

Article 4 - Right to a fair remuneration

Paragraph 1 - Decent remuneration

The Committee takes note of the information contained in the report submitted by Romania.

In its previous conclusion (Conclusions 2014), the Committee held that the situation was not in conformity with Article 4§1 of the Charter, on the ground that the national minimum wage is not sufficient to ensure a decent standard of living.

The report indicates that the minimum monthly wage (net of taxes and social contributions) in January 2013 amounted to RON 538 (€ 122.73), as of 1 February 2013 it amounted to RON 574 (€130.69) and as of 1 July to RON 609 (€ 136.99), while the net average monthly wage in 2013 amounted to RON 1 579 (€ 357.40). As of 1 January 2014 the net minimum monthly wage amounted to RON 644 (€ 144.53) and as of 1 July to RON 678 (153.26), while the net average monthly wage in 2014 amounted to RON 1 697 (€ 381.89). Furthermore, as of 1 January 2015 the monthly minimum wage amounted to RON 732 (€164.58) and as of 1 July 2015 to RON 785 (€ 176.66), while the net average monthly wage in 2015 amounted to RON 1 859 (€ 418.17). As of 1 May 2016 the net minimum monthly wage amounted to RON 925 (€ 205.92), while the net average monthly wage amounted to RON 2 088 (€ 464.93). The report indicates that the net minimum monthly wage as a proportion of the net average monthly wage was 38.6% in December 2013, 40.0% in December 2014, 42.2% in December 2015 and 44.3% in December 2016. According to the EUROSTAT data, the monthly gross minimum wage as a proportion of the average gross monthly wage amounted to 36.3% in 2013, to 38.5% in 2014, to 40.5% in 2015 and to 43.6% in 2016. The Committee considers that the situation is not in conformity with Article 4§1 of the Charter on the ground that the national minimum wage is not sufficient to ensure a decent standard of living.

The report provides information on the Governance Program 2017-2020 (outside the reference period), which aims, among others, to the increase of the gross minimum wage at a level of 45-50% of the average wage. The Committee takes note on the information and will assess the situation in the next reporting cycle of Article 4§1.

In its previous conclusion (Conclusions 2014), the Committee asked for information on any social transfers or benefits awarded to workers earning the national minimum wage and their families. The Committee takes note of the information provided in the report concerning the income support in the context of the minimum guaranteed income, the family support, the winter fuel allowances, the educational incentive, the welfare benefits for supporting the child and family, the welfare benefits for supporting persons with special needs and the welfare benefits for special situations. That kind of benefits and social transfer might be taken into account when the net minimum wage lies between 50 and 60% of the net national average wage. As the net minimum wage during reference period was below 50%, the benefits described in the report are not included when assessing the situation during the reference period.

Conclusion [-]

The Committee concludes that the situation in Romania is not in conformity with Article 4§1 of the Charter on the ground that the national minimum wage is not sufficient to ensure a decent standard of living.