

# EMPLOYMENT & LABOUR MARKET

Helgi's Pocket Guide

January 2013

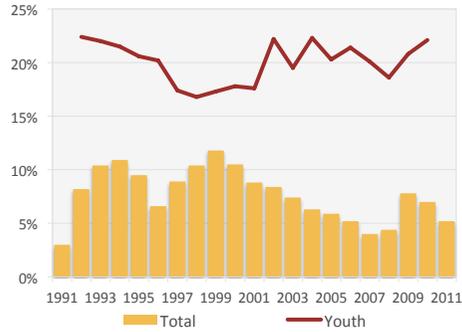


Romania

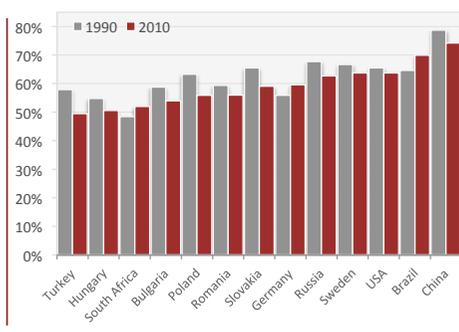
ROMANIAN EMPLOYMENT AT A GLANCE	1990	1995	2000	2005	2010
Unemployment Rate	3.0%	9.5%	10.5%	5.9%	7.0%
Long-Term Unemployed (As Of Unemployed)		47.1%	49.2%	56.3%	34.9%
Unemployment Rate, Female		8.6%	6.4%	6.4%	6.5%
Firing Costs (Weeks Of Wages)				6.0	8.0
Youth Unemployment (As Of Total Labour Force Ages 15-24)		20.6%	17.8%	20.3%	22.1%
Labour Force (mil)	10.5	11.3	11.8	10.0	10.2
Labour Participation Rate (As Of Total Population Ages 15+)	59.4%	62.8%	64.6%	55.0%	56.0%
Average Weekly Hours Actually Worked Per Worker					40.3
Gross Average Monthly Wage (Current USD)	204	136	131	332	598
Gross Average Monthly Wage (As Of German Level)	8.0%	4.8%	6.1%	10.5%	16.6%
Part-Time Employed (As Of Total Workforce)		14.5%	15.6%	10.2%	11.0%
Self-Employed (As Of Total Workforce)		39.3%	43.9%	35.3%	34.4%
Female Legislators, Senior Officials & Managers (Of Total)		28.2%	26.8%	29.2%	32.4%



## UNEMPLOYMENT



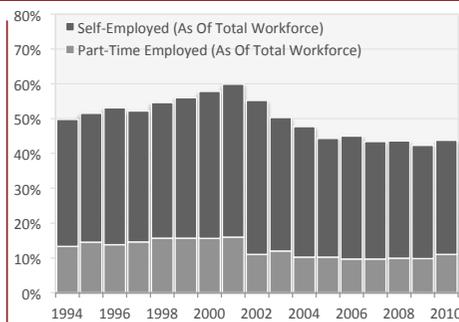
## WORK INTENSITY (Labour Participation Rate)



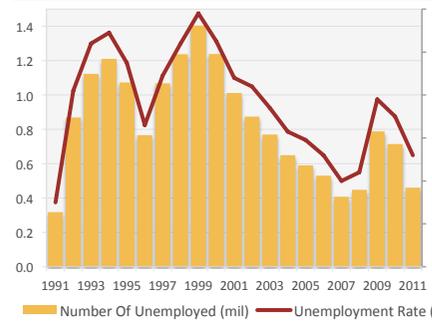
## COST OF WORK



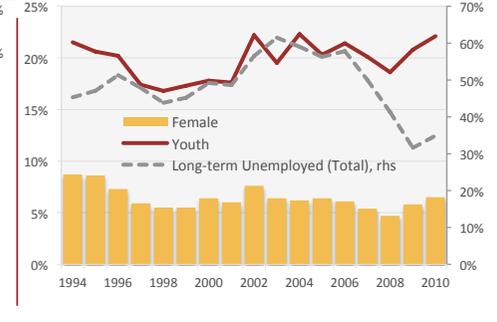
## WORK FLEXIBILITY



## UNEMPLOYMENT

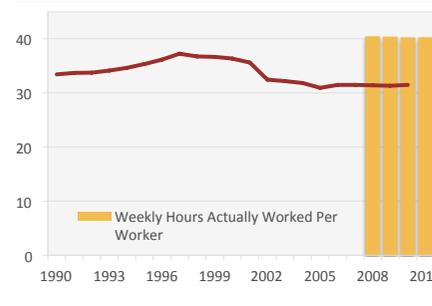


## UNEMPLOYMENT (Female, Youth & Long-Term)

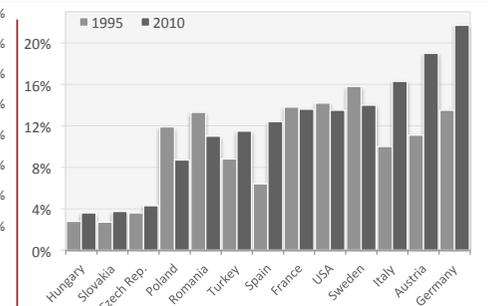


The Romanian unemployment rate reached 5.2% at the end of 2011, or 0.461 mil people were looking for a job. Despite being a much smaller headache than in the rest of the EU, the structure of unemployment remains a problem, especially among youngsters and those who are 50+ years old or in certain regions where unemployment easily reaches twice the nationwide level.

## WORK INTENSITY

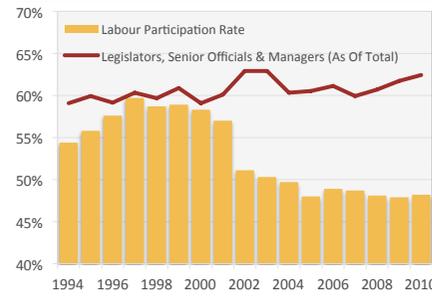


## PART-TIME WORKERS (As Of Total Workforce)

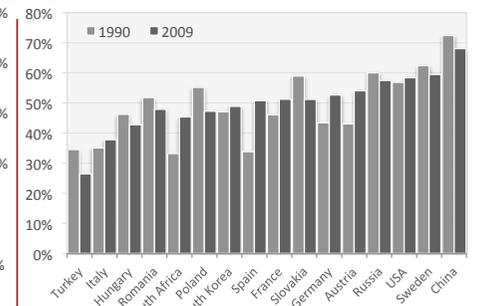


Romanians work hard in nominal terms, but are still far from working efficiently. They spend a lot of time at work (40.3 hours a week on average, according to Eurostat) compared to other EU countries (37.4 hours on average). Having said that, they work less and there are fewer workers there than a decade ago. One difference compared to the other parts of Central and Eastern Europe is the flexibility of the labour market - nearly 10% of Romanians work part-time, compared to around 5% in the rest of CEE.

## WOMEN AT WORK



## FEMALE LABOUR PARTICIPATION RATE



Romania still wastes women's potential as relatively few of them work (or can work, given the circumstances). Unlike a number of Western European countries, where women's work is actively supported (through the tax system, part-time job support, or kindergartens, for example), the Romanian system offers little of that. What is most worrying, however, is that it has been getting worse over the last decade.

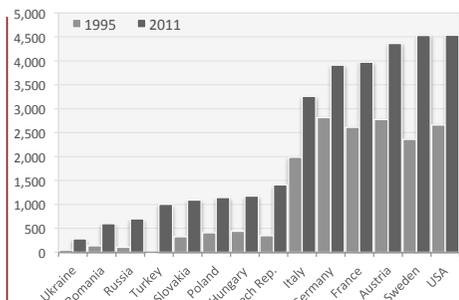
Source: World Bank, National Statistical Office, United Nations, OECD, Helgi Analytics calculation

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### COST OF WORK

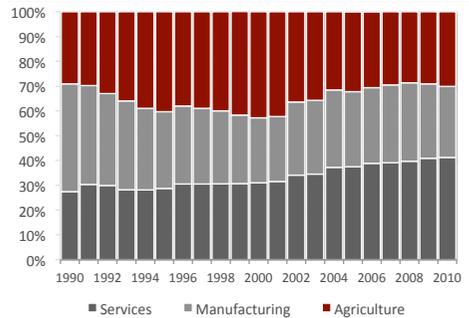


### GROSS MONTHLY WAGE (USD)

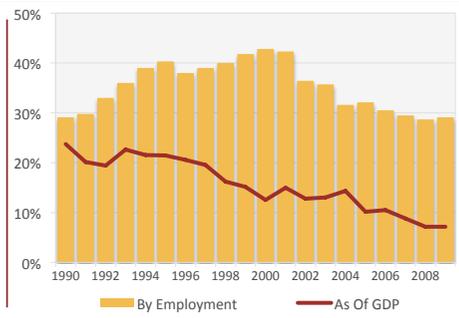


The average Romanian gross monthly salary has increased nearly fivefold over the last decade in USD terms and amounted to USD 649 at the end of 2011. Still, this is only half the level compared to the Czech Republic and a fifth of the German level. Romanians (and Eastern Europeans in general) work hard in terms of time spent at work, though low productivity remains the biggest obstacle to earning higher wages.

### STRUCTURE OF EMPLOYMENT

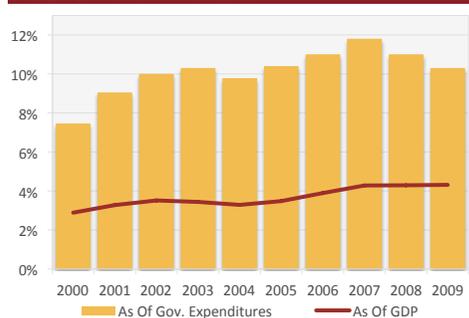


### AGRICULTURE

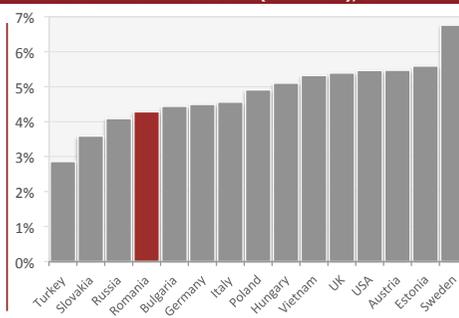


Services have been gradually taking over jobs from agriculture and manufacturing. Compared to 1990, for example, services employ a halve more people, or over 40% of the total workforce. The proportion of people working in the agricultural sector, once a dominant part of the economy, has already dropped from over 40% in 2000 to less than 30% of the total workforce now.

### PUBLIC EDUCATION SPENDING



### PUBLIC EDUCATION SPENDING (As Of GDP), 2008



The Romanian education system is rather weak and underfunded, but there are signs of improvement, at least in terms of expenditures invested into education. In 2004, the adult literacy rate was 97.3% (45th worldwide), while the combined gross enrolment ratio for primary, secondary and tertiary schools was 75% (52nd worldwide). The PISA assessment of education put Romania in 49th place (among 65 countries tested), with only 84% of the average score in 2009.

Source: World Bank, National Statistical Office, United Nations, OECD, Helgi Analytics calculation

### POPULATION

		2003	2004	2005	2006	2007	2008	2009	2010	2011
Population	mil	21.7	21.7	21.6	21.6	21.5	21.5	21.5	21.4	21.4
Population (As % Of World Population)	%	0.34%	0.34%	0.33%	0.33%	0.32%	0.32%	0.32%	0.31%	0.31%
Persons Per Household	persons	2.98	2.99	2.99	3.00	2.99	3.00	3.01	3.01	3.02
Share Of Population (0-14 Years Of Age)	%	17%	16%	16%	15%	15%	15%	15%	15%	15%
Share Of Population (15-64 Years Of Age)	%	69%	69%	70%	70%	70%	70%	70%	70%	70%
Share Of Population (65+ Years Of Age)	%	14%	15%	15%	15%	15%	15%	15%	15%	15%
Median Age	years	35.9	36.3	36.7	37.0	37.4	37.7	38.1	38.4	38.7
Old Age Dependency Ratio	%	21%	21%	21%	21%	21%	21%	21%	21%	22%
Youth Dependency Ratio	%	24%	23%	22%	22%	22%	22%	22%	22%	22%
Life Expectancy, both sexes	years	71.3	71.6	71.9	72.2	72.6	72.6	73.3	73.5	
Life Expectancy At 65, both sexes	years	14.6	14.9	15.0	15.2	15.6	15.8	15.8	15.8	
Total Fertility Rate	children	1.27	1.29	1.32	1.32	1.30	1.35	1.38	1.38	
Urban Population	mil	11.5	11.5	11.4	11.4	11.4	11.4	11.3	11.3	11.3
Urban Population As Of Total	%	53%	53%	53%	53%	53%	53%	53%	53%	53%
Population In Largest City (As Of Total Population)	%	8.9%	8.9%	8.9%	8.9%	9.0%	9.0%	9.0%	9.0%	

### EMPLOYMENT

		2003	2004	2005	2006	2007	2008	2009	2010	2011
Labour Force	mil	10.4	10.3	10.0	10.2	10.2	10.2	10.1	10.2	
Labour Force To Population	%	48%	47%	46%	47%	47%	47%	47%	48%	
Labour Participation Rate	%	57%	57%	55%	56%	56%	56%	56%	56%	
Labour Participation Rate (Female)	%	50%	50%	48%	49%	49%	48%	48%	48%	
Labour Participation Rate (Male)	%	65%	64%	63%	64%	64%	64%	64%	65%	
Female To Male Labour Participation Rate	%	78%	78%	77%	77%	76%	75%	75%	75%	
Unemployment Rate	%	7.4%	6.3%	5.9%	5.2%	4.0%	4.4%	7.8%	7.0%	5.2%
Long-Term Unemployed (As Of Total Unemployed)	%	62%	59%	56%	58%	50%	41%	32%	35%	
Unemployment Rate (Female)	%	6.4%	6.2%	6.4%	6.1%	5.4%	4.7%	5.8%	6.5%	
Unemployment Rate (Male)	%	7.4%	9.0%	7.8%	8.2%	7.2%	6.7%	7.7%	7.9%	
Unemployment (Youth Male)	%	19.2%	25.1%	21.5%	22.3%	21.1%	18.8%	21.2%	22.3%	
Unemployment (Youth Female)	%	20.0%	18.7%	18.4%	20.2%	18.7%	18.3%	20.1%	21.8%	
Average Duration Of Unemployment	months									
Gross Average Monthly Wage (Current USD)	USD	200	251	332	408	573	699	606	598	649
Monthly Minimum Wage (Current USD)	USD	75	86	106	118	160	202	197	189	
Minimum Wage (As % Of Gross Wage)	%	38%	34%	32%	29%	28%	29%	33%	32%	
Gender Pay Gap (As % Of Monthly Earnings)	%	19%	16%	14%	13%	11%				
Average Annual Hours Actually Worked Per Worker	hours						2,106	2,101	2,096	2,096
Self-Employed (As Of Total Workforce)	%	38%	34%	35%	34%	34%	33%	33%	34%	
Self-Employed, Female (As Of Female Workforce)	%	39%	34%	35%	33%	33%	32%	33%	34%	
Self-Employed, Male (As Of Male Workforce)	%	37%	34%	36%	34%	34%	33%	33%	35%	
Part-Time Employed (As % Of Total Workforce)	%	12.0%	10.2%	10.2%	9.7%	9.7%	9.9%	9.8%	11.0%	
Part-Time Employment, Female (As Of Total Female Employment)	%	13.0%	10.8%	10.5%	9.8%	10.4%	10.8%	10.6%	11.4%	
Part-Time Employment, Male (As Of Total Male Employment)	%	11.1%	9.7%	10.0%	9.5%	9.2%	9.1%	9.1%	10.6%	
Employment In Agriculture (As Of Total Workforce)	%	36%	32%	32%	31%	30%	29%	29%	30%	
Employment In Industry (As Of Total Workforce)	%	30%	31%	30%	31%	31%	32%	30%	29%	
Employment In Services (As % Of Total Workforce)	%	35%	37%	38%	39%	39%	40%	41%	41%	
Firing Costs (Weeks Of Wages)	weeks	6.0	6.0	6.0	6.0	8.0	8.0	8.0		
Managerial Positions (As Of Total Workforce)	%	8.4%	9.0%	9.1%	7.7%	6.7%	6.2%	6.6%	6.0%	
Female Legislators, Senior Officials & Managers (As Of Total)	%	33%	29%	29%	30%	28%	30%	31%	32%	
Proportion Of Seats Held By Women In National Parliaments	%	11%	11%	11%	11%	9%	11%	11%	11%	11%
Vulnerable Employment, Total (As % Of Total Employment)	%	36%	32%	34%	32%	32%	31%	31%	33%	

Source: Source: World Bank, National Statistical Office, United Nations, OECD, Helgi Analytics calculation. For more details, description and explanation of particular indicators, please, visit [www.helgilibrary.com](http://www.helgilibrary.com)

MACROECONOMIC ROUND-UP		2003	2004	2005	2006	2007	2008	2009	2010	2011
GDP	USD bil	59.5	75.5	98.9	122.6	169.3	200.1	161.1	161.6	179.8
GDP Growth	%	5.2%	8.4%	4.2%	7.9%	6.0%	9.4%	-8.5%	1.0%	-0.4%
GDP Per Capita	USD	2,737	3,481	4,572	5,681	7,856	9,300	7,500	7,539	8,405
Industrial Production Growth	%	-0.8%	2.7%	-3.1%	9.3%	10.4%	2.6%	-5.5%	5.5%	
Retail Sales Growth	%									
Government Budget Balance (As % Of GDP)	%	-1.5%	-1.2%	-1.2%	-2.2%	-2.5%	-5.4%	-7.4%	-6.8%	
Public Debt (As % Of GDP)	%	21%	19%	18%	13%	13%	14%	24%	31%	33%
Unemployment Rate	%	7.4%	6.3%	5.9%	5.2%	4.0%	4.4%	7.8%	7.0%	5.2%
Gross Average Monthly Wage	USD	200	251	332	408	573	699	606	598	649
Foreign Debt (As % Of GDP)	%	38%	39%	39%	44%	50%	50%	74%	76%	
Imports (As % Of GDP)	%	42%	45%	43%	39%	43%	44%	40%	30%	29%
Exports (As % Of GDP)	%	35%	36%	33%	30%	31%	31%	33%	24%	22%
Current Account Balance (As % Of GDP)	%	-5.6%	-8.5%	-8.6%	-10.4%	-13.4%	-11.6%	-4.2%	-4.5%	-4.4%
Foreign Exchange Reserves (Including Gold)	USD bil	9.4	16.1	21.6	30.2	40.0	39.8	44.4	48.0	48.0
Foreign Exchange Reserves (As % Of Imports)	%	38%	47%	50%	64%	55%	45%	69%	100%	92%
Foreign Direct Investments	USD bil	1.8	6.4	6.9	11.5	10.3	13.8	4.9	3.2	2.6
Foreign Direct Investments (As % Of GDP)	%	3.1%	8.5%	6.9%	9.3%	6.1%	6.9%	3.1%	2.0%	1.4%
Foreign Direct Investments (As % Of CA Deficit)	%	56%	101%	81%	90%	45%	59%	73%	45%	32%
Workers' Remittances, Received (As % Of GDP)	%	0.2%	0.2%	4.8%	5.4%	5.0%	4.6%	3.0%	2.4%	2.2%
Portfolio Investments (As % Of GDP)	%	1.0%	-0.7%	1.0%	-0.2%	0.4%	-0.4%	0.5%	0.8%	1.4%
Development Assistance (As % Of GDP)	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

INFLATION, FOREX & INTEREST RATES		2003	2004	2005	2006	2007	2008	2009	2010	2011
Inflation, CPI (Average)	%	15.3%	11.9%	9.0%	6.6%	4.8%	7.8%	5.6%	6.1%	5.8%
Long-Term Interest Rate (10-Year Gov. Bond Yield)	%				7.2%	7.1%	7.7%	9.7%	7.3%	
Short-Term Interbank Interest Rate (3-Month)	%	17.7%	19.1%	8.4%	8.1%	7.2%	12.3%	11.3%	6.5%	
Interest Spread To US\$, 10-Year Gov. Bond	%	-4.0%	-4.3%	-4.3%	2.4%	2.5%	4.0%	6.4%	4.1%	-2.8%
Interest Spread To US\$, 3M IBOR	%	16.6%	17.6%	4.8%	2.9%	2.0%	9.1%	10.4%	6.0%	-0.4%
FX Rate To USD (Average)	per USD	3.32	3.26	2.91	2.81	2.44	2.52	3.05	3.18	3.05
FX Rate To EUR (Average)	per EUR	3.75	4.05	3.62	3.52	3.34	3.68	4.24	4.21	4.24

Source: National Statistical Office, National Central Bank, World Bank, Eurostat, United Nations. For more details, description and explanation of particular indicators, please, visit [www.helgilibrary.com](http://www.helgilibrary.com)



[www.HelgiAnalytics.com](http://www.HelgiAnalytics.com)

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Helgi Analytics is a consulting company based in the Czech Republic. The company mainly provides consultancy in the area of financial services and real estate and focuses primarily on the region of Central and Eastern Europe.

Helgi Analytics also runs a web application called Helgi Library, which is a database/library offering data and analyses on more than 95% of the world's economy and population. The Library aims to bring interesting statistical data and analyses to a wide audience under affordable conditions. If you wish to get more details, please visit [www.helgilibrary.com](http://www.helgilibrary.com) or contact us at [info@helgianalytics.com](mailto:info@helgianalytics.com).

### Helgi Analytics

Eliasova 38, Prague 6  
160 00, Czech Republic  
[www.helgianalytics.com](http://www.helgianalytics.com)

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