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IMPLEMENTATION OF THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

Second periodic reports submitted by States parties to the Covenant
concerning rights covered by articles 6 to 9, in accordance with the
first stage of the programme established by the Economic and Social
Council in its resolution 1988 (LX)

Addendum

ROMANIA*

[2 March 1984]

ARTICLE 6: THE RIGHT TO WORK

A. Principal laws

1. In the Socialist Republic of Romania the right to work is ensured and guaranteed through the relevant provisions of the Constitution. The first paragraph of article 18 of the Constitution states: "Citizens shall have the right to work. Each citizen shall be given the opportunity to carry out, in keeping with his training, an activity in the economic, administrative, social or cultural fields and shall be remunerated on the basis of its quantity and quality. There shall be equal pay for equal work."

* The initial report concerning rights covered by articles 6 to 9 of the Covenant submitted by the Government of Romania (E/1978/8/Add.20) was considered by the Sessional working Group of Governmental Experts on the Implementation of the International Covenant on Economic, Social and Cultural Rights at its 1980 session (see E/1980/WG.1/SR.16-17).

2. The constitutional provisions concerning the guaranteed right to work are expanded and set forth in the Labour Code, section 2 of which states: "All citizens of the Socialist Republic of Romania shall be guaranteed the right to work, without restriction or distinction as to sex, nationality, race or religion, and shall have the possibility of carrying on an occupation in the economic, technical-scientific, social or cultural fields suited to the aptitudes, vocational training and aspirations of each individual, in accordance with the needs of society as a whole."

B. Employment

3. The expansion of the Romanian economy has resulted in vigorous growth in the forces of production, thus creating the necessary conditions for raising the level of utilization of the country's labour resources.

4. The growth rates set for the all-round development of Romania have accentuated positive change in the structure of the national economy.

5. In the period 1976-1980 investment in the national economy totalled 932.3 billion lei, including 210.8 billion lei in 1980. In the same period the level of fixed capital rose by approximately 667 billion lei, at an average annual rate of 9.2 per cent.

6. In 1981 and 1982, 1,200 new industrial facilities in the field of animal husbandry were established for the Romanian economy, and the level of fixed capital rose to over 2,000 billion lei in 1982.

7. Consequently, the number of jobs rose steadily and the number of employed persons rose from 9,684,000 in 1965 to 10,400,000 in 1983. In the period 1976-1982 alone, over 1,250,000 new jobs were created.

8. The breakdown of employment by sector shows that in 1965 only 19.2 per cent of the total active population was employed in industry, whereas by 1982 the proportion working in industry had risen to 36 per cent. In 1978, for the first time, the number of people employed in industry exceeded the number employed in agriculture.

9. As a result of the economic expansion that has taken place in Romania, the number of workers rose from 6,300,800 in 1975 to 7,553,000 in 1982, particularly in the priority sectors, which are representative where technical progress is concerned.

10. In the period 1976-1982 the policy of rational deployment of the forces of production throughout the country was pursued, through the establishment of industrial units in the economically less developed countries, thus bringing about desirable changes in employment levels, as evidenced by the increase in the number of workers per thousand population in those countries.

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11. Job placement is carried out by the employment exchanges, which operate in the county towns and at Bucharest. In the economically more developed countries the labour exchanges also maintain permanent centres in urban districts, which cover a specific area.

12. The employment exchanges take steps to provide employment for those seeking work and, to achieve that goal, assemble data on employment offers and vacant posts of which they have been informed by enterprises and institutions.

13. Jobs are assigned on the basis of the demand for labour in the various units, the level of skills required and the aptitudes and preferences of those concerned.

14. A decision by the employment exchange to assign an individual to a post is binding for the socialist units (both enterprises and institutions), which must guarantee employment for the individual assigned to them. It is incumbent on the employment exchange subsequently to see that any person who has been given a post is integrated into the activity in question.

15. The procedures for providing workers with employment and terminating employment contracts constitute a guarantee that workers will obtain suitable employment and perform an appropriate activity, as well as a safeguard against arbitrary dismissal. In that connection, for example, in accordance with Act No. 5 of 6 July 1978 concerning the organization and management of units and their operation on the basis of workers' self-management and economic and financial self-management (re-announced on 27 January 1982 as amended by Act No. 24 of 29 December 1981), the workers' general assembly has the powers to decide on the dismissal of unit managers who are guilty of serious breaches of labour discipline or of socialist ethics and justice, or who have shown that they lack a sense of responsibility in implementing the plan. In the period between the plenary meetings of the general assembly, such decisions are taken by workers' assemblies at the level of the individual sections, workshops and other such production units and must subsequently be submitted to the general assembly at its following session by the unit as a whole. The workers' general assembly is the most representative collective management body within enterprises.

16. In a case where other employees are guilty of such violations, the workers' general assemblies or the assemblies at the level of the sections, workshops and other such production units in which the person concerned works have the power to decide on the termination of employment contracts [art. 64 (t)].

Vocational guidance and training

17. Technological and scientific progress and the steady modernization of the Romanian economy, together with the simultaneous emergence of new occupations, professions, specialities and functions, have led to increased requirements as regards technical and vocational training for workers in the various specialized areas.

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18. Projections of the number of workers required, broken down by category and level of skills and by occupation, speciality and function, are prepared in the context of the programme concerning procedures for supplying manpower and providing basic and further training for workers.

19. The programme is prepared on the basis of proposals put forward by the economic units and reflects, from both a quantitative and a qualitative point of view, the entire labour force required for fulfilling production requirements.

20. The programme covers both five-year and one-year periods, which thus ensures that it is periodically updated to take account of changes that have taken place in the economic and social development of the country and the individual countries and in the structure of the training system.

21. This general programme also contains measures for supplying manpower and providing basic and further training for workers for new undertakings. The manning table is approved at the same time as the technical documents in the case of each individual investment. The purpose of the manning table is to identify and meet manpower requirements, which are broken down by occupational group, level of training, likely personnel sources (such as vocational training schools, on-the-job training and the transfer of personnel from another unit).

22. In accordance with the legislation in force in the Socialist Republic of Romania, technical and vocational guidance and training for all categories of workers are provided free of charge.

23. The training system encompasses: on-the-job training in the form of short courses held in the enterprises; and instruction in the educational system in the first level of high school, which is part of the 10 years of compulsory education, in the vocational training schools, in the second level of high school, and in higher education.

24. The vocational guidance and training programmes are designed to cover periods of short, medium and long duration and take account of both immediate and future manpower requirements of the national economy. Thus, in accordance with Act No. 24/1976 (arts. 1 and 2), in Romania manpower requirements are met in conformity with the forecasts made in the single national economic and social development plan and the annual and long-term plans designed to supply manpower and provide basic and further training for workers. The latter plan contains a manpower inventory covering the entire economy, broken down by county, labour resources and prospective manpower developments in the context of economic and social development requirements.

25. With regard to raising the level of workers' skills, an important role is played by secondary education and vocational training, which, in accordance with Act No. 28 of 28 December 1978, concerning education and training, is based on the integration of theory and practice, in other words, production, throughout the study period. In accordance with that same act (art. 15, para. 3), all qualified persons are given posts in keeping with the knowledge they have acquired through their studies. One of the rights of pupils and students is the right to employment upon completion of their studies [art. 146 (g)].

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26. In the period 1971-1982, 1,577,800 pupils completed their high school education successfully and there were 1,067,800 vocational-training school graduates, who supplied the bulk of the skilled workers required by the economy and whose number rose from 3,109,900 in 1965 to 5,976,200 in 1982.

27. It should be pointed out at the same time that since 1973 a greater effort has been made to integrate women into socio-economic activities, through the adoption of appropriate measures in the context of a national programme. Moreover, section 151 of the Labour Code provides that women have the right to carry out any work or fill any post in keeping with their training and their aptitudes and that, where the remuneration of their work is concerned, the principle of "equal pay for equal work" is to be applied.

28. On-the-job training courses are provided to enable people without vocational qualifications to become skilled workers. The training courses are organized by enterprises or other socialist units, in co-operation with trade union and young people's organizations. To train the workers needed by enterprises, training courses may be organized in high schools, vocational schools or training centres (Act No. 28 of 28 December 1978 on education and training, art. 77).

29. At the end of the training courses there is an examination on the work of the unit in question, conducted by the Commission for Education, Further Training, Guidance and Advancement. After taking the examination those who successfully complete the course receive a course certificate, which entitles them to appropriate employment in keeping with the qualification gained.

30. Advanced vocational training courses are organized in the conditions provided for by law in order continuously to improve workers' vocational training in all spheres of activity to take account of new developments in science and technology and the demands imposed by the economic and social development of the country (art. 87).

31. Higher-level courses provide advanced training for specialists in various areas of the economy, science, technology and culture whose studies at an institution of higher education have covered at least four years of day classes, or at least five years of evening classes or external studies, in order to complement, further or update their professional knowledge (art. 91).

32. The doctorate is the highest level of advanced education for specialists in the various branches of science, technology and culture. The subjects in which a doctorate can be obtained and the requirements to be met are determined for each branch and area of science by research institutes, science academies and institutions of higher education in co-operation with production and socio-cultural education units (art. 96).

33. Citizens have access to all vocational training courses without distinction or restriction as to nationality, race, sex or religion. In that connection, by way of example, a number of the provisions of Act No. 28/1978 on education and training are summarized below.

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34. Non-Romanian young people have equal educational opportunities (including vocational training) and the same likelihood of being assigned to any employment in accordance with the needs of the economy and social policy, and their education and aptitudes (art. 105).

35. In vocational schools, supervisors' schools and agricultural education, and on training courses in administrative-territorial units with a non-Romanian population, the languages of the non-Romanian nationalities may be used as languages of instruction (art. 106).

36. Candidates of non-Romanian nationality in entrance examinations organized by law have the right to take the tests in their own language or in the Romanian language (art. 109).

37. To ensure the provision of education in the languages of the non-Romanian nationalities, the Ministry of Education and Training provides instruction and advanced training for teaching staff, and supplies textbooks and other necessary teaching materials (art. 110).

38. Furthermore, in the case of certain categories of persons who, being employed persons, can no longer exercise their occupations or professions as a result of accidents, of occupational or other illness causing disability, retraining courses are organized by enterprises, ministries and other central organs, by the executive committees of the people's councils of the various counties and of Bucharest, under the guidance, with respect to methods, of the Ministry of Labour and the Ministry of Health (sect. 148 (1) of the Labour Code).

ARTICLE 7: THE RIGHT TO JUST AND FAVOURABLE CONDITIONS OF WORK

A. Remuneration

39. In accordance with the provisions of the Constitution (arts. 17 and 18), the citizens of the Socialist Republic of Romania, irrespective of their nationality, race, sex or religion, have equal rights in all fields of economic, political, juridical, social and cultural life.

40. The State guarantees equal rights for all citizens. No restriction on those rights and no discrimination in their exercise on the grounds of nationality, race, sex or religion shall be permitted.

41. Any attempt at establishing such restrictions, at nationalist-chauvinist propaganda and at fomentation of racial or national hatred shall be punished by law.

Methods for determining wages

42. In Romania remuneration is based on the quantity, quality and social importance of the work performed.

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43. In order to ensure that remuneration acts as an incentive, account is taken, in determining its level, of the complexity of the work, the degree of responsibility involved, the demands it makes on the worker, and the level of professional training and experience needed to perform it.

44. Similarly, efforts are made to promote an appropriate balance in workers' pay. Minimum wages throughout the economy are determined by law in keeping with the planned development of the economy, productivity levels and national income.

45. The Labour Code contains many other provisions designed to promote and guarantee workers' remuneration in accordance with their work, as follows:

46. wages are paid at regular intervals not exceeding one month. Payments due to personnel take priority over any other debts of the unit. Deductions from remuneration due for work done are permissible only in the cases and conditions specified by law [sect. 87 (1) (3)].

47. with the aim of ensuring stability of personnel, staff receive wage supplements according to length of uninterrupted service in the unit (sect. 88).

48. Persons engaged in jobs involving unhealthy or dangerous conditions receive wage supplements, the managements of the units being required to take action to eliminate the causes of such situations and to maintain satisfactory working conditions free from risk of accidents or occupational disease (sect. 89).

49. with the aim of promoting initiative and efforts to improve production efficiency, more particularly in meeting quality targets, annual bonuses or, in appropriate cases, bonuses in the course of the year are awarded (sect. 90).

wage increases

50. In the Socialist Republic of Romania, where the standard of living of the workers is constantly rising, the State periodically increases pay for all categories of workers, in accordance with the provisions of the country's single economic and social development plan and increases in labour productivity. Thus, the minimum scheduled rate of remuneration was 1,114 lei in 1975, and 1,425 lei in 1980. In 1983, following a general increase in wages, the minimum wage was 1,500 lei.

51. The average monthly wages of workers increased over the period 1975-1982 as follows:

<u>1975</u>	<u>1980</u>	<u>1982</u>
1 595 lei	2 238 lei	2 525 lei

52. By Decree No. 188 of 27 June 1977, on the application of pay increases for workers, under the 1976-1980 five-year plan, all workers received an average general pay increase of 30 per cent in two stages: 1976-1978 and 1979-1980 (arts. 1 and 3).

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53. During the 1976-1980 five-year plan, net minimum pay throughout the economy rose from 1,114 lei to 1,425 lei. The ratio between minimum and maximum pay in the various sectors of the economy remained at 1:5.33 (art. 2). The average money wage was 2,238 lei in 1980, compared to 1,595 lei in 1975 (art. 1).

54. On 15 February 1982, under the first stage of the salary increases envisaged for the five-year period 1981-1985, the wages of all categories of workers and supervisors were increased on a sliding scale in accordance with working conditions by between 190 and 210 lei per month). Similarly, a sliding scale of increases (of between 140 and 175 lei per month) has been applied according to level of pay, which scale also applies to other categories of workers (art. 1 of Decree No. 46 of 15 February 1982 concerning an increase in the scheduled rate of remuneration payable to workers, State child allowances, pensions and other benefits pegged to wages or pensions).

55. Payments (piecework pay, supplements, allowances, bonuses, etc.), and all other entitlements and obligations which are, under the law, pegged to the level of remuneration, are calculated without taking account of the increases in pay provided for under article 1 (art. 6).

56. By Act No. 2 of 2 July 1983, concerning the fundamental principles underlying improvements in the system of remuneration for work and the distribution of workers' income, with effect from 1 September 1983 staggered increases in the scheduled rate of remuneration for all workers have been introduced. The minimum scheduled rate is 1,500 lei and minimum income, including payments representing the variable element in pay, is 1,700 lei per month. The ratio between the minimum and the maximum wage throughout the economy will be maintained at 1:5.52 (arts. 22 and 23).

57. With effect from 1 September 1983 increases, on a sliding scale, have also been introduced in the allowance for uninterrupted service in the same unit, which is paid for specific periods of service (1-3 years; 3-5 years; 5-10 years; 10-15 years; 15-26 years; more than 26 years) by category of worker (mine workers, railway workers directly concerned with the safe movement of traffic, dockers and wharf operatives: supplements of between 4 per cent and 18 per cent of basic pay; for other workers, supplements of between 3 per cent and 15 per cent).

58. By Decree No. 99 of 30 March 1978, members of agricultural production co-operatives received, until the end of the period 1976-1980, a pay increase of 24 to 28 per cent, in two stages. In the first stage, pay was increased for co-operative workers directly engaged in production by between 12 and 14.8 per cent, and for others by between 13.1 and 16.3 per cent.

59. In Romania increases in prices and rates are matched by adjustments to ensure increases in real wages. Thus, by Decree No. 283 of 21 July 1979, concerning measures for the economical administration and conservation of electricity, thermal energy, natural gas and other fuels, adjustments were made for all workers, according to the number of dependent children, following an increase in prices and rates for fixed rate users of energy and natural gas.

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60. Similarly, following the establishment in 1982 of new prices and rates for electricity, thermal energy, natural gas and other fuels, by Decree No. 240 of 30 June 1982 measures were taken to offset the increases. Such measures have been applied to all categories of manual workers without distinction as to level of pay and to other categories of workers whose pay is less than 4,000 lei, on a sliding scale according to the number of dependent children they have.

61. In addition to such pay increases in recent years, there have been adequate rises in the benefits payable under the State social insurance system, military pensions, benefits payable to disabled war veterans and the State child allowance.

62. Decree No. 69 of 2 March 1979 increased the State child allowance to between 150 and 220 lei for the first child in urban areas and between 80 and 135 lei in rural areas; the amount of the allowance increases with each additional child. By Decree No. 359 of 23 October 1979, the State child allowance in respect of the first child was further increased in urban areas to between 195 and 235 lei depending on monthly income and in rural areas to between 90 and 150 lei. The State allowance based on the number of children and the relevant income ceilings were gradually increased from 220 to 320 lei in urban areas and 150 to 260 lei in rural areas. A further increase in the State child allowance, averaging 35 per cent, was also provided for by Decree No. 46 of 15 February 1982.

Wage payment system

63. As owners of the means of production (the property of the entire people), as producers and as beneficiaries, workers are responsible for the management of each work unit, the sound and effective administration of all the material and financial resources that make up the socialist property of the entire people which have been entrusted to them, and for their unit's performance (art. 1 of Act No. 2 of 2 July 1983 concerning the fundamental principles underlying improvements in the system of remuneration for work and the distribution of workers' income).

64. The main form of remuneration is comprehensive performance pay, which is becoming the rule in all economic units (industry, building and assembling, agriculture, transport, scientific research, project design, technological development).

65. In addition to the scheduled rate of remuneration, there is a variable component of remuneration, comprising piecework supplements, profit-sharing, bonuses, supplements, benefits and allowances prescribed by law (arts. 4 and 10).

66. If planned production is overfulfilled, income increases proportionally without limit.

67. If production targets are not met or if a workers fails to perform job-related obligations, his remuneration is reduced proportionally, there being no guaranteed income (art. 5).

68. Remuneration is directly linked to the increase in the individual's productivity and that of his unit as a whole.

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69. It varies in the different branches and sub-branches of the economy according to their importance to the country's socio-economic development. It also varies according to category of post and functions on the basis of level of qualifications, degree of responsibility and the conditions in which the work is performed.

70. The total remuneration payable to workers who come under the system of comprehensive performance pay is calculated on the basis of the quantity and quality of their output, whether or not the targets set in the plan have been met, and is not subject to any limit. Where targets are met with fewer workers or overfulfilled with the same number of staff, the workers receive a proportionally higher income.

71. For certain activities and branches, as provided by law, other forms of remuneration are used based on pro rata payments and commissions. In domestic commerce, the restaurant and catering industry and tourism, operational staff and workers receive commissions based on amounts of 10,000, 1,000 or 100 lei.

72. In units engaged in foreign trade, remuneration is based on payments linked to the value of exports and imports and the foreign exchange earned from exports (art. 13). Such remuneration is regulated in detail by Decree No. 349/1982.

73. For technical, economic, other specialized and administrative staff, and for other categories of workers who do not come under the system of comprehensive performance pay, specific work targets are set based on work-load standards specifying the quantity and quality of work to be done and a timetable for the completion of the work. They are paid according to their success in meeting the targets (art. 14).

74. Since 1 October 1983, the remuneration of all managerial and operational staff (in technical, economic and other specialized fields) of the central and local organs which co-ordinate economic activities, and of the industry-wide co-ordinating bodies, is based on the average performance of all the economic units for which they are responsible, as measured by the system of ratings (ranging between 2 and 4 index points) included in the plan (art. 15).

75. In connection with the improvement of the system of remuneration, the variable component of total income will be increased, i.e. the piecework supplement, profit-sharing, and bonuses given for such reasons as outstanding performance or savings.

76. In 1985, the scheduled rate of remuneration will account for 75 per cent of total income and the variable component for 25 per cent, as a result of the increase in annual bonuses prescribed by Act. No. 2/1983 (art. 16).

Profit-sharing

77. Act No. 4 of 11 July 1978 supplemented Act No. 57/1974 on the determination of remuneration on the basis of and quality of work by introducing a profit-sharing scheme (arts. 50-57). Detailed provisions on the amounts to be distributed under the scheme were laid down by Act No. 2/1983 and Decree No. 325/1983 on wage increases.

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78. On the basis of performance, each year the workers, technical personnel, engineers, economists and other categories of staff in economic units receive direct cash income and other material benefits paid out of the profits made. The amounts payable to each individual under the profit-sharing scheme are determined by the workers' council under the conditions specified by law and are not subject to any limit.

79. The profit-sharing fund is constituted each year in the light of the previous year's results. The level of the fund is determined as follows: not more than 3 per cent of the profits made when the plan is not overfulfilled, not more than 25 per cent of the profits made when the plan is overfulfilled and expenses are reduced; 14 per cent of the profits made when the plan is overfulfilled by increasing the value of net production; not more than 8 per cent of the profits made when the plan is overfulfilled by other means; 10 per cent of the profits in excess of the plan made by the production unit by overfulfilling export targets.

80. Units which overfulfil export targets also receive foreign exchange equal to as much as 2 per cent of the earnings in excess of the targets in the plan, which can be used for travel abroad (arts. 50-51).

81. The profit-sharing fund is distributed by the workers' general assembly as follows: at least 85 per cent is divided among all the personnel of the unit, the share of the individual being calculated on the basis of the scheduled rate of remuneration, plus the seniority supplement and managers' allowance; a maximum of 5 per cent is used to give special encouragement to those who have made exceptional efforts; a maximum of 5 per cent is contributed to the social fund; and a maximum of 5 per cent is used to defray the costs of group excursions.

The right of workers to purchase shares in the units in which they work

82. The aim of Act No. 3 of 20 November 1982 concerning the participation of workers of State economic units in the establishment of an economic development fund through the purchase of shares was to forge a closer link between each worker and the unit in which he works and to increase the interest which the personnel of units take in the achievement of better economic results.

83. The Act establishes the right of workers to make cash payments towards the purchase of shares to finance the development of the fixed means of production and to receive, in proportion to their contributions, supplementary income from the profits of the unit. In this way workers become owners through the purchase of shares of part of the value of the fixed capital of State economic units.

84. The right of workers to own shares is guaranteed by law. Their cash deposits with the social development fund may not exceed 30 per cent of the value of the units' fixed capital. The shares are calculated on the basis of the cash deposits made by each worker in relation to his income and the volume of deposits approved by the workers' general assembly for the year of the plan.

85. Contributions towards shares can be paid in regular instalments of equal or varying amounts, on a monthly or other basis or in a lump sum.

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86. At the end of each year workers receive a return on amounts deposited towards the purchase of shares, which is calculated on the basis of the total value of the deposit at that date and is drawn from the profits of the unit.

87. The annual rate of return is 6 per cent of the total value of deposits, where the unit makes the profits called for in the plan in terms of the volume and rate of profit, in accordance with the decision of the workers' general assembly.

88. In the event that the unit's profit target is not reached, workers are guaranteed an annual return of 5 per cent on their contributions towards shares, which is paid at the end of the year from the profits made or from the financial results, as the case may be.

89. Earnings received by workers in respect of such shares are not taxable and are not included in the income used to determine their entitlements and obligations under the law.

Remuneration for work in agriculture

90. Under Decree No. 27 of 25 January 1982, the decision was taken to implement, on an experimental basis and for a limited period of time, the provisions of the draft legislation governing the remuneration of work in co-operative units and to submit the observations and proposals resulting from the implementation of the new system to the Grand National Assembly for discussion and adoption.

91. Act No. 1 governing the remuneration of work in co-operative units was adopted on 1 April 1982 and published on 6 April 1982. This Act governs remuneration of members of co-operatives and other workers in co-operative agriculture.

92. In accordance with the provisions of the Act, remuneration for work in agricultural co-operative units is based on the quantity, quality and social importance of the work and on the results each unit achieves in executing both the production plan and its budget.

93. Remuneration for the work done by members of co-operatives is linked to the execution of the production plan and the income provided in the budget and is paid from the funds obtained by each co-operative unit in strict application of the principles of operational and economic self-management and self-financing.

94. When the wage fund is distributed, each co-operative unit must ensure that the proportion between the minimum and maximum income levels is equitable. The maximum base remuneration that a co-operative member may receive for carrying out tasks set in the plan may not exceed the remuneration for similar work in State agricultural undertakings having the same volume of activity, in the same working conditions and with the same results (art. 6).

95. The remuneration of members of agricultural production co-operatives includes: a base wage paid either in cash or in cash and in kind, calculated on the basis of rates set for standard performance, unit of output or one thousand lei's worth of the actual production, which constitutes the bulk of total

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remuneration; profit-sharing in cash or in kind for fulfilling production plans, and supplementary payments under the profit-sharing scheme, either in cash or in cash and in kind, for production which exceeds the plan.

96. Under the conditions established by the Act, wage supplements may also be granted for uninterrupted years of service in the same unit and in the same sector of activity.

97. In each sector of activity, remuneration is differentiated by category or group of work, depending on the complexity of the work, the level of training, the degree of responsibility and the experience required.

98. In addition to remuneration for the work done and the results achieved, members of agricultural production co-operatives also receive benefits from the State consumption fund, which is to be used for education, health care, culture, pensions, temporary disability and maternity insurance and special benefits for large families. They are also entitled to other social benefits, as established by the Act and by the by-laws of the agricultural production co-operatives in which they work. Furthermore, they are entitled to work in proper conditions with regard to occupational safety (art. 8).

99. The main form of remuneration in agricultural production co-operatives is comprehensive performance pay based on rates for unit of output or one thousand lei's worth of the actual production, according to the work performed (art. 21).

100. Other forms of remuneration are also used in agricultural production co-operatives, in particular: remuneration for individual work and for collective work and remuneration in the form of proportional shares of the production of certain crops or of its value (art. 22).

B. Safe and healthy working conditions

101. The Constitution of the Socialist Republic of Romania provides (art. 18, para. 2) for the adoption by law of measures for the protection and safety of labour and special measures to protect working women and young workers. To this end, the Labour Code contains a series of relevant provisions, of which the most important are the following:

(a) A worker has the right to enjoy proper working conditions, labour protection, free medical care, social security benefits in the event of temporary incapacity for work, measures for the prevention of disease and for restoring and reinforcing health, and the special measures for the protection of women and young people: to this end, substantial resources are allocated for the elimination of the causes of occupational accidents and diseases and for labour protection and the reduction of physical strain [sect. 19 (h)];

(b) The continuous improvement of working conditions and the search for ways of protecting the worker's life and health in the production process and of preventing occupational accidents and diseases are a constant concern of the State and a major responsibility of all the ministries and other central authorities, of economic units and of institutions [sect. 138 (1)];

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(c) Labour protection is based on the safety and health standards laid down for the various types of workplaces, machinery, gear, appliances, installations, equipment and technological processes [sect. 139 (1)];

(d) National standards for labour protection are binding on all branches of production; for workplaces with special characteristics, county standards are set by the ministries and other central authorities, on the basis of national standards [sect. 139 (2)];

(e) Labour protection is an integral part of the production process and provision is to be made for such protection when investment projects are designed, when buildings, installations, gear, machinery, apparatus and appliances are constructed, when they are installed, when they are put into operation and, likewise, when new technological processes are introduced embodying modern scientific and technological methods [sect. 140 (1)];

(f) No new or retooled unit may commence operations, wholly or in part, until it has obtained authorization from the labour protection and public health authorities [sect. 140 (2)];

(g) Persons on work staffs are entitled to free protective equipment, as required by the conditions in which they work. They are also entitled to work clothing, as prescribed by law [sect. 141 (1)];

(h) Persons working in unhealthy or dangerous conditions are supplied during their work with special foods to increase stamina, as prescribed by law [sect. 141 (2)];

(i) In addition to the action required for carrying out the production plan or service assignments, the unit management is also responsible for making appropriate arrangements for labour protection at each workplace, including measures to prevent and combat pollution of the environment. Similarly, action is to be taken to ensure that persons on the work staff are fully familiar with the occupational safety and health standards that they are required to observe in carrying out their work [sect. 142 (1)];

(j) In co-operation with the trade union and public health organs, the unit management is required to carry out periodic analyses of the causes of occupational accidents and diseases and to adopt measures to eliminate any harmful factors which constitute a danger to the lives and health of the workers [sect. 142 (2)];

(k) Responsibility for full compliance with all the labour protection measures lies with those who, by virtue of their functions, organize, direct, co-ordinate and supervise the work in the units [sect. 143 (1)];

(l) workers are required to be fully familiar and to comply fully with the occupational safety and health standards at their places of work and to use and to maintain in good condition the personal protection equipment supplied to them [sect. 143 (2)];

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(m) Infringements of the legal provisions governing occupational safety and health are to be reported by the next higher organ, the State Labour Protection Inspectorate, the public health authorities and the trade union organs and give rise to disciplinary penalties, administrative action, payment of damages or criminal proceedings, as appropriate in each case in accordance with the law [sect. 143 (3)].

102. The State Inspectorate for Occupational Safety, which is under the Ministry of Labour and includes the general inspectorates for the application of occupational safety in the different branches of the economy, ensures and monitors observance of the occupational safety and health standards. The State Inspectorate supervises the work of the territorial inspectorates for occupational safety in each county as well as the Institute for Scientific Research on Occupational Safety.

103. The economic ministries and the other central authorities, the industry-wide co-ordinating bodies and enterprises all have occupational safety departments which monitor the implementation of the legislative provisions governing occupational safety and the measures adopted by the various bodies of the State Inspectorate for Occupational Safety.

104. Trade unions also have a number of responsibilities in this regard. In the context of union groups in enterprises, public occupational safety inspectors monitor compliance with the relevant legislative provisions.

105. Another legislative enactment in this area is Decree No. 400 of 29 December 1981 to make rules for the operation and maintenance of installations, equipment and machinery and to enforce order and work discipline in undertakings with a system of continuous working or which have installations with a high degree of risk in operation.

106. In order to prevent and eliminate any situation which might endanger human life and health, the personnel working in such installations must strictly observe the provisions of this decree in order to ensure the uninterrupted and completely safe operation of the machines.

107. This positively requires strict observance of technical discipline and of all the rules of order and work discipline, and prevention of damage, explosions, fires, etc.

108. Chapter II of Decree No. 400/1981 lists in detail the obligations and responsibilities of the management of units with respect to: taking delivery of installations and putting them into operation; ensuring that the technical standards for the operation of installations and equipment are met and that compliance therewith is monitored; their maintenance, overhaul and repair in conformity with technical standards; the distribution of production tasks to sub-units under safe conditions; the rational organization of work, with technical assistance that can be brought in promptly and effectively for each successive shift; selecting adequate skilled personnel and giving it advanced training; effective occupational safety measures; preventing and extinguishing fires; providing adequate protective equipment; the use, transport and storing of

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explosive or inflammable material and the like, in complete safety; the setting aside of areas where smoking is permitted and where objects which might cause fires or explosions are prohibited; a permanent guard; the denial of access to persons who do not belong to the unit or who come to work drunk; the operation of machines only under completely safe conditions; and the prevention of damage, explosions, and accidents (arts. 5 and 6).

109. Articles 7 and 8 list the obligations of heads of sections, workshops, etc., and foremen, designed to ensure that production is carried on in complete safety. Article 11 lays down the obligations and responsibilities of workers and other operating personnel for the safe functioning of installations; article 13 lays down the obligations and responsibilities of central and local bodies in this field.

110. Chapter IV (penalties) stipulates that violation of the decree shall entail disciplinary, material, civil, contraventional or penal responsibility of the guilty parties, according to the case.

C. Equal opportunity to be promoted

111. Under section 19 (f) of the Labour Code, workers have the right to be promoted to a higher category of appointment or higher duties according to their training, experience, performance and the unit's needs, thereby benefiting equally and without discrimination from opportunities to demonstrate and develop their individual skills and abilities.

112. Workers are promoted to higher categories or positions according to the unit's needs, having regard for the requirements of the post, individual skills and success in the performance of assignments. Promotion comes after a practical test or an individual or competitive examination, as provided by law.

113. Under article 13 of Act No. 12/1971, in State socialist units, a worker who fulfils the following requirements may be promoted to a managerial position: has the necessary education and seniority for the post in question; has the proper qualifications and takes advanced vocational training; has proved exceptionally successful in performing the tasks assigned to him; has passed the necessary individual or competitive examination; has proved to be a good organizer of production and work, demanding, and able to analyse, plan ahead and take effective decisions.

114. In view of the increasingly important position and role of women in Romanian society, a programme for the selection, training and promotion of women to managerial functions has been adopted for the current five-year plan (1981-1985). The programme highlights the continuing concern for the implementation of a correct personnel policy designed to further the promotion to various managerial functions of a large number of women with good professional training and organizational ability and with a record of success in performing properly the tasks assigned to them. In the future the percentage of women in all managerial functions is expected to show a marked growth, rising in 1985 to 27 per cent, as against 6 per cent when the programme was adopted. Measures have also been taken to ensure

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that in the industry-wide co-ordinating bodies and enterprises, in agricultural units and in institutions, the percentage of women in all managerial posts will be more than 30 per cent, as against 14.4 per cent, the figure when the programme was adopted.

D. Rest, leisure and reasonable limitation of working hours
and periodic holidays with pay

115. Under the Constitution (art. 19), the citizens of the Socialist Republic of Romania have the right to leisure.

116. The right to leisure is guaranteed to the working people by the establishment of a maximum of eight hours to the working day and a weekly rest and of paid annual leave. Thus, under section 112 of the Labour Code, hours of work may not exceed 48 in the week and eight in the day.

117. For persons who work under unhealthy, arduous or dangerous conditions, the daily hours are reduced to less than eight without any reduction in pay.

118. The places of work where there are unhealthy, arduous or dangerous conditions and the reduced hours for persons working in each of them are specified by order of the Council of Ministers. The ministries, other central authorities, and the executive committees of the people's county councils of Bucharest make proposals for this purpose in consultation with the Ministry of Labour, the Ministry of Health and the General Federation of Trade Unions.

119. In addition, a programme to reduce the working week was launched in December 1977 and, on 1 January 1978, the reduction of the working week, by stages, to 44 hours, was initiated. Since September 1982 this programme has been operational throughout the entire economy. Pursuant to the same programme, the working week was reduced a further step to 42 hours during the fourth quarter of 1983.

120. It should be emphasized that work beyond the normal work period is permitted only exceptionally and such cases are defined explicitly by law. Work for periods beyond the normal may be permitted in other special situations but only up to a total of 120 hours in each year, when approved by the organs specified by law, or up to 360 hours in each year, by a decision of the Council of Ministers, with the agreement of the General Federation of Trade Unions, following consultation with the respective workers' collectives. Compensation for overtime takes the form of an equal amount of time off or payment at a rate of one and one half or two times the scheduled rate of remuneration (sects. 118-120 of the Labour Code).

121. In conformity with section 19 (g) of the Labour Code workers are allowed a weekly rest day and annual leave will pay for recreation, restoration of working capacity and cultural improvement and the facilities for travel to health resorts for rest and treatment.

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122. For that purpose, in conformity with Act No. 26/1967, employed persons shall be entitled in respect of each calendar year, to paid leave of between 15 and 24 working days, according to length of service. Employed persons who work in places where conditions are unhealthy, arduous or dangerous shall be entitled to supplementary leave (sect. 125 of the Labour Code).

123. Young employed persons under 18 years of age shall be entitled to special treatment and the duration of their annual leave shall be 18 to 24 working days according to their age.

124. Holidays have been established in Romania by decision No. 1739 of the Council of Ministers dated 29 November 1960. They are as follows: Sundays; 1 January (New Year's Day), 2 January, 1 May, 23 August (the National Day) and 24 August. Other holidays are declared according to circumstances and in conformity with the law.

125. When workers cannot take the above-mentioned holidays, they may be granted other rest days to be fixed by the management of units, with the agreement of the trade union organs.

126. So that free time can be used in a useful and agreeable manner, and in order to ensure the harmonious physical and moral development of each citizen, to avoid sickness and enhance the capacity for work, the managements of socialist units are obliged to develop the practice of physical education and sport, mass tourism or excursions for all workers (art. 109 of Act No. 3 of 10 July 1978 concerning the health protection of the population).

127. The units and all health personnel are obliged to support and guide the activities of citizens in the fields of physical education and sport, taking into account any special factors relating to their work, state of health and physical strength. They must be very active in encouraging workers to practise physical education and sport in a systematic manner and, with the assistance of the enterprise doctor, in developing restorative gymnastics on the job with a view to avoiding fatigue and increasing productivity (arts. 110 and 112 of the above-mentioned Act).

128. The Ministry of Health, together with the National Council for Physical Education and Sport, is developing rules for hygiene and health in physical culture and sport and conducts research on the constant growth of the individual's physical capacity.

ARTICLE 8: TRADE UNION RIGHTS

129. The free exercise of the right of workers to form trade unions is guaranteed by the Constitution and is reflected in a number of acts, including Act No. 52/1945 and the Labour Code. In Romania trade unions constitute the largest and most democratic form of worker organization without distinction as to nationality, race, sex or religion.

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130. In Romania there are 13 trade union federations representing the different branches of the economy, with which 10,900 trade unions are affiliated; the latter are organized within enterprises, institutions, groups of economic and social units and in the communes.

131. The right to form trade unions and to belong to them, their activities and freedoms are guaranteed by the law and by the regulations of the trade unions themselves (statutes, decisions, instructions etc.) which are respected and recognized by the public authorities.

132. Article 27 of the Constitution of the Socialist Republic of Romania provides that: "Citizens of the Socialist Republic of Romania shall have the right to associate in trade unions, co-operatives, young people's, women's, social and cultural organizations, unions of creative artists, scientific, technical and sports associations and other public organizations. The State shall support the activity of mass and public organizations, create the necessary conditions for the development of the material basis of such organizations and protect their property."

133. Act No. 52/1945 concerning trade unions provides, in article 2, that the rights of all individuals who work in the same occupation, or in similar or related occupations, freely to form trade unions, is recognized and is not subject to any condition of prior authorization; moreover, no one can be forced to participate or not, or to cease participation in a trade union against his will.

134. The Labour Code also provides that the trade unions shall participate directly, at all levels, in the conduct of economic and social affairs, having representatives on the workers' councils, on the collective management organs of ministries and other central institutions and in the Government of the Socialist Republic of Romania (sect. 165).

135. The trade unions participate directly, together with the appropriate State authorities, in the drafting and application of all regulations dealing with the rights and obligations of workers and with occupational safety; they see to it that the wage payment system is correctly applied and ensure observance of the work programme, rest periods and other measures prescribed by the labour legislation (sect. 167).

136. The trade union organizations defend the rights of their members under the labour legislation before jurisdictional organs of all types and before organs of the State and society (sect. 169).

137. The managements of units are required to facilitate the activities of the trade unions by providing the material conditions needed for these to be carried on properly. It is also the duty of the managements of units to examine and give effect to proposals made by the trade union organs with a view to improving the units' operations and the conditions of life and work of the workers (sect. 170).

138. As regards the purposes and functions of trade unions, there is, in Romania, comprehensive legislation which provides the necessary framework for trade unions to participate directly as an integral part of the system of workers'

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self-management as well as in the drafting and implementation of economic and social policies. This legislation establishes the legal framework for the exercise of trade union rights, for the participation of trade unions as workers' organizations and as representatives of the economic and social interests of employed persons, in economic and financial management and in influencing the implementation of all measures relating to the working and living conditions of all categories of employed persons.

139. Act No. 5/1978 concerning the organization and management of State-owned socialist units and their operation under workers' self-management and economic and financial self-management provides, in article 35 (c), that the chairman of the trade union committee shall be the vice-chairman of the unit's workers' council. Article 46 (d) states that the chairman of the trade union board for all the units which come under the same industry-wide co-ordinating body shall be an ex officio member of the workers' council of the co-ordinating body. Article 66 states that the number of workers' representatives elected by each enterprise for the general assemblies shall be established by the trade union committee in agreement with the workers' council. Pursuant to article 71, the general assembly of the enterprise is chaired by the chairman of the trade union committee.

140. The law also gives trade unions broad powers in the economic and vocational guidance area. Act No. 12/1971 concerning the employment and promotion of personnel of State-owned socialist units states in article 8 that the technical appointments and promotion board for workers and that for technical, economic and other specialized and administrative staff shall both include a trade union delegate.

141. Pursuant to article 65 of Act No. 57/1974 concerning remuneration on the basis of the quantity and quality of work, individual bonuses are approved by the management of the unit, in agreement with the trade union committee. Individual bonuses for the management of the unit are approved by the management of the body directly in line above the unit, in agreement with the relevant trade union body.

142. With regard to workers' supervision of economic and social activities, Act No. 15/1972 states in article 22 that the workers' supervisory councils shall operate under the guidance of the trade union committees of the unit in question, and article 24 states that the office of chairman of the workers' supervisory council regarding economic and social activities shall be held by the vice-chairman of the trade union committee of the unit.

143. Trade unions also have considerable influence in the social area. Article 20 of Act No. 5/1965 concerning safe working conditions reads as follows: "The supervisory bodies of the Ministry of Labour shall request assistance from the trade unions, which, in accordance with their duties, shall organize public supervision of the implementation and observance of legislation concerning safe working conditions in order to prevent industrial accidents and occupational diseases."

144. Concerning pensions and social insurance, article 6 of Decree No. 217/1977 states that delegates from the trade union organization shall participate, as

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members, in the pension and social insurance boards and that the membership of the board shall be determined by the collective management body in agreement with the trade union committee of the unit.

ARTICLE 9: THE RIGHT TO SOCIAL SECURITY

145. The legislative and organizational framework of the Socialist Republic of Romania guarantees all citizens, without distinction as to sex or nationality, the right to medical care, employment-related and old-age pensions, disability pensions, family allowances, and other social security entitlements and care for the physically or mentally handicapped.

146. There are special regulations governing social insurance; they include Act No. 3/1977 concerning State social insurance pensions and social assistance; Act No. 4/1977 concerning pensions and other social insurance entitlements of members of agricultural production co-operatives; Act No. 5/1977 on pensions and other social insurance entitlements of peasants operating their own farms in areas where there are no agricultural co-operatives; Act No. 3/1978 on public health; Act No. 10/1972 containing the Labour Code; Act No. 3/1970 on the system of protection for certain categories of minors; Act No. 27/1978 on education and teaching; State Council Decree No. 245/1977 on disability, orphans' and war widows' pensions; Decree No. 251/1978 on pensions and the other social security entitlements of lawyers; the 1980 regulations governing social insurance pensions and social assistance for members of craftsmen's and disabled persons' co-operatives; the 1977 regulations governing social insurance pensions and social assistance for craftsmen operating their own workshops and workers employed in craft workshops; State Council Decree No. 216/1977 on the criteria and rules for classifying individuals by degree of disability.

147. An institutional framework also exists for implementing the above legislation. Powers in this area rest, *inter alia*, with the Ministries of Labour and Health, the Romanian General Federation of Trade Unions, the Lawyers' Pension Fund, the National Council of the Red Cross, the Association for the Deaf, the Association for the Blind.

148. One of the main forms of material old-age insurance is the retirement pension, which is calculated according to the work done by the recipient and payable after a certain age. The Romanian retirement pension scheme covers the entire population and offers citizens the prospect of receiving a pension commensurate with their contribution to the country's economic and social development (men become eligible for this pension at the age of 60 and women at the age of 55 if they have worked in the State sector, and at the ages of 65 and 60 respectively if they have worked independently or in the agricultural co-operative sector).

149. The State guarantees all citizens, without distinction as to sex or nationality, the right to a pension which is calculated on the basis of the principle of remuneration according to the quantity, quality and social importance of the work done. The amount of the pension also varies according to length of service, wage level and work unit.

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150. In addition to the pension paid from State social insurance funds, pensioners also receive a supplementary pension based on the principle of workers' mutual insurance. Depending on the number of years of contributory service and the total amount of such contributions, the supplementary pension ranges from 5 to 18 per cent of the scheduled rate of remuneration used to calculate the social insurance pension.

151. Persons who are totally or almost totally incapacitated for work as a result of an industrial accident, an occupational disease or a disease contracted during the performance of service obligations are also entitled to a pension. Similarly, workers who are totally or partially incapacitated for work as a result of accidents outside the workplace are entitled to a disability pension. A disability pension is also granted, regardless of seniority, to individuals performing military service who contract certain diseases other than occupational diseases.

152. Romanian social insurance legislation also regulates the granting, in certain circumstances, of a survivors' pension to children and widows. In general, children are entitled to a survivors' pension until the age of 16 or, if they continue their studies, until they complete their studies or reach the age of 25, whichever is earlier. Widows are entitled to a survivors' pension if they are aged 55 or over and were married for at least 10 years, or if they are disabled or do not work but have one or more dependent children under the age of 6.

153. Over 3 million people, or more than 13.6 per cent of the country's total population, received pensions in 1981.

154. The elderly are entitled to treatment at any health resort, with expenses paid from national insurance funds. The existing capacity is adequate to meet the full demand. The person concerned pays part of the cost of the rest-cure, depending on the amount of his or her pension.

155. The schedule of national insurance contributions payable by the units is established by law. Their failure to pay does not prevent workers from receiving the material benefits due (sect. 149 of the Labour Code).

156. Persons unable to work because of age or chronic illness, the disabled and persons suffering from any kind of handicap who lack the means to provide for themselves receive welfare services or care at social security and welfare institutions.

157. Welfare work, the forms of assistance and the allowances are intended to benefit primarily elderly persons who have no family and the chronically ill who cannot be cared for at home. For such persons, there are homes for pensioners, for the aged and for the sick, as well as nursing homes. Residents are provided, at State expense, with full board and lodging, as well as opportunities for cultural activities. There are also ergotherapy workshops and outbuildings where the elderly have an opportunity to engage in gainful activities with a view to preventing and delaying the degenerative process.

158. For elderly persons who have no family and are not covered by welfare services, there are soup-kitchens serving free, hot meals everyday.

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159. For the purpose of assisting the elderly irrespective of the national insurance and pension schemes to which they belong, mutual aid funds have been established throughout the country. They are organized by voluntary associations of pensioners. They extend to their members repayable loans and non-repayable grants, and organize various cultural, artistic and leisure activities. They also run "store-fronts" offering, for a fee, a variety of services to pensioners and their families. These funds also provide material assistance in the event of illness or in solving problems related to home care or domestic help.

160. The State has accorded priority to the physically or mentally handicapped by making large allocations for the organization and operation of facilities such as:

- (a) Crèches for handicapped children under three;
- (b) Special day-care centres for handicapped children between the ages of three and seven who can be rehabilitated;
- (c) Mandatory, eight-year special-education centres for handicapped children who can be rehabilitated;
- (d) Vocational schools and special colleges to train the handicapped;
- (e) Boarding-schools for handicapped children between the ages of six and eight who can be partially rehabilitated;
- (f) "Workshop homes" for those who are over 16;
- (g) Nursing homes for children and youths who cannot be rehabilitated;
- (h) Hospitals, convalescent wards, sanatoriums and observation wards concentrating on the various types of handicap, for minors and elderly persons;
- (i) Research institutions dealing with job rehabilitation of the handicapped.

161. The costs of welfare work, medical treatment, functional rehabilitation, education and training are charged to the State budget.

162. Skilled handicapped persons are given employment selectively, in regular jobs (machinery, tools and access routes being adapted, if necessary, to certain specifications in the interest of safe and healthy working conditions); in "protected" jobs (co-operatives for the disabled and "workshop homes"); or at home.

163. The integration of the handicapped into society and the workplace is monitored and supported by State and public agencies, which are responsible for ensuring the integration of all those who cannot achieve it on their own. Most of the minors under the protection of the State in specialized institutions are later satisfactorily integrated into society and the workplace.

164. In the Socialist Republic of Romania, the State also accords priority to educating children and giving them a well-rounded preparation for work and life.

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In addition to the conditions created to foster the physical and mental development of all children, the measures to that end include State-provided material assistance to families with children, in the form of substantial child benefits.

165. The State benefit is payable to families with children below the age of 16, in cases where the parent or parents are workers, pensioners or students, or in the military.

166. The amount of the monthly benefit ranges from 200 to 430 lei, depending on the number of children, family income and place of residence (town or village) of the beneficiaries.

167. Child benefits are charged to the State budget. In 1983, they amounted to 14.6 billion lei for about 4,758,000 children, i.e., 73 per cent of the total under-16 population.

168. Under the national income scheme for farmers' co-operatives, the families of farmers receive an allowance if at least one parent works in an agricultural co-operative. The allowance is paid for each child under 16. The amount for each child is 60 lei a month, increasing, according to the number of children, to a maximum of 110 lei. These allowances are charged to the national insurance fund for members of agricultural production co-operatives.

169. Under Decree No. 251 of 14 July 1978, pensions and other national insurance benefits for lawyers are paid from the lawyers' insurance fund. The fund is made up of 25 per cent of the bar associations' monthly deductions from emoluments, as well as contributions from law schools, budget surpluses from previous years and other revenue envisaged in the Decree (art. 3).

170. Male lawyers with at least 30 years' service become eligible for a pension at the age of 65; female lawyers with at least 25 years' service become eligible at 60. Lawyers may continue working until the age of 70.

171. Male lawyers, upon reaching the age of 62, and female lawyers, upon reaching the age of 57, may be put on a pension at their request (art. 8).

172. Depending on the circumstances, a lawyer may be eligible for a benefit if he is incapacitated for work as a result of an accident which occurred while he was performing his official duties, or as a result of an illness contracted during the period when he was in practice, or if he is incapacitated for work while not performing his official duties.

173. The wife or children of a deceased lawyer may be eligible for a survivor's benefit.

174. Lawyers who contribute 2 to 4 per cent of their monthly income are entitled to a supplementary benefit amounting to 5 to 18 per cent of pensionable remuneration, depending on the length of contributory service.
