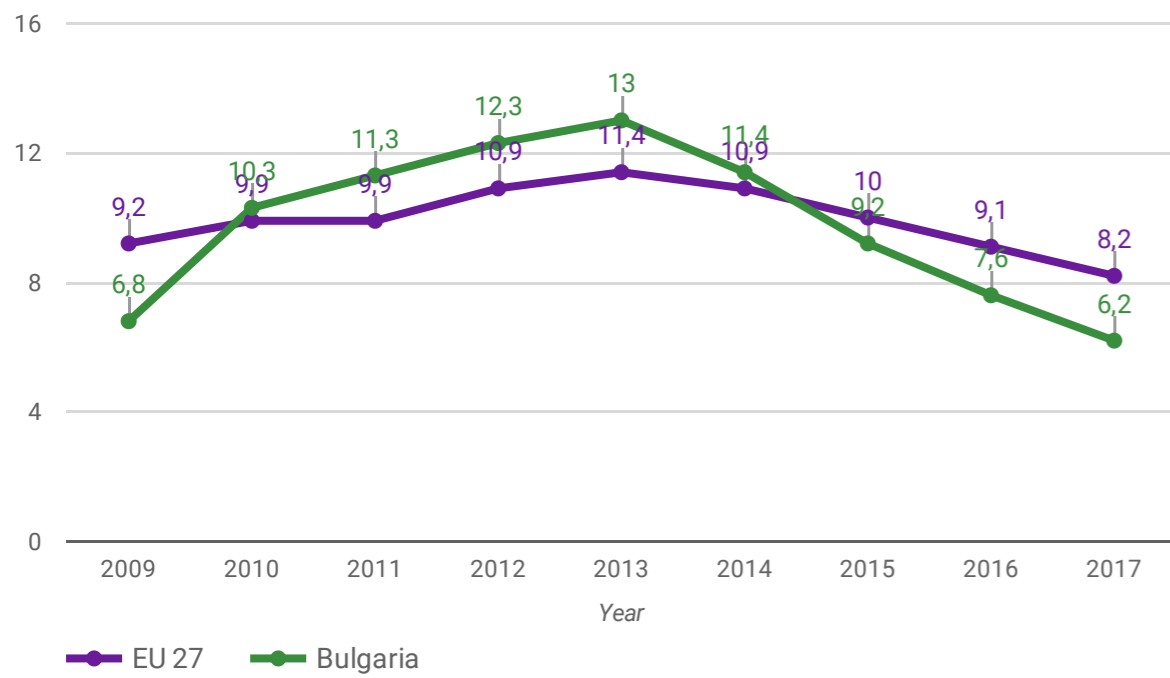


## Labour Market Characteristics and Policies

### EMPLOYMENT

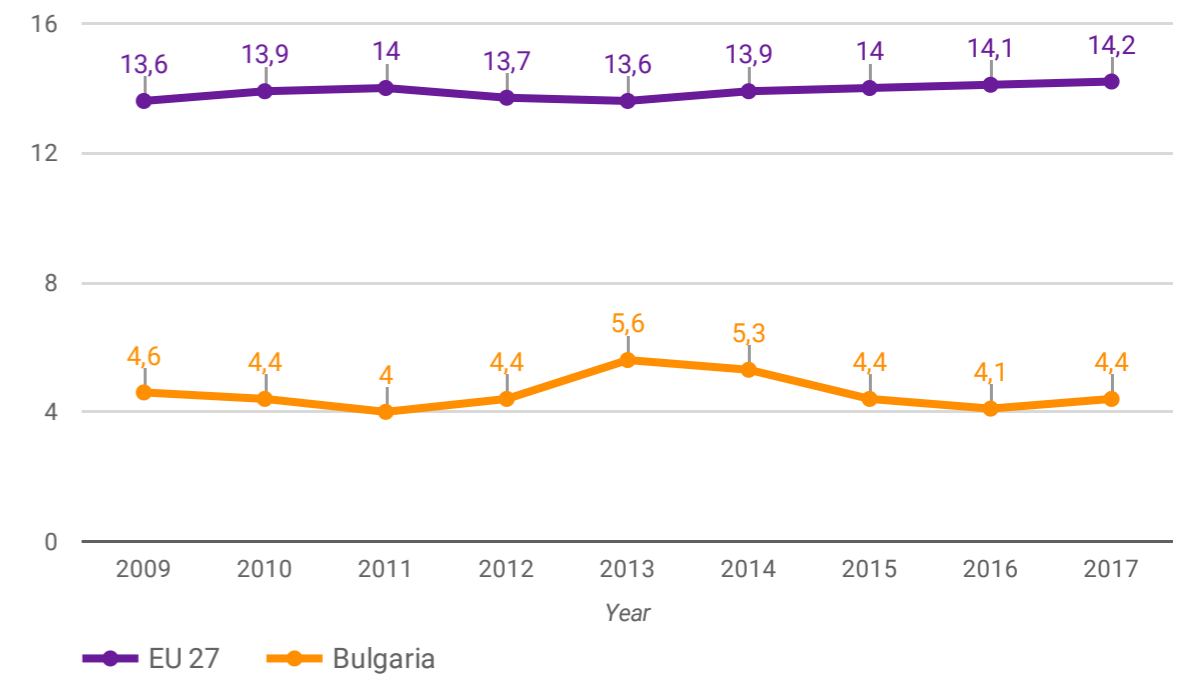


Unemployment rate



Employees with involuntary temporary contracts (% of temporary contracts): **61,3**

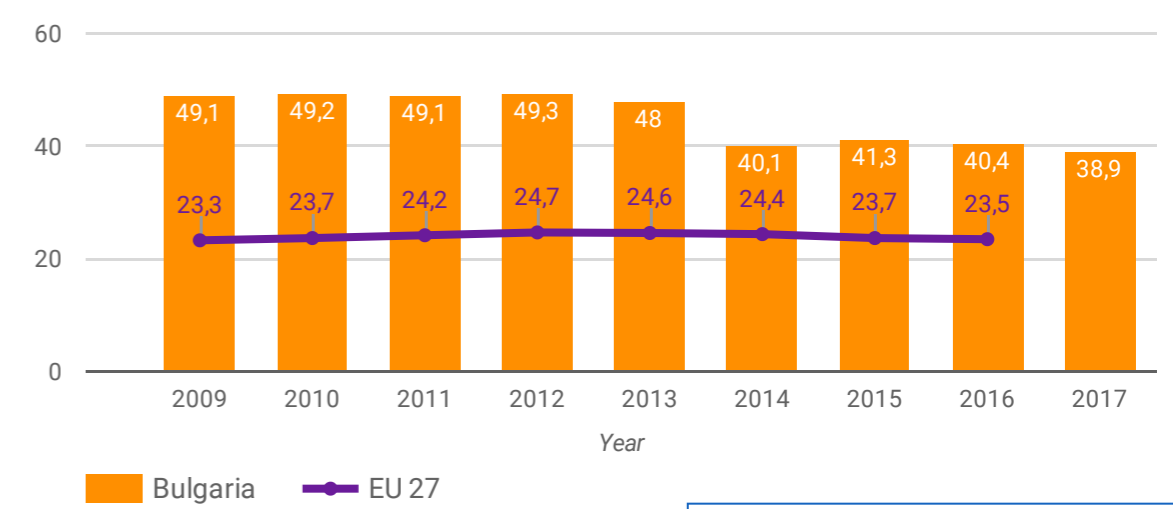
Temporary employees (% of total)



Employed persons (in thousands)

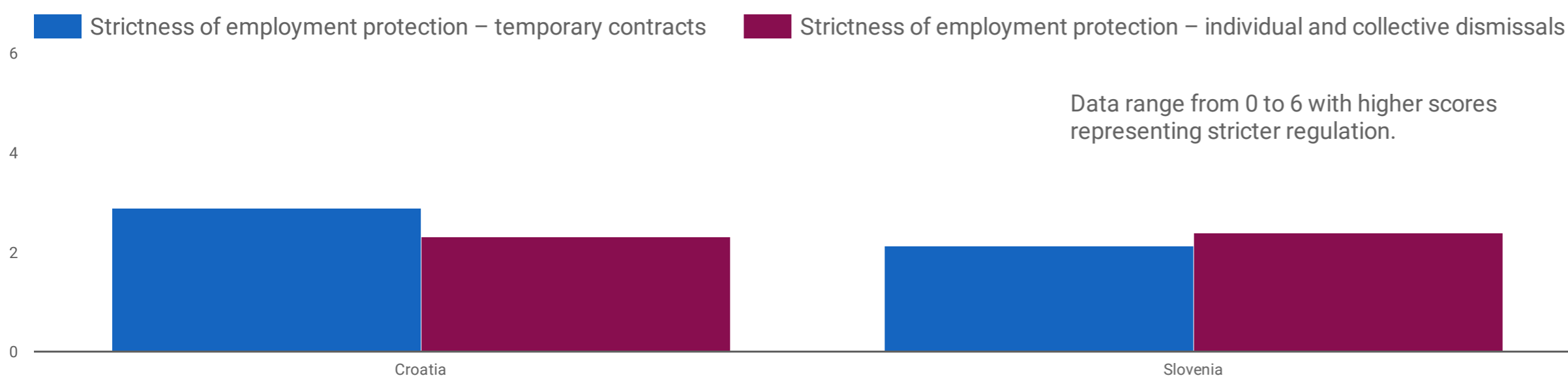


People at risk of poverty or social exclusion, %



Source: Eurostat, 2009-2017

OECD indicators of employment protection in South Eastern Europe



Source: OECD, 2013 - 2015 - No data for Bulgaria and Romania

### WAGES



Year	Minimum wages (EUR/month)	Gross average wages (EUR/month)
2009	122,71 €	365,94 €
2010	122,71 €	372,75 €
2011	122,71 €	422,6 €
2012	138,05 €	411,86 €
2013	158,5 €	448,33 €
2014	173,84 €	472,95 €
2015	184,07 €	426,17 €
2016	214,75 €	457,95 €
2017	235,2 €	null
2018	260,76 €	null

#### Lowest and highest paying industries:

Accommodation and food service activities: € 286,83 / month  
Information and communication: € 1173,20 / month



**Minimum wage (Eurostat):** monthly national minimum wages.  
**Gross average wages** are provided by the **UNECE Statistical Database**, compiled from national and international (OECD, EUROSTAT, CIS) official sources.

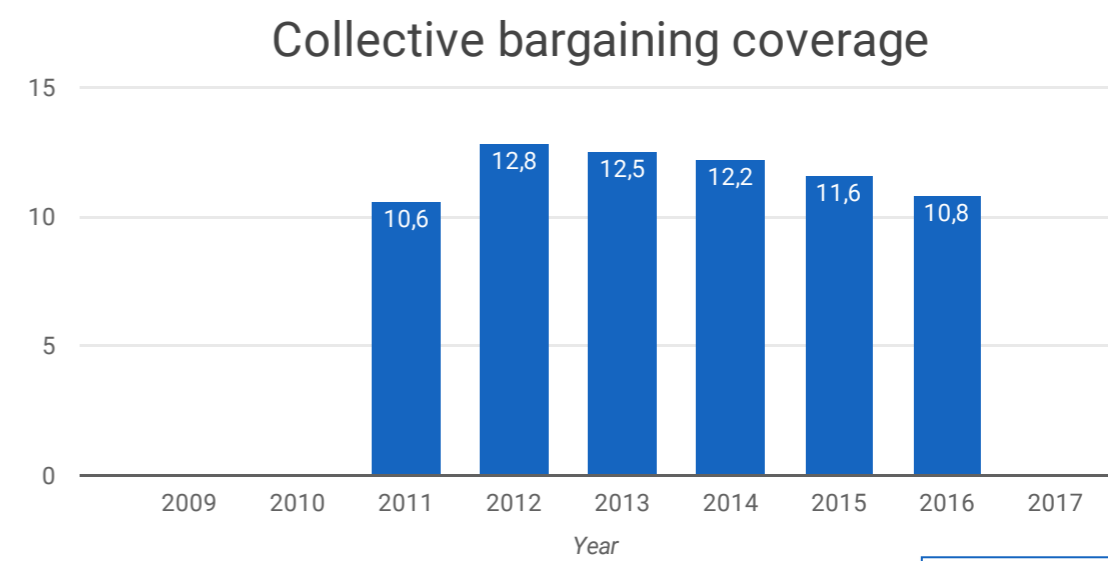
#### Collectively agreed wages

In 2017 no innovation in collective bargaining on branch and sectoral level, lack of data on company-level collective agreements. Some sectoral collective agreements (metal industry, construction, mining) define higher pay than the statutory minimum wage.

Source: Eurofound, 2016



**Bargaining coordination (Eurofound, 2017)** - The sectoral collective agreements define the minimum wage for the sector (depending on level of education, nature of work, working time). The employer could confirm or increase it taking into account the company's economic situation. Vertical bargaining coordination - replaced by traditional type of collective bargaining between equal partners. Predominant bargaining level is the company level, followed by branch/sectoral bargaining.

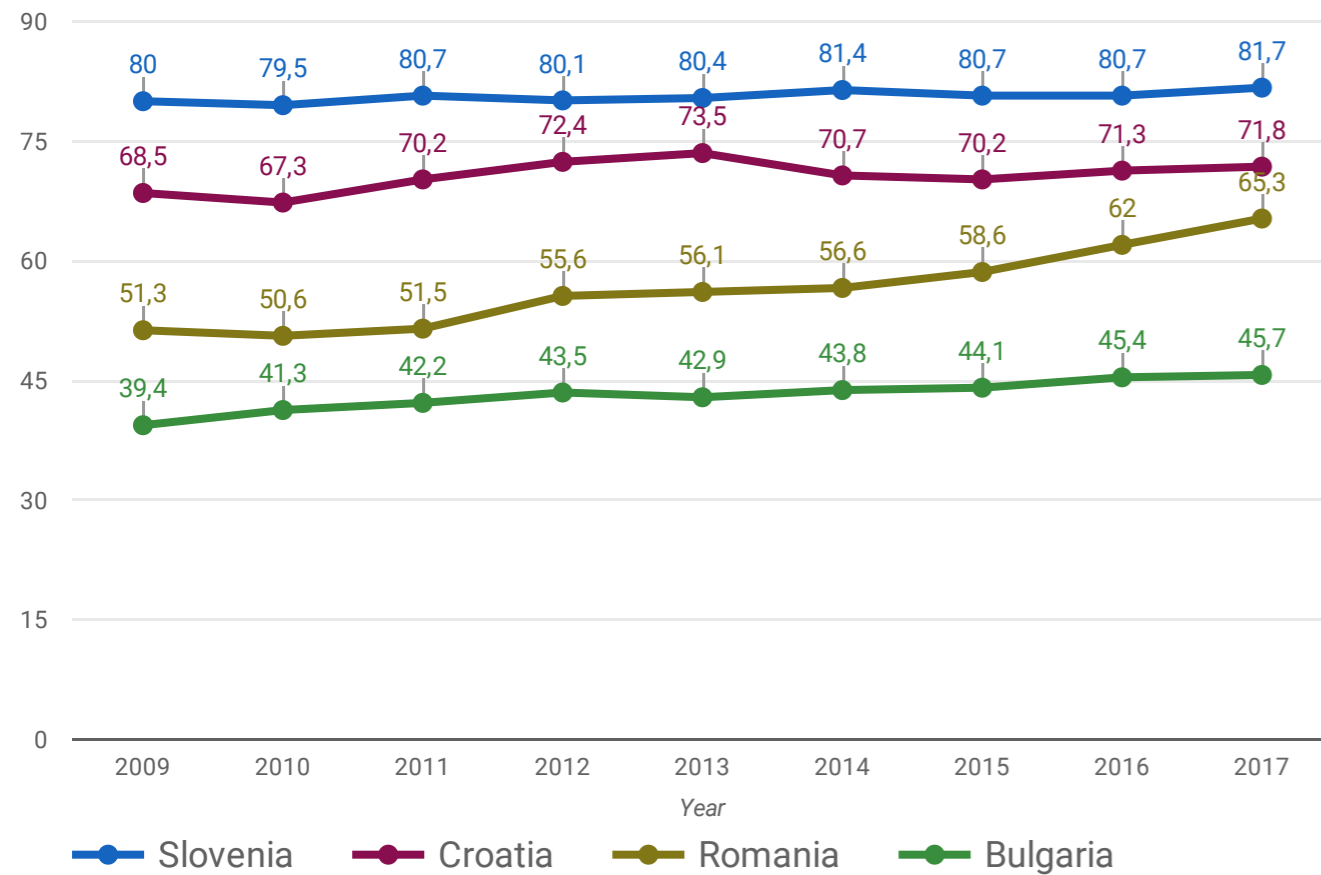


Source: ILO, 2009-2017

## ECONOMY



Labour productivity per person employed and hour worked (EU28=100) %



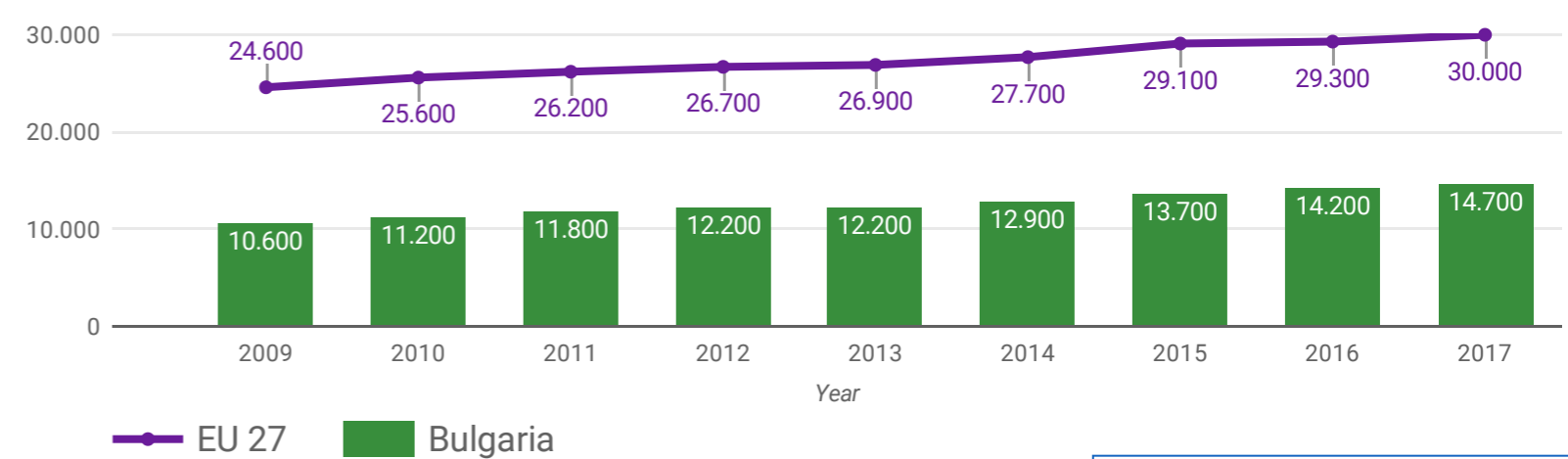
Employment in Foreign Controlled Enterprises (% total persons employed, 2015)

15,99

Value Added in Foreign Controlled Enterprises (% total value added, 2015)

32,71

Purchasing power adjusted GDP per capita (in PPS\_EU28)



Source: Eurostat, 2009-2017

## EMPLOYMENT PROTECTION POLICY



### Types of employment contracts

- Maximum probationary (trial) period
- Maximum number of successive FTCs
- Maximum cumulative duration of successive FTCs

- 6 month(s)
- 1
- 36 month(s).

### Substantive requirements for dismissals (justified and prohibited grounds) - 2016

- Obligation to provide reasons to the employee
- Valid grounds (justified dismissal)
- Prohibited grounds

- Yes.
- Worker's conduct; worker's capacity; economic reasons.
- Marital status; family responsibilities; race; colour; sex; sexual orientation; religion; political opinion; social origin; nationality/national origin; age; trade union membership and activities; disabilities; ethnic origin.

### Procedural requirements for individual dismissals

- Notice period

- Tenure ≥ 6 months 30 day(s). tenure ≥ 9 months 30 day(s). tenure ≥ 2 years 30 day(s). tenure ≥ 4 years 30 day(s). tenure ≥ 5 years 30 day(s). tenure ≥ 10 years 30 day(s). tenure ≥ 20 years 30 day(s).

### Severance pay and redundancy payment

- Severance pay

- No statutory severance pay except: - upon termination of employment due to an illness for employee of at least 5 years of service: 2 months' gross remuneration; - upon termination after the employee has acquired the right to a pension : 2 months' pay or 6 months' pay for a job tenure of 10 years
- Tenure ≥ 6 months: 1 month(s) tenure ≥ 9 months: 1 month(s) tenure ≥ 1 year: 1 month(s) tenure ≥ 2 years: 1 month(s) tenure ≥ 4 years: 1 month(s) tenure ≥ 5 years: 1 month(s) tenure ≥ 10 years: 1 month(s) tenure ≥ 20 years: 1 month(s).

- Redundancy payment

### Avenues for redress (penalties, remedies) and litigation procedure for individual complaints

- Compensation for unfair dismissal - free determination by court
- Compensation for unfair dismissal - Legal limits (ceiling in months or calculation method)

- No.
- Compensation for unlawful dismissal shall amount to the employer's gross remuneration for the period of unemployment caused by the dismissal but not for more than 6 months.

Source: Employment protection legislation ILO database - Source and scope of regulations - 2016