Romania: Industrial relations profile

Facts and figures
Area: 238,391 square kilometres
Language: Romanian
Capital: Bucharest
Currency: Romanian Leu (RON)

Economic background

<table>
<thead>
<tr>
<th>Economic indicator</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GDP per capita (2010)</strong></td>
<td>€46,000</td>
</tr>
<tr>
<td>(in purchasing power standards, index: EU27=100)</td>
<td></td>
</tr>
<tr>
<td><strong>Real GDP growth (% change on previous year) (2011)</strong></td>
<td>2.5%</td>
</tr>
<tr>
<td><strong>Inflation rate (2011)</strong></td>
<td>5.8%</td>
</tr>
<tr>
<td>(annual average rate of change 2010–2011)</td>
<td></td>
</tr>
<tr>
<td><strong>Average monthly labour costs, in € (2007)</strong></td>
<td>€526.5</td>
</tr>
<tr>
<td><strong>Average labour productivity (% change on previous year) (2011)</strong></td>
<td>2.0%</td>
</tr>
<tr>
<td><strong>Gross annual earnings, in € (2010)</strong></td>
<td>€5,689</td>
</tr>
<tr>
<td><strong>Gender pay gap (2010)</strong></td>
<td>12.5%</td>
</tr>
<tr>
<td><strong>Employment rate (15–64 years) (2011)</strong></td>
<td>58.5%</td>
</tr>
<tr>
<td><strong>Female employment rate (15–64 years) (2011)</strong></td>
<td>52.0%</td>
</tr>
<tr>
<td><strong>Unemployment rate (15–64 years) (2011)</strong></td>
<td>7.4%</td>
</tr>
<tr>
<td><strong>Monthly minimum wage (€)</strong></td>
<td>€158*</td>
</tr>
</tbody>
</table>

Source: Eurostat; * Own calculation based on national minimum wage in RON for 2011, and average exchange rate RON/€ published by National Bank of Romania

Industrial relations characteristics, pay and working time

<table>
<thead>
<tr>
<th>Industrial relations characteristic</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Trade union density (%)</strong></td>
<td>40%</td>
</tr>
<tr>
<td>(Trade union members as a percentage of all employees in dependent employment)</td>
<td></td>
</tr>
<tr>
<td><strong>Employer organisation density (%)</strong></td>
<td>n.a.</td>
</tr>
<tr>
<td>(Percentage of employees employed by companies that are members of an employer organisation)</td>
<td></td>
</tr>
<tr>
<td><strong>Collective bargaining coverage (%)</strong></td>
<td>35–40%</td>
</tr>
<tr>
<td>(Percentage of employees covered by collective agreements)</td>
<td></td>
</tr>
</tbody>
</table>
Number of working days lost through industrial action per 1,000 employees (2011) | n.a  
Collectively agreed pay increase (%) (gross minimum wage nominal increase, 2010–2011) | 11.7%  
Actual pay increase (%) (gross average salary nominal increase, 2010–2011) | 6.8%  
Collectively agreed weekly working hours (2011) | 40.0  
Actual weekly working hours (2010) Employed persons | 39.3  
Employees | 41.3

### Background

#### Economic context

The data published by Romania’s National Institute of Statistics (Institutul Național de Statistică, INS) indicate that, after a 7.3% real increase in gross domestic product (GDP) in 2008 compared with the previous year, the economic crisis slowed down the growth of the GDP to 6.6% in 2009, and to 1.6% in 2010. In 2011, GDP grew by 2.5%.

Expressed in purchasing power standards (PPS), Romania’s GDP per capita in 2010 stood at around 46% of the EU27 average.

Total employment dropped from 8.7 million persons in 2008 and 2009, to 8.4 million in 2010 and 2011, with the average number of employees falling from 5.0 million in 2008, to 4.8 million in 2009, 4.4 million in 2010 and 4.2 million in 2011.

The number of unemployed rose from 403,400 people (equal to an unemployment rate of 4.4%) in 2008, to 709,000 in 2009 (7.8%), falling to 627,000 (6.9%) in 2010, and to 461,000 (5.1%) in 2011.

#### Legal context

The main regulations introduced by Romanian government (Guvernul României, GR) in 2009 and 2010 aimed at tackling the economic and financial crisis.

The Government Emergency Ordinance (GEO) of 2009 introduced the concept of technical/temporary unemployment, enabling companies to suspend business for a period of time without breaking employment relationships with their workers, as a form of averting redundancies. The condition stipulated paying a minimum of 75% of employees’ base salary in exchange for an exemption for both employer and employees from the obligation to pay social insurance (RO1002029I). The same ordinance extended the unemployment benefit period by another three months. At the end of 2009, another GEO abolished meal tickets, gift certificates, some of the incentives that used to benefit retiree families, and lowered the threshold of income tax on pensions to encompass the entire scale, including the lowest level.

In 2010, the government issued legislation directly affecting industrial relations. Salaries in the public sector were reduced by 25%; unemployment benefit and other social protection entitlements were cut by 15% (RO1008019I); and the Act on unitary pay for personnel paid from public funds was passed without debate. The Uniform Pension Act and the National Education
Act introduced an obligation for retired people to pay health insurance; and increased value added tax from 19% to 24%. In 2011, the government decreed phased-out payments of public employees’ salary rights until 2016. These rights had previously been curtailed by the government and reinstated by a court ruling. Also in 2011, a new act, No. 292, was passed to better regulate the social assistance system. This was to help various population segments depending on benefit subsidies to find employment. The government resigned on 6 February 2012 due to widespread protests against these measures.

**Industrial relations context**

In 2011, against the wishes of the social partners, the government unilaterally enacted legislation to amend the Labour Code ([RO1102049I](#)) and to pass the Social Dialogue Act 62/2011 (SDA), which brought radical changes to collective bargaining, and abolished national collective agreements ([RO1107029I](#)).

**Main actors**

**Trade unions**

The SDA superseded both the previous 1991 Trade Union Act, and the 1996 Collective Agreements Act, which defined representativeness criteria for the trade unions. A recently introduced rule makes provision for a trade union to be established by at least 15 members working in the same company (compared to 15 members of the same profession, who could be the employees of different entities, in the previous legislation); a new additional rule recognises the right of a trade union to bargain and sign a collective agreement only if its members represent at least half plus one of the company’s total number of employees (compared to one-third, previously).

The next level of representativeness is the economic sector (sectors being defined by a Government Decision given in December 2011), which replaces what was previously an industrial branch, abrogating the previous and unique collective agreement. According to law, trade union federations and confederations must re-apply for representativeness, by submitting documents proving that they can stand for the workers’ rights at sector and national levels.

Replacing what was, under the communist regime, the sole trade union structure, the General Trade Union Confederation of Romania (Uniunea Generală a Sindicatelor din România, UGSR) started in 1990, with the emergence of five new trade union confederations: the National Trade Union Confederation Cartel Alfa (Confederația Națională Sindicală Cartel Alfa, [Cartel Alfa](#)) (established in 1990); the National Trade Union Bloc (Blocul Național Sindical, [BNS](#)) (1991); the Fratia National Confederation of Free Trade Unions of Romania (Confederația Națională a Sindicatelor Libere din România Frăția, [CNSLR Frăția](#)) (1993); the Democratic Trade Union Confederation of Romania (Confederația Sindicatelor Democratice din România, CSDR) (1994), and the Meridian National Trade Union Confederation (Confederația Sindicală Națională Meridian, [CSN Meridian](#)) (1994).

All five national trade union confederations gained national representativeness in 1997 after the collective agreements law was passed. Under the SDA, all union confederations will have to regain representativeness. Various attempts to unite the big trade union confederations have proved fruitless. Following the redefinition of the new economic sectors in 2012 there is uncertainty on representation by each federation.
In the process of regaining recognition as representative, some trade union federations may undergo changes through re-affiliation, regrouping, mergers, etc.

**Employer organisations**

Not only did the SDA abrogate the 2001 Employer Organisations Act, but it also abolished the previous representativeness criteria used by the 1996 Collective Bargaining Agreement Act.

At company level, the law recognises the employer as a rightful company representative. At sector and national levels, employer organisations may acquire representativeness by filing an application with the Bucharest City Court (Tribunalul Municipiului București, **TMB**). One of the conditions to be met for an employer organisation seeking national representativeness is to have among its members entities that cover at least 7% of all employees in the national economy (minus the budgetary employees); for sectoral representativeness, employer organisations must have a membership that covers at least 10% of all the employees in the sector.

Employer organisations may register the sectoral collective agreements to which they are party if their members total more than half of the employees in the sector; if they fall short of this figure, an agreement may be registered only as a collective agreement at the level of a group of units (see section on collective bargaining, below).

According to the new act, collective agreements produce effects for all the employees of the companies affiliated to the signatory employer organisations. Prior to this, the national and branch collective agreements were negotiated and signed with the trade union confederations. Federations previously representative at these levels used to extend agreements, by operation of law, to all employees in the national economy, and, respectively, to all the employees in each economic branch.

**Most important employers’ organisations**

Until 2007, a total of 12 employer confederations had become representative and were signatories to the national collective agreement: the Romanian Association of Building Entrepreneurs (Asociația Română a Antreprenorilor din Construcții, **ARACO**); the National Council of Private Small and Medium-size Enterprises of Romania (Consiliul National al Întreprinderilor Private Mici si Mijlocii din România, **CNIPMMR**); the National Confederation of Romanian Employers (Confederația Naționala a Patronatului Român, **CNPR**); the National Council of Romanian Employers (Consiliul National al Patronilor din România, **CoNPR**); the Confederation of Employers in Industry, Services and Trade (Confederația Patronala a Industriei, Serviciiilor si Comertului, **CPIISC**); Romanian National Employers (Patronatul National Român, **PNR**); the General Union of Romanian Industrialists (Uniunea Generala a Industriasilor din România, **UGIR**); the General Union of Romanian Industrialists 1903 (Uniunea Generala a Industriasilor din România 1903, **UGIR 1903**); the Employer Confederation of Romanian Industry (Confederația Patronală din Industria României **CONPIROM**); Romanian Employers (Patronatul Român, **PR**); and the National Union of Employers with Private Capital in Romania (Uniunea Națională a Patronatelor cu Capital Privat din România, **UNPCPR**).

In 2008, a thirteenth employer organisation was set up, the Alliance of the Employers Confederations of Romania (Alianța Confederațiilor Patronale din România, **ACPR**), as an umbrella for seven employer organisations representative at national level: ARACO; CNIPMMR; CNPR; CoNPR; CPIISC; PNR and UGIR.

All 13 of these employer confederations were signatories to the last national collective agreement, applicable during the period 2007–2010.

The SDA compels all employer federations and confederations to re-apply for representativeness purposes.
Main employer developments
In 2011, four of the 13 nationally representative employer organisations (CONPIROM, PR, UGIR 1903 and UNPR) signed a National Agreement with the five national trade union confederations (RO12020391).

Based on mutual recognition as a prerequisite of their social dialogue, these organisations expressed their disagreement with the new Social Dialogue Act’s abolition of the national collective agreement and with the changes in the Labour Code.

Industrial relations

Collective bargaining

Levels of collective bargaining

<table>
<thead>
<tr>
<th></th>
<th>National level (Intersectoral)</th>
<th>Sectoral level</th>
<th>Company level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal or dominant level</td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Important but not dominant level</td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Existing level</td>
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</table>

The SDA cancelled all the provisions governing collective bargaining in the Collective Agreements Act 130/1996.

The removal of the newly legislated national collective agreement cut bargaining levels from four to three: company, group of units, and sectoral.

The SDA states that a collective agreement is mandatory only at company level, except for companies with fewer than 21 employees.

The law does not allow company collective agreements to stipulate fewer or lesser rights than those recognised under the group of units or sectoral collective agreements.

Similarly, individual employment contracts may not provide for rights that are below those granted under the applicable collective agreements.

Coverage rate of collective agreements

The leaders of the national trade union confederations estimate that the abolition of the national collective agreement diminished the coverage rate of collective bargaining from nearly 100% to approximately 35% by the end of 2011.

Another element expected to drastically reduce coverage of collective bargaining is the redefinition of economic sectors now replacing former economic branches as levels of negotiations.

Corporate bargaining data provided by the Ministry of Labour Family and Social Protection (Ministerul Muncii, Familiei şi Protecţiei Sociale, MMFPS) indicate that the number of company collective agreements dropped from 7,732 at 31 December 2008, to 4,827 in December 2010, and to 4,209 in December 2011. Over the same period, the number of addenda to collective agreements in operation fell from 4,357 in December 2008, to 2,891 in 2010, rising to 3,264 in 2011.

The SDA sets forth that collective agreements are mandatory only for companies with a minimum of 21 employees.
The law applicable prior to 2010 gave the national collective agreement equal strength for all workers in the national economy. The sectoral collective agreement had the same effects for all the workers in that particular sector.

The SDA introduced the general rule that sectoral collective agreements should affect only companies affiliated to signatory employer organisations. Any request for an extension of a sectoral collective agreement to all entities in the sector is subject to examination and approval by the National Tripartite Council for Social Dialogue (Consiliul Național Tripartit de Dialog Social, CNTDS).

In 2008, the national trade union and employer organisations signed a tripartite agreement with the government on the growth of the minimum wage during the period 2008–2014, applicable to all employees in the national economy. The agreement laid down the monthly gross minimum wage as a ratio of the national gross average salary (RO0808019I).

Under the agreement, the monthly minimal salary should have been RON600 in 2009, RON730 in 2010, RON860 in 2011, and RON1,030 in 2012. Due to the economic and financial crisis, the minimum wage bargained in 2009 and 2010 was RON600, in 2011 it was RON670, and in 2012, RON700.

Since the SDA came into effect, the CNTDS constitutes the legal body authorised to create consultation conditions for the guaranteed minimum wage.

Measures taken in 2011 significantly reduced the degree of centralisation in collective bargaining.

**Industrial disputes**

Act 15/1991 was the first piece of legislation to regulate labour conflicts and recognise the employees’ right to strike. In 1999, labour dispute resolution legislation was enacted. This, too, was repealed under the SDA (no. 62/2011).

**Frequency of strikes**

The number of conflicts fell from 116 in 2008, to 92 in 2009, to 73 in 2010, and to 35 in 2011. The number of employees in the companies involved in such conflicts fell to 268,700 in 2008, to 161,500 in 2009, and to 114,400 in 2010, then rose slightly in 2011 to 120,500 persons.

The participation rate of the workers in the companies involved followed a similarly declining pattern: from 76.2% in 2008, to 64.8% in 2009, to 53.9% in 2010, and to 46.2% in 2011.

**Sectors involved**

A classification of economic sectors by the number of participants in labour conflicts in 2008 places the construction sector highest (99,202 participants in 11 conflicts), followed by the energy sector (production and supply of electric power, heating, gas, hot water, and air conditioning) with 35,927 participants in 19 conflicts, and by the metalworking industry, with 18,888 participants in 16 conflicts. In 2009, the first three places were held by the energy sector with 46,484 participants in 13 conflicts of interests, the mining industry, with 10,920 participants in one conflict, and the motor parts industry, with 4,000 participants in one conflict.

The highest number of participants in conflicts was recorded in 2010, in the manufacturing of road transport vehicles, full and semi-trailers (with 15,192 participants in eight conflicts), followed by the energy sector, with 6,426 participants in four conflicts, and the metalworking industry, with 4,911 participants in seven conflicts.

In 2011 the number of both participants and conflicts rose: in the road and pipeline transport sector there were 34,716 participants in 12 conflicts, followed by the financial intermediation sector, with 9,596 participants in two conflicts, and by metallurgy, with 5,044 participants in four conflicts.
**Main reasons for collective action**

In 2008 and 2009, 78.4% and 73.9%, respectively, of the total number of conflicts were triggered by pending wage claims (non-payment of severance, indexation, overdue payment of salaries, slashing of holiday bonuses, etc). In 2010 this type of conflict formed the basis of only 40.3% of all conflicts, with the remaining 59.7% generated by changes in companies’ structure without employee consultation, and disputes related to collective bargaining.

**Collective industrial dispute resolution mechanisms**

The Labour Dispute Resolution Act 168/1999 was successively amended until it was totally repealed under the SDA.

There is legislation which prescribes the conciliation, mediation, and arbitration procedures in the event of labour disputes.

MMFPS statistics show that the rate of reconciliation of labour conflicts at company level was 37.1% in 2008, 46.7% in 2009, 32.9% in 2010, and 45.7% in 2011. The remaining conflicts that could not be settled at company level were resolved with the aid of the labour and social protection departments in a proportion of 62.9% in 2008, and 53.3% in 2009; the local social services agencies in a proportion of 67.1% in 2010; and the local labour inspectorates in a proportion of 54.3% in 2011.

**Tripartite concertation**

The national tripartite social dialogue was institutionalised in 1997, when the Economic and Social Council (Consiliul Economic şi Social, CES) was established by law. Both the national trade union and employer confederations and the Government were represented.

CES acted as forum of tripartite national social dialogue for the government, trade unions and the employers; organisations until October 2011, when the SDA abolished the CES Act 109/1997. Under new legislation, the government is no longer represented in this forum, and the forum is no longer vested with prerogatives regarding collective bargaining. CES has become a forum for tripartite dialogue between employers, unions, and civil society.

The SDA provided for the creation of the National Tripartite Council for Social Dialogue (Consiliul Naţional Tripartit de Dialog Social, CNTDS), which is chaired by the prime minister. Among its members are presidents of the national trade union and employer confederations, government representatives from each ministry (holding the position of at least secretary of state), the National Bank of Romania (Banca Naţională a României, BNR), the president of the CES, as well as other members who are jointly agreed upon with the social partners. One of the tasks of the CNTDS is to ‘make the necessary arrangements for consultations on the guaranteed minimum wage according to law’.

Since 1997, the social partners have been involved in the design of the institutional framework, and in the operation of the unemployment insurance system of Romania. They are members of the Board of the National Agency for Employment (Agenţia Națională pentru Ocuparea Forţei de Muncă, ANOFM), which manages the unemployment insurance budget, and is in charge of distributing it between its two policy components – the active and passive labour market. Two other entities – the National Public Pensions House (Casa Naţională de Pensii Publice, CNPP), and the National Health Insurance House (Casa Naţională de Asigurări de Sănătate, CNAS) are structured similarly, and are run by a tripartite board. Since 1999, the social partners have also been active in the National Council for Adult Training (Consiliul Naţional pentru Formarea Profesională a Adulţilor, CNFPA).

Tripartite social dialogue at sector and local levels became a rule in 2001, when, by government resolution, tripartite social dialogue committees were set up in ministries and county prefectures.
The SDA ensured the continued existence of these levels of tripartite dialogue, but, at the same time, it disbanded the social dialogue committees that had been created in the central public administration bodies and local authorities through government decision number 369/2009.

**Main trends**

In July 2008, the government and the social partners signed the ‘Tripartite agreement on the growth of the minimum wage for the period 2008–2014’ (RO0808019I). Even though the economic and financial crisis rendered its provisions unattainable, the agreement continues to be the standard in any negotiations regarding the national minimum wage.

During the crisis, the government, the employer organisations and the trade unions jointly drafted an anti-crisis programme (RO0902039I).

**Workplace representation**

The SDA recognises the employees’ right to organise in trade unions at company level, provided that at least 15 persons employed by the company wish to affiliate. A trade union that seeks to be representative, and have the power to negotiate and execute a collective agreement at company level, must demonstrate that its members account for at least half plus one of the total number of employees in the company.

In companies with more than 20 employees where no trade union exists, the employees’ interests may be represented and defended by representatives elected and duly authorised for this purpose. The powers of the employees’ representatives and the length of their term are decided by the general meetings of the employees, subject to law.

**Main channels of employee representation**

<table>
<thead>
<tr>
<th></th>
<th>Trade union (TU)</th>
<th>Health and safety committee (companies with more than 50 employees)</th>
<th>Employees elected representatives (companies with more than 20 employees)</th>
<th>European work council (corporations of community size)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sindicat</td>
<td>Comitetul de sănătate și securitate în muncă</td>
<td>Reprezentații aleși ai salariaților</td>
<td>Comitetul european de întreprindere</td>
</tr>
<tr>
<td>1 Most important body</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>2 Alternative body</td>
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<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>3 Compulsory by law</td>
<td></td>
<td>X</td>
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<td>X</td>
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</tbody>
</table>

In any company of more than 50 employees, the employer is bound by law to set up a health and safety committee.

Also by law, the establishment of the European work councils was decreed in 2005, for corporations of community size, in accordance with the applicable European legislation.

**Employee rights**

The main organisation for enforcing employees’ rights is the Labour Inspection Office (Inspecția Muncii, IM), a specialised government agency established by law in 1999. Its main aim is to verify that employers comply with their obligations in respect of labour relations, working
conditions, and health and safety standards for the employees and other contributors to a labour process.

The IM has broad prerogatives to ensure that national and international employment regulations are abided by in all types of organisations, irrespective of ownership (public, private, or mixed), through its 41 local inspection offices, one for each county of Romania.

As Romania does not have labour courts, employees may bring action before civil courts against breaches of the rights under the Labour Code, collective agreements, or individual employment contracts.

Pay and working time developments

Minimum wage
According to the Labour Code (approved under the Labour Code Act 53/2003, as subsequently amended and supplemented), the national guaranteed gross minimum wage according to law for a normal eight hours working day must be determined by government decision, after due consultations with the trade unions and the employers’ organisations.

An employer is not at liberty to negotiate or impose, under an individual employment contract, a salary below the national gross minimum wage.

Negotiation of minimum wage
Until 2011, the national representatives of the social partners negotiated the minimum wage every year. Once agreed upon, the minimum wage was enshrined in the national collective agreement, and became the base for any further negotiations at branch, group of units or company levels. The minimum wage agreed upon by collective bargaining is usually higher than that set by government.

Since the enactment of the SDA in 2011, the CNTDS has the power to create the framework for consultations on the national minimum wage. The national gross minimum wage was set at RON670 for 2011 and at RON700 for 2012.

The minimum wage is the same for all forms of labour, irrespective of age, level of education, or other criteria. When the length of a working day is shorter than the regular eight hours, the nominal gross hourly wage is calculated as a fraction of the national minimum wage resulting from the division of the national minimum wage by the regular number of hours per month.

Pay developments
According to Eurostat, in 2010, average gross annual earnings in Romania amounted to €5,689. The national monthly average gross wage earnings, expressed in euro (compounded on the RON/€ annual average exchange rate of the BNR), was seriously affected by the economic crisis. The INS has calculated that the monthly average was the same in 2008 and in 2011, at approximately €478/month.

Eurostat data show that, in Romania, the gender pay gap widened from 8.1 percentage points in 2009, to 12.5 in 2010.

Working time
In accordance with the Labour Code, the normal length of a working week is 40 hours divided into eight hours/day. For young workers below the age of 18 years, the legal duration of a working week may not exceed 30 hours.
When the specifics of the workplace or activity so demand, the parties may agree on an unequal distribution of the working time between the days of a week, provided that the total weekly working time does not exceed 40 hours.

According to the collective agreement currently in force, in the construction sector, the normal working time negotiated by the social partners for the peak season is 10 hours/day and 48 hours/week; in the mining sector, the working time for underground work is six hours/day and 30 hours/week. Transport and public services providers may negotiate working schedules tailored to their specific needs.

The Labour Code limits the maximum length of a working week to 48 hours, overtime included. Exceptionally, the weekly working time may go beyond 48 hours, provided that the average weekly working time measured in four consecutive months should not exceed 48 hours. In certain domains of activity or professions, the Code permits reference periods of more than four months, but no more than six months, if mutually agreed by the parties to a collective agreement.

When, for objective, technical, or organisational reasons, circumstances require a wider departure from the length of the reference period, the collective agreements may stipulate so, but not beyond the length of 12 months, and only subject to compliance with the employees’ health and safety regulations.

INS statistics indicate that the national annual average hours of effective work performed by a worker declined from 1,878 in 2008, to 1,866 in 2009, and to 1,850 in 2010 and 2011. On the employee side, the number of effective working hours went from 1,939 in 2008, to 1,928 in 2009, 1,918 in 2010 and to 1,914 in 2011. The lowest number of effective working hours is recorded in the self-employed segment: 1,740 in 2008, 1,739 in 2009, 1,721 in 2010, and 1,730 in 2011.

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