

Methodological notes

1. The data source is the annual **Labour cost survey (S3), a statistical sample survey** carried out according to the EU recommendations and standards stipulated in the Regulation of the European Council and Parliament no. 530/1999 regarding structural statistics on earnings and on labour costs, in the Regulation of the European Commission no. 1726/1999 implementing the Regulation of the European Council and Parliament no. 530/1999, concerning structural statistics on earnings and on labour costs as regards the definition and transmission of information on labour costs and the Regulation of the European Commission no. 1737/2005 amending the Regulation of the European Commission no. 1726/1999 as regards the definition and transmission of information on labour costs.
2. The survey was carried out for 2015 based on a representative sample at national economy and economic activities level (division level – two digits) according to CANE Rev. 2 and in territorial profile, on macro regions, development regions and county level (section level). The economic units with 50 employees and over were exhaustively included in the survey. The units from the „budgetary sector” have been exhaustively included in the survey, with the exception of the local public administration for which data at the level of the local communal councils had been collected based on representative sample at county level (around 770 units).
3. The sample size was around 26500 economic units and public institutions from all the activities of the national economy. **The response rate** was 89.80%¹ and that of **refusal** 3.12%. In order to improve the quality estimates and to increase the overall response rate, estimation methods were applied, by imputing the missing data from the statistical survey with the data reported in administrative sources, having 2015 as reference year and increasing in this way the overall response rate at 95.33%. The **imputation rate**² was 5.53%.

Definitions:

- ✓ **Number of employees at 31.XII** represents the number of employees (including seasonal workers, manager or administrator) with individual working contract on a definite or non-definite period of time (those with suspended working contract/agreement included). The employees detached abroad and those with several jobs and the main job not in the reporting unit, are not included and the following categories:
 - employers who carry out their activity within their own enterprises and for whom the income source is solely represented by unit dividends and profits;
 - family workers mean those persons who are carrying out their activity within an economic unit belonging to the family or to a relative, by helping it and for which they do not receive a compensation as wages and salaries; the payment is done in kind (food, clothing, housing) or occasionally or exceptionally in cash, without being included on payrolls.
- ✓ **The average number of employees** is a simple arithmetic mean of the sum of the daily number of employees (those with suspended working contract/agreement excluded) over the whole year, week-end, legal holidays and other non-working days included divided by the total calendar days (365 days), as well as the employees whose working contract was suspended by the employer (in case of temporary interruption of work) and received a compensation from the basic salary corresponding to the position held, according to the legislation in force.

In the daily number of employees counted in calculating the average number **are also included** the employees on temporary work incapacity (sick leave) for the period when they **are paid from the salary fund**.

¹Type of response taken into account: response, response given by another unit.

² Type of non-response taken into account: refusal, units not identified, units not contacted, dormant or insolvency units at the end of the reference year (that reported data in administrative sources).

In the daily number of employees taken into consideration when calculating the average number, the following **are not included**: employees on leaves without pay, on strike and detached to work abroad.

During the week-ends, legal holidays and other non-working days the number of employees of the previous day is taken into consideration as daily number of employees, except the number of those employees whose contract ceased that day.

Part-time employees are included in the average number proportional with the working time included in the working contract. In the number of employees taken into consideration in the average number only the paid persons are included.

Exceptionally, in the cases when **amounts for prior periods are paid** (i.e. bonuses over the year or annual, the 13th salary, backdated paid arrears as consequence of winning the lawsuits involving the money rights for holiday bonuses or for other rights related to the previous years) the **number of beneficiaries** (former employees or employees with suspended labour contract/agreement) **are included in the average number of employees** proportionally with the periods for which respective payments are done, so that a direct correlation between gross amounts paid and the average number of employees exists.

- ✓ **The average gross monthly earnings** were calculated by relating the gross sums paid from the salary funds (annual and seasonal bonuses, backdated pay arrears included), plus the sums paid from the net profit and other funds (backdated pay arrears included) to the average number of employees and to the number of the months of the year.
- ✓ **The average net monthly earnings** were calculated by subtracting from the paid gross sums related to the average gross monthly earnings the employees' contribution to unemployment, the individual contribution to state social security, the individual contribution to the social health security and the corresponding tax, the result being divided by the average number of employees and by the number of the months of the year.
- ✓ **The average monthly labour costs per employee** were 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. The transfers from the state budget to the employer for the stimulation of employment were not included in the unit labour expenditure.

Classifications used:

- **The 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 Section level	Name of activities
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

^{*)} armed forces and assimilated are excluded

- **Economic activity sectors:**
 - Primary sector includes agriculture, forestry and fishing;
 - Secondary sector includes industry and construction;
 - Tertiary sector includes:
 - the commercial services sector: wholesale and retail trade, 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: public administration (military forces and assimilated are excluded), education (4.9% private sector is included), human health and social work activities (12.5% private sector is included), arts, entertainment and recreation (56.8% private sector is included).
- **Ownership type:**
 - Private sector includes: private majority ownership (private capital over 50%), entirely private ownership, cooperative ownership, communal ownership, entirely foreign ownership;
 - Public sector includes: entirely state ownership, state majority ownership (state capital over 50%), public national and local ownership.
- **Legal status:**
 - Public corporation (R.A.);

- General partnership (S.N.C.); Limited partnership company (S.C.S); Limited partnership company by shares (S.C.A.); Joint-stock company (S.A.); Private limited company (S.R.L.);
- Other legal forms (units of economic, cultural, social, public without express legal status).

- **Nomenclature of Statistics Territorial Units (NUTS)**

Development region NUTS2 level	Name of component counties (NUTS3 level)
North-West	Bihor, Bistrița-Năsăud, Cluj, Maramureș, Satu Mare, Sălaj
Centre	Alba, Brașov, Covasna, Harghita, Mureș, Sibiu
North-East	Bacău, Botoșani, Iași, Neamț, Suceava, Vaslui
South-East	Brăila, Buzău, Constanța, Galați, Tulcea, Vrancea
South-Muntenia	Argeș, Călărași, Dâmbovița, Giurgiu, Ialomița, Prahova, Teleorman
Bucharest-Ilfov	București, Ilfov
South-West Oltenia	Dolj, Gorj, Mehedinți, Olt, Vâlcea
West	Arad, Caraș-Severin, Hunedoara, Timiș