests and strikes in the second semester of 2014. The demonstrating members of representative labour union “The Mountain (Muntele)” had significant reasons to be concerned as the collective labour contract expired during the summer while the company is fighting financial instability and one of the constant solutions advanced by the management is to lay off as many as 500 of the underground workers, starting with the ones who have reached retirement age.¹¹

4. Industrial relations

This year's most important industrial relations events are tied to the Government's delay in honouring the promise to change norms and regulations that started dispersing the labour movement in 2011. On the other hand, the most strenuous negotiations took place between labour union representatives and the management of various state institutions that failed to adjust their budgets to include provisions of the collective labour contract or depended on the Government's approval to perform structural adjustments. At county level, the Territorial Labour Force Inspectorate of each county is notified whenever a unit successfully negotiates

⁹ European Trade Union Confederation (ETUC), Resolution on the European Semester 2014 - ETUC Key Messages for the European Council, April 2014, <http://www.etuc.org/documents/etuc-resolution-european-semester-2014-etuc-key-messages-european-council#.VJRGyF4Ak>

¹⁰ Aurariu, Nicolae, Internal communication - Mandat pentru participare Adunare Creditori, <http://hidrosind.org.ro/14-12-2014-mandat-pentru-participare-adunare-creditori/>

¹¹ Glasul Hunedoarei, Guvernul stränge şurubul restructurării CEH, 20.11.2014, http://www.glasul-hd.ro/Guvernul-strange-surubul-restructurarii-CEH_12_22019.html

a collective labour contract or is invited to take part in the negotiations if these become blocked. However, only 12 of these institutions published documents revealing the evolution of these negotiations over the first 6 or 9 months of 2014 while 27 of the 42 Inspectorates did not publish any data regarding the collective agreements or collective labour contracts active in the county. The inspectorates that did publish activity reports indicated that, in sum, a number of 2672 collective labour contracts were signed or renewed in 2014, as compared to 3099 in 2013 and 954 in 2012. The numbers are, however, rather vague, considering that there is no general consensus as to how these data should be published (e.g. active collective labour contracts versus signed or renewed over the last month, over the last trimester, semester or year).

National confederations of labour unions also never missed the opportunity to remind the authorities what their demands are: the Ministry of Health has been the target of numerous protests in 2014 (from the employees of the Cantacuzino Institute who have held several strikes since 2010 demanding that the director, Radu Iordache, officially quit and that the payment of salaries take place immediately; following protests, the manager Radu Iordăchel resigned and the Institute was passed under the administration of the Ministry of Education, as other research institutes, as a first step in erasing its public debt)¹²; from the Sanitas Federation which, following the first protests in June 2014, successfully negotiated a raise of monthly wages of at the least 100 lei starting in January 2015¹³ and, on a different note, managed to include personnel employed in the sanitary system among the categories to benefit from the fiscal amnesty of debts owed (Law 124/24.09.2014)¹⁴.

Throughout 2014, the National Federation of Labour Unions of Police officers and assimilated/contractual personnel, The "Alexandru Ioan Cuza" Federation for Democratic Labour Unions in the Romanian Police and the "Sed Lex" Federation participated jointly in (generally) non-conflictual negotiations with the Ministry of Internal Affairs and succeeded in obtaining a series of benefits: reimbursement of payments for equipment, amendments to the Ministry's Ordinance to reimburse traveling expenses, distribution of special excellency wage, reinstatement of the weightings for work on Saturdays, Sundays and legal holidays, etc.)¹⁵.

5. Tripartite social dialogue

In 2014, three different delegate Ministers have lead negotiations for the Ministry delegated for social dialogue: Doina Adriana Pană, until March 2014, Aurelia Cristea, whose mandate ended in December 2014 and Liviu Pop, who was only recently appointed. Even though the Ministry of Labour started publishing its weekly agenda retrospectively as of 2013, the discussion details remain unknown as well as the methodology by which the Minister accepts some meeting over others. According to the Ministry of Labour's web site, the institution organised 5 public debates throughout the year and invited stakeholders to participate in the consultative process but neglected to upload the documents under debate in three of the cases. According to the public agenda, the Delegate Ministry of Social Dialogue met with labour union representatives 54 times, participated in NGO events 12 times, had 9 encounters with employers' organisations or chambers of commerce, was invited to 8 social dia-

¹² Mediafax, Ministrul Sănătății: Radu Iordăchel a demisionat de la conducerea Institutului Cantacuzino, 2nd October 2014, Elvira Gheorghita, <http://www.mediafax.ro/social/ministrul-sanatatii-radu-iordachel-a-demisionat-de-la-conducerea-institutului-cantacuzino-13361921>

¹³ Federatia Sanitas, News, 2nd November, 2014, http://www.federatiasanitas.ro/index_detalii.php?id=365

¹⁴ Federatia Sanitas, News, 24th September 2014,

http://www.federatiasanitas.ro/administrator/pdf_uploads/MO%20nr.%20700%20din%2024.09.2014.pdf

¹⁵ ProLex, Bilantul MAI aduce primele OMAI revendicate de sindicate: decontarea navetei, avansarea inainte de termen avand si calificativul „bine”, redistribuirea salariilor de excelenta, VAsile Lincu, April 2014, <http://prolex.ro/bilantul-mai-aduce-primele-omai-revendicate-de-sindicate-decontarea-navetei-avansarea-inainte-de-termen-avand-si-calificativul-bine-redistribuirea-salariilor-de-excelenta-2/>

logue commissions (at county level), met with 3 Embassy officials, and presided over 2 working groups for the revision of Law 62/2011. Even though the agenda of the Delegate Ministry of Social Dialogue only indicates the date of the first meeting of the Tripartite National Council, other participants' press releases indicate that there were at the least two meetings this year (one in February and one in July 2014). Also, the activity report published by the Delegate Minister for Social Dialogue, Mrs. Aurelia Cristea states that between March and October 2014 she convoked 5 meetings of the council but only 4 took place. In June 2014 the Government issued Decision nr. 221/2014, naming the members of the new Council.

During the meeting of the National Tripartite Council on 15th October 2014, all parties agreed upon the need to redefine the activity sectors to re-enable collective bargaining at sectorial level and decided organize a bipartite dialogue to forward a complete list within 60 days. It is important to observe that the Department for Social Dialogue sent a revised version of Law 62/2011 to its social partners on 27th November 2014 but only received answers from 4 of them (1 labour union and 3 employers' organisations). The document was sent to ILO on 8th December 2014 and was proposed for debate in the permanent commissions of the Chamber of Deputies.

Also, given that the Economic and Social Council was still an underperforming institution after the civil society representatives did not receive validation from the executive, considering the recommendations forwarded by the social partners, a new legislative project regarding the Council's organizing was sent to the Senate for debate (L723/2014) and it should soon receive the evaluation of the Work, Family and Social Protection Commission and the Judicial Commission.

6. Forecasts

According to major institutions, GDP is expected to increase by 2.4% in 2015. However, inflation is also expected to rise in 2015 by 2.1. The unemployment rate is estimated to decrease slightly, to 6.9% while gross public debt will increase by 1 percent, from 39.4% to 40.4% of GDP. The public budget balance (% of GDP) is forecasted to reach its maximum low over the last three years, at -2.8%.

In terms of political agenda, 2015 is one of the few years without major elections taking place (local, national or international) and the leading parties are expected to focus on implementing their campaign promises or to retake their seats at the negotiations table to discuss older projects such as the regionalization law, the electoral law and the revision of the constitution. Given the significant reform that the Social Democratic Party is undergoing after an unexpected defeat in the Presidential elections, the eventuality of losing majority in Parliament has been discussed, in which case we could expect a new blockage of all tripartite dialogue bodies, especially the National Council for Tripartite Dialogue that comprises a significant number of state officials.

Annex of data

- **Collective bargaining system**

The year 2014 did not bring any significant changes to the collective bargaining system and it would seem that the employees' organisations, the ones suffering the most after the introduction of the law, have become captive in a system stating that the tripartite consensus is necessary to bring any significant changes to Law 62/2011 while the Government is hesitant in providing any real support considering that it is responsible for the budgeted human resources in state owned companies and that any parliamentary majority depends on the financial support of the important investors to fund their electoral campaigns. The main requests formulated by the representatives of the labour unions and of the employers' unions have been registered during the 4 meetings of the working group constituted along the Department for Social Dialogue within the Ministry of Labour: renewed protection from repression of the labour union representatives, the reinstatement of the unique national agreement for collective employment, changes to the criteria setting standards for representativeness of labour unions and those that limit the possibility to declare a collective conflict only during the period when the working relations are covered by a collective contract. Since 2011 over 1,2 million workers¹⁶, particularly those employed by companies with less than 20 employees are officially exempted from the obligation to participate in collective bargaining. By 2014, most sectorial collective agreements have expired and the federations are struggling to achieve new court decisions stating their "representative status". The state agencies have proven a poor capacity to collect data to prove whether the reform succeeded in tackling undeclared work by relieving the employees of the "pressure" of collective agreements.

- **System of tripartite social dialogue**

In order to understand the tripartite social dialogue system in Romania we should fully understand the concepts it involves. According to ILO, social dialogue "includes *all types of negotiation, consultation or information sharing among representatives of governments, employers, and workers or between those of employers and workers on issues of common interest relating to economic and social policy*"¹⁷. On the other hand, tripartism refers to "the involvement of employers' and workers' organisations, alongside the government, on an equal footing, in decision-making (...). This requires that the views of each side be given equal consideration".¹⁸ Tripartism is the main characteristic of The Romanian National Tripartite Council. The Romanian body's governmental constituency was changed in an effort to restart the institution's activity and as of June 2014 it consists of 21 Ministries and departments. Also, the Council comprises the presidents of the nationally representative employees' and employers' organisations, one representative of the National Bank of Romania, the President of the Social and Economic Committee and other generally agreed members. The Council's main attribution is to act as a negotiation platform to facilitate the agreement on issues like: minimum wage analysis and debate over the main public policies and strategies of the government, solving conflicts and negotiating collective agreements. It is very likely that this recent reactivation of the Council determined more of the National Employers' Confederations to ask for the formal recognition of their representativeness by the Bucharest Court, especially considering that many of the discussions were focused on the increase of the minimum wage and other measures with a fiscal impact. At a smaller scale, the Economic and Social Council is a consultative structure reuniting employer and employee nationally

¹⁶ International Labour Organization, Press release: New ILO study urges Romania to make changes to its labour and social dialogue legislation , 20th September 2013, http://www.ilo.org/budapest/information-resources/press-releases/WCMS_221849/lang--en/index.htm

¹⁷ ILO, NATIONAL TRIPARTITE SOCIAL DIALOGUE , An ILO guide for improved governance, 2013, http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_231193.pdf , P. 12

¹⁸ Idem, p. 13.

representative organisations' representatives and NGO members, this time in a structure of civic dialogue. Its main role is to validate all the legislative documents that generate an economic and social impact. The body has been known to encounter numerous difficulties as members often complained that they were confronted with impossible deadlines to thoroughly analyse the legal initiatives.

In Romania, all employers and employees, as well as other social categories of individuals who benefit from other types of income contribute to the state social security system. The calculation bases vary considerably and are computed based on different provisions of the Fiscal Code. The last changes to the State Budget Law were introduced in 2013. Employees are expected to contribute to the Social Security (pension) fund (10.5%), unemployment insurance fund (0.5%) and the health insurance fund (5.5%). Employers' contributions consist in payments to the social security (pension) fund (20.8%, 25.8% or 30.8%), the health insurance fund (5.2%), the medical leave fund (0.85%), the guarantee fund (0.25%) of the salary fund, the unemployment insurance fund (0.5%), the work accidents, risk insurance and occupational disease fund (0.15% to 0.85%, depending on the working conditions). Contributions due on income derived from independent activities vary considerably but it should be mentioned that the insured amount cannot be lower than 35% of the average gross salary or higher than five times the average gross salary. Social Security (pension) contributions are not mandatory on this type of income if the individuals derive other income for which they contribute to the aforementioned funds. Individuals who do not earn taxable income are required to pay individual health insurance contributions of 5.5% in respect of the applicable gross minimum salary¹⁹. According to the labour cost index showing the short-term development of the labour cost (the total cost on an hourly basis of employing labour) it results that Romania experienced one of the highest annual increases in hourly labour costs, a statistical consequence of the raise of the minimum wage²⁰.

- **Education and vocational training**

The Labour Code, Art. 189 states that employees may benefit from vocational training in the form of: a) attendance of training courses organised by employers or by suppliers of vocational training; b) vocational training to prepare new entrants for a newly held position; c) probationary and post-graduate training in Romania and abroad; d) on the job vocational training; e) coaching; other forms of training that the employer and the employee agree upon. The legislation presumes that all employers' hiring more than 20 individuals will comply with the legislation and initiate collective agreements with the representative labour union and will integrate the yearly training scheme in the agreement. All employees are entitled to participate in vocational training at the expense of the employer at the least every two years if they work in an organisation hiring more than 20 employees or every 3 years if the employing organisation hires 21 or less individuals. Should the employer fail to comply with his obligation to provide funds for the vocational training of an employee, then the latter is entitled to a paid leave of up to 10 working days for vocational training purposes. In Romania, the framework for continuous vocational training joins: a) the Ministry of Labour, Family and Equal Opportunities which cooperates with other ministries, especially the Ministry of Education, in order to develop a coherent strategy joining the initial and continuous vocational training; b) The National Council for Vocational Training of Adults which is a tripartite national authority that follows all the stages of classifying a profession; c) The National Agency for the Occupation of the Labour Force, also a tripartite body, implements the measures to stimulate employment. The Tax Code aims to encourage vocational training by exempting the training activities from the payment of added value tax, deeming them deductible, another

¹⁹ Price Waterhouse Coopers, The Social Security System, <http://www.pwc.ro/en/tax-online/individual-taxes/the-social-security-system.jhtml>

²⁰ Statistical Office of the European Communities. 2014. EUROSTAT: Labour cost index - recent trends.. Luxembourg: Eurostat. http://ec.europa.eu/eurostat/statistics-explained/index.php/Labour_cost_index_-_recent_trends

er measure meant to discourage unemployment is the availability of the unemployment fund to support 50% of the cost for up to 20% of the employees of a company.

Company size is a factor found to influence the provision of access to continuous vocational training but Romania stands among the countries where access to such training is more likely for employees of smaller companies. Also, Romania had one of the lowest shares of training costs (0,4% of all the labour costs with an employee) and the lowest participation rate in the Adult education survey of employed people participating in non-formal education and training (20% in 2010). ²¹

Only 60.65% of teenagers passed the Bacalaureate exam in Romania this year while some 40.000 students will be joining the unemployment support system. With the education system receiving only 3,4% of GDP in 2013, we are witnessing a continuous trend towards dropping out of school (18.4% in 2010). In a final attempt to raise student interest to promote the Bacalaureate and to keep student numbers high in universities, the Ministry of Education promoted a highly controversial law in 2014 granting students the right to enroll in a University and follow Faculty classes provided that they promote the high-school exam before applying for a B.A licence.

- **Employment rate**

Period	2010	2011	2012	2013	2014 (2nd Q)
Employment rate	63.3	62.8	63.8	63.9	61.2

Source: Eurostat. Employment rate is calculated by dividing the number of persons aged 15 to 64 in employment by the total population of the same age group.

- **Unemployment rate**

Period	2010	2011	2012	2013	2014 (Q1)	2014(Q2)
International Labour Organization Unemployment Rate	7.3	7.4	7	7.3	7.2	6.7

Source: National Institute of Statistics

ILO unemployment rate represents the ratio of the ILO unemployed in economically active population.

- **Average net monthly salaries (in €)²²**

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2010	319.02	315.66	337.58	321.25	319.46	318.12	303.13	299.55	299.78	299.78	308.05	334.68
2011	318.57	316.33	334.00	335.12	326.17	329.31	329.08	325.50	327.52	325.95	333.56	358.84
2012	328.19	329.31	345.19	347.43	342.28	347.20	348.10	343.18	344.07	347.20	352.35	379.64
2013	346.31	347.43	361.74	371.59	360.40	359.28	365.77	358.84	359.96	361.30	369.13	393.74
2014	363.53	363.76	381.66	388.14	376.29	377.40	384.56	376.51	0.00	0.00	0.00	0.00

Source: National Institute of Statistics INSSE for wage values, National Bank of Romania for exchange rates

²¹ Statistical Office of the European Communities. 2013. EUROSTAT: Continuing vocational training statistics.. Luxembourg: Eurostat. http://ec.europa.eu/eurostat/statistics-explained/index.php/Continuing_vocational_training_statistics

²² Estimation in EUR at an exchange rate of 1EUR=4.47RON (official exchange rate on 15th December, 2014).

Nominal earnings comprise salaries, respective money rights and the rights in-kind of employees for effective work done (including overtime), according to the salary type applied, benefits and indemnities granted as salary percentage or in fixed amounts, other legal rises of salary, amounts paid for non-working time (indemnities for rest and study-leave, holidays, other days-off, amounts paid from salary fund for medical leave), prizes, holiday bonuses and other amounts paid from the salary fund according to normative documents or collective labour contracts, amounts paid from the net profit and other funds (including the equivalent value of lunch tickets).

- **Gender pay gap**

The European Commission's approach on the issue of gender representation in the labour market is a very pragmatic one: if companies want to overcome the difficulties that arise with the demographic change, the focus on service and knowledge intensive industries, they ought to improve their strategies to include more female workers. In the second quarter of 2014, the employment rate for working age population was 68.8% for men as against 53.6% for women. Considering the unemployment rates by sex, the gap is smaller (7.4% of men as against 5.9% for women)²³. To tackle this and other gender-based inequalities of the social and economic system, Romania developed a complex legal system of its own and integrated a number of European directives. As part of a larger reform of the legislation organising the activity of the Ministry of Labour, Social Protection and Elderly people, the Direction for Occupation and Equality of Opportunities is responsible for the ministerial activity in matters of equality of opportunities between men and women. Law 202/2002 introduced the National Commission for Equality of Opportunities between Men and Women, presided by the State Secretary for these affairs. The last amendments to the institution's regulation were introduced in November 2013. It should be noted that the ministerial body reunites ministry representatives, members of other public administration bodies as well as deconcentrated bodies, representatives of employees' and employers' unions and members of the civil society with a publicly acknowledged activity in related fields. The most important recent event in the area of gender equality in the labour force is the adoption of Government Decision 1050/2014 which introduces a new National Strategy in the field of equality of opportunities between women and men for 2014-2017 and of the General Action Plan for 2014-2017 to implement the Strategy.

According to the European statistics, it appears that Romania experienced a positive evolution between 2011 and 2012, the gender pay gap dropping from 10% to 9.7%, which is a smaller gap than the overall EU-27 average of 16.5% but it should be observed that the score is higher than in 2006 (7.8%) which is contrary to the general trend²⁴.

- **Minimum wage (in €)**

Period	2010	2011	2012	2013	2013	2013	2014	2014
	Jan.-Dec.	Jan.-Dec.	Jan.-Dec.	Jan.	Feb.	Jul.	Jan.	Jul.
National minimum gross wage ²⁵	134.23	149.89	156.60	156.60	167.79	178.97	190.16	201.34

Source: Ministry of Labour, Family, Social Protection and Elderly

²³ National Institute of Statistics, Household Labour Force Survey (AMIGO), Press Release: Employment and unemployment in Q II 2014 No. 229 of September 23, 2014

²⁴ Statistical Office of the European Communities. 2014. EUROSTAT: Gender pay gap in unadjusted form % - NACE Rev. 2 (Structure of Earnings Survey methodology)

<http://ec.europa.eu/eurostat/tgm/table.do?tab=table&plugin=1&language=en&pcode=tsdsc340>

²⁵ Estimation in EUR at an exchange rate of 1EUR=4.47RON (official exchange rate on 15th December, 2014).

- **Actual weekly working hours**

Full-time working hours are 8 hours per day and 40 hours per week and it may not exceed 48 hours per week including overtime. Overtime can be compensated either by paid time off within the following 30 days or by granting additional pay. The value of the additional pay is set under the terms of the collective employment contract and may not be lower than 75% of the base salary. The premium for night work (% of hourly pay) is set at 25%. The legal annual paid leave for 2014 consisted in the generally provided 20 working days + 9 of the 12 holidays (given that 3 of the declared holidays happened during weekends). It should be mentioned that the number of days/annual leave does not increase with the employee's years of tenure unless it is specifically agreed upon in a collective employment contract. It should be noted that the EU 28 collectively agreed normal week working hours average for 2013 is 38.1 hours. However, the average number of actual weekly hours of work in a main job for full-time employees in 2013 is 41.2 in Romania, while de EU 28 average is 39.5. Romania has, therefore, the longest actual weekly working hours in main jobs for 2013, keeping the leading position it also had in 2012.²⁶ It should be mentioned that the working hours are set by the Labour code since the national collective employment contract was abolished and there are no sectorial collective employment contracts/agreements.

- **Normal work / atypical work**

2nd trimester, 2014		Employee	Owner	Self-employed	Domestic worker	Total SII 2014
Full time (FT)	Number	5802575	99254	1185100	708496	7795425
	% of FT	74.44	1.27323398	15.20	9.09	89.83
Part time (PT)	Number	44978	578	507694	328868	882118
	% of PT	5.10	0.07	57.55	37.28	10.17

Source: National Institute of Statistics, Labour Force in Romania, Employment and Unemployment, 2nd trimester, 2014

		2011	2012	2013	2014, T1	2014, T2
	Total	9137736	9262807	9247398	8401446	8677543
Full time (FT)	Number	8181415	8317785	8329454	7593199	7795425
	% of FT	89.53	89.80	90.07	90.38	90.78
Part time (PT)	Number	956321	945022	917944	808247	882118
	% of PT	10.47	10.20	9.93	9.62	9.22

Source: National Institute of Statistics, Labour Force in Romania, Employment and Unemployment

- **Migration**

Migration	2010	2011	2012	2013
Romania	-2.4	-2.4	-1.1	-0.3 ^p
EU28 average	1.5	1.5 ^b	1.7	3.3 ^{ep}

Source: Eurostat, Crude rate of net migration plus adjustment /1 000 inhabitants

²⁶ Statistical Office of the European Communities. 2013. EUROSTAT: Labour cost index - recent trends.

- **HDI**

HDI rank	Country	2010	2011	2012	2013 (HDI Rank 55)	Average annual HDI growth (%), 2000-2013
54	Romania	0.779	0.782	0.782	0.785	0.82

Source: United Nations Development Programme, Human Development Index Trends, 1980-2013²⁷

- **Gini-coefficient** (index; international ranking)

Year	2010	2011	2012	2013
Romania Ranking	33.3	33.2	33.2	34
EU28 Average	30.5	30.8	30.4	30.5

Source: Eurostat, Gini coefficient of equivalised disposable income (source: SILC)²⁸

- **Collective agreement coverage**

As one policy brief published by ETUI stated²⁹, since the outset of the crisis, collective labour rights and individual labour rights were identified as obstacles in front of the much desired flexibility for employers. The structural reform of the industrial-relations system focused on decentralizing collective bargaining by shifting from the national/sectoral/branch level to the company level. The reform also modified the representativeness criteria for the social partners by raising the threshold limiting the minimum number of employees who can form a union, leaving out of the discussion regarding restructuring and collective redundancies a great number of employees in the SME sector.

In an analysis of the collective employment relations, “EurWork topical update”, considering the first 3 quarters of 2014, Eurofound reported that the recent reforms on the laws concerning dispute resolution actually weakened the mechanisms available for dispute resolution by removing the compulsory requirement to inform the parties of the mediation options available before going to court³⁰. The previous legislation did not allow for other collective agreements set minimum wages below the threshold established through the unique national collective bargaining agreement. Even though there is no systematic data on the living standards of employees working in different sectors, The Clean Clothes Campaign investigation in ten eastern EU member states, among which Romania, sheds light on the conditions some of the Romanian workers endure. It found that these are sometimes worse than those in China and that the gap between the minimum wage and the estimated minimum living wage means that most workers actually live under the poverty threshold³¹. For the Romanian case, the

²⁷ United Nations Development Programme, Human Development Reports, Table 2: Human Development Index Trends, 1980-2013, <http://hdr.undp.org/en/content/table-2-human-development-index-trends-1980-2013>

²⁸ Statistical Office of the European Communities. 2014. EUROSTAT: Gini coefficient of equivalised disposable income (source: SILC). http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_di12&lang=en

²⁹ ETUI Policy Brief, Isabelle Schömann, (N. Bruun, K. Lörcher and I. Schömann Eds) European Economic, Employment and Social Policy Collective labour law under attack: how anti-crisis measures dismantle workers' collective rights, N° 2/2014

³⁰ EurWORK topical update - Collective employment relations - Q1 to Q3 2014 - Dispute resolution on Decizia Curții Constituționale nr. 266 din 7 mai 2014, publicată în Monitorul Oficial nr. 464/25 iunie 2014

³¹ Clean Clothes Campaign: Stitched up: Poverty wages for garment workers in Eastern Europe and Turkey, 2014, <http://www.cleanclothes.org/livingwage/stitched-up>

previous legislation (Law 130/1996) stipulated that collective bargaining agreements could be made at company level, group of companies' level, economic branch level, and national level. The newer documents (Law 62/2011) suppressed the possibility of having national collective agreements.

There is no systematic data available on the sectorial level collective employment contracts still in force but the National Tripartite Council did issue activity reports stating that the social partners are currently drafting the occupational sectors so that these agreements may once again become possible. Currently, the only systematic bargaining takes place at unit level but it is sluggish as, even though the negotiation process has become mandatory for units employing a many as 21 or more individuals, it is not mandatory to reach an agreement and the law has little enforcement from County Agencies for the Employment of the Work Force and only few of them have taken the initiative to invite employers (only they are entitled to initiate negotiations) to engage in collective bargaining and followed up on the process. On 31 December 2012 there were 8,783 collective agreements (including additions to existing agreements) concluded at company level. This compares with 7,473 at the same point in 2011 and 7,718 in 2010³².

- **Trade union density**

There are no official information on the number of members that trade unions gather or on their representativeness. The European Trade Union Institute (ETUI) relies on the "Database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts, in 34 countries between 1960 and 2012, compiled by Jelle Visser³³, putting union density in Romania at 32.8% in 2008.

Even though the Territorial Labour Inspectorates and the County Occupation of the Labour Force Agencies are officially notified by all labour unions that are admitted as representative at either company/institution level or at sectorial level, none of the observed institutions kept a public evidence of these on their website. Therefore, for a rough estimate of the number of new representative labour unions, we referred to the Ministry of Justice's portal which indicates a number of 569 court ruling related to the representativeness of labour unions over the last year but these also include conflicts between employers' and employees' organisations and statute changes. Secondly, The Bucharest High Court ruled in 20 cases in which labour federations requested that their representativeness at sectorial level be recognized and in 2 cases of employers' federations claiming representativeness at sectorial level.

National statistics provide no information on the number of trade union members or the representativeness of trade union organizations. According to the ICTWSS Database³⁴ union density in Romania stood at 32.8% in 2008, calculated as net union membership as a proportion of salaried workers. This percentage had decreased from the 33.7% in 2007. According to official documents published on the Ministry of Labour's website, the number of members in confederations decreased considerably. Each confederation submitted an official document to state its representativeness in the new structure published. Currently BNS, Cartel Afla, CNSLR Fratia and Meridian have published their official documents on the Ministry of Labour website. Together they account for approximately 1,183,000 members.

³² L. Fulton (2013) Worker representation in Europe. Labour Research Department and ETUI, <http://www.worker-participation.eu/National-Industrial-Relations>.

³³ Database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts, in 34 countries between 1960 and 2012, compiled by Jelle Visser, at the Amsterdam Institute for Advanced Labour Studies AIAS, University of Amsterdam, Version 4, April 2013

³⁴ Database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts compiled by the Amsterdam Institute for Advanced Labour Studies AIAS of University of Amsterdam

No changes occurred in 2014 among the list of five main national trade union confederations even though two of them had announced they are considering a merger in order to achieve stronger negotiating power; these are: CNSLR- Frația (approx. 800,000 members); CNS Cartel Alfa (between 400,000 members in 2008 in some reports and 1.000.000 members from in-house estimates); BNS (between 375,000 and 320,000 members); CSDR (345,000 members in 2008) and CSN Meridian (170,000 members in 2008). These five confederations are all classed as representative at national level, giving them the right to be members of the National Tripartite Council, for Social Dialogue.

- **Employer's organizations density**

According to the Ministry of Labour, the number of employers' nationally representative confederations dropped from 9 (in 2008) to only 8 (Uniunea Generală a Industriașilor din România- 1903, Uniunea Generală a Industriașilor din România, Consiliul Național al Patronilor din România; Consiliul Național al Patronilor din România Confederația Patronală a Industriei Serviciilor și Comerțului din România; Confederația Națională a Patronatului Român, Consiliul Național al Întreprinderilor Mici și Mijlocii din România; Confederația Patronatul Român; Confederația Patronală "Concordia"), as the Romanian Association of Construction Entrepreneurs awaits the Bucharest City High Court's decision concerning the renewal of the decision stating its national representativity). The official statistics do not provide data regarding the number of companies and employees for each employer representative organisation and the sentence of the Bucharest City High Court only requires the organisations to provide documentation for the renewal of representativity. It is worth mentioning that 5 of the civil sentences proclaiming the confederation's representativeness at national level expired in 2014. However, the Ministry of Labour published the documents for only 4 of these nationally representative confederations along with those of another 16 that are representative at sector level³⁵. From this perspective, it would appear that employees' organisations are much more compliant with the legislation, all 5 national confederations and another 88 sector federations having published their documents.³⁶

- **Trade unions**

- **National Trade Union Confederations**

National Trade Union Confederation	Number of individual members – provided by the Trade Union Confederations	Number of individual members – provided on the Ministry of Labour website official documents	Number of individual members – provided by ITUC	International affiliation
Confederatia Nationala a Sindicatelor Libere din Romania-Frația (CNSLR – Fratia, National Confederation of Free	800,000	306,486	400,000	ETUC, ITUC

³⁵ Ministerul Muncii, Familiei, Protecției Sociale și Persoanelor Varstnice, Dosare ale organizațiilor patronale depuse în vederea obținerii dovezii de îndeplinire a condițiilor de reprezentativitate, <http://www.mmuncii.ro/j33/index.php/ro/dialog-social/info/proctectie-sociala/dialog-social/998-reprezentativitate-patronate>

³⁶ Ministerul Muncii, Familiei, Protecției Sociale și Persoanelor Varstnice, Dosare ale organizațiilor sindicale depuse în vederea obținerii dovezii de îndeplinire a condițiilor de reprezentativitate, <http://www.mmuncii.ro/j33/index.php/ro/dialog-social/info/proctectie-sociala/dialog-social/997-reprezentativitate-sindicate>

Trade Unions of Romania- Brotherhood)				
Blocul National Sindical (BNS, National Trade Union Bloc)	320,000	254,527	150,000	ETUC, ITUC
Confederatia Sindicatelor Democratice din Romania (CSDR, Democratic Trade Union Confederation of Romania)	400,000	N.A.	101,000	ETUC, ITUC
Cartel Alfa (National Trade Union Confederation "Cartel Alfa")	1,000,000	301,785	1,050,000	ETUC, ITUC
Confederatia Sindicala Nationala Meridian (National Trade Union Confederation "Meridian")	300,000	320,204	-	-

o **Trade Union Federations by selected branches**

Trade Union Federation by branch	Number of individual members	Affiliation to national confederations	International affiliations
<i>Metal/electrical industries</i>			
Federatia Nationala a sindicatelor Solidaritatea Metal (SMETAL) – National Unions Federation "Metal Solidarity"	20,590	CNS Cartel Alfa	IndustriAll-Europe
Federatia Sindicala a Siderurgistilor METAROM (FSS METAROM "METAROM") - Trade Union Federation of Steel Workers	13,108	CNS Cartel Alfa	IndustriAll-Europe and Global
Federatia Sindicala a Lucratorilor din Industrie - METAL (FSLI-Metal) – Union Federation for the industrial workers	15,683	BNS	IndustriAll-Europe
Federatia Sindicatelor Automobilului Romanesc (FSAR) – Union Federation for Romanian Automobile	21,095	BNS	
Federatia Sindicatelor din Posta si Comunicatii – Union Federation from Post Office and Communications	29,735	BNS	
<i>Energy sector</i>			
Federatia Gaz Romania – Romania Gas Federation	20,000	CNSLR Fratia	IndustriAll-Europe, EPSU

Federatia Nationala Mine si Energie – National Federation of Mines and Energy	19,613	Cartel Alfa	
Federatia Sindicatelor Libere din Chimie si Petrochimie – Free Union Federation in Chemicals and Petrochemicals	10,000	Cartel Alfa	IndustriAll-Europe
Federatia Nationala a Sindicatelor din Electricitate UNVIERS – National Union Federation for Electricity	25,066	BNS	
<i>Public Sector</i>			
Federatia Sanitas – Sanitas Federation	105,000	Fratia	EPSU
Federatia de Transporturi si Servicii Publice ATU – Public Service and Transportation Federation ATU	12,000	Fratia	EPSU
Federatia Nationala a sindicatelor din Administratie - National Federation of Administration Unions	29,602	Cartel Alfa	EPSU
Federatia Nationala Feroviara Miscare-Comercial – National Freight Federation Movement-Commercial	22,386	Meridian	
Federatia Sindicatelor din Invatamanat Spiru Haret – "Spiru Haret" Education Unions Federation	61,884	CNSLR Fratia	
Federatia Educatiei Nationale – National Education Federation	39,160	Cartel Alfa	
<i>Textile/clothing industry</i>			
UNICONF Federatia Sindicala - Trade Union Central of Light Industry	645	CNS Cartel Alfa	IndustriAll-Europe and Global
<i>Timber industry/ silviculture, plastic industry</i>			
Federatia Sindicatelor Libere din Industria Lemnului - Unions Federation of Wood Industry	46,500		BWI, EFBWW
Federatia Generala a Sindicatelor FAMILIA "Anghel Saligny – General Union Federation Family "Anghel Saligny"	4,000	Cartel Alfa	EFBWW

*The data regarding the number of members is provided on their website or on the website of Ministry of Labour

Employer's Organisations

National Confederation And Its International Affiliation	Size	Branches	Employer Organisation Representative And Signatory	Employees in 2007
1) UGIR- General Union of Romanian Industrialists (Uniunea Generală a Industriaşilor din România)	NA			
2) UGIR 1903 - General Union of Romanian Industrialists 1903 (Uniunea Generală a Industriaşilor din România 1903) - Business Europe (BE)	60 employer organisations at branch level, of which five representative at branch level;	Mining industry	Mining Employers Association PATROMIN (Asociația Patronala Miniera PATROMIN, PATROMIN)	43,400
	4,151 companies (0.8% of active companies in the economy in 2007);	Chemical and petrochemical industry	Federation of Employers in the Chemical and Petrochemical Industries (Federația Patronatelor din Chimie și Petrochimie, FEPACHIM)	100,885
	850,800 employees (17.4% of average annually number of employees in the economy in 2007)	Tanning, leather and footwear goods	Employer Association Leather – Footwear (Organizația Patronală Pielărie-Încălțăminte, PINC)	98,096
		Commerce	Employers Federation from Trade (Federația Patronatelor din Comerț, FPC)	1,002,835

3) CONPIROM (1992) - Confederația Patronală din Industria României (Employer Confederation of Romanian Industry)	11 representative employer organisations at branch level;	Agriculture and fishing	Federation of Romanian Employer Organisations in Agriculture (Federația Patronatelor Agricole din România, FPAR)	88,720
		Metallurgy (manufacture of basic metals and refractory products)	Employers Federation Metalurgia (Federația Patronală Metalurgia, Metalurgia)	64,590
	1,890 companies (0.4% of active companies in the economy in 2007);	Manufacture and machinery and equipments	The Employers Federation of the Machine-Building Industry (Federația Patronală din Industria Construcțiilor de Mașini, FEPA CM),	296,223
		Electronics, electrotechnic, optical products and others	Romanian Employer form Electronics, Electrotechnics, Information and Communication Technologies APREL (Patronatul Român din Industria Electronică, Electrotehnică, Tehnologia Informației și Comunicațiilor, APREL)	205,018
		Glass and ceramic tiles	Employer Association STICEF (Asociația Patronală STICEF, STICEF)	22,523

	687,261 employees (14.1% of average annually number of employees in the economy in 2007)	Manufacture of construction materials and other non-metallic products	National Employers Federation of the Building Materials Industries (Federatia Patronala din Industria Materialelor de Constructii PATROMAT, PATROMAT)	33,243
		Ood industry	Employer Association of Forestry from Romania (Asociația Patronală a Forestierilor din România, ASFOR), Romanian Furniture Manufacturers Association (Asociația Producătorilor de Mobilă din România, APMR)	181,710
		Pulp, paper and paper products	Employer Federation of Cellulose and Paper Industry in Romania ROMPAP (Federația Patronală Celuloză și Hârtie ROMPAP, ROMPAP)	15,437
4) CoNPR- National Council of Romanian Employers (CONSILIUL NAȚIONAL AL PATRONILOR DIN ROMÂNIA) -	NA			
5) CPISC- Employers Confederation for Industry, Services and Commerce (Confederația Patronala a Industriei, Serviciilor și a Comerțului) - European Economic and Social Council (CESE), Business Europe (BE), International Labour Organization (ILO)	70 territorial employer organisations and 12 professional associations			
6) CNPR- National Confederation of Romanian	Five employer organisations representative at branch level;	NA		

Employers (Confederația Națională a Patronatului Român) - Business Europe (BE), International Organisation of Employers, International Labour Organization	8,650 companies (1.7% of active companies in the economy in 2007);			
	350,000 employees (7.2% of average annually number of employees in the economy in 2007)			
7) CNIPMMR- National Council of Private Small and Medium Enterprises (Consiliul Național al Întreprinderilor Private Mici și Mijlocii din România)- European Association of Craft, Small and Medium-Sized Enterprises, European Council for Small Business and Entrepreneurship	104 territorial organisations and eight regional structures	Food, beverages and tobacco	Romanian Food Industry Federation Romalimenta (Federația Patronală Română din Industria Alimentară Romalimenta, Romalimenta)	201,655
8) CNPR-National Confederation Romanian Employers (Patronatul Român)	71 employer organisations at sectoral and territorial level;	Transport	National Union of Road Hauliers in Romania (Uniunea Națională a Transportatorilor Rutieri din România, UNTRR),	152,131
	54,000 companies (10% of active companies in the economy in 2007)	Tourism	Employers Federation from Romanian Tourism (Federația Patronatelor din Turismul Românesc, FPTR)	117,707
9) CP CONCORDIA- CONCORDIA Employers Confederation (Confederația Patronală CONCORDIA)	4 employer organisations representative at sectoral level	Electric and thermal energy, petrol, gas	Oil and Gas Employers' Federation (Federația Patronală Petrol și Gaze, FPPG), Employer Federation Energetica, Federația Patronală Energetica, FPEN)	155,196

* Official statistics do not provide data regarding the number of companies and employees for each employer representative organization. This data was compiled by Mrs. Chivu Luminita (Institute of National Economy, Romanian Academy)³⁷

³⁷ This information is made available as a service to the public but has not been edited by the European Foundation for the Improvement of Living and Working Conditions. <http://eurofound.europa.eu/observatories/eurwork/comparative-information/national-contributions/romania/romania-developments-in-social-partner-organisations-employer-organisations>