

Area: Labour Market

THE AVERAGE MONTHLY LABOUR COST¹⁾ WAS 7374 LEI/EMPLOYEE IN 2023

- **The average gross monthly earnings²⁾** registered at the national economy level in **2023** were 7042 lei, by 15.0% (+916 lei) higher than the previous year, and **the average net monthly earnings** were 4412 lei, increasing by 16.1% (+611 lei) compared to the previous year.
- **Monthly, employers spent on average 7374 lei/employee**, more by 14.8% compared to the previous year.
- **The average number of employees** in **2023** was 5364.9 thousand persons, increasing with 155.4 thousand persons compared to the previous year.
- **The number of employees at December 31st 2023** was 5677.3 thousand persons, higher with 70.2 thousand persons compared to the end of the previous year.

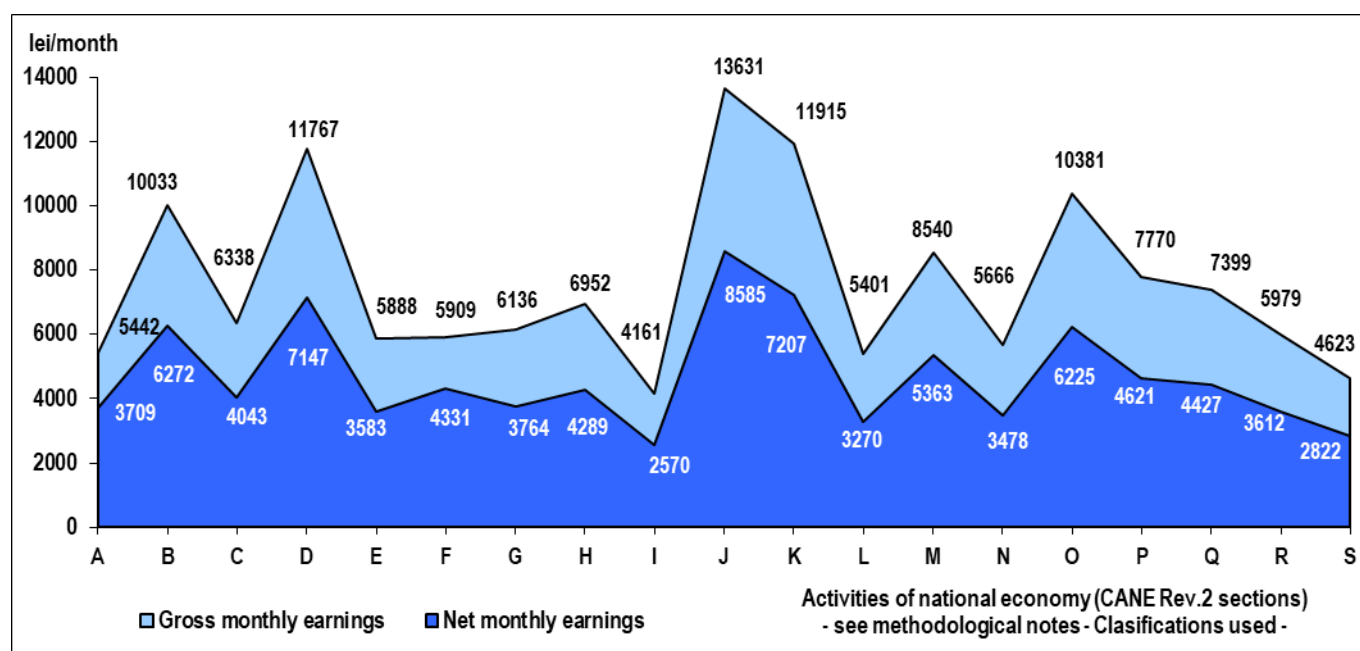
The average monthly earnings

The average gross monthly earnings registered in **2023** were 7042 lei. The average net monthly earnings were 4412 lei, increasing by 16.1% (+611 lei) compared to the previous year.

The highest values of the average net monthly earnings achieved in **2023**, compared to the mean value by economy, were registered in the

following economic activities: information and communication (+94.6%), financial and insurance activities (+63.3%), electricity, gas, steam and air conditioning supply (+62.0%), mining and quarrying (+42.2%), respectively public administration (+41.1%).

Average gross and net monthly earnings by economic activities, in 2023



[Graph data \(xls\)](#)

The lowest values of the average net monthly earnings compared to the mean value by

economy were in the following economic activities: accommodation and food service

activities (-41.7%), other service activities (-36.0%), real estate activities (-25.9%), administrative and support service activities (-21.2%), water supply; sewerage, waste management and remediation activities (-18.8%), arts, entertainment and recreation (-18.1%), agriculture, forestry and fishing (-15.9%), wholesale and retail trade; repair of motor vehicles and motorcycles (-14.7%), manufacturing (-8.4%), transportation and storage (-2.8%), respectively construction (-1.8%).

For **year 2023**, the real earnings index (expressed as ratio of the net nominal earnings index and the consumer price index of the population) was 233.8% as compared to 1990, higher by 11.4 percentage points as compared to the previous year.

Female employees earned on average, in gross terms, by 5.5% less than male employees, achieving average gross monthly earnings of 6835 lei (as compared to 7233 lei for male employees). In net terms, female employees earned by 8.2%, respectively with 377 lei/month less than male employees (4216 lei the average net monthly earnings of female employees, compared to 4593 lei of male employees).

Male employees achieved higher average net monthly earnings compared with the ones of female employees in almost all economic activities and the most significant differences were found in financial and insurance activities (32.8%), manufacturing (24.2%), information and communication (21.1%), other service activities (18.6%), respectively in wholesale and retail trade; repair of motor vehicles and motorcycles (18.5%).

In **territorial profile**, by counties, the average net monthly earnings in 2023 were below the average by total economy in 37 of the counties.

The lowest levels of the average net monthly earnings were registered in Vrancea (3344 lei, by 24.2% less than the average on total economy), Teleorman (3353 lei, by 24.0% less than the average on total economy), Botoşani (3430 lei, by 22.3% less than the average on total economy), Vâlcea (3435 lei, by 22.1% less than the average on total economy), Brăila and Vaslui (3446 lei each, by 21.9% less than the average on total economy), respectively Bistriţa-

Năsăud (3447 lei, by 21.9% less than the average on total economy).

At the opposite side, with the highest levels of the average net monthly earnings were Bucharest Municipality (6053 lei, by 37.2% over the average on total economy), respectively the counties of Cluj (5344 lei, by 21.1% over the average on total economy), Timiş (4910 lei, by 11.3% over the average on total economy), Ilfov (4602 lei, by 4.3% over the average on total economy) and Iaşi (4568 lei, by 3.5% over the average on total economy).

The average monthly labour cost

The average monthly labour cost amounted to 7374 lei/employee in **2023**, more by 14.8% compared to the previous year.

The average monthly labour cost increased in all economic activities compared to the previous year and the most important increases were in construction (+26.1%), transportation and storage (+21.0%), education (+20.0%), electricity, gas, steam and air conditioning supply (+19.4%), real estate activities (18.0%), administrative and support service activities (+17.7%), respectively in accommodation and food service activities (+17.0%).

The smallest increase of the average monthly labour cost as compared to the previous year was registered in human health and social work activities (+5.7%).

In order to support the economic and social units, transfers were granted from the state budget to the employer for the time not worked (in case of technical unemployment at the initiative of the employer, temporary reduction of the working time, supervision of children in the situation of temporary closure of the educational institutions), respectively for the stimulation of employment by (re)employing certain categories of people (for example: graduates, unemployed).

The share of these transfers in the total expenditure of the labour force (direct and indirect costs) was lower compared to the previous year, with moderate differences by economic activities. Thus, the largest amounts related to transfers from the state budget were found in the activities of manufacturing, construction, wholesale and retail trade; repair

of motor vehicles and motorcycles, administrative and support service activities, respectively accommodation and food service activities.

As compared to the average by total economy, the average monthly labour cost was significant higher in information and communication (+91.6%), electricity, gas, steam and air conditioning supply (+71.5%), financial and insurance activities (+70.1%), mining and quarrying (+50.0%), professional, scientific and technical activities (+19.9%), public administration (+19.1%), respectively human health and social work activities (+16.2%).

The most relevant values of the average monthly labour cost below the average by total economy were registered in accommodation and food service activities (-41.8%), other service activities (-35.3%), agriculture, forestry

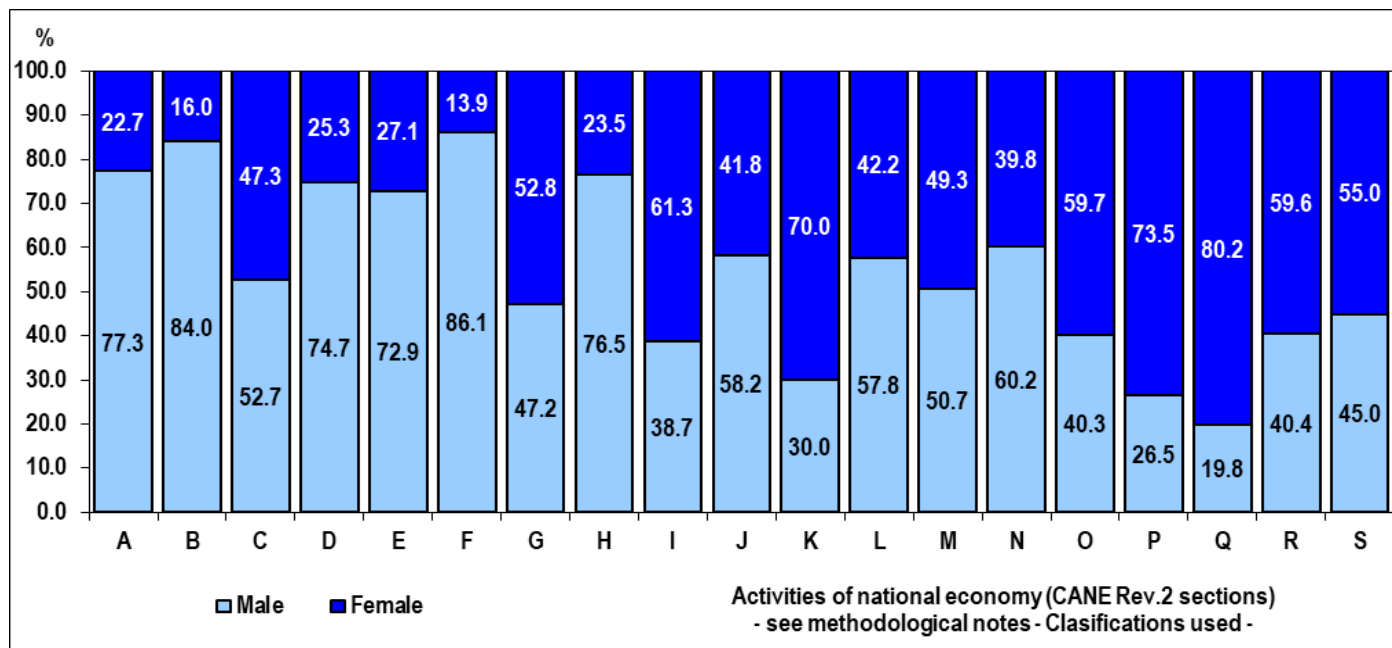
and fishing (-23.3%), real estate activities (-22.5%), respectively administrative and support service activities (-19.9%).

The average number of employees

In 2023, the average number of employees was 5364.9 thousand persons. The average number of employees increased during 2023 by 155.4 thousand people compared to the previous year, as a result of the expansion of the activity of certain economic and social units.

The average number of male employees predominated as in the previous years, representing 52.0% of total employees (respectively 2790.3 thousand persons). Compared to previous year, the average number of male employees increased by 78.9 thousand persons, and that of female employees by 76.5 thousand persons.

The distribution of the average number of employees by gender, within each economic activity, in 2023



[Graph data \(xls\)](#)

The distribution of the employees by **economic sectors** showed that most of them were in the *tertiary sector* (64.1%) (*commercial services* with 44.0% and *social services* with 20.1%). In the *secondary sector* (*industry and construction*) worked 33.5% of the employees and in the *primary sector* (*agriculture, forestry and fishing*) only 2.4%.

The activities of construction and mining and quarrying were carried out mainly by male employees and represented 86.1%, respectively

84.0% of the total number of employees belonging to these economic activities.

The economic activities in which female employees held the majority were those of human health and social work activities (80.2%), education (73.5%), financial and insurance activities (70.0%), accommodation and food service activities (61.3%), public administration (59.7%), arts, entertainment and recreation (59.6%), other service activities (55.0%), respectively wholesale and retail trade; repair of motor vehicles and motorcycles (52.8%).

As compared to the previous year, significant increases of the average number of employees were registered in construction (+28.4 thousand persons), manufacturing (+20.1 thousand persons), accommodation and food service activities (+15.6 thousand persons), wholesale and retail trade; repair of motor vehicles and motorcycles (+15.4 thousand persons), information and communication (+12.9 thousand persons), administrative and support service activities (+12.1 thousand persons), transportation and storage (+11.3 thousand persons), professional, scientific and technical activities (+9.9 thousand persons), respectively in human health and social work activities (+8.1 thousand persons).

At the opposite side, slight decreases of the average number of employees were noticed only in public administration (-0.8 thousand persons), mining and quarrying (-0.6 thousand persons), respectively in electricity, gas, steam

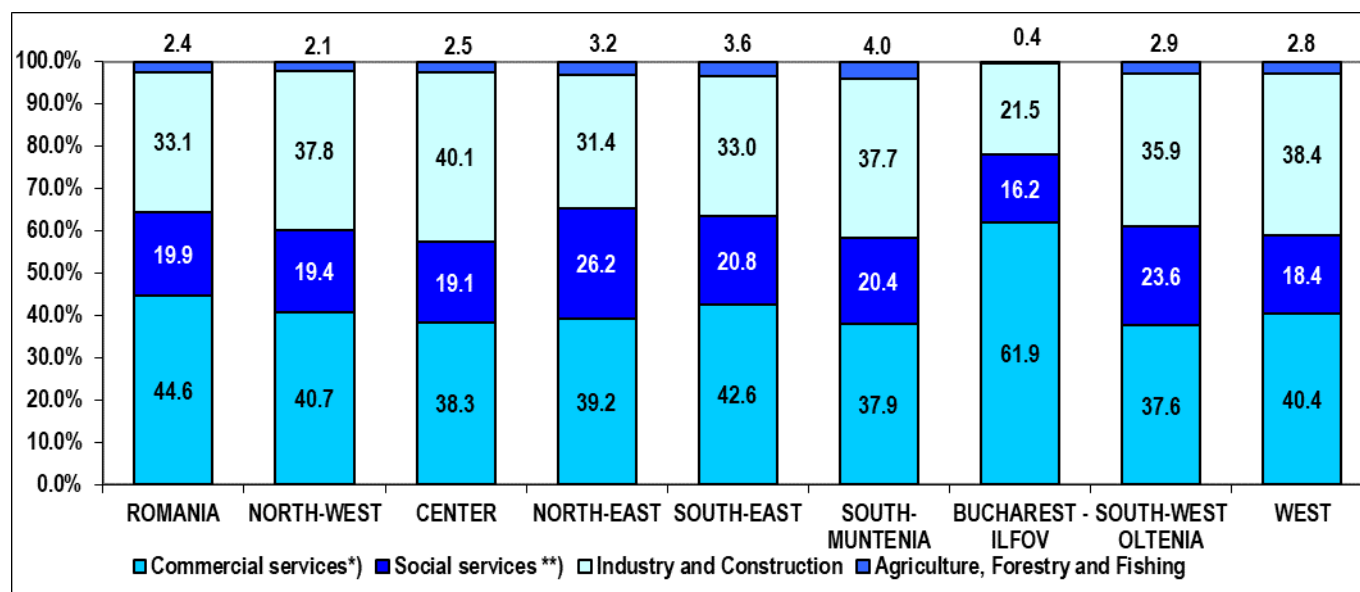
and air conditioning supply (-0.1 thousand persons).

The number of employees at December 31st 2023

The number of employees at the end of 2023 was 5677.3 thousand persons. As compared to the end of the previous year, the number of employees registered an increase of 70.2 thousand persons, of which 36.6 thousand persons were female employees.

In **territorial profile**, the number of employees increased in all development regions, compared to the end of the previous year, and the most significant were in the regions Bucharest-Ilfov with 25.7 thousand persons, Nord-East with 12.5 thousand persons, Center with 7.9 thousand persons, Nord-West with 7.3 thousand persons, respectively South-Muntenia with 5.4 thousand persons.

The distribution of the number of employees at the end of 2023, by economic activity sectors, within each development region



*) The commercial services sector includes, according to CANE Rev. 2, the following activities: wholesale and retail trade; repair of motor vehicles and motorcycles, accommodation and food service activities, transportation and storage, information and communication, financial and insurance activities, real estate activities, professional, scientific and technical activities, administrative and support service activities and other service activities.

**) The social services sector includes, according to CANE Rev. 2, the following activities: public administration (armed forces and assimilated excluded), education (5.9% private sector included), human health and social work activities (15.2% private sector included), arts, entertainment and recreation (59.0% private sector included).

[Graph data \(xls\)](#)

In Bucharest-Ilfov region, 22.6% of employees in the total economy were concentrated, being followed by the regions North-West (13.8%), respectively Center (12.7%).

The development regions in which the activities of the *primary sector (agriculture, forestry and fishing)* exceeded the share at the national level (2.4%) were: South-Muntenia (4.0%), South-East

(3.6%), North-East (3.2%), South-West Oltenia (2.9%), West (2.8%), respectively Center (2.5%).

The development regions that concentrate a proportion of employees in the *industry and construction sector* higher to the share at the national level (33.1%) were: Center (40.1%), West (38.4%), North-West (37.8%), South-Muntenia (37.7%), respectively South-West Oltenia (35.9%).

The highest proportion of the employees in the *commercial services* was found in Bucharest-Ilfov region (61.9% as compared to 44.6% the share at the national level) and in the *social services sector*, the highest proportion

was registered in the North-East region (26.2% as compared to 19.9% the share at the national level).

At the end of 2023, the majority of employees was in the private companies (76.8%) and registered an increase of 1.4% as compared to the previous year.

The distribution of employees by **legal status** of the enterprises showed that the employees in the commercial companies represented 80.0% of the number of employees at the end of the year, increasing by 1.4% as compared to the previous year.

Additional Information:

For an accurate interpretation of the indicators, please see [the Methodological notes](#) attached to the press release on the homepage.

1) **The average monthly labour cost** was calculated by dividing the unit expenditure for the paid labour to the average number of employees and to the number of the months of the year.

2) According to the national legislation provisions in force (GEO No. 79/2017, as subsequently amended and supplemented), the social security contribution and the social health insurance contribution paid by the employer were transferred to the employee; thus, starting with the reference year 2018, these contributions are borne entirely by the employee, and reflected in the gross amount of the earnings.

Consequently, the indicator "**average gross monthly earnings**" produced and disseminated starting with the reference year 2018 is no longer comparable to previous data series. These legal provisions do not affect the data series comparability for the "**average net monthly earnings**" and the "**average monthly labour cost**".

The average monthly gross and net earnings, the average monthly labour cost, the average number of employees and the number of employees at the end of the year are presented in the [Annex](#).

Additional information can be obtained from:

- TEMPO on-line database, Domain A.4 Labour Force:
<http://statistici.insse.ro:8077/tempo-online/#/pages/tables/insse-table>
- the statistical publication „Earnings and Labour Cost in 2023”, available for users starting with October 14th 2024.

Next press release will be issued in September 2025. Press release archive:

<https://www.insse.ro/cms/en/comunicate-de-presa-view>

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