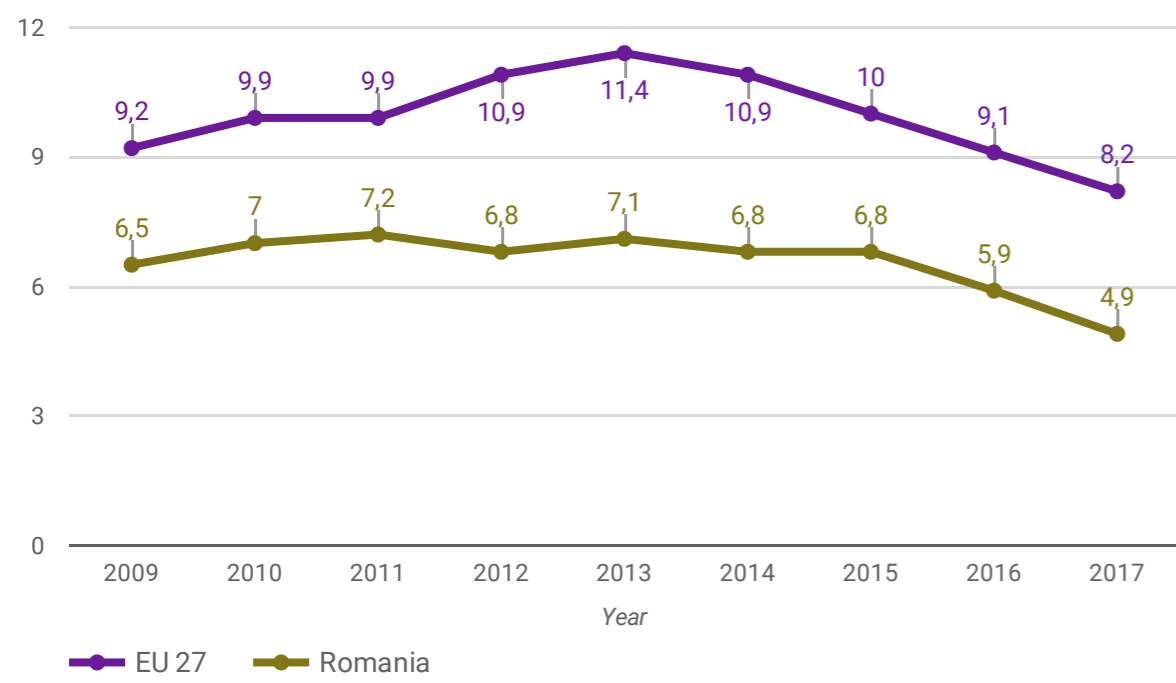


Labour Market Characteristics and Policies

EMPLOYMENT



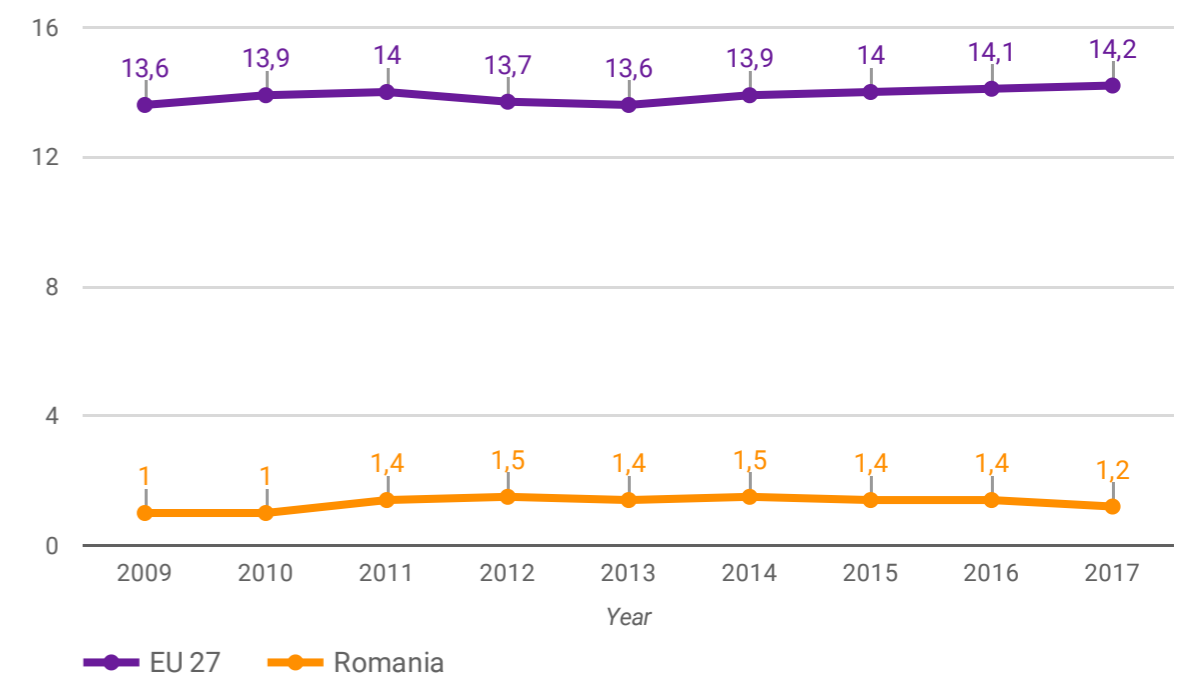
Unemployment rate



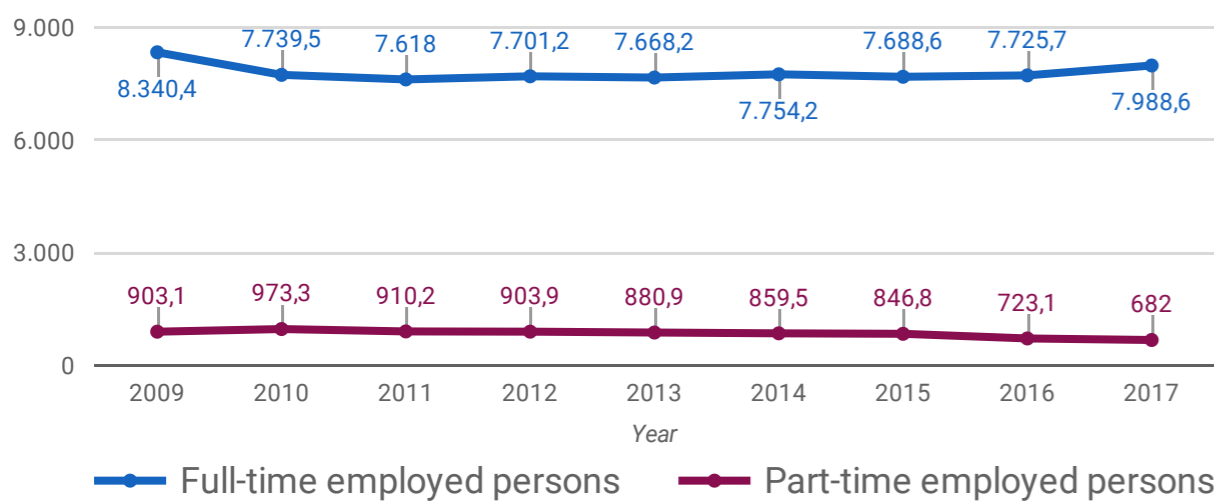
Temporary employment agency workers (% of total): **1,4**

Employees with involuntary temporary contracts (% of temporary contracts): **77,7**

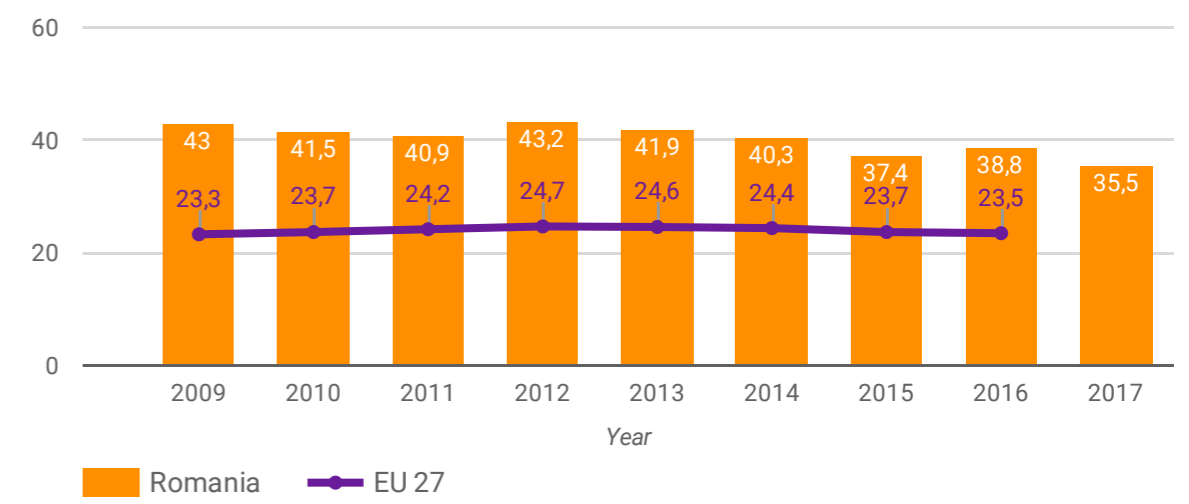
Temporary employees (% of total)



Employed persons (in thousands)

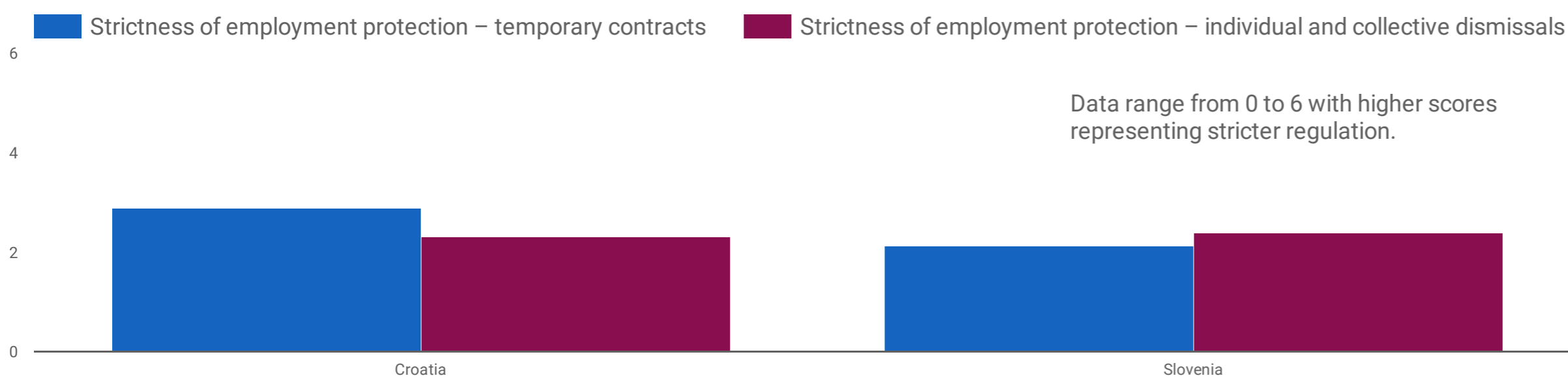


People at risk of poverty or social exclusion, %



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	149,16 €	531,99 €
2010	141,63 €	519,3 €
2011	157,2 €	568,46 €
2012	161,91 €	523,81 €
2013	157,5 €	573,83 €
2014	190,11 €	601,18 €
2015	217,5 €	544,26 €
2016	232,1 €	606,29 €
2017	275,39 €	null
2018	407,86 €	null

Lowest and highest paying industries:

Administrative and support service activities: € 376 / month
Financial and insurance activities: € 1132 / month



Collectively agreed wages

Collective bargaining concentrated at company level. In 2017 more higher-level collective agreements for particular types of occupational groups signed than in previous years (11 in 2017, 5 in 2016, 7 in 2015).

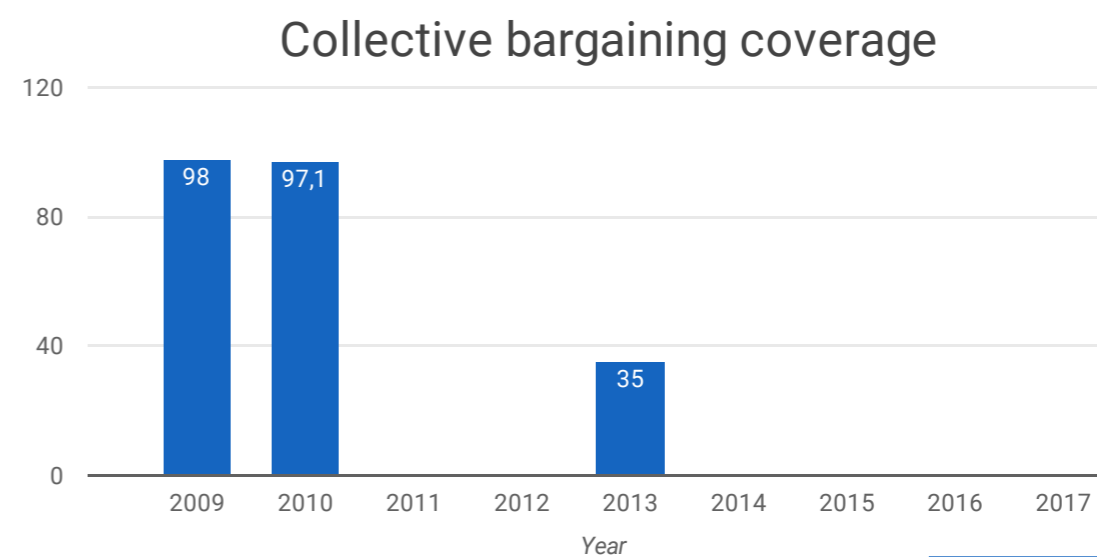
Source: Eurofound, 2017

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.



Bargaining coordination (Eurofound, 2017) - Disorganised decentralization of collective bargaining following the 2008 recession. Prior to the 2011 legislation change an automatic coordination among different bargaining levels was in practice. After 2011 the importance of company level collective agreements increased. However, sector level agreements still exist and are concentrated in sectors/sub-sectors with relatively strong unions, such as metal. A form of implicit coordination of wage demands by trade union federations and sectoral employers' federations exists.

Source: Trif and Paolucci, 2019, ETUI book Collective Bargaining in Europe

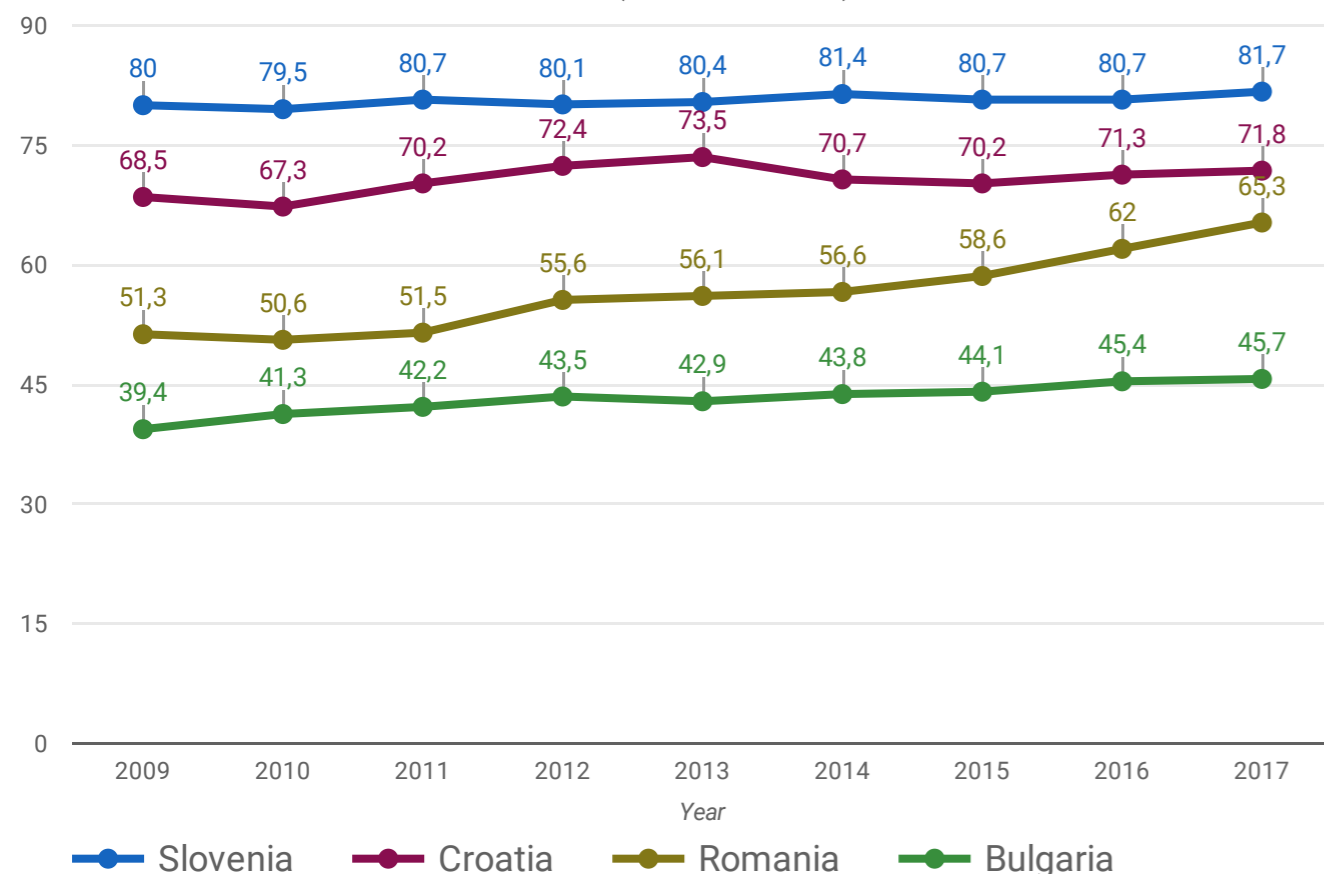


Source: ILO, 2009-2017

ECONOMY



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



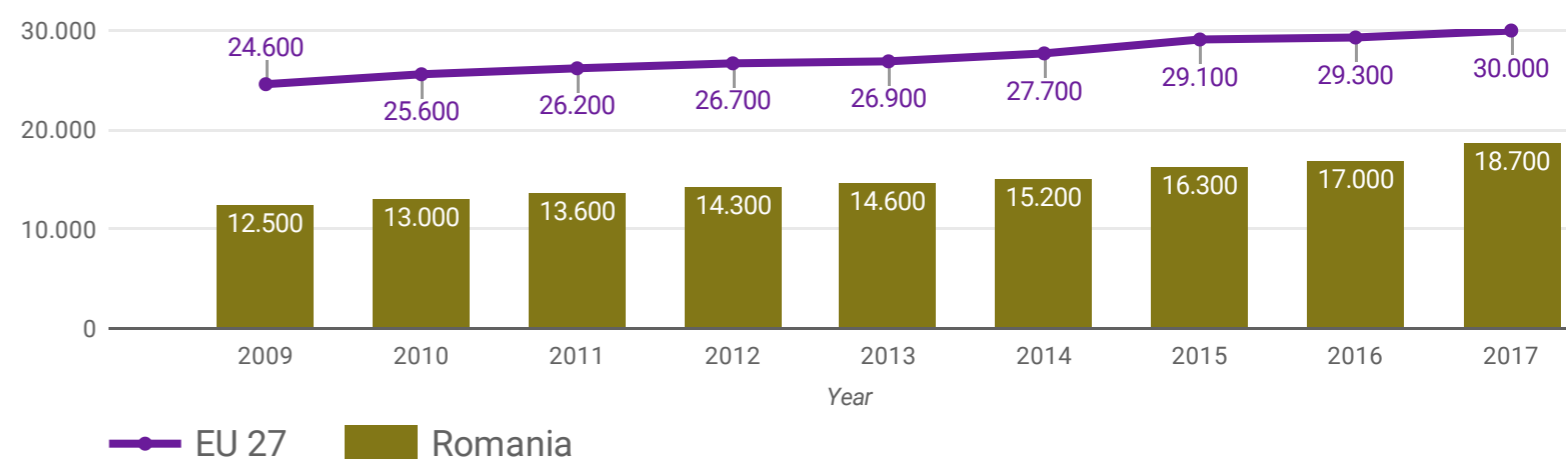
Employment in Foreign Controlled Enterprises (% total persons employed, 2015)

27,07

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

43,87

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

- 90 day(s).
- 3
- 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 capacity; economic reasons; worker's conduct.
- Marital status; pregnancy; maternity leave; family responsibilities; temporary work injury or illness; race; colour; sex; sexual orientation; religion; political opinion; social origin; nationality/national origin; age; trade union membership and activities; performing military or civil service; parental leave; participation in a lawful strike; genetic information; ethnic origin.

Procedural requirements for individual dismissals

- Notice period

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

Severance pay and redundancy payment

- Severance pay
- Redundancy payment

- No statutory severance pay.
- There are no provisions in the Labour Code on severance/redundancy pay.

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)

- Yes.
- If the dismissal was not well-founded or illegal, the court must invalidate it and order the employer to pay an indemnity equal to the indexed, increased or updated wages and the other entitlements the employee would have otherwise benefited from.

Source: Employment protection legislation ILO database - Source and scope of regulations - 2017