

2015

Annual Review of Labour Relations and Social Dialogue Romania

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- Although the macroeconomic indicators point to a solid economic recovery in 2015, the social situation in Romania is not marked by considerable improvement. Despite the country's high economic growth, the Government's recent announcement of freezing the minimum wage in 2016 seems to have put an end to a five-year period of regular augmentation of the minimum wage. Inequality has increased while the unemployment rate and the percentage of people at risk of poverty declined insignificantly.
- Albeit, some efforts have been made to improve social dialogue and labour legislation even though few actual changes have occurred in the area. The Social Dialogue law was amended in December 2015, bringing some changes to the Social Dialogue Act (62/2011) that enlarges trade union powers in the collective bargaining process. The draft law amending the Labour Code, which was the result of a legislative initiative carried on by the National Trade Union Block, one of the biggest Romanian umbrella organisations, is being debated in the Parliament.
- The collective bargaining system is bearing the consequences of the 2011 social dialogue legislative reform. As a result of the high representativeness criteria imposed by that law, together with the structural weakness of the social partners, no sectorial collective agreement was concluded in 2015. The number of collective agreements concluded at the company level is similar with previous years but an overwhelming 85 per cent share of those agreements are negotiated and signed by the employees' representatives and not by trade union organisations. A series of protests and labour disputes took place in 2015, triggered by tense collective bargaining or by restructuring plans.



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1. SOCIO-ECONOMIC DEVELOPMENTS

Romania's economic evolution in 2015 was positive, with many indicators ranking higher than in the initial economic forecast. In the first ten months of 2015, Romania registered a budgetary surplus of 1.28 per cent of GDP, compared to an estimated public deficit of -1.8 per cent. In November the Romanian National Bank revised the estimated inflation rate for 2015, downgrading it from an estimated 3 per cent to 2.2 per cent. After a long period of decline, the foreign investment volume (FDI) reached € 2.5 billion in the first nine months of 2015, 66.5 per cent more than in the same period of the previous year – but the figure is still far from the pre-crisis level (€ 9.5 billion in 2008).

The sharp economic decline in 2009-2010 was followed by a period of five years of economic growth that continued in 2015. Gross Domestic Product (GDP), calculated for the first nine months of 2015, showed an increase of 3.7 per cent compared to the same period of the previous year.¹ This was the highest economic growth among all the EU countries.² Analysis of the factors that contributed to the growth in GDP points out the contribution of all economic branches, except for agriculture even though about one-third of the active population is employed in this sector. From the viewpoint of GDP drivers, a significant contribution to the growth was that of household individual consumption, which increased by 5.7 per cent and led to 3.7 per cent growth in GDP and gross fixed capital formation (+1.5 per cent), contributing 6.8 per cent to GDP growth. Exports had a negative contribution (-1 per cent). These figures point to a change in the economic growth model of the previous years (2013 and 2014) when the GDP increase was mostly due to exports, agriculture and industry, and mark a return to the growth model prior to the crisis based on consumption. Criticism of this model is often expressed by analysts: the increase in imports in 2015 points to an import-based consumption that is not sustainable and healthy.

The significant increase in the minimum wage in the previous years and the decrease of VAT for food products in 2015 from 24 per cent to 9 per cent might offer an explanation for increase in personal consumption. The minimum wage increased twice in 2015, in January and in June, reaching 1050 RON/month (equivalent to €217.50/month) in June of 2015. In December 2015, the Government decided to increase the national minimum wage to 1250 RON/month starting on 1 May 2016.

The minimum wage has regularly increased beginning in 2011, resulting in an increase of about 40 per cent between 2010 and 2015. Despite this, the share of GDP from employees' compensation is only 31.3 per cent (2014) compared to 39.3 per cent in 2008 and 31.5 per cent in 2013, one of the lowest levels in the EU according Eurostat.

Despite the rapid economic growth of the last years, social indicators did not significantly improve. According to Eurostat, the percentage of people at risk of poverty or social exclusion was 40.2 per cent in 2014, only 0.2 less than in 2013 (40.4 per cent) and still one of the highest among the EU 28, second only to Bulgaria. Inequality has increased – the Gini-index was 34.7 in 2014, compared to 34 per cent in 2013 and 33.2 per cent in 2012, according to Eurostat.

The unemployment levels have only slightly decreased. At the end of September 2015, the unemployment rate was 6.8 per cent, slightly increasing (0.1 per cent) compared to August 2014 and only 0.5 percentage points less than in the peak year of 2010 (7.3 per cent).³ At the same time, youth unemployment reached the highest level in recent years – at 20.4 per cent.⁴ In the second quarter of 2015, the employment rate reached 62 per cent, a slight increase compared to the previous quarter. In absolute figures, the number of employees reached 4,577,400 in August 2015, marking a period of six consecutive years of growth in employment, but the figure is still below the

¹National Institute of Statistics, Gross Domestic Product in the 3rd trimester (1.I-30.IX 2015), Press Release No. 290, 13th November 2015 http://www.insse.ro/cms/files/statistici/comunicate/pib/pib_flash/a15/pib_trimIIIr2015.pdf

² Eurostat News Release, No. 199, 13th November 2015, <http://ec.europa.eu/eurostat/documents/2995521/7075215/2-13112015-BP-EN.pdf/b1b2ad4f-32ef-4737-abbe-5dc7b91dd1bb>

³ National Institute of Statistics, Press release no 268/30 October 2015 http://www.insse.ro/cms/files/statistici/comunicate/somaj%20BIM/a15/somaj%20BIM_SEP15r.pdf

⁴ National Institute of Statistics,), Press Release No. 236, 22.09.2015, http://www.insse.ro/cms/files/statistici/comunicate/somaj/2015/somaj_IIr_15.pdf



pre-crisis level (4,738,600 in December 2008).⁵

2. STATE POLICIES

Romania had a Social-Democratic government until November 2015, when Victor Ponta's Government resigned following large street protests over a nightclub fire that killed more than 60 people. Ponta's departure led to the formation of a new technocratic government, led by former European Commissioner Dacian Cioloş. No major change has been undertaken so far by the new technocratic government, except for the adoption of the 2016 budget that foresees budgetary increases (10 per cent) for the health care and education systems. However, the lion's share went to the Ministry of Communications and Informational Society (+ 120 per cent), Defence (+48 per cent) and Interior (+20 per cent), while the Labour, Transportation and Development Ministries got less money. Although the previous executive had promised a minimum salary of 1,200 RON (€ 272) as of 1 January 2016, the current Government decided to freeze the minimum wage at the current level, arguing that an increase might reduce Romanian companies' competitiveness, leading to layoffs or a reduction in production and exports. The decision was heavily criticized by all national union confederations. Following consultations by the social partners in the framework of the National Council for Tripartite Social Dialogue, the Government decided to increase the minimum wage to 1250 RON, but only starting from 1 May 2016.

No major policy change in the areas of social, labour or social dialogue was undertaken in 2015, despite the constant demands by the trade unions to amend the Labour Code and the social dialogue legislation. The most significant amendment to the Labour Code (Law 53/2003) was adopted in January 2015 (Law 12/2015). The new law introduced new regulation regarding the payment of temporary workers. According to the amendments brought by Law 12/2015, the salary received by a temporary agency employee cannot be

lower than the salary received by any other employee of the user (i.e. the beneficiary of the temporary employee's services) who renders an identical or a similar type of work. Law 12/2005 aligned the Romanian legislation to the European Directive on Temporary Agency Work (2008/104/CE), which seeks to guarantee those working through employment agencies equal pay and conditions with employees in the same business performing the same work. Another important consequence of this legislative modification applies to employees working through temporary agencies outside Romania (but which do not fall under the legislation regarding detached workers, Law 344/2006). The temporary workers sent outside Romania received the Romanian minimum wage and not the wage of the host country. The new regulation obliges Romanian temporary work agencies to pay these employees (drivers, for example) the minimum wage of the host country.

Also, after several consultations with the trade unions who claim the current law obstructs social dialogue and limits the freedom of association, a group of Social-Democrat parliamentarians submitted a number of amendments to Law 62/2011. The amendments were approved by the Parliament in spring 2015 but were not promulgated by the President of Romania, Klaus Iohannis, who sent the law back to the Parliament for re-examination. On 21 September the Senate rejected the President's request sent to the Parliament on 10 June 2015, with 77 votes 'in favour' and 28 votes 'against'. A similar outcome resulted from the debates in the Chamber of Deputies. In December 2015, the law was voted by the Romanian Parliament. The amendments did not change the representativeness criteria, as requested by President Iohannis; however, more powers were given to the trade union organizations in negotiation of collective agreements. More precisely, if there is no representative trade union organization at the company level, the employees can be represented and the collective agreement can be signed by the representative of the sectorial federation to which the company's union is affiliated. Prior

⁵ National Institute of Statistics data, extracted from the Ministry of Labor http://www.mmuncii.ro/j33/images/Date_lu-nare/s0208-15.pdf. The difference in these employment figures from those in the Data Annex is due to different data sources – these are national data and the ones in the Annex are from Eurostat. The National Institute of Statistics counts only the

employees from companies that have more than 3 employees; this is one reason why the figures differ. The second reason is that Eurostat counts individual work contacts, not the number of employees – which is always higher than the number of employees since one person can have two or more work contracts.



to the legislative change, in the absence of a representative union organization at company level, the agreement was signed by the representative of the employees.

An attempt to amend the Labour Code through a citizens' initiative was made in 2012 but it failed. The National Trade Union Block, one of the largest union confederations in Romania, returned in 2014 with the initiative (according to the Romanian Constitution an initiative signed by 100,000 citizens is entitled to a vote that may be reviewed by Parliament). This time the initiative succeeded and it has passed the Senate. It is currently under review by the Chamber of Deputies but it faces strong opposition from business associations and employers organizations.

It is also worth mentioning the launch of the National Strategy for Social Dialogue in the beginning of November 2015, just a few days before the Ponta Government was replaced by the new, technocratic Government⁶. The draft document states that currently Romania has the tensest labour relations in the EU, according to the study that offered background for the strategy's elaboration. The strategy's goals, among others, are to eliminate the restrictions currently existing in the legislation to the right to strike, free association and to correct the representativeness criteria imposed on the social partners.

With regard to the social protection field, the Government adopted in 2015 the draft of the National Strategy for Poverty Reduction and Social Inclusion 2014-2020. The strategy aims at lifting 400,000 of the worst-off citizens out of poverty by 2020. The most impoverished Romanians include around 1.8 million Roma people, 1.4 million children, 725,000 people over the age of 80, 687,000 people with disabilities, and over 63,000 orphans – in total some 4.6 million people, representing 22.6 per cent of the overall population. One of the main changes envisaged by the strategy is permitting beneficiaries of social aid to accumulate the minimum income with revenues from wages if their overall income is under a certain threshold. The minimum guaranteed income in

Romania is approximately € 35 for one person, less than one-fourth of the minimum gross wage. Currently, the legislation provides for cessation of the minimum guaranteed income payment once the beneficiary finds a job and becomes legally employed. This encourages undeclared work and/or enhancement of the of the poverty trap mechanism.

Another social policy dealt with the child allowance. In May 2015, the Parliament passed a law that increased the child allowance from RON 42 to RON 84 (€ 18.90). More than 3.5 million children were eligible for the doubled allowance. According to the law, children up to 18 or up to secondary or postsecondary school-leaving age are entitled to receive the state child allowance. The measure is estimated to have a limited budgetary impact and is financially sustainable according to Government officials. The at-risk poverty rate among children in Romania is the highest in the EU – 52.2 per cent according to Eurostat (2012). Although social transfers can have an important impact on the level of child poverty, the effectiveness of the social transfers in reducing childhood poverty is rather limited in Romania.

Regarding fiscal policies, Romania's Government cut the value added tax (VAT) for all food items from 24 per cent to 9 per cent starting on 1 June 2015. The Government took this decision because of its high impact, as Romanians spend almost a third of their income on food compared to an EU average of about 18 per cent.

3. INDUSTRIAL RELATIONS

a. Collective bargaining

Following the 2011 legislative reform of social dialogue, national collective bargaining was abolished in an attempt to decentralize social dialogue. Currently the main level for setting wages is bargaining at a company level. Sectorial collective bargaining is legally allowed for representative employers' organizations and representative trade unions, but the high representativeness criteria imposed by the law

⁶Draft Strategy for Social Dialogue, available at http://www.mmuncii.ro/j33/images/Documente/Proiecte_in_dezbatere/2015/2015-nov_Strategie_dialog_social.pdf



makes sectorial collective bargaining very difficult. As a consequence, not a single collective agreement was concluded at the sectorial level in 2015. Mandatory collective bargaining is at the enterprise/company level for those companies with more than 21 employees.

Statistics on the frequency of collective bargaining and the number of collective agreements concluded at the company level in the second quarter of 2015 indicate 4,933 collective agreements, most of them concluded in the private sector.⁷ Data from Labour Inspection point to a number of 14,343 active collective agreements at a company level in September 2015. But it is worth mentioning that 86 per cent of the overall number of active collective agreements were concluded and signed by employees' representatives and only 14 per cent were concluded by representative trade unions.⁸ Prior to the 2011 legislative change, all contracts at a company level were signed by representative unions. These figures describe the impact that the 2011 reform had on trade union strength and on collective bargaining by unions.

Among the most important collective bargaining at the company level was at the ArcelorMittal Galati facility that resulted in a collective agreement. The trade unions obtained a fixed monthly wage increase of 70 RON (about €17). The collective agreement was signed by the trade union Siderurgist (Sindicatul Siderurgistul (SS) AMG), the only union that has the required representativeness under the imposed thresholds of Law 62/2011. Its signing displeased the alternative trade union Solidaritatea, which is not representative at the company level and which claimed the wage increase is too small. Solidaritatea organised a protest, requesting a wage increase of 25 per cent through an addendum to the existing collective agreement.

Also, collective bargaining at the Energetic Complex Oltenia (Complexul Energetic Oltenia) resulted in a collective agreement providing for a monthly wage increase of about

€ 40 and foresees compensatory payments for employees in the event of collective layoffs. The company CEO had envisaged the layoff of 2,133 employees beginning on 1 June 2015.

Successful negotiations took place between the Government and the health workers' federation, Sanitas. As a result of these negotiations, wages of health care workers will increase by 25 per cent starting from 1 October 2015. The Sanitas Trade Union Federation had been campaigning for pay increases for some time as one of the key measures to tackle the recruitment crisis in the sector.

b. Labour disputes and protest actions

In February 2015, the Minister for Social Dialogue made public the annual report on social dialogue in Romania. Eleven of a total of 18 labour disputes registered in 2014 had been still open and not resolved. Two of the seven disputes that were closed had been resolved via the conciliation procedure.⁹ Data for 2015, provided upon request by the Labour Inspection, indicate eight labour disputes during the first six months of 2015.

The most notable are the labour disputes at CE Oltenia SA (Energetic Complex Oltenia), Dacia SA and the National Railway Company. The IMF, World Bank and European Commission have asked the Government to massively and radically restructure Romania's two largest thermal electricity producers, Complexul Energetic Oltenia and Complexul Energetic Hunedoara. CE Oltenia produces up to 30 per cent of Romania's electricity in three lignite-powered thermal plants. The company has almost 19,000 employees. CE Hunedoara provides about 7 per cent of Romania's energy consumption and has about 6,500 employees. A number of protest actions were organized by the employees from the Energetic Complex Hunedoara. The protesters asked for urgent state intervention in order to save the company and their jobs. The collective layoffs could not be initiated as planned due to the

⁷ *Statistics Bulletin on labor and social protection for the second quarter of 2015*, issued by the Ministry of Labor, http://www.mmuncii.ro/j33/images/buletin_statistic/con-ditii_sem_I_2015.pdf

⁸ *Analiza impactului noii legislatii a dialogului social adoptate in 2011*, edited by Asociatia Connect, available at <http://asociati->

aconect.ro/upload_res/Analiza%20impactului%20noii%20legislatii%20a%20dialogului%20social%20adop-tate%20in%202011.pdf

⁹ *Anuarul Dialogului Social 2014*, issued by the Ministry of Labor, available at http://www.mmuncii.ro/j33/images/Documente/Dialog_Social/2015-02-25_AnuarulDialoguluiSocial2014.pdf



lack of funds necessary for the compensatory payments to which the collectively dismissed employees are entitled in accordance with the company's collective agreement. In May, the Government approved a special fund allocated for the compensatory payments for CE Oltenia. In order to attenuate the social impact of the layoffs, the Government issued an emergency ordinance approving a special fund for the social protection of the dismissed workers. So far 2,000 employees have been laid off at CE Oltenia and another 1,070 jobs previously performed by the company's employees have been outsourced.

After the National Railway Company was involved in collective bargaining for more than one year, the management and the representative trade unions signed an agreement in April, valid until 30 September 2015, prohibiting collective dismissals and any reduction in wages. In addition, the employees will receive 10 lunch tickets per month. However, after expiration of the agreement, the negotiations for a new collective agreement failed and the trade unions have initiated the procedures for a labour dispute. The demands of the trade union federations are conclusion of a new collective labour agreement, a minimum 10 per cent wage increase, the provision of food vouchers for all working days, granting holiday vouchers from 1 January 2016 and a human resources policy to ensure good functioning in labour relations.

A labour dispute was initiated in January 2015 by the trade union of employees at the French company Renault (Sindicatul Autoturisme Dacia (SAD)) as a result of the failure of collective bargaining. Dacia SA is the biggest Romanian car manufacturing company and among the 10 biggest employers (in 2014). The labour dispute occurred during collective bargaining and was due to a strong disagreement between the company's management and the trade union with regard to the amount of a wage increase. More than 10,000 employees from Dacia SA participated in a protest in April 2015 demanding the Government to start work on the highway A1 Pitesti-Sibiu. The trade union leaders claim that 500 employees will be ter-

minated in 2015 following a program of voluntary layoffs initiated by the company and that hundreds of other jobs are at risk if the highway is not built. Dacia's management stressed the crucial importance of the highway for keeping the cars' manufacturing plant in Romania. Other car manufacturing companies, like Ford, stated that the lack of appropriate road infrastructure is producing massive losses for the company. In response to the protest action, the Romanian Prime Minister at that time, Victor Ponta, asked the trade unionists to cease the protest if they wanted to keep their jobs, otherwise Dacia might move its production to Morocco.

Another labour dispute was opened in January 2015 by the National Trade Unions from the Public Administration (Federația Națională a Sindicatelor din Administrație (FNSA)), which announced a national labour dispute for the public administration sector in response to the lack of interest by the Government in discussing wage issues. In February 2015 FNSA requested to enter the conciliation procedure. In March 2015 FNSA announced their intention to organize a one-day strike in April. The trade unionists stated that a new law on unitary remuneration of public sector employees that would become effective in 2016, as proposed by the Government representatives, did not involve consultation with the trade union organization on this issue and that the process lacked transparency. In May 2015, about 3,000 employees from local and central public administration protested for a third time. The trade unionists complained that about 25 per cent of the public administration employees have wages that are slightly above the minimum wage, a sensitive issue that the union said the new law on unitary remuneration should urgently tackle.

A Japanese strike action¹⁰ took place at Telekom Communications Romania at the end of March 2015. The protest action was triggered by the company's plan to align wages of the employees of the company by downsizing the fixed basic salary from 85 per cent to 65 per cent and by increasing the sales' fees from 15 per cent to 35 per cent. The company announced that employees who would not agree

¹⁰ A Japanese strike action is a form of protest without the interruption of the working program, but in which the employees wear a white band as a sign of protest



to the new measures will be terminated and receive compensatory payments. The management of Telekom Romania Communications had consulted the two trade unions from the company – the National Trade Union of Telecommunications (Sindicatul National din Telecomunicatii (SNTc)) and the Free Trade Union of Telecommunications (Sindicatul Liber din Telecomunicatii (SL-TC)) but the two unions disagreed. The measure was proposed after three years of consecutive wage cuts and the trade unionists considered it to be an indirect way of further cutting wages. The measure was proposed despite the positive economic results of the company, which reported in March 2015 an EBITDA¹¹ profit of € 106 million. The Telekom management argued that the measure would increase the employees' earnings if they reach the sales' targets.

Similar actions were undertaken at other companies such as Romgaz (6,000 employees, gas and energy sector) and BRD Group Société Générale (about 9,000 employees, banking sector).

c. Internal developments of the social dialogue partners

Three employers' organizations obtained representativeness under the law in 2015: CNPR, CONPIROM and PNR. Despite this, the overall number of employers' organizations declined in 2015 to six (from eight in 2014).

In May 2015, the Employers' Federation for Commerce, created in 2013, submitted their documentation for achieving representativeness on the sectorial level. On the trade unions' side, no organization is representative in commerce at the sectorial level so the employers' organization lacks a counter-partner (the Trade Union Federation of Commerce is not representative).

In June 2015, two trade union federations submitted to the Ministry of Labour the documentation for getting representativeness at the sectorial level – the Trade Union Federation from the Metallurgical Sector (Federatia Sindicatelor din Metalurgia neferoasa, founded in

2006) and the Syderurgical Federation Metarom (Federatia Sindicala a Siderurgistilor Metarom, founded in 2006).

Data obtained for the first time since the 2011 legislative reform by the National Trade Union Bloc from the Ministry of Justice show an alarming picture of the status of the social partners and correspondingly of social dialogue in Romania. The figures indicate that only seven of 29 economic sectors in Romania have representative trade unions and employers' organizations (agriculture, energy and gas, food industry, furniture industry, car manufacturing and metal, public utilities and waste management, and transportation). Four of 29 economic sectors do not have representative trade unions or employers' organizations (textile industry, wood processing, postal services and sport activities). And in 14 sectors there are only representative trade unions and no representative employers' organizations, while in three sectors it is the opposite – there are only representative employers' organizations and no representative trade unions.

4. TRIPARTITE SOCIAL DIALOGUE

A report issued at the beginning of 2015 that analysed tripartite social dialogue in 2014 indicated that sectorial social dialogue at the level of ministries included 117 meetings of the commissions for social dialogue. During these meetings, 332 legislative drafts were debated. However, the report also stated that the effectiveness of the sectorial social dialogue was limited by poor preparation of the meetings and to the disproportionate number of documents submitted to discussion in one session, which often transformed the meetings into a pure formality.

An important step toward strengthening the central social dialogue was made in the summer of 2015 when after long efforts the National Tripartite Council for Social Dialogue (NTCSD, Consiliul Național Tripartit pentru Dialog Social) adopted its internal rules. Although created four years ago, NTCSD was not a functioning body due to the lack of internal statutes, establishing working and decision-making procedures. The adoption of the

¹¹ A measurement of a company's operating profitability, equal to earnings before interest, tax, depreciation and amortization (EBITDA) divided by total revenues.



internal statutes will allow NTCSD to function. Next to the Economic and Social Council, the NTCSD is a crucial national tripartite consultative body formed by representatives of the employers' organizations, trade union organizations, Government, the National Bank and the president of the Economic and Social Council (CES) and represents a consultative forum for establishing the minimum wage at the national level, for analysing Government strategies and programs, and for solving via tripartite dialogue, economic and social disputes.

Also, the law on the organization and functioning of the Economic and Social Council (No. 248/2013) was amended. The main amendments and additions were aimed to redefine the specialty areas of the institution, the decision-making process, and the procedures for the naming of civil society's representatives in the Economic and Social Council Plenum and for the filling of vacancies in the Council Plenum. The Economic and Social Council is a public body with an advisory role to the Romanian Parliament and Government, with the responsibility to debate and recommend on the main legislative and economic issues on the public agenda. In September, the list of civil society representatives in the Economic and Social Council was approved. These legislative amendments are supposed to give a new start to the institution that had serious functional deficiencies.

5. FORECASTS

The year 2016 will be an important one for social dialog in Romania as many initiatives started in 2015 will have to be continued in the forthcoming year. The outcome of the legisla-

tive process and of the Government's decisions in social dialogue and labour relations will be definitively impacted by the local and national elections that are planned for mid-2016 and the end of 2016. As a rule, the electoral periods make political decision-makers more sensitive to the demands coming from various social partners, but whether the result will be favourable or not for the trade union organizations depends on their capacity to mobilize and to build alliances with other social actors. A successful outcome of the current legislative process regarding the Labour Code will definitely be among the most important confrontation grounds.

The recent change in the Government (November 2015) puts under question mark and introduces uncertainty with regard to some of the previous Government's initiatives, such as the draft of the National Strategy for Social Dialogue. The new Government's measure of a temporary freeze in the minimum wage, highly criticized by the trade unions, will represent another important issue for the social partners.

Another important challenge that the social partners will face in 2016 is renewal of their legal representativeness. The representativeness of three out of five national trade union confederations (CNS Cartel Alfa, National Trade UNION Bloc and CNS Meridian) expires at the beginning of 2016. All three organizations have already applied for renewal of their representativeness and submitted the requested documentation that is currently awaiting decision by the responsible authorities. In addition, one of the six nationally-representative employers' organizations must renew its representativeness at the beginning of 2016.



ANNEX OF DATA

• Collective bargaining system

No significant change in the collective bargaining system occurred in 2015.

The Social Dialogue Law 62/2011 abolished collective bargaining at the national level. Simultaneously, the new legislation replaced branch collective bargaining with sectorial collective bargaining. The new legal framework decentralized collective bargaining by increasing the importance of collective agreements at the company level and at the sectorial level. Collective bargaining is legally binding only at the company level and only in companies with at least 21 employees.

Following abolishment of national collective bargaining in 2011, coverage of collective bargaining declined from almost 100 per cent in 2010 to approximately 35 per cent in 2013.¹² The abolishment of national level collective bargaining left uncovered approximately 1.2 million employees working in 450,000 companies with less than 21 employees because for these companies collective bargaining is not compulsory by law.¹³

An important attempt in changing the collective bargaining system was made by President Klaus Iohannis, who refused to promulgate the law that amended the existing social dialogue law, arguing that the right to free association and collective bargaining cannot be exercised under the current provisions that provide that a company trade union is representative only if its members account for a minimum of 50 per cent + 1 of the total number of the unit's employees. In his letter that accompanied the procedure of sending the law back to the Parliament for revision, the president recommended diminishing the representativeness criteria to 30 per cent.

• System of tripartite social dialogue

Tripartite social dialogue is organised at the national, territorial and sectorial levels. In an attempt to reform social dialogue at all levels the composition of the Social and Economic Council (CES), a tripartite body for the social dialogue at national level, was modified in 2011 and the Government withdrew from CES, being replaced by representatives of civil society. CES is a consultative forum and it must be consulted on all draft laws in its area of competence (economy, taxes, labour, social protection, health, education, research, culture, wages). Since many blockages occurred in the functioning of CES, mostly due to legislative gaps that allowed controversial interpretations, a series of amendments to the CES law were made during 2015. The changes are aimed at improving the functional capacity of the institution and to avoid the creation of future obstacles in the body's activity.

Another body for tripartite dialogue - the National Tripartite Council for Social Dialogue (Consiliul National Tripartit pentru Dialog Social, CNTDS) plays an important role in the national tripartite social dialogue. CNTDS is a tripartite consultative body formed by representatives of the employers' organisations, trade union organisations, the Government, the National Bank and the president of the CES. The CNTDS is the consultative forum for recommending the minimum wage at the national level, for analysing Government strategies and programs and for resolving, via tripartite dialogue, economic and social disputes. In December 2015 the social partners were consulted within the framework of CNTSD on the 2016 minimum wage level.

At a local level, social dialogue commissions are established at the prefecture level. The participants are the representatives of local

¹² National Strategy for Social Dialogue, available at http://www.mmuncii.ro/j33/images/Documente/Proiecte_in_dezbatere/2015/2015-nov_Strategie_dialog_social.pdf

¹³ Chivu, L., Ciutacu, C., Dimitriu, R., Ticlea, T. (2013) *The impact of legislative reforms on industrial relations in Romania*,

International Labour Office, Industrial and Employment Relations Department (DIALOGUE), issued by Decent Work Technical Support Team and Country Office for Central and Eastern Europe. Budapest: ILO



administration, representatives from each nationally-representative trade union confederations as well as other relevant stakeholders that may take part, should their presence be agreed upon.

At the sectorial level, Social Dialogue Tripartite Committees are formed within 17 public authorities and institutions, such as the Ministry of Labour, the Ministry of Finance, the Ministry of Health, and so forth.

- **Education and vocational training**

At the national level, the public authority responsible for the organization and implementation of professional training and skills formation is the National Agency for Labour Force Employment (ANOFM, Agenția Națională pentru Ocuparea Forței de Muncă). The social partners are represented in ANOFM, which coordinates the activity of eight regional training centres. It has reported

- **Employment rate (%)**

Period	2010	2011	2012	2013	2014	2015 Q1	2015 Q2
Employment rate	60.2	59.3	60.2	60.1	61.0	59.1	62.0

Source: Eurostat. [*lfsa_organ*] and [*lfsq_egan*]; last update: 02-12-2015 The 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	2009	2010	2011	2012	2013	2014	2015 (Q1)	2015(Q2)
Total unemployment (15-64)	7.2	7.3	7.5	7.1	7.4	7.1	7.6	7.0
Youth unemployment (aged 15-24)	20.8	22.1	23.9	22.6	23.7	24.0	24.7	20.4

Source: Eurostat, [*lfsa_organ*] and [*lfsq_organ*], Last update: 09-12-2015

the training of 36,923 persons in the first ten months of 2015.¹⁴

The Romanian legislation provides that employers have the obligation to ensure all employees' professional training at least every 2 years for companies with a minimum of 21 employees and every three years for companies with less than 21 employees. For the professional trainings initiated by the employer, the related expenses are covered by the employer and the employee benefits with paid time off for the training. However, data from the European Company Survey (ECS) in 2013 show that the share of employees receiving paid time off for training is minimal.¹⁵ The highest proportion of employees receiving paid time off for professional training was found in small and medium-sized companies. Also, Romania had one of the lowest shares of training costs (0.4 per cent of all labour costs of an employee) and the lowest participation rate in an adult education survey of employed people participating in non-formal education and training (20 per cent in 2010).¹⁶

¹⁴ Buletin Informativ Octombrie 2015, issued by ANOFM, available at <http://www.anofm.ro/files/Buletin%20informativ%20OCTOMBRIE%202015.pdf>

¹⁵ European Company Survey 2013, <https://www.eurofound.europa.eu/ro/surveys/ecs/2013/>

¹⁶ Statistical Office of the European Communities, 2013. EU-ROSTAT: *Continuing vocational training statistics*. Luxembourg: Eurostat, available at http://ec.europa.eu/eurostat/statistics-explained/index.php/Continuing_vocational_training_statistics



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

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual average
2005	-	-	-	-	-	-	-	-	-	-	-	-	206
2006	-	-	-	-	-	-	-	-	-	-	-	-	246
2007	-	-	-	-	-	-	-	-	-	-	-	-	312
2008	-	-	-	-	-	-	-	-	-	-	-	-	355
2009	-	-	-	-	-	-	-	-	--	-	-	-	321
2010	319	315	337	321	319	318	303	299	299	299	308	334	331
2011	318	316	334	335	326	329	329	325	327	325	333	358	341
2012	328	329	345	347	342	347	348	343	344	347	352	379	338
2013	346	347	361	371	360	359	365	358	359	361	369	393	358
2014	363	363	381	388	376	377	384	376	381	383	391	419	381
2015	388	390	412	421	406	407	417	410	414	-	-	-	-

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

Nominal earnings comprise salaries, respective money rights and the in-kind rights 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**

According to European statistics, it appears that Romania experienced a positive evolution in the last ten years. The gender gap pay dropped from 16 per cent in 2002 to 9.1 per cent in 2013. This is a smaller gap than the overall EU-28 average of 16.3 per cent. However, a comparison with 2009 points to a slight increase in the gender pay gap – the score increased from 7.4 per cent in 2009, to 8.8 per cent in 2010, to 11 per cent in 2011, and then dropped to 9.7 per cent in 2012 and to 9.1 per cent in 2011.¹⁷

¹⁷ Statistical Office of the European Communities. 2014. *EU-ROSTAT: Gender pay gap in unadjusted form % - NACE Rev. 2 (Structure of Earnings Survey methodology)*, available at

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



- **Minimum wage (in €)**

Period	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Sept, Oct-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Jan-Dec	Feb-June, Jul-Dec	Jan-June, Jul-Dec	Jan-June, July-Dec	May
National (gross)	85	93	117	150, 162	141	141	158	156	170, 181	191, 202	219, 238	277

Source: Ministry of Labour, Family, Social Protection and Elderly for wage values, National Bank of Romania for exchange rates

- **Actual weekly working hours**

Full-time working hours are defined as eight 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 per cent of the base salary. The premium for night work (per cent of hourly pay) is set at 25 per cent. The legal annual paid leave for 2014 consisted in the generally provided 20 working days plus 9 of the 12 holidays (given that three of the declared holidays fell during weekends). It should be

mentioned that the number of days of annual leave does not increase with the employee's years of tenure unless it is specifically agreed upon in a collective employment contract.

According to 2014 data from Eurostat, Romanians work on average 40 hours a week, compared to 37.2 on average in the EU-28. Also, Romania ranks third in the EU-28 with regard to the number of working hours performed weekly by part-time workers – 23.6 hours.

A sociological survey of young Romanians, carried out by Friedrich-Ebert-Stiftung in 2014, shows that the overall number of weekly working hours of the youth aged 16-29 is 42.4, with a quarter of young people working 50 hours per week.



• **Normal work / atypical work**

Year	2008	2009	2010	2011	2012	2013	2014
Total employment contracts (000)	8,882.2	8,804.7	8,306.7	8,139.4	8,221.6	8,178.9	8,254.4
Full-time employees (000)	6,273.7	6,167.9	5,609.1	5,645.3	5,681.4	5,694.9	5,800.8
% full-time employees	70.6	70.1	67.5	69.4	69.1	69.6	70.3
Part-time employees (000)	34.6	38.3	34.6	45.2	45.0	42.3	40.5
% part-time employees	0.4	0.4	0.4	0.6	0.5	0.5	0.5
Full-time self-employed (000)	1,182.4	1,185.8	1,215.1	1,095.9	1,139.5	1,128.8	1,120.8
% full-time self-employed	13.3	13.5	14.6	13.5	13.9	13.8	13.6
Part-time self-employed (000)	437.3	437.4	473.2	416.3	415.0	408.6	401.3
% part-time self-employed	4.9	5.0	5.7	5.1	5.0	5.0	4.9
Full-time family workers (000)	661.1	700.9	659.1	628.1	637.0	615.5	610.6
% full-time family workers	7.4	8.0	7.9	7.7	7.7	7.5	7.4
Part-time family workers (000)	293.1	274.4	315.5	308.6	303.7	288.8	280.4
% part-time family workers	3.3	3.1	3.8	3.8	3.7	3.5	3.4
Temporary employment (000)	78.9	62.5	58.3	81.4	88.1	82.0	87.1
% temporary workers	0.8	0.7	0.7	1.0	1.0	1.0	1.0

Source: Eurostat, LFS series, Detailed Annual Survey results, (Ifsa)



• **Migration (in thousands)**

Migration	2010	2011	2012	2013	2014
Romania	-2.4	-2.4	-1.1	-0.4	-0.8 ^{ep}
EU-28 average	1.5	1.5 ^b	1.7	3.3 ^{ep}	1.8 ^{ep}

Source: Eurostat, Crude rate of net migration plus adjustment /1 000 inhabitants, Code: tsdde230

• **Human Development Index**

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, 1980-2013.¹⁸

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

Year	2010	2011	2012	2013	2014
Romania Index	33.3	33.2	33.2	34	34.7
EU-28 Average	30.5	30.8	30.4	30.5	30.9

Source: Eurostat, Gini-coefficient of equivalent disposable income (Source: SILC)

• **Collective agreement coverage**

There are no systematic data available on collective agreement coverage in Romania. ILO-

STAT data from 2013 indicate 35 per cent coverage in 2013, as compared to a 98 per cent coverage in 2010, prior to the legislative changes.

Collective agreement coverage in Romania 2010-2013

Year	2010	2011
As a percentage of employees	98%	37%
As a percentage of total employment	-	5%

Source: ILOSTAT

However, as other national data indicate, the coverage varies tremendously from one region

to another (county, the Romanian administrative unit).

¹⁸ 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>



Coverage of collective agreements concluded at company level in 2014, by county

County name	% of employees covered by collective agreements
Alba	23%
Arad	19%
Arges	16%
Bacau	6%
Botosani	17%
Buzau	32%
Caras Severin	17%
Cluj	0.3%
Dambovita	0.2%
Dolj	0.4%
Giurgiu	0.4%
Harghita	16%
Hunedoara	43%
Iasi	24%
Maramures	21%
Neamt	23%
Sibiu	18%
Suceava	24%
Teleorman	11%
Vaslui	21%
Valcea	10%

Source: Labour Inspection

- Ongoing important collective bargaining agreements**

Among the most important ongoing collective bargaining are those from the National Railway Company. The social partners had a common understanding signed in April and valid till September 2015. Subsequent collective bargaining started after the expiration of the understanding and led to the opening of a labour dispute.

Also, collective bargaining at Dacia SA started at the end of 2015 and aimed at concluding a collective contract for the next year (2016). The last bargaining, conducted at the beginning of 2015, was very tense and led to several protests organized by the union.

Difficult collective bargaining is also occurring at BRD-Groupe Société Générale, Romania's second largest bank, where the trade unions have organized several protest actions and opened a labour dispute following the refusal of the management to accept the union's demands. The trade unions have asked the bank's management to inform the employees about restructuring or reorganizing projects

that may affect jobs, to increase the gross salaries by RON 100 (€22.50) per month, to maintain the profit bonus for employees, which the management wanted to replace with a different kind of bonus, and to grant the employees a RON 700 (€158) net bonus for purchasing business clothing that complies with the bank's internal rules.

In December 2015, collective bargaining started at Arcelor Mittal Galati. The negotiations are expected to be very difficult as only a few days prior to the start of bargaining the company's management announced a cut in the working program for 2016 that will result in a consecutive decrease in productivity and in wages.

- Trade union density**

There are no national statistics on trade union density in Romania. 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 Visser¹⁹, putting union density in Romania at 32.8 per cent in 2008. This percentage had decreased from the 33.7 per cent density in 2007.

A reliable but incomplete source is the documents provided by the Ministry of Labour's website that include the official documents that each confederation submitted for obtaining representativeness status. According to this source, the five national representative confederations (BNS, Cartel Alfa, CNSLR Fratia and Meridian) account for about 1,400,000 members out of approximately 4,500,000 employees, which corresponds to trade union density of approximately 30 per cent.

- **Employer's organizations density**

The effect of the 2011 legislative change was a drop in the number of nationally representative confederations. Until 2007, 12 employers' organizations were recognized as representative and were entitled to national collective bargaining. In 2015, the number of nationally

representative employers' confederations dropped to six from eight in 2014.

- **Workplace representation**

Representation of employees at a workplace is accomplished by trade union organizations organized at the company level. There are no Works Councils or other bodies at the company level in Romania that would ensure representation of employees. However, a trade union cannot be founded in a company with less than 15 employees, leaving workers employed by small companies without any legal representation. In companies with more than 20 employees where no representative trade union organization is established the workers are represented by so-called employees' representatives, elected by the vote of the company's employees, who can also negotiate and sign collective agreements. A trade union is representative at the establishment level if it has members at the level of at least 50 per cent + 1 of the overall number of employees at the establishment.

	ECS 2013	ECS 2013
	% of employees covered	% of establishments covered
Trade unions	37%	8%
Employees' representatives	67%	52%

Source: ECS 2013. Private sector establishments with more than 10 employees

As mentioned before, there has been a strong tendency after the 2011 labour legislation to replace collective agreements signed at company level by representative trade unions with those signed by representatives' of employees.

This indicates a shift from trade union power to representatives of employees, without ensuring that the latter representatives enjoy the legal protection afforded to trade union leaders.

¹⁹ 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 Labor Studies AIAS, University of Amsterdam, Version 4, April 2013



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total number of agreements	10,936	11,602	12,206	11,729	10,569	7,718	7,473	8,783	8,726	9,477
Signed by unions	10,936	11,602	12,206	11,729	10,569	10,569	1,050	1,235	1,226	1,332
Signed by representatives of employees	-	-	-	-	-	-	6,423	7,548	7,500	8,145

- **Trade unions**

- **National Trade Union Confederations**

National Trade Union Confederation	Number of individual members – provided on the Ministry of Labour website official documents	International affiliation
Confederatia Nationala a Sindicatelor Libere din Romania-Frăția (CNCLR – Fratia, National Confederation of Free Trade Unions of Romania – Brotherhood)	306,486	ETUC, ITUC
Blocul National Sindical (BNS, National Trade Union Bloc)	253,227	ETUC, ITUC
Confederatia Sindicatelor Democratice din Romania (CSDR, Democratic Trade Union Confederation of Romania)	N.A.	ETUC, ITUC
Cartel Alfa (National Trade Union Confederation “Cartel Alfa”)	259,443	ETUC, ITUC
Confederatia Sindicala Nationala Meridian (National Trade Union Confederation “Meridian”)	264,811	-

Source: Website of the Ministry of Labour

- **Trade Union Federations (selection of the main)**

Trade Union Federation by branch	Number of individual members	Affiliation to national confederations	International affiliations
Metal/electrical industries			
<i>Federatia Nationala a Sindicatelor Solidaritatea Metal (SMETAL) – National Unions Federation “Metal Solidarity”</i>	11,762	CNS Cartel Alfa	IndustriAll-Europe
<i>Federatia Sindicala a Siderurgistilor METAROM (FSS METAROM “METAROM”) - Trade Union Federation of Steel Workers</i>	8,597	CNS Cartel Alfa	IndustriAll-Europe and Global
<i>Federatia Sindicala a Lucratorilor din Industrie - METAL (FSLI-Metal) – Union Federation for Industrial Workers</i>	6,340	BNS	IndustriAll-Europe
<i>Federatia Sindicatelor Automobilului Romanesc (FSAR) – Union Federation for Romanian Automobile</i>	21,097	BNS	
Communications			
<i>Federatia Sindicatelor din Posta si Comunicatii – Union Federation of Post Office and Communications</i>	21,100	BNS	
Energy sector			



<i>Federatia Gaz Romania – Romania Gas Federation</i>	20,000	CNSLR Fratia	IndustriAll-Europe, EPSU
<i>Federatia Nationala Mine si Energie – National Federation of Mines and Energy</i>	10,182	Cartel Alfa	
<i>Federatia Sindicatelor Libere din Chimie si Petrochimie – Free Union Federation in Chemicals and Petrochemicals</i>	8,000	Cartel Alfa	IndustriAll-Europe
<i>Federatia Nationala a Sindicatelor din Electricitate UNVIERS – National Union Federation for Electricity UNVIERS</i>	21,600	BNS	
Constructions			
<i>FGS Familia – General Trade Union Federation Familia</i>	29,980	Cartel Alfa	
<i>Federatia “Navalistul” a Sindicatelor Libere din Constructia de Nave – Federation “Navalistul” of the Trade Unions from Navy Constructions</i>	3,000	BNS	
Public Sector			
<i>Federatia Sanitas – Sanitas Federation</i>	105,000	Fratia	EPSU
<i>Federatia Solidaritatea Sanitara – Federation Sanitary Solidarity</i>	15,090	Cartel Alfa	
<i>Federatia de Transporturi si Servicii Publice ATU – Public Service and Transportation Federation ATU</i>	12,000	Fratia	EPSU
<i>Federatia Nationala a sindicatelor din Administratie - National Federation of Administration Unions</i>	31,2251	Cartel Alfa	EPSU
<i>Federatia Nationala Feroviara Miscare-Comercial – National Freight Federation Movement-Commercial</i>	22,386	Meridian	
<i>Federatia Sindicatelor din Invatamanat Spiru Haret – “Spiru Haret” Education Unions Federation</i>	61,884	CNSLR Fratia	
<i>FSN ale Politistilor si Personalului Contractual din Romania – Federation of Police Officers and Contractual Staff</i>	43,160	Cartel Alfa	
<i>Federatia Sindicatelor Libere din Invatamant - National Federation of Free Unions of Education</i>	179,000	CSDR	
<i>Federatia Nationala Sindicala Alma Mater – National Federation Alma Mater</i>	15,511	Cartel Alfa	
<i>Federatia Sindicatelor Democratice a Politistilor din Romania “Alexandru Ioan Cuza” – Federation of Police’s Democratic Trade Unions “Alexandru Ioan Cuza”</i>	12,000	BNS	
<i>Uniunea Sindicatelor Functionarilor Publici si Personalului Contractual “Forta Legii” – Federation of Trade Unions of Public Employees and Public Employees “Forta Legii”</i>	20,009	CNS Meridian	
<i>Federatia Sindicatelor din Administratie Publica si Asistenta Sociala Publisind – Federation of Trade Unions from Public Administration and Social Assistance Publisind</i>	25,210	BNS	
<i>Federatia Nationala “Ambulanta” din Romania – National Federation “Ambulanta” of Romania</i>	8,594	BNS	
Textile/clothing industry			
Media & Culture			



<i>Federatia Cultura si Mass media FAIR-Media Sind – Federation of Culture and Mass Media “FAIR-MediaSind”</i>	8,000	Meridian	
Timber industry/ silviculture, plastic industry			
<i>Federatia Sindicatelor Libere din Industria Lemnului - Unions Federation of Wood Industry</i>	46,500		BWI, EFBWW
<i>Federatia Generala a Sindicatelor FAMILIA “Anghel Saligny – General Union Federation Family “Anghel Saligny”</i>	4,000	Cartel Alfa	EFBWW
Commerce			
<i>Federatia Sindicatelor din Comert – Federation of Commerce Unions</i>	11,599	Cartel Alfa	UNI
Banking sector			
<i>Federatia Asigurari si Banci – Federation of Insurance and Banks</i>	16,000	Cartel Alfa	UNI
<i>Federatia Sindicatelor Libere a Salariatilor CEC Bank Romania – Federation of Free Trade Union of the Employees of CEC Bank</i>	4,050	BNS	
Agriculture and Food Products			
<i>FNSATDSC Agrostar – Agrostar</i>	63,251	BNS	
Forestry			
<i>Oganizatia “Consilva” – Organisation “Consilva”</i>	28,000		
Cooperatives			
CONSINCOOP	148,307	Meridian	

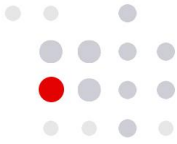
Source: Website of the Ministry of Labour



Employers' Organizations

National Confederation	Size (employees)	International affiliation
1.UGIR - General Union of Romanian Industrialists (<i>Uniunea Generală a Industriașilor din România</i>)	-	Business Europe,
2.CNPR - National Confederation of Romanian Employers (<i>Confederația Națională a Patronatului Român</i>)	318.279	Business Europe
3. CNIPMMR - National Council of Private Small and Medium Enterprises (<i>Consiliul Național al Întreprinderilor Private Mici și Mijlocii din România</i>)	327,433	ECSB, WASME, UEAPME
5.PNR - Romanian National Employers Organization (<i>Patronatul National Român</i>)	246.566	
5.CP CONCORDIA - CONCORDIA Employers Confederation (<i>Confederația Patronală CONCORDIA</i>)	230.343	
6.CONPIROM - Employers Confederation from Industry, Agriculture, Constructions and Services (<i>Confederația Natională din Industrie, Agricultură, Construcții și Servicii din România – CONPIROM</i>)	260. 412	

Source: Website of the Ministry of Labour



About the Author

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