

PRESS RELEASE

No. 225 of September 26, 2012

Structure of earnings in October 2010 and year 2010

Structure of earnings survey (SES 2010)

For correct interpretation of results, please consult the Methodological notes from page 6 of the Press release

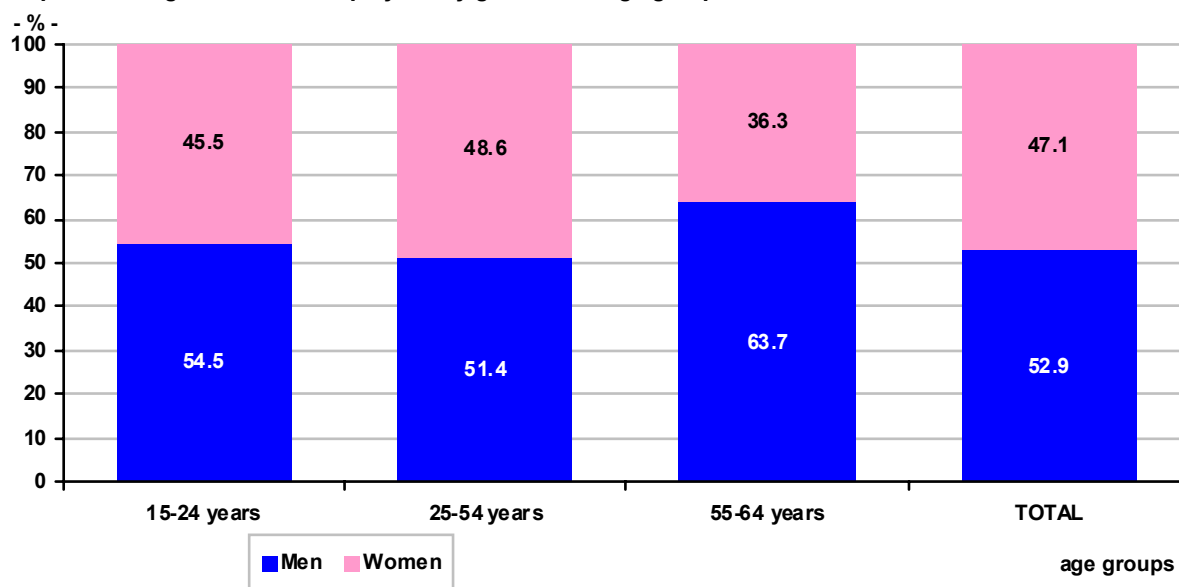
The average gross monthly earnings registered at national level in the enterprises with at least 10 employees, was 1922 lei/person and the net one 1395 lei/person. Women earned about 10% lower than men.

Number of employees

The average number of employees in **October 2010**, for enterprises with at least 10 employees was 4064.5 thousand persons, 47.1% represented by women. The largest contingent (83.6% of all employees) was **aged** 25-54 years, and young people (15-24 years) represented only 5.7% of all employees.

Employees with higher education level had a weight of 29.1%, women having the majority (55.9%). Of the total number of 4064.5 thousand employees, 64.0% were graduates of medium education level (upper secondary and post-secondary education).

Graph 1. Average number of employees by gender and age groups, in October 2010



Earnings in October 2010

The average monthly **gross earnings** registered at national level in enterprises with at least 10 employees in October 2010 was 1922 lei/person and the **net earnings** was 1395 lei/person.

The average monthly earnings achieved by women represented 90.4% of the men's gross earnings, respectively 90.7% of the men's net earnings.

The gradual increase of the level of earnings achieved with the age group includes all ranges, the highest monthly earnings being earned by employees aged 55-64 years (2193 lei per month/person gross earnings, respectively, 1580 lei per month/person net earnings).

The lowest average monthly earnings differences between men and women are in youth cases (15-24 years), where women earned with 51 lei/month gross earnings, respectively 35 lei/month net earnings less than men from this age group.

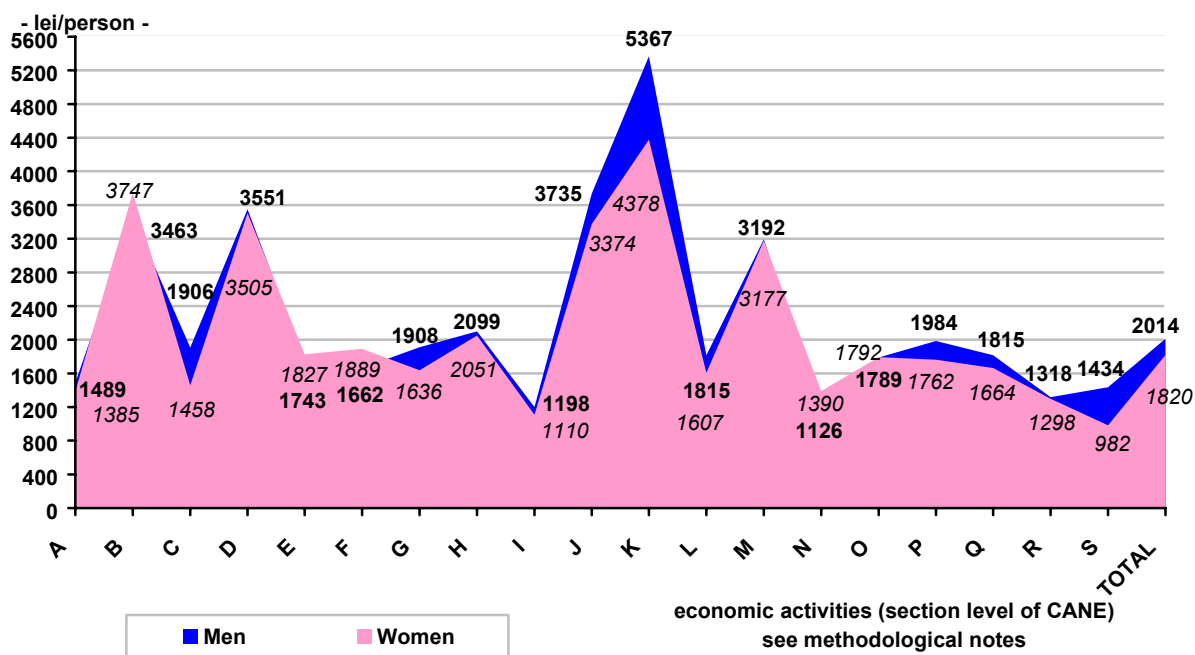
With age, the average monthly earnings gap between women and men increases, so that the difference recorded for older employees reach to 238 lei/month gross earnings, respectively over 168 lei/month net earnings, unfavourable for women of this age group.

Although by total economy, the men's average net earnings is higher than that of women's with 135 lei, the difference in absolute figures becomes even higher as the educational level moves up towards the upper limit. Men with superior educational level earn over 400 lei/month more than women belonging to the same category.

The average monthly net earnings of the employees with superior educational level are about 2.8 times higher than the ones with low educational level, respectively 2.1 times higher than the ones with medium educational level.

In most economic activities, men earned more than women, the highest average gross earnings differences were recorded as follows: 46.0% in other service activities, 30.7% in manufacturing, 22.6% in financial and insurance activities, 16.6% in wholesale and retail trade.

Graph 2. Average monthly gross earnings by gender and economic activities, in October 2010



The personnel employed in public sector, earned a monthly gross earnings of 1998 lei, with 76 lei above the national average, for men an increase by 211 lei/month was registered (compared to 2014 lei/month the national average) and for women, only with 9 lei/month lower (compared to 1820 lei/month the national average).

For the employees of the private sector, the average gross monthly earnings are below the national average with 39 lei for gross earnings and 26 lei for net earnings.

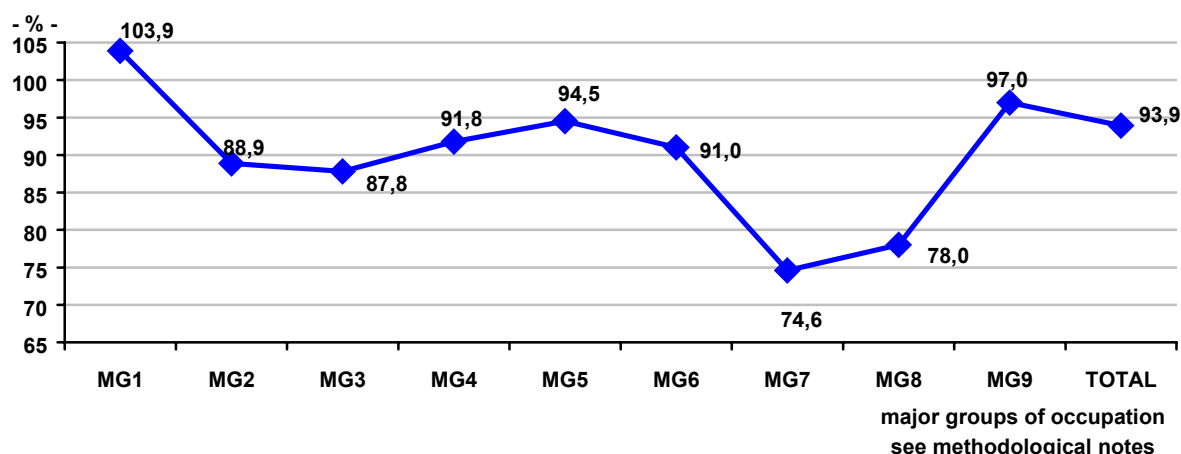
Earnings for year 2010

In 2010, the average **annual**¹ gross earnings were 23561 lei/person, with significant differences by gender (22772 lei/person for women compared to 24264 lei/person for men).

Regardless of the age group, the highest annual earnings are earned by employees who, by occupational features, fall into the group of managers - MG1. As against the national average, they earn double or even more for the employees aged 25-54 years, the ratio being 2.6:1 (as for the total major group). Also, the professionals - MG2, for all age groups, earned well over the national average. The average gross earnings in that group of occupations are by 47.1% higher than the national average.

At the opposite side, the elementary occupations - MG9 are situated with the lowest annual earnings, representing only 46.5% of the national average.

Graph 3. Ratio of the average gross earnings of women and men, by major groups of occupation in 2010



The largest gap between women's and men's earnings is registered for the occupations of craft and related trades workers - MG7 (+34.0%; 15079 lei per year/person for females compared to 20208 lei per year/person for males), and for those of plant and machine operators and assemblers - MG8 (+28.2%; 16315 lei per year/person for females compared to 20908 lei per year/person for males).

Women working in units with 10-49 employees earned the lowest in 2010, which in gross figures is 14494 lei/year, representing 63.6% of the women's average gross annual earnings and 61.5% of the national annual average.

The highest average gross annual earnings are registered by men employed in very large enterprises (1000 employees and more), 32146 lei/year, representing 132.5% of the men's average gross annual earnings regardless of enterprise size and 136.4% of the national annual average.

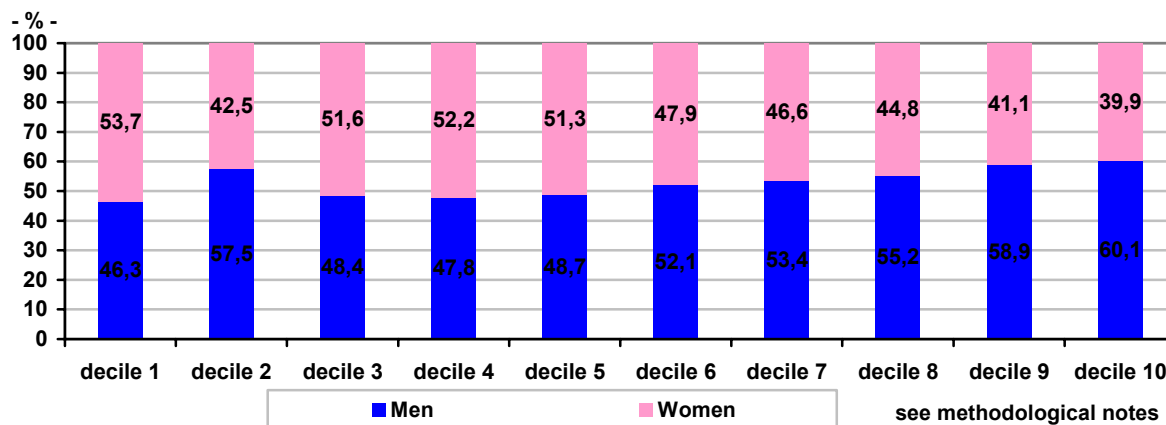
The highest annual gross earnings are related to employees with 15-19 years length in the same enterprise, 32414 lei/year, with significant differences by gender (31724 lei/year for women as against 33138 lei/year for men). Employees with less than one year service length have an annual average earnings of 11945 lei, with over 11600 lei less than the national average and with an insignificant difference between women and men (only of 75 lei/year for women).

¹ The average annual gross earnings is calculated based on the total gross amounts of the year 2010, therefore is higher than the one which would result by simply multiplying the average annual monthly gross earnings of October by 12 months

Inequalities in the earnings distribution

The earnings level varies significantly between different sectors of economic activity, ownership etc., differences which appear as a direct effect of shifts in levels of education and qualification, hierarchical position in the workplace, occupation exercised.

Graph 4. Employees' share by gender within each deciles, in October 2010
(deciles are calculated based on the average gross monthly earnings)

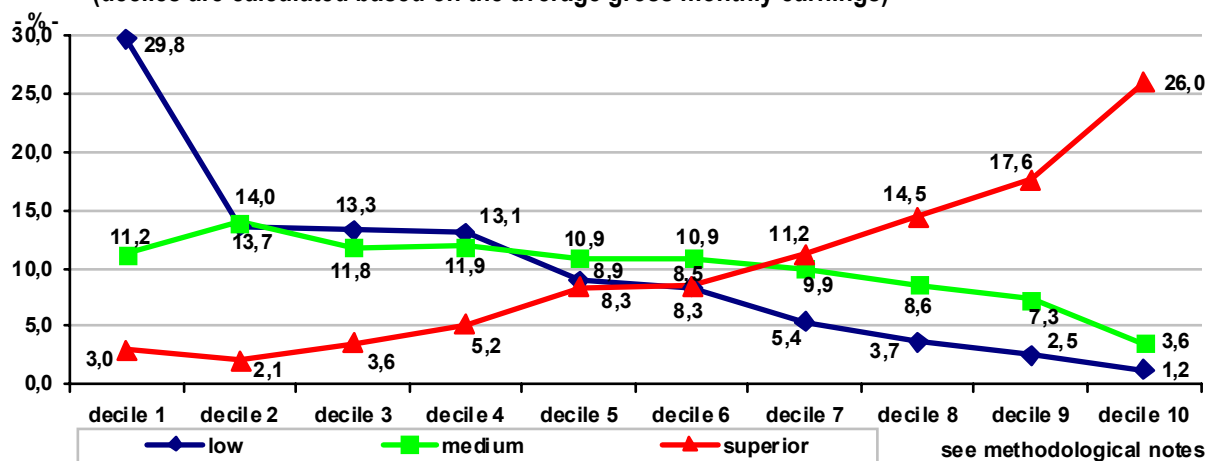


The structure of employees by gender is uneven: men hold up the upper deciles (6-10), where higher gross earnings are earned, and women have the majority only in lower deciles (1, 3, 4 and 5).

Young people (15-24 years) are present mainly in the first deciles (1-5), where lower earnings are placed, meanwhile the elder employees (55-64 years) hold up the upper deciles (7-10) where higher earnings are made. Employees aged 25-54 years - the largest contingent – are distributed almost equally on the 10 deciles.

The distribution of employees by earnings deciles (monthly gross earnings in October 2010) shows that those with higher education are mostly found in the upper deciles (7-10), earning much more than those with low levels of education, that focuses on the lower deciles (1-4). The distribution of employees remains also the same for the variables average monthly net earnings and annual gross earnings.

Graph 5. Employees' distribution by deciles on educational level, in October 2010
(deciles are calculated based on the average gross monthly earnings)



Employees in the upper deciles (10th deciles) earned about 10 times more than the employees in the lower deciles (1st deciles) in October 2010 and over 13 times more at year level.

By gender, the ratio between the top deciles (10th deciles) and the lower deciles (1st deciles) had almost equal values of the average monthly gross earnings and average monthly net earnings, by almost 11:1 (for gross earnings) and by 10:1 (for net earnings).

Methodological notes

Data sources

Structure of earnings survey (SES) is carried out every four years, as a business statistical survey, having as reference periods **month October 2010** and **year 2010**. The SES was implemented and carried out for the first time in 2002.

Survey objective

The main objective of the survey was to provide information on the number of employees, average hourly, monthly and annual earnings, working time. Indicators derived from the survey are available in different forms of aggregation, by demo-economic characteristics: gender, age, economic activity, size class of enterprises, ownership, legal status, groups of occupations, level of education, length of enterprise, duration and type of working program.

The survey tools design was done in accordance with the recommendations and standards of the European Union under the European Parliament and Council Regulation no 530/1999 concerning structural statistics on earnings and labour costs and Commission Regulation no 1738/2005 amending Commission Regulation no 1916/2000 as regards the definitions and transmission of information on the structure of earnings.

Sampling plan and weighting method

The survey was carried out in **enterprises with 10 or more employees**, those with 250 employees and over being exhaustively covered. Budgetary units are exhaustively surveyed, except for the units of local public administration for which data at level of local communal councils are collected based on a sample representative at county level (about 770 units).

The selected sample provided data representativeness both on the national economy and in each economic activity at division level (2 digits), according to CANE Rev.2. Are not included the armed forces and similar (MND, SRI, MIA and so on).

The sample size was about 14400 enterprises. The **response rate** was 89.20% and **refusal rate** 6.57%.

The sampling plan was carried out in two stages:

- I. In the first stage were selected enterprises (Primary Selection Units) was used the stratified randomly sampling scheme without replacement. Strata were defined by crossing the main activity of the enterprise, codified at division level of CANE Rev.2 with 5 size classes of the enterprises by number of employees: 10-49 employees, 50-249 employees, 250-499 employees, 500-999 employees, 1000 employees and over.
- II. In the second stage, the employees were extracted (Secondary Units of Selection). For the employees' selection a randomly stratified sampling scheme was applied, the stratification variables were: gender (male, female) and occupation (major group level of the Romanian Classification of Occupations 2008). The allocation of the sample of employees per enterprise was done using the proportional allocation.

Final grossing-up factors were calculated in two steps: calculation of the grossing-up factors of the primary selection (at enterprise level) and calculating of the grossing-up factors of secondary selection (at employee level).

The determination of the grossing-up factors at enterprise level was achieved by weighting the non-responses and their calibration at division level of CANE Rev.2 with the information on enterprises active in Romania in 2010. The auxiliary variable was the number of people employed (variable code 16110 from structural business survey). The calibration was performed using CLAN routine, developed and provided by the Statistical Office of Sweden.

Main concepts and definitions

- **Average number of employees** is the total number of employees working in full-time or part-time, in enterprises with **10 employees and over**, that worked and was paid in month October 2010. Are not included employees whose labour contract/agreement was suspended across the reference month (October 2010)

- **Average gross hourly earnings** were calculated by dividing the gross amounts paid from the salary fund (including bonuses and salaries in kind), the gross amounts paid from net profit and other funds for the month of October, by the total number of hours paid in October.
- **Average net hourly earnings** were calculated by subtracting from the gross earnings amounts the employees' contribution to the unemployment insurance, the individual contribution to social insurance, employee contribution to social health insurance and corresponding tax, the result being divided by the total number of hours paid in October.
- **Average monthly gross earnings** were calculated by dividing the gross amounts paid from the salary fund (including bonuses and salaries in kind), the gross amounts paid from net profit and other funds for the month of October, by the average number of employees in October.
- **Average net monthly earnings** were calculated by subtracting from the gross earnings amounts the employees' contribution to the unemployment insurance, the individual contribution to social insurance, social security contribution for health workers and the corresponding tax, the result being divided by average number of employees in October.
- **Average gross earnings in 2010** were calculated by dividing the gross amounts paid from the salary fund (including bonuses and salaries in kind), the gross amounts paid from net profit and other funds for the year 2010, by the average number employees.
- Based on earnings variables were determined the intervals earnings sharing the employees series ordered ascending, in **10 groups (deciles or deciles groups)**. For each deciles was calculated the average (arithmetic mean) and median, the value which marks the dividing of the series into two equal parts. Ascending series were ordered by three variables: gross and net earnings achieved in October 2010, the corresponding gross earnings of the year 2010.

Classifications used

- **Classification of Activities in the National Economy (CANE Rev. 2)**, harmonized with the European classification in the field (NACE Rev. 2):

CANE Rev. 2

Code	Name of activities
Section level	
A	Agriculture, forestry and fishing
B	Mining and quarrying
C	Manufacturing
D	Electricity, gas, steam and air conditioning supply
E	Water supply; sewerage, waste management and remediation activities
F	Construction
G	Wholesale and retail trade; repair of motor vehicles and Motorcycles
H	Transportation and storage
I	Accommodation and food service activities
J	Information and communication
K	Financial and insurance activities
L	Real estate activities
M	Professional, scientific and technical activities
N	Administrative and support service activities
O	Public administration and defence; compulsory social
P	Education
Q	Human health and social work activities
R	Arts, entertainment and recreation
S	Other service activities

- **Classification of Occupations in Romania 2008** (COR 2008), harmonized with the international classification of occupations ISCO-08:

COR 2008 code -

Major Group level (MG)	Name of major group of occupations
MG1	Managers
MG2	Professionals
MG3	Technicians and associate professionals
MG4	Clerical support workers
MG5	Service and sales workers
MG6	Skilled agricultural, forestry and fishery workers
MG7	Craft and related trades workers
MG8	Plant and machine operators and assemblers
MG9	Elementary occupations

- **Level of education:** described and codified referring to the highest level of education or training successfully completed grade completed, according to the national classification on education, harmonized with the International Classification of Education (ISCED 97):

Level of education	Name of the level of education
low	Without any education Primary education (primary-school) Lower secondary education (gymnasium)
medium	Upper secondary education – high-school (first level) Upper secondary education – vocational (vocational, complementary or apprentice education) Upper secondary education - high-school education Post secondary education (speciality post-high school, technical foremen education)
superior	Short term-university education (colleges) Long-term university education – first stage (university, Bologna license) Post-university education – second stage (master, Bologna master, post-graduated studies, other specialisation post-university studies) Post-university education (Ph.D.) Post Ph.D.

Additional information can be obtained from the statistical publication „Wage disparities – influences”, available for users beginning with October 19, 2012.

Next press release will be issued in 2016.

Table 1. Average number of employees in October 2010, by age groups and gender

Age groups	Gender		- persons -
	Men	Women	TOTAL
TOTAL , of which:	2149558	1914897	4064455
15-24 years	126740	105716	232456
25-54 years	1746965	1651691	3398656
55-64 years	267626	152728	420354

Table 2. Average number of employees in October 2010, by economic activities and gender

Economic activities (section level CANE Rev.2)	Gender		- persons -
	Men	Women	TOTAL
TOTAL	2149558	1914897	4064455
A: AGRICULTURE, FORESTRY AND FISHING	65212	21183	86395
TOTAL INDUSTRY	711078	545931	1257009
B: MINING AND QUARRYING	54205	11561	65766
C: MANUFACTURING	535907	493376	1029283
D: ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	61005	17934	78939
E: WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	59961	23060	83021
F: CONSTRUCTION	257581	42796	300377
G: WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	270343	241462	511805
H: TRANSPORTATION AND STORAGE	180772	68971	249743
I: ACCOMMODATION AND FOOD SERVICE ACTIVITIES	35338	50156	85494
J: INFORMATION AND COMMUNICATION	59533	42220	101753
K: FINANCIAL AND INSURANCE ACTIVITIES	29201	69009	98210
L: REAL ESTATE ACTIVITIES	11569	9942	21511
M: PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	51235	46952	98187
N: ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	140752	57943	198695
O: PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL ^{*)}	124164	187534	311698
P: EDUCATION	117837	262938	380775
Q: HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	62048	225834	287882
R: ARTS, ENTERTAINMENT AND RECREATION	19872	25523	45395
S: OTHER SERVICE ACTIVITIES	13023	16503	29526

^{*)} excluding armed forces and assimilated

Table 3. Average number of employees in October 2010, by occupations and gender

Major groups of occupations (COR 2008)	Gender		- persons -
	Men	Women	TOTAL
TOTAL^{*)}	2149558	1914897	4064455
MG1: MANAGERS	143875	90805	234680
MG2: PROFESSIONALS	321103	526571	847674
MG3: TECHNICIANS AND ASSOCIATE PROFESSIONALS	197272	221812	419084
MG4: CLERICAL SUPPORT WORKERS	96753	201412	298165
MG5: SERVICE AND SALES WORKERS	214944	321047	535991
MG6: SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	14173	5876	20049
MG7: CRAFT AND RELATED TRADES WORKERS	499803	146215	646018
MG8: PLANT AND MACHINE OPERATORS AND ASSEMBLERS	391798	169960	561758
MG9: ELEMENTARY OCCUPATIONS	269837	231199	501036

^{*)} excluding armed forces and assimilated

Table 4. Average monthly gross earnings in October 2010, by age groups and gender

Age groups	Gender		- lei/month -
	Men	Women	TOTAL
TOTAL, of which:	2014	1820	1922
15-24 years	1349	1298	1326
25-54 years	2021	1834	1930
55-64 years	2279	2041	2193

Table 5. Average monthly gross earnings in October 2010, by economic activities and gender

Economic activities (section level CANE Rev.2)	Gender		- lei/month -
	Men	Women	TOTAL
TOTAL	2014	1820	1922
A: AGRICULTURE, FORESTRY AND FISHING	1489	1385	1464
TOTAL INDUSTRY	2152	1590	1908
B: MINING AND QUARRYING	3463	3747	3513
C: MANUFACTURING	1906	1458	1691
D: ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	3551	3505	3541
E: WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	1743	1827	1767
F: CONSTRUCTION	1662	1889	1694
G: WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	1908	1636	1780
H: TRANSPORTATION AND STORAGE	2099	2051	2086
I: ACCOMMODATION AND FOOD SERVICE ACTIVITIES	1198	1110	1147
J: INFORMATION AND COMMUNICATION	3735	3374	3586
K: FINANCIAL AND INSURANCE ACTIVITIES	5367	4378	4672
L: REAL ESTATE ACTIVITIES	1815	1607	1719
M: PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	3192	3177	3185
N: ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	1126	1390	1203
O: PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL ^{*)}	1789	1792	1790
P: EDUCATION	1984	1762	1831
Q: HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	1815	1664	1697
R: ARTS, ENTERTAINMENT AND RECREATION	1318	1298	1307
S: OTHER SERVICE ACTIVITIES	1434	982	1181

^{*)} excluding armed forces and assimilated

Table 6. Average monthly gross earnings in October 2010, by occupations and gender

Major groups of occupations (COR 2008)	Gender		- lei/month -
	Men	Women	TOTAL
TOTAL^{*)}	2014	1820	1922
MG1: MANAGERS	4895	4909	4900
MG2: PROFESSIONALS	2947	2547	2698
MG3: TECHNICIANS AND ASSOCIATE PROFESSIONALS	2214	1861	2027
MG4: CLERICAL SUPPORT WORKERS	1789	1616	1672
MG5: SERVICE AND SALES WORKERS	1054	966	1001
MG6: SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	1111	960	1067
MG7: CRAFT AND RELATED TRADES WORKERS	1724	1277	1623
MG8: PLANT AND MACHINE OPERATORS AND ASSEMBLERS	1774	1409	1663
MG9: ELEMENTARY OCCUPATIONS	998	943	972

^{*)} excluding armed forces and assimilated

Table 7. Average annual gross earnings in 2010, by age groups and gender

Age groups	Gender		- lei/year -
	Men	Women	TOTAL
TOTAL, of which:	24264	22772	23561
15-24 years	14462	13972	14239
25-54 years	24267	22940	23622
55-64 years	28819	27249	28249

Table 8. Average annual gross earnings in 2010, by economic activities and gender

Economic activities (section level CANE Rev.2)	Gender		- lei/year -
	Men	Women	TOTAL
TOTAL	24264	22772	23561
A: AGRICULTURE, FORESTRY AND FISHING	17307	16733	17166
TOTAL INDUSTRY	25522	18608	22519
B: MINING AND QUARRYING	43611	50144	44759
C: MANUFACTURING	16121	14053	15002
D: ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	43564	42032	43216
E: WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	21025	21938	21279
F: CONSTRUCTION	18553	21803	19016
G: WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	22076	19008	20629
H: TRANSPORTATION AND STORAGE	25133	24470	24950
I: ACCOMMODATION AND FOOD SERVICE ACTIVITIES	13803	12679	13143
J: INFORMATION AND COMMUNICATION	44173	39378	42183
K: FINANCIAL AND INSURANCE ACTIVITIES	68601	56488	60089
L: REAL ESTATE ACTIVITIES	21122	18792	20045
M: PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	38196	37468	37848
N: ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	12494	14939	13207
O: PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL ^{*)}	25643	25647	25646
P: EDUCATION	27497	24305	25293
Q: HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	24505	22374	22833
R: ARTS, ENTERTAINMENT AND RECREATION	17229	16822	17000
S: OTHER SERVICE ACTIVITIES	17120	11618	14045

^{*)} excluding armed forces and assimilated

Table 9. Average annual gross earnings in 2010, by occupations and gender

Major groups of occupations (COR 2008)	Gender		- lei/year -
	Men	Women	TOTAL
TOTAL^{*)}	24264	22772	23561
MG1: MANAGERS	60793	63167	61712
MG2: PROFESSIONALS	37233	33107	34670
MG3: TECHNICIANS AND ASSOCIATE PROFESSIONALS	26504	23260	24787
MG4: CLERICAL SUPPORT WORKERS	21291	19555	20119
MG5: SERVICE AND SALES WORKERS	12526	11834	12111
MG6: SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	12843	11684	12503
MG7: CRAFT AND RELATED TRADES WORKERS	20208	15079	19047
MG8: PLANT AND MACHINE OPERATORS AND ASSEMBLERS	20908	16315	19518
MG9: ELEMENTARY OCCUPATIONS	11122	10784	10966

^{*)} excluding armed forces and assimilated