



Industrial relations and social dialogue  
**Romania: Metadata for the  
Eurofound database of collective  
agreements for low-paid workers**

Minimum wages for low-paid workers  
in collective agreements

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## Contents

<b>General information</b> .....	<b>1</b>
<b>1 - Agriculture</b> .....	<b>2</b>
Background information.....	2
Sampling information .....	3
<b>2 - Manufacture of food, leather, textiles, and clothes</b> .....	<b>4</b>
Background information.....	4
Sampling information .....	5
<b>3 - Construction excl. civil engineering</b> .....	<b>6</b>
Background information.....	6
Sampling information .....	7
Sector related agreements listed and coded in the database.....	8
Self-assessed proportion of included agreements .....	8
<b>4 - Retail</b> .....	<b>9</b>
Background information.....	9
Sampling information .....	9
<b>5 - Postal, courier, land transport and warehouses</b> .....	<b>10</b>
Background information.....	10
Sampling information .....	10
Sector related agreements listed and coded in the database.....	11
Self-assessed proportion of included agreements .....	11
<b>6 - Hospitality</b> .....	<b>12</b>
Background information.....	12
Sampling information .....	12
<b>7 - Business support services</b> .....	<b>13</b>
Background information.....	13
Sampling information .....	13
<b>8 - Residential and social care</b> .....	<b>14</b>
Background information.....	14
Sampling information .....	15
Sector related agreements listed and coded in the database.....	15
Self-assessed proportion of included agreements .....	16
<b>9 - Arts, gambling and sports</b> .....	<b>17</b>
Background information.....	17
Sampling information .....	17
<b>10 - Personal services</b> .....	<b>18</b>
Background information.....	18
Sampling information .....	18
<b>11 - Domestic personnel</b> .....	<b>19</b>
Background information.....	19
Sampling information .....	19

This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

## General information

According to the law on Social Dialogue, all collective bargaining agreements signed at group of units, can be found on the Ministry of Labour database dedicated to the Social Dialogue. However, the legal provisions in force do not regulate the publication of collective agreements concluded at unit/company level in the Official Gazette.

The Labour Inspectorate provided a list separated by years (from 2015 to 2020) of the number of collective agreements in force. There are around 13,000, 98% of which are signed at unit/company level (not publicly accessible).

# 1 - Agriculture

## Background information

The sector is dominated by self-employment and there are organisations representing, among other interests, those of farm owners with no salaried employees. They are mostly NGOs and professional associations, and they do not represent exclusively the specific interests of family farmers or self-employed farmers.

The most representative trade unions are:

- Agrostar National Federation of Trade Unions from Agriculture, Food, Tobacco and Connex Fields and Services (Federația Națională a Sindicatelor din Agricultură, Alimentație, Tutun, Domenii și Servicii Conexe 'AGROSTAR').
- National Central of Workers from Agriculture, Food, Turism and Connex Branches - 'CERES' (Centrala Națională a Sindicatelor Lucrătorilor din Agricultură, Industria Alimentară, Turism și Ramuri Conexe - 'CERES').
- Federation of Trade Unions from Agriculture (Federatia Sindicatelor din Agricultura Terra), Agro Federation PropAct (Federatia Agro PropAct) and PRO Agro Federation (Federatia Pro Agro).

There are no employers' organisations or business organisations in the strict sense in the sector, since the above-mentioned professional associations representing the interests of the farms/companies, according to the law cannot get involved into collective bargaining and are not formally or legally part of a social dialogue structure.

In Romania, collective bargaining at company level is carried out by the representative trade unions at company level (with more than 50% of the employees as members) or, in the absence of a representative trade union, by elected representatives of the employees. Data provided by the Labour Inspectorate indicates that the representatives of the employees (present in the absence of a formal trade union) conclude the vast majority of single-employer bargaining agreements (SEBs) (over 95%).

Reliable information about trade unionism at company level is not available, since there is no public information about trade unions existing at company level, their number is usually quite high, and reliable data about them is difficult to be found. Nevertheless, generally, since all company trade unions are automatically affiliated to sectoral federations, trade unions operating at company level are usually part of the above-mentioned trade unions federations.

In Romania, collective bargaining is binding on all companies with more than 21 employees, meaning that in this sector the largest proportion of workers is not covered. Moreover, despite the obligation to negotiate if the company has more than 21 employees, there is no obligation to reach an agreement.

SEBs cannot be extended. Only multi-employers bargaining (MEBs) can be extended at the entire sector level. In order to extend a multi-employer collective agreement to the entire sector it is

necessary that each employers' organization and trade union involved in that collective agreement has a membership of at least 50% of the sectoral workforce.

According to the data provided by the Labour Inspectorate, in the NACE-2 sector of interest A-01 (crop and animal production, hunting and related service activities) there were 46 active collective agreements in 2015, 160 in 2016, 193 in 2017, 139 in 2018, 145 in 2019, and 105 in 2020.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by the collective bargaining agreements.

## Sampling information

Since specific information about company-level agreements is not made public, no collective agreement can be listed in this sector.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	104,547	111,009	Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	10,000	12,971	Labour Inspectorate

## 2 - Manufacture of food, leather, textiles, and clothes

### Background information

Workers' unionism in the sector is difficult for several reasons.

First of all, there are many small companies, where unionism is not always possible because of legal provisions (the law requires 15 employees working in the same establishment for their representation by trade unions, and negotiation - but not reaching an agreement - is legally binding only in companies with more than 21 employees).

Second, undeclared work, precariousness of job positions and a workforce represented by many workers not easily re-employable on the labour market constitute informal factors which prove detrimental to union activism.

Private businesses are nowadays dominant in the sector, since some of the largest companies - previously public companies - have been privatized.

Trade unions are concluding a small share of the collective agreements in the sector (as they can negotiate collective agreements at company level only when representing more than 50% of the employees at company-level), while the representatives of the employees (elected in the absence of a representative trade union) conclude the vast majority of agreements.

At national level, four main actors represent the employees:

- Federation of Light Industry Workers (CONFPELTEX).
- National Federation of Light Industry Trade Unions (UNICONF).
- National Trade Union Federation Metal Solidarity (FNS).
- Industrial National Trade Union Bloc Federation and the Federation of Free Trade Unions of Romania (FSLR).

And two main actors represent the employers:

- Employers' Federation of Textiles, Clothing and Leather (FEPAIUS).
- National Association of Romanian Textile Industry (ANITR) represents the employers.

According to data provided by the Labour Inspectorate, the number of active collective agreements in each NACE-2 sector of interest was the following:

- Manufacture of food products (C-10): 95 in 2015, 243 in 2016, 312 in 2017, 276 in 2018, 229 in 2019, 187 in 2020.
- Manufacture of textiles (C-13): 21 in 2015, 60 in 2016, 82 in 2017, 56 in 2018, 65 in 2019, 41 in 2020.
- Manufacture of wearing apparel (C-14): 74 in 2015, 265 in 2016, 321 in 2017, 225 in 2018, 248 in 2019, 124 in 2020.
- Manufacture of leather and related products (C-15): 47 in 2015, 96 in 2016, 127 in 2017, 103 in 2018, 93 in 2019, 48 in 2020.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by collective bargaining agreements.

## Sampling information

Since specific information about company-level agreements is not made public, no collective agreement is provided for this sector.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	338,526	338,526	Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	93,604	93,604	Labour Inspectorate



## 3 - Construction excl. civil engineering

### Background information

The construction sector in Romania is characterized by a substantial share of undeclared work, the exact proportion of which is not known reliably. A series of fiscal incentives, which entered into force at the end of 2018 and are in force until 2028, have been implemented to reduce the share of undeclared work.

The sector is also characterized by an issue related to labour shortage, which is the result of labour migration of skilled workers to other EU Member States. The number of vacancies in the entire construction sector is estimated at 350,000 workers (data from 2019). Hence, Romanian employers in the sector often recruit labour force from extra-EU countries. To address this problem and to retain the workforce in the sector, since January 2019 the construction sector has its own specific minimum wage (RON 3,000 gross, approx. €600).

The fiscal incentives are not being applied to posted workers in the sector. Romanian posted workers in other EU countries are common in the sector, but there are no available public statistics regarding their number.

The National Institute of Statistics indicates that in 2019 there were 289,000 self-employed persons in the entire construction sector at NACE-1 level, while the number of employees was 424,000.

There is little cooperation between representatives of the employees at company-level and the sectoral trade unions. The critique which is brought by trade unions to the employees' representatives is that they are not truly representing the workers interests, since they are often imposed by the management and have no negotiation power (due to legal provisions), which makes them weak representatives of the interests of the workers.

At national level there are three trade unions:

- General Trade Unions Federation FAMILIA (FGS).
- Federation of Romanian Cement Workers' Unions (FSCR).
- Federation of Free Trade Unions from the Wood Industry (FSLIL).

As for the three employers' organizations:

- The National Union of Romanian Employers (UNPR).
- Romanian Association of Building Contractors (ARACO).
- Federation of Employers from the Construction Companies represents the employers (FPSC).

A good example of protection of the interests of the employees in the sector is the Builders' Social House (CASOC), which provides social protection to member companies' employees during the cold season (from 1 November to 31 March). These services have been provided without interruption since 1998. In addition, the Builders' Social House also provides training activities for workers in the construction industry, coupled with activities such as competence assessment and placement of construction workers. Support is provided to workers who have an employment contract with the member companies. The monthly social protection benefit is 75% of the average monthly base salary of the prior three months and is paid for no more than 120 calendar days.

In Romania, collective negotiation is binding on all companies with more than 21 employees, but there is no obligation to reach a collective agreement. As a result, the largest proportion of workers is not covered.

SEBs (single-employer agreements) cannot be extended. Only MEBs (multi-employer agreements) can be extended to the entire sector, but only under the condition that employer's organisations and trade unions that have concluded the agreement have a membership of at least 50% of the sectoral workforce.

According to data provided by the Labour Inspectorate, the number of collective agreements in each NACE-2 sector of interest was:

- Construction of buildings (F-41): 84 in 2015, 280 in 2016, 361 in 2017, 300 in 2018, 275 in 2019, 235 in 2020.
- Specialised construction activities (F-43): 48 in 2015, 153 in 2016, 186 in 2017, 166 in 2018, 148 in 2019, 113 in 2020.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by the collective bargaining agreements.

## Sampling information

The listed agreement does not cover the entire sector, although it is called “collective agreement at the sector level”, because the employers' organizations and the trade unions involved represent less than 50% each of the sectoral workforce, which is a legal requirement for extending the agreement to the entire sector. Thus, it only covers the affiliated companies, 23 in total.

The listed collective agreement is a multi-employer sector-level collective bargaining agreement (MEB).

Since specific information about company-level agreements is not made public, no other collective agreement is provided for this sector.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	399,284	399,284	Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	49,204	49,204	Labour Inspectorate

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 3 - Construction excl. civil engineering 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

### Civil and industrial constructions

<b>Eurofound identifier</b>	<b>CA-RO-2375</b>
<b>Title (native language)</b>	CCM sector constructii civile si industriale
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	5,000
<b>Quality of the figure</b>	Numbers are rough estimates, may be unreliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	5,000
<b>Quality of the figure</b>	Numbers are rough estimates, may be unreliable

### Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- A small sample (less than 20%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

## 4 - Retail

### Background information

At national level, one trade union represents the employees in the sector of interest: the Federation of Trade Unions (FSC). The Employers' Federation of Trade Networks (FPRC), the Romanian Chamber of Commerce, and Industry and the Employers in Commerce, Tourism, Industry and Services (PCTIS) represent the employers.

According to data provided by the Labour Inspectorate, the number of active collective agreements in the NACE-2 sector of interest G-47 were 73 in 2015, 327 in 2016, 426 in 2017, 380 in 2018, 318 in 2019, 230 in 2020.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by the collective bargaining agreements.

Collective bargaining is carried out mainly at company-level.

### Sampling information

Since specific information about company-level agreements is not made public, no collective agreement is provided for this sector.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	533,050	533,050	Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	83,621	83,621	Labour Inspectorate

## 5 - Postal, courier, land transport and warehouses

### Background information

At national level, one trade union represents the employees: the Federation of Postal and Communications Unions (FSPC).

The Employers' Association of Courier Companies (PSC) represents the employers.

According to data provided by the Labour Inspectorate, the number of active collective agreements in each NACE-2 sector of interest was:

- Land transport and transport via pipelines (H-49): 74 in 2015, 259 in 2016, 308 in 2017, 289 in 2018, 258 in 2019, 195 in 2020.
- Warehousing and support activities for transportation (H-52): 14 in 2015, 58 in 2016, 70 in 2017, 70 in 2018, 73 in 2019, 42 in 2020.
- Postal and courier activities (H-53): 4 in 2015, 13 in 2016, 15 in 2017, 17 in 2018, 10 in 2019, 16 in 2020.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by collective bargaining agreements.

### Sampling information

The listed collective agreement does not cover the entire sector: it covers 55% of the workers on Postal and courier activities (H-53.20 and H-53.30) and it is signed at company-level by Romanian Post. It is a single employer collective bargaining agreement (SEB) and covers around 23,327 employees from Romanian Post. It is published on the website of the Federation of Postal and Communications Unions (FSPC). Romanian Post is a public limited company.

Since normally specific information about company-level agreements is not made public, no other collective agreement is provided for this sector.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	418,983	418,983	Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	79,720	79,720	Labour Inspectorate

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

### Romanian Post

<b>Eurofound identifier</b>	<b>CA-RO-2380</b>
<b>Title (native language)</b>	CCM Posta Romana
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	12,000
<b>Quality of the figure</b>	Numbers are rough estimates, may be unreliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	12,000
<b>Quality of the figure</b>	Numbers are rough estimates, may be unreliable

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A small fraction of all agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- A small sample (less than 20%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

## 6 - Hospitality

### Background information

At national level, one trade union represents the employees: the Federation of Trade Unions in Tourism, Hotels, Restaurants and Related Activities Minerva.

The Federation of Romanian Tourism Employers (FPTR) represents the employers.

According to data provided by the Labour Inspectorate the number of active collective agreements in each NACE-2 sectors of interest was:

- Accommodation (I-55): 19 in 2015, 95 in 2016, 93 in 2017, 101 in 2018, 87 in 2019, 57 in 2020.
- Food and beverage service activities (I-56): 45 in 2015, 160 in 2016, 216 in 2017, 169 in 2018, 155 in 2019, 107 in 2020.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by the collective bargaining agreements.

### Sampling information

Since specific information about company-level agreements is not made public, no collective agreement is provided for this sector.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	190,195	190,195	data provided by Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	23,665	23,665	data provided by Labour Inspectorate

## 7 - Business support services

### Background information

At national level, the Association of Human Resources Service Providers (AFSRU) represents the employers.

There is no trade union in the sector. The Romanian legislation provided, until December 2022, that in companies with more than 21 employees, in the absence of a representative trade union, the workers are represented in the bargaining process by the representative of the employees, which is elected by at least 50% of the employees' votes.

According to data provided by the Labour Inspectorate, the number of active collective agreements in each NACE-2 sector of interest was:

- Employment activities (N-78): 5 in 2015, 27 in 2016, 34 in 2017, 35 in 2018, 23 in 2019, 12 in 2020.
- Security and investigation activities (N-80): 30 in 2015, 118 in 2016, 139 in 2017, 132 in 2018, 114 in 2019, 82 in 2020.
- Services to buildings and landscape activities (N-81): 16 in 2015, 39 in 2016, 59 in 2017, 50 in 2018, 48 in 2019, 49 in 2020.
- Office administrative, office support and other business support activities (N-82): 17 in 2015, 161 in 2016, 91 in 2017, 264 in 2018, 71 in 2019, 298 in 2020.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by the collective bargaining agreements.

### Sampling information

Since specific information about company-level agreements is not made public, no collective agreement is provided for this sector.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	304,547	304,547	Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	53,727	53,727	Labour Inspectorate



## 8 - Residential and social care

### Background information

The largest employers of social services are the General Directorates of Social Assistance and Child Protection, under the coordination of Local Public Administration (47 directorates, at county level and districts of Bucharest).

The employees in the public part of the sector are covered by collective bargaining.

As for the private sector, there are mainly small employers (with less than 15 employees), not covered by collective bargaining.

In order to extend to the whole sector a collective agreement signed between social partners that are representative at sectoral level, they must prove that each of them formally represents at least 50% +1 of the sector's employees. Exceptions are made for the units in the budgetary sector, where the employer is the representative of the chief credit officer (at unit group level) or the legal representative of the competent central public authority (at sector level). The application of the collective labour agreement registered at sector level will be extended for all units in the sector, by an order of the Ministry of Labour and Social Protection, with the approval of the Tripartite National Council.

At national level, six trade unions represent the employees:

- SANITAS Trade Union Federation of Romania (Sanitas).
- 'COLUMNNA' Employees' Federation from Local and Central Public Administration in Romania (Columna).
- 'PUBLISIND' Federation (FSAP PUBLISIND).
- National Trade Union Federation for Social Care and Child Protection 'PRO. ASIST' (FNS PRO. ASIST).
- Federation of Trade Unions of Social Workers for People with Disabilities.
- 'HIPOCRAT' Trade Union Federation in Romania (HIPOCRAT).

The Federation of Non-Governmental Organizations for Social Services (FONSS) represents the employers.

According to data provided by the Labour Inspectorate, the number of active collective agreements in each NACE-2 sector of interest was:

- Residential care activities (Q-87): 8 in 2015, 22 in 2016, 44 in 2017, 52 in 2018, 54 in 2019, 24 in 2020.
- Social work activities without accommodation (Q-88): 5 in 2015, 8 in 2016, 20 in 2017, 17 in 2018, 22 in 2019, 10 in 2020.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by the collective bargaining agreements.

## Sampling information

The publicly available multi-employer sector-level collective bargaining agreement (MEB) for the social assistance sector is listed and coded.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	83,865	83,865	Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	24,361	24,361	Labour Inspectorate

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 8 - Residential and social care 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

### Social assistance

Eurofound identifier	CA-RO-2381
<b>Title (native language)</b>	CCM la nivel grup de unitati asistenta sociala
<b>Bargaining level</b>	Regional industry/sector level agreement
<b>Number of workers covered by the agreement in total</b>	8,000
<b>Quality of the figure</b>	Numbers are rough estimates, may be unreliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	8,000
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

### Social assistance

Eurofound identifier	CA-RO-2382
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<b>Title (native language)</b>	CCM grup de unitati asistenta sociala
<b>Bargaining level</b>	Regional industry/sector level agreement
<b>Number of workers covered by the agreement in total</b>	8,000
<b>Quality of the figure</b>	Numbers are rough estimates, may be unreliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	8,000
<b>Quality of the figure</b>	Numbers are rough estimates, may be unreliable

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 8 - Residential and social care (as defined in the project)
- A good fraction (20% to 49%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

## 9 - Arts, gambling and sports

### Background information

At national level, one trade union represents the employees, the Federation of Culture and Mass Media – Fair Mediasind. It is active in the sector and partially represents the employees from Sports activities and amusement and recreation activities (R-93): 6,034 employees (2015 data).

According to data provided by the Labour Inspectorate, the number of active collective agreements in each NACE-2 sector of interest was:

- Creative, arts and entertainment activities (R-90): 0 in 2015, 4 in 2016, 11 in 2017, 20 in 2018, 9 in 2019, 11 in 2020.
- Gambling and betting activities (R-92): 12 in 2015, 24 in 2016, 29 in 2017, 34 in 2018, 25 in 2019, 16 in 2020.
- Sports activities and amusement and recreation activities (R-93): 2 in 2015, 17 in 2016, 32 in 2017, 18 in 2018, 18 in 2019, 22 in 2020.

Collective bargaining is carried out at company-level.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by the collective bargaining agreements.

### Sampling information

Since specific information about company-level agreements is not made public, no collective agreement is provided for this sector.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	70,402	70,402	Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	6,059	6,059	Labour Inspectorate

# 10 - Personal services

## Background information

At national level, there is no information about trade unions and employers' organizations referring to the NACE-2 sector of interest S-96 (other personal service activities).

According to the data provided by the Labour Inspectorate, the number of collective agreements related to this NACE-2 sector of interest were 7 in 2015, 9 in 2016, 22 in 2017, 13 in 2018, 11 in 2019, 10 in 2020.

Collective bargaining is carried out at company-level.

The Labour Inspectorate provided the number of workers and the number of workers who are covered by the collective bargaining agreements.

## Sampling information

Since specific information about company-level agreements is not made public, no collective agreement is provided for this sector.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	44,063	44,063	data provided by the Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	468	468	data provided by the Labour Inspectorate

# 11 - Domestic personnel

## Background information

At national level, there is no information about trade unions and employers' organizations referring to the NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel).

The Labour Inspectorate provided the number of workers in this NACE-2 sector of interest.

## Sampling information

No information on collective bargaining in the NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel) is available.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	1,832	1,832	Labour Inspectorate
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>			Labour Inspectorate

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