

# COUNTRY: ROMANIA

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## INTRODUCTION

In 'part one' each partner can offer some 'facts & figures' and 'legal framework' which gives an idea about the context of the host country. The aim is not to be complete nor to compare with other countries, but to give relevant information in order to help the participants/visitors to better understand the 'best practices' presented to them during the coming meetings.

After the meeting, the host partner can be asked to complete 'part two'. Best practices can be 'tools, programs, initiatives, methodologies...' which have proven to be effective in enhancing the employability of young people and in activating them. During the meeting the presented 'best practices' can be discussed: what are the results? what are their strengths/weaknesses? Are there other opportunities? Are there new ideas/suggestions? What about the transferability to another country? Are there any recommendations to make towards policy makers?

**PART I CONTEXT**

**FACTS & FIGURES**

**1. Unemployment rates of your country: national, regional, local averages**

In October 2013, the national unemployment rate was **5.4%** (489,260 registered persons = 173,310 receiving benefits + 315,950 not receiving benefits).  
 The evolution of registered unemployed people is displayed in Figure 1. The map of unemployment in Romania is presented in Figure 2.

**Evolution of registered unemployed 2008 - 2013**

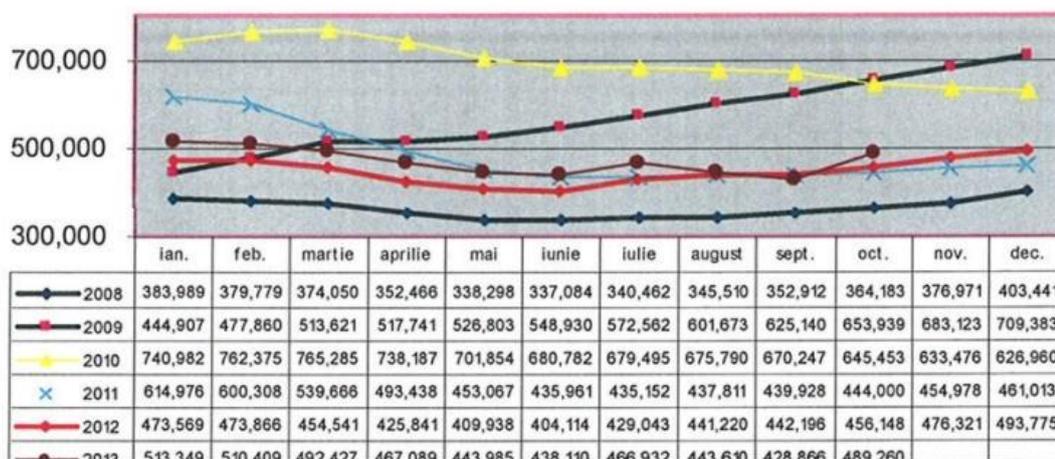


Figure 1

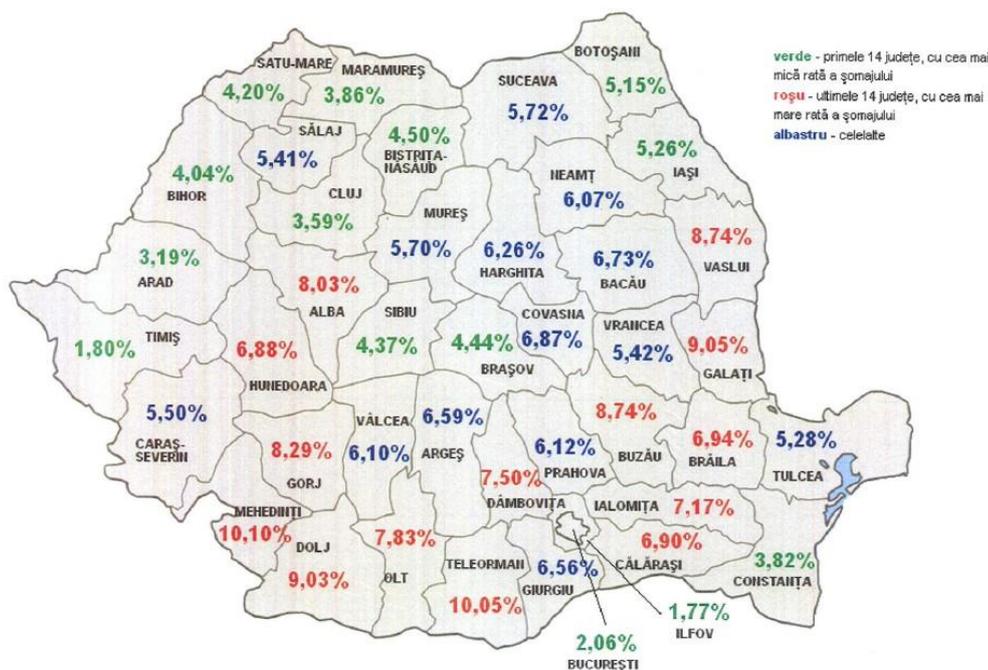


Figure 2

<http://www.anofm.ro/files/Rata%20somajului%20oct%202013.pdf>

2. Youth unemployment rates of your country: national, regional, local averages (please include figures for those not in the youth category so above 25 years as it would be a useful comparison)

The age distribution of unemployed people is presented in Table 1.

*Table 1*

<i>Age segment</i>	<i>No. of persons</i>	<i>Percentage</i>
Under 25 years	94,280	19.27%
25 – 30 years	35,697	7.29%
30 – 40 years	104,007	21.26%
40 – 50 years	127,006	25.96%
50 – 55 years	58,190	11.89%
Over 55 years	70,080	14.32%

[<http://www.anofm.ro/files/Rata%20somajului%20oct%202013.pdf>]

3. Number or percentage of people receiving a work disability benefit and/or youngster below 25 years receiving a handicapped young persons benefit

The distribution of disabled persons in Romania is displayed in Table 2. The age distribution is presented in Table 3. The distribution on degree of disability is presented in Table 4.

*Table 2. Quarterly number of disabled person, on June 30, 2013*

<b>Number of persons, total</b>	<b>700.736</b>
<i>Children</i>	<b>61.043</b>
<i>Adults</i>	<b>639.693</b>
<i>In family - non- institutionalised</i>	<b>683.921</b>
<i>Children</i>	<b>61.029</b>
<i>Adults</i>	<b>622.892</b>
<i>Institutionalised</i>	<b>16.815</b>
<i>Children</i>	<b>14</b>
<i>Adults</i>	<b>16.801</b>

*Table 3*

<b>Age group</b>	<b>TOTAL</b>
<b>TOTAL</b>	<b>700,736</b>
0-4 years	<b>13,325</b>
5-9 years	<b>18,105</b>
10-14 years	<b>18,358</b>
15-17 years	<b>11,255</b>
18-19 years	<b>7,009</b>
20-24 years	<b>24,976</b>
25-29 years	<b>31,588</b>
30-34 years	<b>33,956</b>
35-39 years	<b>39,467</b>
40-44 years	<b>42,717</b>
45-49 years	<b>39,023</b>
50-54 years	<b>46,721</b>
55-59 years	<b>71,872</b>
60-64 years	<b>72,595</b>

<b>Age group</b>	<b>TOTAL</b>
65-69 years	<b>56,214</b>
70-74 years	<b>55,928</b>
75-79 years	<b>53,954</b>
80-84 years	<b>38,341</b>
85 years and over	<b>25,332</b>

Table 4

<b>Number of persons, total</b>	<b>700.736</b>
<i>out of which, by degrees of deficiencies:</i>	
- severe	<b>235.380</b>
- marked	<b>379.382</b>
- medium	<b>79.857</b>
- minor	<b>6.117</b>
<b>out of total:</b>	
- <b>Children</b>	<b>61.043</b>
- severe	<b>31.163</b>
- marked	<b>12.060</b>
- medium	<b>17.090</b>
- minor	<b>730</b>
- <b>Adults</b>	<b>639.693</b>
- severe	<b>204.217</b>
- marked	<b>367.322</b>
- medium	<b>62.767</b>
- minor	<b>5.387</b>

All persons with certified disabilities receive benefits **regardless** of other incomes. Persons with severe disabilities receive also a caregiver allowance.

[\[www.anph.ro\]](http://www.anph.ro)

#### 4. Unemployment benefits of your country

**Criteria to get them, minimum amount, duration, difference in age categories, ...)**

Criteria to qualify for receiving unemployment benefits:

- Losing job for reasons beyond their activity and conduct;
- Possessing an insurance contract for unemployment;
- Lack of any income or sum of incomes lower than reference indicator (500 lei in 2013)
- Graduates of an education organisation, but unable to get a job in 60 days;
- 12 months (out of previous 24) contributed to the unemployment fund;
- Do not meet the retiring criteria;
- Are registered at the local branch of national agency for employment

Minimum amount of unemployment benefit is about 375 lei for persons that worked less than one year. For the rest, the period of contribution to the unemployment fund is included in calculation.

Duration of receiving unemployment benefit is:

- 6 months for persons that worked (contributing to the fund) less than one year;

- 9 months for persons that worked (contributing to the fund) at least 5 years;
- 12 months for persons that worked (contributing to the fund) at least 10 years.

[\[http://www.avocatnet.ro/content/articles/id\\_33195/Ce-conditii-trebuie-sa-indeplinesci-obligatoriu-in-2013-pentru-a-primi-ajutor-de-somaj.html#axzz2mQ07g4W2\]](http://www.avocatnet.ro/content/articles/id_33195/Ce-conditii-trebuie-sa-indeplinesci-obligatoriu-in-2013-pentru-a-primi-ajutor-de-somaj.html#axzz2mQ07g4W2)

## 5. Social benefits of your country (if applicable)

### Criteria to get them, minimum amount, duration ...

Social benefits are of two types:

- For low income;
- For heating.

For **low income**, the criteria are:

- Low income, calculated according to the methodology described below;
- Proof that the person is registered at the local branch of national agency for employment;
- Possessing minimum of properties (list provided);
- (obligation) to perform activities of local interest at mayor's request.

The reference income is 500 lei (in 2013). A person (family) has low income if:

- The income is less than  $0.271 \times \text{ISR} = 136$  lei for a single person;
- The income is less than  $0.488 \times \text{ISR} = 244$  lei for a family with two persons;
- The income is less than  $0.684 \times \text{ISR} = 342$  lei for a family with three persons;
- And so on.

The quantum of benefit is calculated as a difference from the values mentioned above and the actual incomes of the single person or family.

The **social benefit for heating** is similar as the social benefit, with two differences:

- The single persons or family should heat its dwelling using a centralised system (for the whole block of flats), gas, electricity or wood.
- The reference values of income are higher: 786 lei per family member and 1082 for single person.

## 6. Figures of early school leavers (if available)

The latest figures of early school leavers date back from 2010. The figures are:

- 1.4% for primary education;
- 1.7% for secondary education.

1. **Existence of any kind of work agency, job center, to support 'activation of people' = getting a job) name + private or public + short description of their services). Please enclose a picture of the organizational structure of leading jobseekers to work**

The leading organisation in helping citizens to get a job is the National Agency for Employment of Workforce. It is a state organisation and has branches all counties of Romania. The usual services offered by a branch are the following:

- Work mitigation;
- Information and counselling for employment;
- Seeking second part-time job;
- Training unemployed in professions asked by employers;
- Subsidizing employers in training their employees;
- Organisation of employment fairs;
- Identification and/or advertising vacant jobs.

The organisation structure of Hunedoara branch is presented in Figure 3.

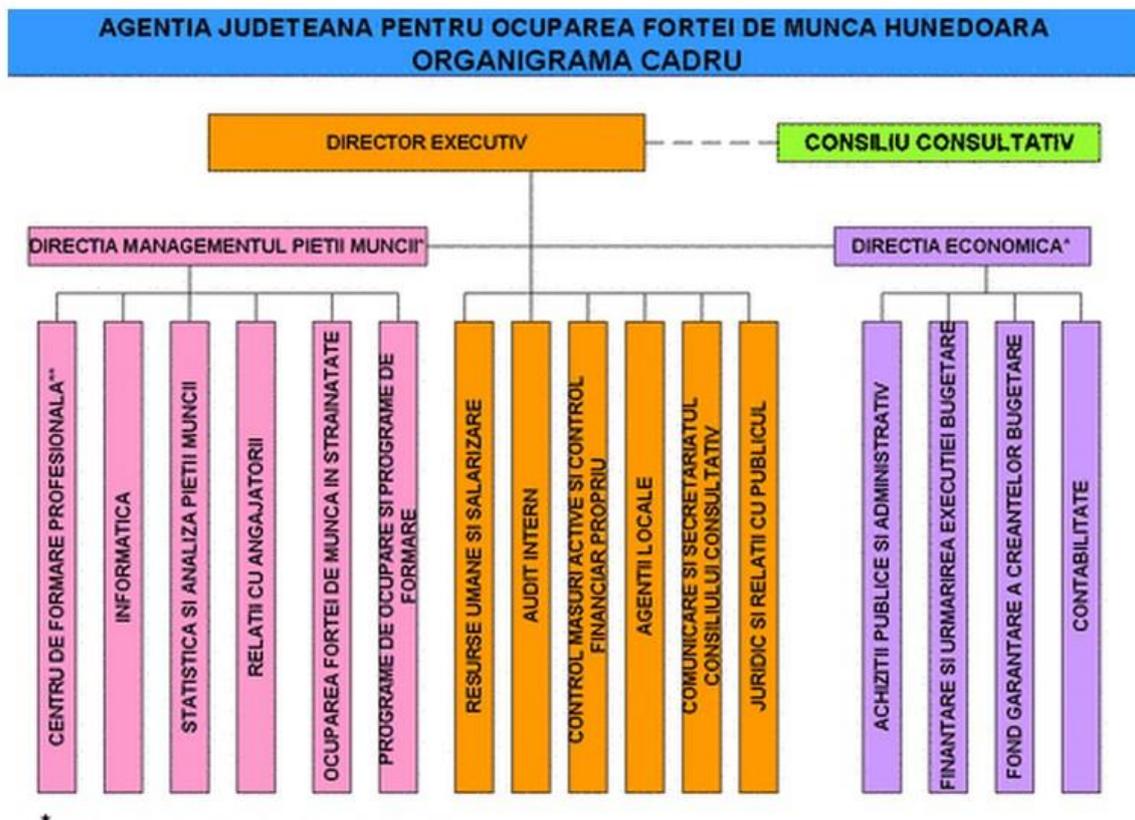


Figure 4

There are also small companies that find jobs for unemployed (especially abroad) for a fee.

An increasing success have job-sites like *e-jobs.ro* and *bestjobs.ro* with more than one million registered CVs.

## 2. The average budget available to reintegrate an unemployed person on state/municipal level)

There were no identified any calculations for a budget spent per person for reintegration of the unemployed.

## LEGAL FRAMEWORK

### EDUCATION: POLICY TO SUPPORT INDIVIDUAL KNOWLEDGE

- Overview of education - 'flow' of an individual from primary school to ...)
- Minimum age of leaving school
- Specific measures taken to better match with the labour market
- ...

According to the law, every Romanian citizen has to pass ten classes, so the minimum age of leaving school is 16 years.

In order to better match the needs of the labour market, there were created "technological high-schools". In these institutions, students learn more practical subjects than in a theoretical high-school.

A national qualification framework is in the process of being established. For some qualifications, the framework was established, but not for all. The qualification framework indicates the competences required for each qualification, the level of education, etc. All the organisations that provide education and training are required to adapt their programmes to the qualification framework.

### WORK: LABOR MARKET POLICY TO ENHANCE RE-EMPLOYMENT OF YOUTH

#### 1. Does your country have a Minimum wages system? And if so what does it look like?

Now, the minimum wage in Romania is 800 lei. It represents the minimum wage that an employer must pay for a full-time position.

#### 2. Please give a brief overview of how the different responsibilities regarding unemployment and social security are divided between the different tiers of government state, province/district, municipality, etc).

Unemployment and social security are the responsibility of the state. However, the process of decentralisation is on its way in Romania.

Each county and municipality can organise its own policy for employment.

#### 3. Subsidies for employers or/and employees

Employers that hire unemployed and keep them working for more than 6 months have a reduction of the contribution to the unemployed fund. Also, the employers can receive credits from the unemployment fund.

Since October 2013, the subsidies for employers that hire young graduates or over 45 years unemployed are cancelled.

A new type of subsidy was introduced. It refers to the employers of "young person with risk of social marginalisation". A young person (16-26 years) qualifies for this category if fulfils one or several of the following criteria: originates from child protection system; is disabled; has children; has spent time in prison; victim of human trafficking.

Each organisation must have a percentage of its human resource persons with disabilities. If not, penalties must be paid.

#### **4. Specific programs trainings, internships, job placements,**

Each county organises training programmes at request of employers. Also, it organises job fairs. These initiatives can be organised at municipality level.

Universities set up internships with large employers. For example, POLITEHNICA University of Bucharest has an internship programme with Renault company.

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### WELFARE: SOCIAL POLICY TO SUPPORT INDIVIDUAL WELFARE OF YOUTH

- Rent allowances,
- Child care benefits,
- Tax reductions,
- Mobility benefits,
- ...

One parent can stay at home and take care of the infant of 0 – 2 years age. She/he is receiving a social benefit of 85% of the salary mean (calculated on the previous 12 months) – not less than 600 lei and not more than 3400 lei. If the parent returns to work after one year, she/he will receive 500 lei – work insertion benefit.

### OPPORTUNITIES

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#### WHICH SECTORS EXPERIENCE A GROWTH IN YOUR COUNTRY?

The ITC sector has the highest economic growth in Romania.

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#### WHAT ARE THE 'BOTTLENECK PROFESSIONS' JOB OPENINGS THAT ARE HARD TO FILL IN IN YOUR COUNTRY AND FOR WHAT REASONS?

The jobs that are hard to fill in Romania are those from the shop floor in industry. The work force is ageing and it is not replaced.

## PART II BEST PRACTICES & FUTURE (TO FILL IN AFTER MEETING IN YOUR COUNTRY)

### BEST PRACTICES

Description/explanation of 'programs', 'tools', 'methodologies', 'Successful stories', 'initiatives public/private' ... to enhance the re)employment or improve the employability of youngsters in the labor market



#### 1. ABILITY TO HANDLE YOUR SITUATION ALONE

Project financed by European Union

**Coordinator:**

Bethany Foundation for Social Services

**Partners:**

General Directorate of Social Assistance and Child Protection of Arad County

School Inspectorate of Arad County

**General Objective:**

Reduction of drawbacks in the life skills of children and young people coming from society's disadvantaged groups - children from special protection system and children from dysfunctional families - by informing and raising awareness children about the needs of society.

**Specific Objectives:**

- Develop life skills, increase awareness and potential social inclusion of 300 children / young people coming from disadvantaged social groups (100 children / youth from placement centres within the General Directorate of Social Assistance and Child Protection of Arad County and 200 students from dysfunctional family environments).
- Promoting of non-formal educational measures and intra / inter institutional initiatives in placement centres in the General Directorate of Social Assistance and Child Protection of Arad County and partner schools in order to reduce deficiencies on life skills and attitudes.

#### Lifelong Learning Programme

- Encouraging the social involvement of disadvantaged children / youth, by implementing activities aimed to make them aware of the importance of a socially desirable behaviour through involvement in activities of community interest.

#### Beneficiaries:

- 100 children from special protection system, from placement centres of General Directorate of Social Assistance and Child Protection of Arad County, aged between 10 and 16 years.
- 200 students selected on social criteria (broken families, poor families), coming from five schools in urban / rural area, aged between 10 and 14 years.
- 75 parents or members of the extended family of students coming from dysfunctional families.
- 20 teachers
- 10 educators from placement centres of General Directorate of Social Assistance and Child Protection of Arad County.

[http://www.bethany.ro/abilitatea\\_de\\_a\\_te\\_descurca\\_singur.html](http://www.bethany.ro/abilitatea_de_a_te_descurca_singur.html)

## 2. READY FOR THE FUTURE – YOUNGSTERS AT THE BEGINNING OF CAREER

Project financed through “Sectoral Operational Programme for the Development of Human Resources” financed by European Union and Romanian Government.

#### Coordinator:

Corona Foundation

#### Partner:

S.C. Info-Educatia S.R.L.

#### General Objective:

Increasing employability and socio-professional integration of young unemployed (16-24 years) from Iasi County, by conducting activities of information, advice and training.

#### Specific Objectives:

- Providing information, advice and guidance for 250 unemployed young people to develop their skills in using modern methods and techniques for finding and securing a job (search, writing CV, letter of intention, etc.).
- Provision of continuous vocational training for a total of 40 unemployed youth. Unemployed people who have no qualifications or whose qualifications are not required anymore on the labour market will be guided through professional counselling to choose a training course. Obtaining certifications will help them to find a job.
- Providing entrepreneurial education (advice and assistance for starting an independent activity) for a total of 40 unemployed youth. Unemployed persons who demonstrate entrepreneurial skills will be directed to entrepreneurship education courses developed within the project. These courses will provide a factual basis for counselling individuals in starting an independent activity.
- Organisation of a job club to facilitate access to employment for 250 unemployed youth in Iasi County. Organizing a job club aims to maximize the efforts to facilitate access to employment for the unemployed who are looking for a job and facilitate labour market mediation.

#### Offered services: (for you!)

- counselling for a vocational career (including psycho-professional testing) for you to find out what job suits you best. It helps you know better yourself in group counselling sessions and individual counselling in order to make an informed choice regarding your professional future.
- free training courses in the field that suits you best. According to the psychological profile done by our professionals and your personal options you can choose any training course you want. The training course you choose together with us and our organisation pays the costs of training.
- free training for entrepreneurial education and counselling on entrepreneurship. If you want to learn entrepreneurial skills and how to initiate and to develop a business then we provide you the necessary resources.

#### More:

All training courses are certificated and you will receive a certificate granted by the Ministry of Labour, Family and Social Protection.

<http://www.fundatiacorona.ro/?page=proiect&id=118>

### 3. GUARANTEE FOR YOUTH

Programme financed by the Romanian Government and European Union

**Coordinator:**

Ministry of Labour, Family and Social Protection

**Partners:**

Ministry of Education and Scientific Research

Ministry of Energy, Small and Medium Enterprises and Business Environment

**Budget:**

470.48 millions euro

**General Objective:**

To reduce unemployment among young people aged 16 to 24 years, through facilitation of quality jobs. Specifically, it seeks to ensure that young people under the age of 25 years, who lost their jobs or who can not find one after graduation, will receive a quality offer for either employment or continuing education or entry into apprenticeship, or performing an internship. The offer will be received within 4 months after registration at employment agencies. All measures of the scheme "Guarantee for Youth" are supported through various forms of financial support granted to either future employees or employers.

*Measures within the responsibility of Ministry of Labour, Family and Social Protection*

- Subventions to employers for apprenticeships: 300 lei + 250 euro per month/person.
- Subventions to employers for internships: 750 lei + 300 euro per month/person.
- Subventions to employers to hire young graduates: 500 lei + 200 euro per month/person (12 months)
- Employment bonus for youngsters that find a job at a distance more than 50 km from home: 1000 lei + 250 euro per month (12 month)
- Settle bonus for youngsters that change their home with employment: 3500 lei + 1000 euro
- Entrepreneurship package (30000 euro) for youngsters to start a new business: training courses, mentorate and subventions.
- Free assessment of competences acquired through nonformal and informal education
- Free training courses offered by authorised educational centres
- Free career counselling
- Subventions to employers that hire youngsters with risk of social marginalisation (disabled, rrhoms, placement centres leavers, etc.): max. 1000 lei

*Measures within the responsibility of Ministry of Education and Scientific Research*

- "Second chance for primary education" for youngsters older than 14 years to recover the primary education
- "Second chance for secondary education" for youngsters older than 14 years to recover the secondary education
- Scholarships for students that follow vocational courses

*Measures within the responsibility of Energy, Small and Medium Enterprises and Business Environment*

- Developing entrepreneurial skills among young people and facilitating their access to funding (START)
- Stimulating the creation and development of micro-enterprises by young entrepreneurs (SRL-D)
- Training stages for young entrepreneurs (up to 6 months) with experienced European entrepreneurs

Guarantee for Youth was the greatest programme for young people in the last 25 years.

By 8 April 2015, the statistics were:

- 182 094 young persons accessed the programme, from which 71 893 (almost 40 %) found a job.
- 163 227 persons were counselled.
- 4847 employers received subventions.
- 6411 new micro-enterprises were established, creating 3205 new jobs.
- 177 persons established start-ups, creating new 440 new jobs.

<http://www.mmuncii.ro/j33/index.php/ro/comunicare/comunicate-de-presa/3765-garantia-pentru-tineret-cel-mai-amplu-program-de-combatere-a-somajului-in-randul-tinerilor-din-ultimii-25-ani-8-aprilie-2015>

## FUTURE

### IDEAS, SUGGESTIONS IN ORDER TO ACTIVATE YOUNG PEOPLE

First of all, young people should not be lost from the education system at all. Growing and learning in the same time helps young people to become self-aware, self-confident and society-aware citizens. Also, school prepares young people to follow a university programme or to follow a vocational programme.

Also, society should ensure that the influence of negative elements (alcohol, drugs, criminal gangs, etc.) is minimised as much as possible. All efforts should be made to ensure that the psychological and social evolution of young people is not biased by these elements.

Society should promote by all means of communication (including mass-media) the advantages and wellbeing assured by honest and decent work.

### RECOMMENDATIONS TO POLICY MAKERS

All the projects and initiatives carried-out through different programmes or independently should be assessed through well-defined criteria both quantitative and qualitative, so the real success stories are identified. Once identified, these success stories (in terms of methodologies, frameworks, etc.) should be generalised nationwide.

Special attention should be given to the “import” of projects and initiatives from abroad. The national context can vary significantly and, because some aspects are quite different, the efficiency of the imported projects and initiatives can be very low, despite financial and social investments.

Employers should be more involved in solving the problem of youth unemployment. That means employers should be really involved and not just invited to hire youngsters because of bonuses and penalties. The public-private partnership for this issue should be encouraged.