

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 January 2018, these contributions are **borne entirely by the employee**, and reflected in the gross amount of the nominal earnings (**direct labour cost**).

Consequently, the data series for the two components of the quarterly labour cost index: "**direct costs (wages and salaries)**" and "**other costs (non-wages costs)**", are no longer comparable starting with the 1st quarter 2018 to the data series prior to 2018.

These legal provisions **do not affect** the data series comparability for the "**Total labour cost index**".

The Annex presents a comparative situation on social contributions and tax.

[ANNEX](#)