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**Ministry of Labour, Family and Social Protection
Managing Authority for Sectoral Operational Programme for Human Resources
Development**

Project: First Interim Evaluation of SOP HRD

Final Report

Evaluation Report

Ad hoc evaluation PA5, KAI 5.2

Promoting long-term sustainability of rural areas in HRD & Employment

JUNE 2011



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Project synopsis

Project title: „First Interim Evaluation of SOP HRD”

Contract number: SOP HRD7/7.1/AT/2

Contract start: 21st December 2009

Contract finish: June 2011

	Contracting Authority	Consultant
Name:	Ministry of Labour, Family and Social Protection	KPMG Romania in consortium with Eurolink and Kantor

Managing Authority for Sectoral Operational Programme for Human Resources Development

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Submission Date: June 2011

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Signature:



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LIST OF ABBREVIATIONS and ACRONYMS

ACSI	Authority for the Coordination of Structural Instruments
AEM	Active Employment Measures
ALMP	Active Labour Market Policy
EC	European Commission
EES	European Employment Strategy
ESC SOP HRD	Evaluation Steering Committee for the Sectoral Operational Programme
ESF	European Social Fund
ESU	Economic Size Unit (for agricultural holdings, 1 ESU is 1,200 Euro)
EU	European Union
EUR	Euro
FDI	Framework Document for the Implementation of SOP HRD
GDP	Gross Domestic Product
HRD	Human Resources Development
IB	Intermediate Body
IE	Interim Evaluation
ILO	International Labour Organisation
KAI	Key Area of Intervention
LLL	Life-Long Learning
LM	Labour Market
LTU	Long-term Unemployed /Long-term Unemployment
MA	Managing Authority
MA SOP HRD	Managing Authority for Sectoral Operational Programme Human Resource Development
MaEP SOP HRD	Multi-annual Evaluation Plan for SOP HRD
n.a.	Not available
NAE	The National Agency for Employment
NCC	National Coordination Committee
NGO	Non-governmental Organization
NIS	National Institute for Statistics
NRDP	National Rural Development Programme
NSRF	National Strategic Reference Framework
OP	Operational Programme



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PA	Priority Axis
PES	Public Employment Services
R&D	Research & Development
RIB	Regional Intermediate Body
ROP	Regional Operational Programme
SF	Structural Funds
SOP	Sectoral Operational Programme
SOP HRD	Sectoral Operational Programme Human Resources Development
SWOT	Strengths, Weaknesses, Opportunities and Threats
ToR	Terms of Reference
VET	Vocational Education and Training



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1. INTRODUCTION

1.1 General Introduction

In compliance with Article 48 of Council Regulation (EC) no. 1083/2006 and in compliance with the Sectoral Operational Programme Human Resources Development (SOP HRD) provisions (Sub-chapter 5.2, Monitoring and Evaluation) as well as those of the National Strategic Reference Framework (NSRF) Multi-annual National Evaluation Plan 2007-2013, the MA SOP HRD developed the Multi-annual Evaluation Plan for SOP HRD 2007-2013 (MaEP SOP HRD) under which evaluation activities of a strategic and/or operational nature are to be conducted over the life of the SOP HRD.

The First Interim Evaluation of the SOP HRD¹ has been planned through the MaEP SOP HRD 2007-2013. The Interim Evaluation was originally planned for completion during the second semester of 2009. However, the contract for this evaluation was ultimately signed on 21st December 2009 between the Contracting Authority (The Ministry of Labour, Family and Social Protection – the Managing Authority for the SOP HRD) and a Consortium led by KPMG Romania.

Due to various unforeseen circumstances (outlined in the Inception Report) the evaluation did not gather momentum until March 2010. This is the Final Report of the ad hoc Evaluation of KAI 5.2 and takes on board comments made by the MA and members of the Evaluation Steering Committee (ESC) held on March 2nd and 3rd 2011 in relation to the Third Draft Report and further comments received in writing thereafter.

1.2 Short description of PA 5, KAI 5.2

Issues and objectives for the Key Area of Intervention (KAI) 5.2 (and PA 5 in general) are outlined in the SOP Programming Document and in the complementing Framework

¹ The Interim Evaluation exercise as a whole is comprised of three components, namely: (i) the Interim Evaluation of the SOP HRD; (ii) the development of the administrative capacity within the MA in respect of programme evaluation; and (iii) two ad hoc evaluations in respect of the National Employment Service (PA4) and certain active labour market measures in rural areas (PA5, KAI 5.2). This document is the Final Report of the ad hoc evaluation of KAI 5.2.



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Document for Implementation (FDI) at different levels of detail and with partially overlapping topics.

The Key Objective for Priority Axis 5 is – according to European Employment Strategy (EES) –to reduce unemployment by promoting active and preventive employment measures that will further reduce the unemployment rate and increase the activity rate

To reach that goal Active (and preventive) Employment Measures (AEM) focussed on young unemployed and long-term unemployed will be adopted.

The Overall Objective for the interventions of Priority Axis 5 “Promoting Active Employment Measures” is increasing the employment rate to full employment, as established in EES and in the national strategic documents, and represents a key objective involving promoting active and preventive employment measures leading to diminishing the unemployment and inactivity rate.

These are the expanded upon by three specific objectives as follows:

- 1) Enhancing the participation of LTU in Active Employment Measures (AEM) integrated programmes;
- 2) Increasing the participation of individuals living in subsistence agriculture in employment integrated programmes;
- 3) Improving the job attainment for participants from rural areas in employment integrated programmes.

Ad 3)

The Priority Axis subsequently is split up into two Key Areas of Intervention. The second of these, KAI 5.2 “Promoting long-term sustainability of rural areas in terms of human resource development and employment”, provides the focus for this report.

A general rationale for KAI 5.2 is explicitly referenced in the programming documentation i.e., high level of employment in agriculture (32,2% in 2005) that predominantly consists of:

- Contributing family workers; and
- Self-employed persons.



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Due to the fragmentation of agricultural holdings after 1989 –cited in the FDI to be the core problem - and the associated loss of competitiveness (economies of scale), employment in the sector increasingly took on the form of subsistence agriculture, i.e. production for own consumption instead of market-oriented production generating (monetary) income. Subsistence agriculture by definition is considered economic inactivity under the SOP HRD.

These production structures led to high discrepancies between rural and urban areas in terms of:²

- Activity rate;
- Employment rate;
- Unemployment rate;
- Participation rate by sectors; and
- Participation rate by age groups.

To prepare for the expected loss of people working in the agriculture sector over the coming years the basic strategy chosen was to:

- a) Re-direct people in general from agriculture to the services or industrial sector; and in particular
- b) To reorient formally inactive people from subsistence agriculture and to bring them into formal activities, be that as employees or as self-employed, and
- c) To increase people's geographical and sectoral mobility regarding work.

Certain sectors are put forward as holding out potential for alternate employment as follows: Tourism; Complementary services; Social or health care services; Specific crafts; ICT; and Construction. More specifically it was proposed to redirect people into environmental

² This was underpinned by the SWOT analysis presented within the SOP HRD. The SWOT identified the following three topics as relevant regarding human resource development in rural areas:

- an increasing rate of participation in agriculture, especially in subsistence agriculture;
- an increased rate of unemployment among young people and
- long-term unemployment, especially among young people and people in rural areas.



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management & protection and to health care (in the workplace and/or in general towards a healthier life-style). The programming documentation envisages that the strategy will be implemented through the use of the following:

- Education;
- Training;
- Job placement /Employment; and
- Counselling & assistance for start-up and self-employment.

One of the most significant challenges identified is associated with the fact that people from rural areas living on subsistence agriculture typically have a very low level of education (mainly compulsory or at best secondary education) and have limited or no experience in further (professional) training after education. Moreover, their financial resources are limited and therefore the strategy also envisaged that the interventions outlined above would be complemented by the following:

- training through personalised support for activation and through development and implementation of awareness campaigns, motivation, information and advice;
- provision of financial support alleviating the inclusion into active measures (e.g. travel cost, allowances for moving to other locations, daily subsistence allowance etc.)

Finally, for the purpose of implementation in practise the FDI defined a list of activities eligible for funding and in addition a list of eligible types of expenditure. These can be grouped under headings such as:

- Research and field studies relating to KAI 5.2 topics;
- Raising Awareness /orientation to non-agricultural activities;
- Promoting campaigns;
- Counselling and guidance;



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- Training and education;
- Job placement;
- Setting up/developing networking and partnership & strategy development; and
- Accompanying support measures for participants.

This set of options and constraints was completed by defining eligible target groups and beneficiaries. The list of eligible activities and also the categories of eligible cost /expenditure evolved and changed over the life cycle of the programme.³

Most of implementation was planned to take the form of grants although a call for strategic projects was also launched in 2009. Later on State Aid schemes for employment according to the block-exemption rules were introduced. Last, but not least, a relevant aspect of the implementation strategy can be seen with the distinction of Strategic and Regular Grant projects, a general distinction made throughout the OP and its Priority Axes /Key Areas of Intervention (KAI).

1.3 Terms of Reference

The justification for the carrying out of the ad hoc Evaluation of PA5, KAI 5.2 refers to the Monitoring Committee meeting of 28th May 2008 when the committee members requested this ad hoc evaluation with a view to analysing the relevance of the eligible activities outlined in the FDI of the SOP HRD as compared with the needs of inactive persons, persons looking for employment, the unemployed, people involved in subsistence agriculture and unemployed persons in rural areas in the context of the changes taking place on the labour market, and to analyse the extent to which projects financed under KAI 5.2 contribute to meeting the objectives/indicators established under PA 5, KAI 5.2.

Regarding the overall purpose of the evaluation the ToR require the following:

- An independent and well-justified opinion regarding the relevance of PA5 “Promotion of active employment measures”, KAI 5.2 “Promoting long term

³ A synoptic view of the versions from October 2007 and the latest available English version drafted in 05/2009 is provided in the Annex 4 - Evolvement of FDI KAI 5.2 parameter from 10-2007 to 05-2009.



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sustainability of rural areas in terms of human resources development and employment” implementation with regard to the PA 5, KAI 5.2 target group needs in the present socio-economic context.

- Conclusions and recommendations in order to improve the PA5, KAI 5.2 implementation.

Further specification is given with Key Evaluation Questions provided under the headings of Relevance and Effectiveness as follows:

Relevance

- To what extent are the eligible activities established within FDI SOP HRD relevant to the needs of the target group in the present socio-economic context?
- To what extent are the projects financed by PA5 KAI 5.2 complementary to the projects financed by NRDP 2007-2013 (only those regarding the development of human resources)?

Effectiveness

- To what extent do the projects financed by PA5, KAI 5.2 contribute to the achievement of the objectives/indicators established for PA5, KAI 5.2?

The activities envisaged to respond to these questions are as follows:

- **Activity IIIb.1** – An analysis of the degree to which the projects financed by PA5, KAI 5.2 contribute to the achievement of established PA5, KAI 5.2 objectives/indicators.
- **Activity IIIb.2** – An analysis of the activities established by FDI SOP HRD in comparison with the needs of the target groups within the present socio-economic context.
- **Activity IIIb.3** – The identification of new activities that can be financed by PA5, KAI 5.2 and that answer the needs of the target group in the present socio-economic context.



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- **Activity IIIb.4** – An analysis of the complementarity of the projects financed by PA5 KAI 5.2. with the projects financed by the National Rural Development Programme (NRDP) 2007-2013, but only those that target human resources in the rural areas.

1.4 Approach

This section gives an overview of how we approached the topics raised by questions and activities referred to in the ToR, i.e. how we operationalised the questions and linked them to the principal sources of information to be opened up and exploited for the purposes of the evaluation.

Effectiveness

Considering the issue of effectiveness (Activity IIIb.1), the main source of information had to be taken from the programme monitoring itself as this is the only place where indicator-related figures can be systematically found. The analysis of the monitoring data is undertaken to check the output and - as far as available - results on two levels of implementation:

- Level 1 – Administrative output in terms of calls launched, applications received and processed, contracts signed, and the on-going management of project follow-up – issues partially reflected in the indicator tables as “input-indicators”
- Level 2 – Project output /results – eligible activities implemented; in particular but not exclusively (as this depends on the type of activities) referring to participant involvement, and results produced according to funding agreements,

The administrative level check is considered relevant not alone in comparison with respective input indicators but also as a means of ‘putting things into perspective’. A single KAI cannot be fairly judged on its own performance alone but has to be considered in the context of overall implementation. Moreover, many aspects of the Level 1 output are subject to efficiency analysis under the Interim Evaluation of SOPHRD itself and, as such, do not present as a specific task under this Component 3b ad hoc evaluation; however, it has to be noted that there are potential (and actually reported) repercussions that can and do arise as a consequence of a less than efficient approach at Level 1 (as above). In that regard, efficiency



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issues arising can impact on implementation at Level 2 (as above) and can impede or even stop project implementation or, put another way, can directly act on effectiveness. These considerations must be taken into account in order to avoid overly-simplistic conclusions being drawn regarding project implementation in particular.

Regarding comparison of planned indicator target values and figures from financial and technical reporting it has to be taken into consideration that some of the target values refer to the whole programming period – thus a direct comparison of reported output of technical data with planning figures would be too simplistic without also taking into account the relative amount of funding that is at stake at this stage in the evolution of the programme. A weighted comparison of planned project output with real output will be necessary to arrive at a more realistic and balanced view.

Besides analysing figures and data, a coherence check of the relationships between objectives and types of action defined at the different levels of the programme also presents a way to identify systematic logic breaks that can impede successful implementation.

Finally, due to gaps and leaks in the system of monitoring as implemented to date we had to consider and to use beneficiaries as a relevant and complementary source. This allowed us:

1. To carry out validity checks against some of the monitoring data; and
2. To complement information that is not sufficiently standardised in the monitoring system.

Relevance

Regarding the relevance to the needs of target groups in the present socio-economic context (Activity IIIb.2) and the closely related ‘identification of new activities’ (Activity IIIb.3) we focussed on four types of information sources to get a view on socio-economic changes that have emerged and on their potential relevance to the validity of the current strategy when set against the needs of target groups:

- Socio-economic statistics and analyses referring to the situation in rural / urban areas and in (subsistence) agriculture;



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- Opinions and statements from the point of view of stakeholders;
- Opinions and statements from the point of view of beneficiaries; and – but to a relatively limited degree,
- Opinions from participants in measures.

When analysing the socio-economic context and related data, two issues have to be taken into account:

1. Not every change in the socio-economic context *per se* raises the need for adjustments - it may be the case that even drastic overall changes such as those associated with the current crisis will have only a limited impact on the appropriateness of a mid-term strategy as implemented under Structural Funds which operate in a 7 years programming period / cycle. This could arise if, for example, the crisis is transitory or if it simply shifted all parameters relevant to the strategy in the same direction but without significant structural effects.
2. The data arising from a socio-economic analysis provides a background that then has to be counter-balanced by expertise in the field. Detailed and sufficiently up-to-date data may not always be available for a specific geographical region or economic sector. It may not adequately represent the topic in question due, for example, to specific measurement concepts applied and potential bias therein. As such, it is necessary to also use broad expertise available through published work as well as data collected specifically for the purposes of the evaluation itself.

Assessing the needs of target groups and how they are matched / might be better matched is a complex issue:

- a) The needs have to be related to employment or in a broader sense to employability.
- b) The needs as such usually are simple and clear: getting a (new) job or keeping the old one, improving working conditions or earning a better income.
- c) In effect, the question is not as much about individual wishes but about existing conditions so that individual ambitions can be realised (supply and demand issues). In that regard the individual may not (and often is not) best placed to determine how s/he



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can overcome barriers to labour market reintegration, taking into consideration not only individual capability, capacity and disposition but also market demands and even formal conditions and restrictions that have to be respected.

Therefore we also had to mobilise the knowledge of the aforementioned stakeholders and beneficiaries regarding the ‘needs of target groups’. Beneficiaries are relevant in terms of establishing how they made or adjusted their planning to reflect existing needs and conditions and stakeholders, as representatives of target groups, are relevant in order to provide a counter-balance to potentially biased beneficiary views in a context of triangulation.

The issue of complementarity to funding under the National Rural Development Programme NRDP - HRD-related activities (**Activity IIIb.4**) has been tackled on two levels as follows:

1. Provisions taken to avoid overlapping of activities and to avoid competition and redundancy between two funding instruments – this aspect of demarcation was, in fact, the only one tackled within the respective programming documents of SOP HRD and NRDP.
2. Provisions taken to generate real complementarity in the sense of fostering synergies between the two programmes, both of which are active in rural areas. Under this heading we searched for any forms of an active coordination of those funding instruments whether at central, regional, or local level.

Apart from the search for synergy at programme and/or KAI levels it was also envisaged in the Inception Report to take into consideration the effects this might have at project level by creating a sample of such projects for closer investigation. This option would be triggered if we identified overlapping or if we identified strategies that actively fostered synergy at programme / KAI levels.⁴

⁴ Ultimately this option was not used as documentary analysis and fieldwork led to the conclusion that no evidence was found for overlapping or active synergy oriented strategies. Thus there was no sampling criterion (or need) for a sample based examination of how these factors operated or showed up at the level of projects.



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Summing up

For both questions desk-based work as well as field-work was envisaged to provide the evaluation with relevant information that then had to be compiled, interpreted and presented as preliminary findings for further discussion and counter-check. In that respect regular discussions with the members of the ESC (Evaluation Steering Committee) have provided an additional source of feedback, reflection, and, in certain instances, additional information.

All in all our approach had to be flexible with a view to meeting the issues encountered. For example, as initial evaluation findings began to emerge there were requests to further investigate certain issues and to shift our focus so as to encompass issues that may not have been initially made explicit in the ToR as was the case, for example, regarding the issue of complementarity between the SOP HRD and the NRDP.⁵ It was also the case that certain information that we expected to be available in standardised form through the monitoring system was not easily accessible in electronic form and had to be retrieved and constructed from paper files instead. This time-consuming task clearly involved additional input from the evaluation team.

1.5 Methodology

In implementing the approach outlined above, several instruments for information collection have been applied. The following tables show the Activities and respective methods for creating our information base i.e., the types of fieldwork applied in respect of each of the ‘stakeholder’ types:

⁵ Although the ToR requested a check of complementarity the term ‘complementarity’ was not further defined and so it had to be interpreted based on the use made of it in the OP in which case it clearly relates to ‘overlapping’. We elaborated on the interpretation of the term to cover the concept of ‘synergy’ as we considered it a specific issue of interest regarding strategy and relevance.



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2007-2013**Table 1 Information and data-sources by Activity (ranking of sources: N = major source / - = minor source)**

	Official documents, materials	Other documents, materials	Project/financial data/information	Interviews	Focus Groups	Field visits
Effectiveness						
Activity IIIb.1 – An analysis of the degree to which the projects financed by PA5, KAI 5.2 contribute to the achievement of established PA5, KAI 5.2 objectives/ indicators.	N	-	N			
Relevance						
Activity IIIb.2 – An analysis of the activities established by FDI SOP HRD in comparison with the needs of the target groups within the present socio-economic context.	N	-	-	N	N	
Activity IIIb.3 – The identification of new activities that can be financed by PA5, KAI 5.2 and that answer the needs of the target group in the present socio-economic context.	N	N		N	N	N



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	Official documents, materials	Other documents, materials	Project/financial data/information	Interviews	Focus Groups	Field visits
<p>Activity IIIb.4 – An analysis of the complementarity of the projects financed by PA5 KAI 5.2. with the projects financed by the National Rural Development Programme 2007-2013, but only those that target human resources in the rural areas.</p>	N	-		N		



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2007-2013**Table 2** Types of fieldwork related to activity and addressees involved

Evaluation activity	Addressees	Interview	Focus group	Fieldwork
Activity IIIb.1 – An analysis of the degree to which the projects financed by PA5, KAI 5.2 contribute to the achievement of established PA5, KAI 5.2 objectives/ indicators	MA	X		
	MA NRDP			
	IB SOPHRD NAE	X	X	
	Project beneficiaries KAI 5.2	X		
	Other stakeholders	X		
Activity IIIb.2 – An analysis of the activities established by FDI SOP HRD in comparison with the needs of the target groups within the present socio-economic context	MA	X		
	MA NRDP			
	IB SOPHRD NAE	X	X	
	Project beneficiaries KAI 5.2	X	X	
	Other stakeholders	X		
Activity IIIb.3 – The identification of new activities that can be financed by PA5, KAI 5.2 and that answer the needs of the target group in the present socio-economic context	MA	X		
	MA NRDP			
	IB SOPHRD NAE			
	Project beneficiaries KAI 5.2	X	X	X
	Other stakeholders	X		
Activity IIIb.4 – An analysis of the complementarity of the projects financed by PA5 KAI 5.2. with the projects financed by the National Rural Development Programme 2007-2013, but only those that target human resources in the rural areas.	MA	X		
	MA NRDP	X		
	IB SOPHRD NAE	X		
	Project beneficiaries KAI 5.2	X		
	Other stakeholders	X		



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Desk work:

- The analysis of the planning documents regarding internal coherence of goals and activities planned throughout the hierarchy of the PA and KAI. This took into consideration general goals, main operational objectives and indicative operations as well as indicators defined to control the progress and success of implementation. This kind of analysis is a core element for a coherent description of intervention logic;
- The analysis of the respective planning documents focusing on areas of potential overlapping between measures of the NRDP and SOP HRD;
- Check of the SOP HRD regarding socio-economic data used to provide a rationale base for the strategy chosen; and
- Research for and analysis of properly updated information (analytical documents as well as data) to be used as an evidence base for the required assessment of relevance in the current socio-economic context.

Analysis of monitoring data from applications submitted to contracts signed

- Completing the set of monitoring data has been an issue throughout the whole evaluation process and the respective draft reports. Most of the gaps we encountered have been addressed although some remain. Although the evaluation team applied significant levels of effort (including extraction of data from the paper files) to gather what we deemed to be necessary data not all gaps could be addressed. It should be noted, however, that in this instance those gaps in the monitoring materials is a structural or system issue and not an issue of the willingness and/or readiness of individual officers in the relevant positions to cooperate with the evaluation team.
- In particular, some information relevant under this Component, e.g. referring to type of activities and the aspect of target areas of projects is not available in a sufficiently precise and unambiguous form through the monitoring system and, as such, we eventually had to complement the data available with additional standardised information gathered from beneficiaries. This holds in particular for:



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- Categorisation of projects by their main activities, a categorisation assigned based on direct interrogation of project promoters and implementing bodies respectively, using a set of predefined categories for selection;
- Attribution of projects implemented to more clearly defined target regions than we can find in the ActionWeb database, up to now the only source available for describing projects.⁶

Both aspects have been taken into consideration when designing the on-line survey for the contracted projects.

Fieldwork

We performed two sets of fieldwork relevant for the evaluation of KAI 5.2, related either to the whole SOP HRD or specifically dedicated to issues of KAI 5.2

1. Overall SOP HRD⁷

- Face to face interviews with national IBs and national stakeholders;
- Focus group meetings in the regions with beneficiaries based on a random sample of projects;
- Group meetings in the regions with staff from regional IBs; and
- An online survey with all contracted projects under SOP HRD

2. Specific to KAI 5.2⁸

- Interview with the MA NRDP;

⁶ There is information in ActionWeb regarding the regional assignments of projects but this information is not directly usable and needs great effort in transformation and standardisation. Currently it is an open editable text-field with a mixture of regions, towns, counties (județ), localities – including towns in other member states and also free text comments. Also the spelling of names of Romanian localities is not standardised. All in all 40,000 entries for about 6,000 applications had been made and when comparing this bulk of information with other project related information on type of region (national, urban and rural, rural etc.) we found problems of coherence.

⁷ The related material (interview questions, questionnaires, and sample-lists) is presented under Component 1

⁸ The respective material is in the Annex 5 to this report.



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- Interviews with beneficiaries from a selection of KAI 5.2 projects, both strategic and regular grant projects including a limited number of interviews with participants;⁹
- Interviews with national stakeholders on rural area issues (AGROSTAR, ACoR – Association of Communes of Romania);
- An informal expert exchange with a representative from the Ministry of Labour, Family and Social Protection, Directorate for Employment Affairs and Wages.

⁹ The list of projects for these interviews is in Annex 6.



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2. EFFECTIVENESS

2.1 Introduction

The ToR require the ad hoc evaluation to establish the extent to which projects financed under PA5, KAI 5.2 contribute to the relevant objectives i.e., a question of effectiveness.

2.2 Sub-Task III.b.1

2.2.1 Coherence check

A ‘map’ of the relationship between objectives, operations and indicators is provided in Annex 1. It shows for KAI 5.2 that:

- For each of the Main Operational Objectives (MOO) there is at least one - in two cases even two - Indicative Operations (IO) that are directly linked to the MOO (cf. Annex 1 – Relationship between Main Operational Objectives and Indicative Operations and list of Indicators defined);
- On the other hand there is one IO “Developing integrated programmes (...) aimed at reducing subsistence agriculture” that serves two MOOs, both targeting non-agricultural economic activities and employment.

In that respect, KAI 5.2 looks broadly coherent except for the issue of the aforementioned ambiguity regarding one IO serving two MOOs in the field of non-agricultural economic activities. Considering the fact that the type of interventions and the groups of addressees most probably will not have broad overlapping between the two MOOs affected, defining a separate IO for each MOO could be an appropriate action to address that issue.¹⁰

A potentially more significant and strategy related issue arises when considering the IO “*Measures for promoting occupational and geographical mobility of the rural labour force in*

¹⁰ While MOOs are defined at KAI level the IOs have been defined at OP-level. As such, the introduction of a new IO might require COM approval whereas the use of an existing IO would be unlikely to require such approval.



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order to take up all existing employment opportunities and increase the regional cohesion". Mobilising the better educated and skilled people to leave the region could lead to a 'brain drain' for the regions lagging behind. That eventuality would, in turn, be counter-productive to the objective of '*long-term sustainability of rural areas ...*' as expressed in the title of that KAI 5.2.¹¹ Besides, a nearly identical IO labeled "*Developing and implementing measures and trans-national actions for promotion of occupational and geographical mobility*" is defined under KAI 5.1.

The respective programme indicators are very basic and general. The additional Output Indicators defined within the FDI are more specific regarding target groups and eligible activities. The additional Input Indicators refer to the type of operations funded and are directly linked to the IOs. Nonetheless, and in the logic of Structural Funds, these additional indicators could also be subsumed under the 'Output' heading.

Regarding the completeness of output indicators - and in particular of indicators of result - the lack of indicators specifically referring to business start-up is conspicuous, particularly as this is one of the targets of the IOs. Further analysis of the indicator system is part of the overarching tasks in Component I and this also took into consideration the relationship and coherence between IOs and Eligible Activities (EA). A distinct task in that respect was to check whether the additional indicators are underpinned by standard categories within the monitoring and reporting system noting that this was found not to be the case.

2.2.2 Implementation figures – financial and technical indicators of output

A first and in-depth analysis of implementation data based on the administrative or system output, taking not only into consideration the account of applications and contracts in relationship to the SOP HRD funding available but also comparing the progress of implementation of KAI 5.2 with other key areas¹² under the SOP shows the following results:

All in all five calls were launched to the end of 2009. Of these:

¹¹ To prevent any misunderstanding - it is clearly not the intention to motivate people to get out of the area but it has to be taken into consideration that freedom of movement is supported by skills raising activities. Therefore ways have to be found to motivate those whose skills are being enhanced, to stay - a more integrated approach and active coordination of different funds or an enhancement of SOP HRD activities could provide for this.

¹² In this way an unbiased assessment of the relative state of implementation shall be ensured.



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- 1 call was for regular grants (up to 2 years' duration);
- 3 were for strategic grants (up to 3 years' duration with higher ceilings for funding and a minimum of two regions covered); and
- 1 was a call for state aid projects.

Considering the response rates of applicants in terms of requested funding compared to funding available, KAI 5.2 is at the lower end of the scale. To be precise KAI 5.2 is fourth from the bottom in this regard with a rate of 168 % (apart from KAI 1.4 only KAI 4.1 and 4.2, which are limited to the Public Employment Service, show lower rates of request versus available funding). The average rate of request against available funding for the whole OP is 345 %.

- Taking into consideration the target region 'rural areas' one could have expected an infrastructure weakness in these areas related to the capacity of project development and thus also in generating applications;
- Yet, and this may help to explain, the next better ranking is for KAI 5.1 with 199 % and this suggests a general weakness in the Active Employment Measures as a whole – this is confirmed through our fieldwork and clearly expressed in the recent Annual Activity Report (Draft) of NAE;
- Another relevant aspect is the fact that the total volume of funding launched under KAI 5.2 is by far the biggest of all KAI – reflecting the strong political focus within the SOP HRD that has been given to the situation in rural areas. That puts the apparent relative 'lack of interest' into a slightly different perspective; and
- Regarding the indicators of relative success of applications measured in terms of those approved and contracted compared to those submitted, the success rate under KAI 5.2 is slightly above the OP average.

This overall picture regarding response- and success rates changes slightly, but not significantly, when differentiating between the different types of grants, mainly strategic and regular grant projects. The state aid aspect is very weak in terms of implementation figures



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(as it is, relatively speaking, across the programme) but in this instance only a very small financial volume has been launched to date.

As such, the overall impression regarding the comparative strength of KAI 5.2 is not too bad notwithstanding the fact that the need for intervention in rural areas is considered high and that there is apparently a general weakness in the field of Active Employment Measures as a whole (as referenced in both the Component I Evaluation and the Component IIIa, ad hoc evaluation of the PES).

Up to end-2009, 35 projects were contracted under KAI 5.2. Of these, 13 are Strategic projects and 22 are regular grant projects covering valued at about a fifth part of the financial volume of the strategic projects.

Table 3 Projects contracted by end of 2009 – Type of project, total and eligible cost (LEI)

Type	Projects	Cost Total	Cost Eligible
Grant	22	25 602 993.60	24 903 083.00
Strategic	13	128 910 647.78	125 507 396.78
Total	35	154 513 641.38	150 410 479.78

Source: MA monitoring and evaluation database

Due to the small implementation base (just 35 projects contracted) not too much reporting could have been expected and, as it happened, reporting on activity levels has been low: until mid-April 2010 technical reports of only 10 of these projects have been provided to the monitoring unit within the MA.¹³

Table 4 Projects contracted by end of 2009 (LEI) with technical reports available by 04-2010: Type of project, total and eligible cost (LEI) – Participants total and female

Type	Projects	Cost Total	Cost Eligible	Participants Total	Participants Female
Grant	3	2 753 238.60	2 668 566.00	66	42

¹³ In a more recent set of monitoring data from end of June 2010 no data at all was provided pertaining to KAI 5.2



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Type	Projects	Cost Total	Cost Eligible	Participants Total	Participants Female
Strategic	7	84 188 322.00	82 451 491.00	1 971	821
Total	10	86 941 559.60	85 120 057.00	2 037	863

Source: MA monitoring and evaluation own database

All these reports had been delivered and approved in 2009 (in the period from 30.10.09 to 11.12.09). However, this does not reflect the real state of implementation nor of reporting.¹⁴ Technical reports are only considered to be approved (and forwarded to the programme monitoring unit) when the financial reporting they are attached to has been checked and approved and, as such, regular monitoring data on technical progress are available for central monitoring purposes only under this condition (thereby referring to one of the efficiency issues further commented on in the Component 1 evaluation report).

Given the low level of absorption in general, the fact that we can demonstrate that KAI 5.2 doesn't perform any worse than the other KAIs when taking into consideration the quality and success of applications submitted is at least a partial success-story. The difficulties within the KAI are not, apparently, much different when compared to the other KAIs under SOP HRD.

Nonetheless, considering the gaps in the indicator list mentioned, and notwithstanding apparent absorption issues, we consider a simple comparison and calculation of rates of achievement to be misleading as no synchronicity of data in combination with a clear cut-off date and guaranteed coverage of projects regarding that date can be established.

2.2.3 Findings from fieldwork regarding the effectiveness of KAI 5.2

Whether or not a programme is achieving its goals should, in principle, be measured by the indicators of result. However, in certain instances other sources also have to be taken into consideration, particularly in a situation where some substitute is needed due to a lack of or the incompleteness of monitoring data. Relevant findings from our fieldwork are presented

¹⁴ To be very precise: only 5 (3 strategic, 2 regular grant) out of these 10 projects actually provided data on participants – those projects cover a total cost of 17 659 632 LEI.



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here as a complement to the limited monitoring base available in respect of KAI 5.2 (noting that that limitation applies across the programme as a whole). First we make particular reference to Strategic Projects that appear, on the face of it, to have the potential to influence the effectiveness of the KAI in total and, as stand-alone large-scale projects, also have the potential if they are well focused to meet many of the critical labour market needs that exist in rural areas.

Strategic projects

We note that the aforementioned differentiation between the two types of grant projects appears to be more technical than content related notwithstanding the fact that in the programme documents the Strategic projects are distinguished with reference to their content. In large parts the strategic projects appear to be distinguished from the regular grant type projects not on the basis of strategic intent or content but on the basis that they are ‘the same but bigger and of longer duration’. Based on our reading of the programme we expected that the strategic projects would serve to ‘prepare the field’ for regular grants by developing capacity, by elaboration of strategies related to specific regional needs and issues and by preparing / setting up a corresponding networking infrastructure. In this respect we expected the strategic projects to be of a specific, strategic relevance associated with the successful implementation of the KAI overall. That, in our view, would have given concrete meaning to the formal criteria of size, regional or sector coverage and run-time. However, to this point, the findings from the field show a much more blurred interpretation of the term ‘strategic’. In practice many of the strategic projects appear to be distinguished on the basis that they are bigger, of longer duration and - at a minimum - covering two counties in different regions.

That does not suggest that there are not certain strategic projects underway that may have a real strategic orientation, however:

- The majority of interviewees from the IBs as well as other relevant stakeholders were of the view that many of the strategic projects were not, in fact, ‘strategic’ in their content and intent;



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- There were different views on the relative advantages in implementing several but otherwise identical (in terms of type and content) regular grant¹⁵ projects compared to one bigger Strategic Project. But, with reference to the types of activities in question, interviewees saw no significant difference between strategic and regular grant type projects;
- Finally, even where projects clearly have a strategic orientation the approaches adopted in certain cases was to leave the project to operate in isolation and subject to the specific intentions and capacities of the beneficiaries, including their capacity to conceptualise and implement. In that regard there are instances of overlapping activities where different stakeholders try to address the same or a similar problem in parallel and are effectively competing or, at a minimum, missing opportunities for cross-fertilisation and the creation of critical mass. In particular the issue of building capacity in the rural areas at the level of communes and local town halls seems to be subject to parallel efforts by otherwise unconnected projects.

This highlights other weaknesses in the system as follows:

1. According to local expert team-members of the evaluation who were also involved in the assessment (evaluation) of applications under SOP HRD, no specific criteria were defined or provided to evaluators during the project evaluation (assessment of applications) that would have allowed them to reject a project merely due to a lack of strategic orientation and relevance.
2. At the MA – although having the Strategic Projects under its auspices - there is no personnel with a specific focus on the strategic projects noting that we would expect this type of assignment of responsibility as a way to ensuring a close follow-up of strategic projects implementation as part of an overall strategic approach run by the MA.¹⁶

¹⁵ We use the term 'regular grant' to separate from strategic projects as technically spoken both types are projects granted and not procurement based contracts

¹⁶ That does not imply that we expect personnel to work exclusively on strategic projects.



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3. The Ministry of Labour, with its Unit for Active Labour Market Policies has no direct involvement with Strategic Projects (referring to PA 5 at a minimum) apart from being member of the Monitoring Committee SOP HRD or being an applicant via the PES.

Effectiveness

The beneficiary counterparts were asked in interviews if they experienced any difficulties in implementing their projects covering application process to contracting, communication with the MA/IBs, target group related issues etc. Major topics in this respect that came up again and again were:

1. The management of re-imbusement requests; and
2. Communication with the MA /IB in general.

In particular the issue of slow financial flow was reported to have caused a series of problems that involves difficulties between partners and people involved/staff, but also external problems regarding, for example, penalties for delays in paying the obligatory contributions to pension funds, unemployment fund and social insurance. This experience has led some beneficiaries to be wary about making additional applications for funding and/or delaying the submission of a further application until having built up a ‘buffer stock’ of own resources to compensate for expected delays.

When considering particular issues regarding the socio-economic situation in rural areas, in particular the low income overall and the low monetary income (cf. in Annex 7 Table 25) the fear as a project promoter to lose “credibility amongst the target group” on the basis of delayed implementation or failure to meet commitments is a very real issue.

These problems were aggravated by the fact that communication from the authorities was considered inadequate and that no specific, dedicated person was available or in charge as a competent project/beneficiary counterpart leading, in turn, to confusing and sometimes incoherent and contradictory advice on issues raised.

These and other problems are not specific to KAI 5.2. However, bearing in mind the characteristics of the target areas and the infrastructural and other problems therein (see more



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in this regard in the next chapter) it is clear that rural areas suffer disproportionately as a result of such problems compared to their urban counterparts leading to the observation that there are structural issues that need to be addressed to enhance the effectiveness of implementation in general but with particular reference to rural areas.

These observations gathered from beneficiaries are further confirmed through the interviews with different national stakeholders and the views expressed were quite homogeneous.¹⁷

Further problems mentioned include e.g. contradictory guidance documents and financial regulations and changes in the guidance provided during the application phase noting again that these issues are not exclusive to KAI 5.2.

Regarding problems with implementing active labour market measures in general and with engaging members of the target groups in particular, views were more heterogeneous. Some referenced problems with target group involvement e.g.:

- Can't afford to travel much without financial subsidies or transportation facilities (cf. the reimbursement issue) and this causes problems of acceptance when courses are organised in towns;¹⁸
- Are involved in seasonal work to earn at least some monetary income and this can impede participation in training¹⁹
- Are afraid of losing rights to claim for subsidies when participating in training courses; and
- Have certain distrust in the public institutions in general and do not recognise the benefit of training when there is no guarantee of a job afterwards.

¹⁷ Nonetheless, this should not be considered an undifferentiated 'MA blaming' – the interview partners often declared that they were aware of staffing problems at the SOP HRD management and implementing bodies

¹⁸ As this kind of support sometimes has been mentioned as a need to be taken on board in future, it apparently has not become common knowledge that it actually is part of eligible cost.

¹⁹ This is an interesting aspect in particular when taking into consideration that the typical planning of Active Employment Measures (AEM) as implemented by NAE leads to a start of measures not before April, i.e. when seasonal work starts or is close to start. That might contribute to the general difficulty to implement active measures



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But often the motivation of participants is considered good and this was also found in the interviews and group talks that were specifically undertaken for KAI 5.2. Other statements from stakeholders and experts regarding target group involvement include reference to:

- Some element of ‘creaming-off’ strategies on the part of beneficiaries that prefer working with the most qualified amongst the target group in order to reach targets and to show good results for the projects but, as a result, ‘leaving aside’ those most vulnerable;
- Preventing participants from prematurely skipping their attendance in the projects (this too is associated with securing reimbursement) is easier when there are binding arrangements – i.e. in training of employees.

Both of the above issues point to a tendency to potentially minimise engagement with the most vulnerable within the target groups as, by definition, they are working from a lower base, can be more difficult to retain and will present more challenges to providers in terms of reaching targets.

Considering AEM in general the experience with national AEM implemented by NAE clearly shows that the annual planning process takes too much time to get activities implemented on a relevant scale and with the required degree of flexibility. Moreover, the budget for these active measures which depends on employer and employee contributions is completely pro-cyclical i.e. going down when the need (unemployment) raises and vice-versa, instead of working against the cycle (cf. Chart 1 below on page 120).

Finally and regarding cooperation with other institutions the most frequent reference is to the Mayors who obviously play a significant and important role (at local level they often seem to be a player representing beneficiaries or providing political coordination), and the county offices of NAE and County Councils. These locally based structures are now further limited in their capacity to support implementation and achieve coherence of effort due to lack of personnel and associated budgetary cutbacks. National stakeholders expressed concerns that recently announced cutbacks will be executed in a biased way and may disproportionately impact on rural areas due to the relative imbalance in political strength and power between



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larger urban areas and smaller, more remote places.²⁰ But this too was an issue of a general and broad concern throughout fieldwork.

Again and again and across the field a lack of policy guidance and of adequate strategies for the regions and rural areas in particular was mentioned as an urgent issue. This was linked to the request for better coordination of activities funded under the SOP HRD but also across the OPs. Our informants stressed the need for more regionalised/localised competencies, structures and support to existing capacity at local level and better use of existing structures (like NAE and its branches, town- and commune-halls, consultative Committees and Regional Pacts, etc)-reference to ACTIVITY IIIb.4/NRDP.

²⁰ That such concerns – assuming an unbalanced treatment even across public institutions of the same type and under the same jurisdiction – have some grounding in lived experience is illustrated e.g. by a WORLD BANK policy note from 2007 regarding school budgets allocations: “There are high funding disparities between schools within the same jurisdiction. Recent analysis indicates that disparities between schools are greater and more challenging than disparities across local or county jurisdictions. This means that any financing formula will have to have well-developed compensatory components.” cf. The World Bank, 2007, infoR – Romania – from integration to convergence, Education Policy Note



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Overview 1 Conclusions and Recommendations – Effectiveness Criterion²¹

Evaluation Activity /Question	Conclusions	Recommendations	Targeted at	Time-frame (S, M, L)	
III.b.1	1	Low absorption of funds and low level of submitting/processing technical and financial reports combined with a lack of standard reporting periods did not allow us to make a serious statement of progress and achievement specifically for KAI 5.2 (or for the OP as such) based on monitoring data	Improve the specific strategic monitoring – not only for KAI 5.2 – by disentangling technical reports from financial flow and control. Set up distinct reporting on output and results on standard periods of a calendar year instead (half- year and/or annual) with a clear cut-off date and deadline for delivery and let absolute figures be reported (and not shares or percentages) to stay flexible in using data and to prevent from delivery of miscalculated data.	MA	S
	2	Low absorption in terms of applications submitted compared to funds launched is counterbalanced by the fact that KAI 5.2 in terms of successful applications overall performs no worse than the other KAI.	n/a		
	3	Currently problems of effectiveness are mainly related to issues	<i>Cf. the respective recommendations in the</i>		

²¹ S – short; M – medium; L- long; A time-frame (short/medium/long) within which recommended changes should be made is indicated for all recommendations made in the report. Generally speaking recommendations to be implemented in the short-term should be implemented within three months of finalisation of the report. Recommendations for the medium-term should be implemented within six-nine months of the finalisation of the report. Recommendations for the long-terms should be implemented within a year, although in certain instances the ‘long-term’ may reach into a two-three year time-frame (e.g. where recommendations are made that build towards the next SOPHRD programming period).



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Evaluation Activity /Question	Conclusions	Recommendations	Targeted at	Time-frame (S, M, L)
	<p>that are of general concern within the programme and that are not specific to the KAI 5.2. A particular issue in that respect is the integration of ESF with AEM. Active employment measures currently are established in a pro-cyclical manner as the means available are bound to employer's and employees' contribution in such a way that when in times of crisis money for active measures is needed the contributions actually drop due to increasing unemployment and the fund is needed to compensate income losses. This is difficult to integrate with the ESF approach of establishing mid-term and counter-cyclical activities and co-financing national policies against labour market problems within a multi-annual perspective.</p>	<p><i>Component 1 report regarding e.g. cash-flow and communication with beneficiaries</i></p>		
4	<p>There is a general lack of a strategic approach in addressing issues arising in respect of rural areas and this is confirmed when considering strategic projects. They not only lack coordination and embeddedness in (missing) broader strategic concepts but the term 'strategic' in that context seems to be rather displaced: strategic projects have not acted as an instrument to provide a strategic framework within which</p>	<p>Raise the value of strategic projects regarding rural areas by giving them a more specific meaning in the direction of explicit strategy design and support for rural areas. This should include:</p> <ul style="list-style-type: none"> regular compilation and provision of updated socio-economic data on rural and urban areas as a guidance to needs identification and matching. 	MA, ACIS	M



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Evaluation Activity /Question	Conclusions		Recommendations	Targeted at	Time-frame (S, M, L)
		regular grant type projects can be implemented in a coherent manner. Moreover, and by consequence they are not even perceived as serving a specific strategic purpose – neither by the beneficiaries nor by intermediate bodies who only refer to technical differences of ‘size, number of regions covered and run-time’.	<ul style="list-style-type: none"> the set-up of support structures for beneficiaries on a regional- /county level integrating existing structures like NAE offices and local town halls (mayors). This latter one should be combined with work schemes and training for unemployed graduates to serve as a human capital base for that capacity set-up as a sustainable support. 		
	5	To enhance capacity for project development and implementation in rural areas is an urgent need. Of utmost importance for a successful (and by that effective) implementation is the issue of active coordination at regional/county levels and the need to provide support for enhanced capacity at the level of communes in particular. This includes coordination between funding sources in general and not only inside SOP HRD.	<ul style="list-style-type: none"> Strategic projects should have a clear focus on strategic issues and respective selection criteria should be defined when launching related calls. <p>A regional strategy should integrate the use of different funds/OPs. That has to be actively coordinated as a valid policy approach should not make beneficiaries responsible for strategy design.</p>		
	6	The current system of implementation leaves much room for creaming strategies and does not set clear incentives for beneficiaries to actively address problems associated with the	Set-up incentives for beneficiaries by, for example, defining standard-costs for activities / offering ‘a bonus’ for specific activities for the most vulnerable	MA	M



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Evaluation Activity /Question	Conclusions		Recommendations	Targeted at	Time-frame (S, M, L)
		most vulnerable groups - – such creaming- practices are also fostered by the pressure on beneficiaries regarding success rates, which is also tied into financial reimbursement	groups. When launching calls the respective criteria should be stressed and underpinned by selection criteria for evaluation of applications that direct the applicants to the desired activities and to the intended target groups.		
	7	Overall our research indicates that the SOP HRD is considered a good and welcomed opportunity providing beneficiaries with the basic means to address relevant issues in rural areas. The serious challenge concerns overall implementation and strategic guidance	n/a		

In the next chapter we address the evaluation task and questions relating to the issue of relevance before returning to the issue of Effectiveness in the context of our overall Conclusions and Recommendations in the final Chapter of this report.



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3. RELEVANCE

3.1 Introduction

The ToR require the evaluation to establish the relevance of eligible activities set up within the FDI SOP HRD for PA5, KAI 5.2 when set against the needs of the target group in the present socio-economic context (task III.b.2) and, as far as relevant, to identify new activities that may meet those needs (task III.b.3). It also requires an assessment of the extent to which projects financed under the KAI 5.2 are complementary to human resource related projects financed under the NRDP 2007-2013 (task III.b.4).

With special reference to the activities IIIb.2 and III.b.3 and taking on board comments from the ESG we undertook additional fieldwork specifically targeted at KAI 5.2. This complements the fieldwork undertaken in pursuit of Component 1 (which embraced the concerns of KAI 5.2 and other KAIs). Based on a sample of projects (balanced between Strategic and Regular Grant projects and taking into consideration coverage of topics and beneficiary types) we undertook interviews with beneficiaries and – where possible – with groups of participants. Stakeholder interviews are also included.

Ultimately these additional activities did not produce significant new findings but they provided interesting details and perspective from the practitioner viewpoint and gave more substance and nuance to the overall findings than would have been derived from a simple documentary or even survey-based and central stakeholder focussed approach.

3.2 Sub-task III.b.2

This task involves an analysis of activities detailed under PA5, KAI 5.2 in the FDI SOP HRD when set against the needs of the target groups in the current socio-economic context. It involves an analysis of relevant aspects of the current socio economic context (with particular reference to rural areas) on the one hand and an analysis of the labour market / human resource development needs of the specified target groups (to include young people, self employed people, long-term unemployed people).



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We undertook to identify and collect strategic documents and trend analysis and forecasts to inform the evaluation regarding the socio-economic context and the level of need in question and to begin to update relevant context data according to the OP-rationale and the Ex-ante Evaluation / SWOT analysis. The wide range of material collected and analysed is too broad and too detailed to be included in the body of the report and, as such, is provided for reference in ANNEX 7 instead²².

However, some of the major points are presented here in a summary form:²³

- The period 2005-2008 was characterized by economic growth largely above the EU average; however, in 2009 the crisis hit Romania hard such that in 2009 the real GDP growth rate registered a sharp drop down to – 7.1% compared to +7.3% in 2008 (see Annex 7, ‘Overall macro-economic context – GDP’ and Table 14 for more detail and forecasts)
- The age structure of the population confirms a slow but continuing ageing process and this process is most pronounced in rural areas (Annex 7, Table 6);
- The rural areas are distinguished by the high level of agricultural activities carried out on a very small scale and therefore threatened by any concentration processes on the market;
- In 2007 19% of the population was at risk of poverty and that risk is higher in the N-E, S-E and S-V Oltenia regions. Risk of poverty is concentrated in rural areas (Annex 7, ‘Trends in agriculture’);
- Between 2005-2008 activity rates in urban areas increased from 60.3% to 61.7% whereas they decreased in rural areas from 65.3% to 64.5%. The activity rate amongst the 15–34 years age group is also decreasing and that decrease is most pronounced in rural areas (Annex 7, Table 8);

²² This is based on statistics mainly provided by EUROSTAT, NIS and NAE and complementary information drawn from a series of studies to the subject.

²³ Sources of information for the summary are presented in the Annex 7
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- Structure by gender shows a male activity rate with an increasing trend, achieving a value of 62.8% in 2008 that is also higher than the national average of 54.5%; Female activity rate (46.8% in 2008) started to decrease during 2006 and is lower than for males and the national average (Annex 7, Table 16);
- The evolution of employment rates between 2005 and 2008 was also unfavorable for rural areas. In 2008 the employment rate in rural areas (61.2%) was slightly lower than in 2005 (61.6%), while in urban areas the indicator registered an increase, reaching a value of 57.5% compared to 55.0% in 2005.. Nevertheless, in 2009 the effects of economic crisis hit both area types and employment started to decrease in urban areas as well. The decrease of employment in rural areas affected the young generation between 15 and 34 years in particular (Annex 7, Table 9).
- Agricultural restructuring has already started and will continue to have an impact on the rural economy in general as agriculture remains the most important activity in rural areas and an essential income source. Restructuring activities at the level of farms, intensifying the capital for commercial farms and increasing productivity will be followed by a related decrease in the number of people in employment similar to the experience of restructuring agriculture systems in other EU Member States and/or other countries (more details in Annex 7, 'Trends in agriculture')
- The unemployment rate (ILO-measurement concept) had a decreasing trend 2005-2008, from 7.2% to 5.8%, but started to grow again in 2009 to 6.9% (Annex 7, Table 7). The decrease over 2005-2008 was mainly registered in urban areas (8.9%-6.8%) while in rural areas the decrease was much lower (5.7%-5.1%). However, rising unemployment as noted above has disproportionately affected young people (Annex 7, Table 10);
- In 2009 due to financial constraints the available Unemployment Fund resources were allocated only for major obligations and, as such, expenditure on AEM implementation was only 7.49% of total expenditure (12.54 percentage points less than in 2008). Overall the share of AEM expenditures in GDP registered a permanent



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decrease during 2008, so it represented only 0.05% comparing with 0.11 % in 2005 (Annex 7, Chart 1)

- Generally speaking, the long term unemployed in Romania have low levels of education and few formal qualifications – the preponderance of people with no or low levels of education and qualifications is concentrated in rural areas (Annex 7, *Unemployment and unemployment rate (LFS and registered unemployment)* and subsequent);
- The participation rates in education and training programmes are very low for all age-groups and this pattern is more pronounced in rural areas (Annex 7, Table 12). It is also worth referring to the fact that the network of adult training providers is imbalanced and insufficient, especially in rural and small urban areas²⁴;
- Labour market statistics seem to show a relatively better situation for the rural areas in direct comparison to urban areas. However, this should be read carefully. The ILO measurement concepts as used by the NIS and in the registry procedures of NAE, have a strong – unintended – negative bias in respect of rural areas. To correct for this it is necessary to take trends into account rather than absolute figures and, in addition, to check the income and expenditure statistics that are available by area type. In that regard it is notable that:
 - The increase in the rate of employment 2005-2008 was mainly due to an increase in the employment rate in urban areas, while rural areas registered more or less a flat rate, with a slight decrease in 2008 by 0.4 percent points (see Table 9 below).
 - The high level of poverty and the high share of about 1/3rd of in-kind income (i.e. subsistence agriculture) show a much clearer and less ambiguous picture than is possible with the labour market statistics alone (detailed information on

²⁴ “The integrated strategy for human resource development from the perspective of lifelong learning 2009-2020” project PHARE RO 2006/018-147.04.05.01.07.02, pg.30



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the following points in Annex 7, 'Household incomes', and Table 25, Table 26, Table 27).

- In Quarter IV 2009, the total average income per urban household was 26.9% greater than that available to rural households;
- The urban household incomes were derived 60.9% from wages, 23.6% from social provisions and in 9.3% from in-kind income.
- In rural households, the main income source was the agricultural production that ensured 38.1% of the total income. The largest part of that income (31.9%) was represented by the equivalent value of the consumption of agro-food products from own resources - the money income from agriculture contributed only 6.2%. An important contribution to the rural household income came also from earnings (26.5%) and social provisions (26.5%).

Overall, the level of income as well as the structure of income differs between urban and rural areas. In particular money/cash income from wages and transfers are bigger in urban areas. The clear indication of an agricultural subsistence economy in rural areas is evident from the following list of facts:

- The total income per rural household is just about two-thirds of that available to households in urban areas;
- Monetary income is also about two-thirds of that in urban area households;
- About one third of the income in rural areas is so-called 'in-kind' income i.e. from own consumption of agricultural goods. In urban areas that counts for less than 10% of household income;
- The potential for financial /monetary savings is much smaller for rural households – one consequence of this is to restrict the capacity of individuals in terms of their mobility and flexibility to e.g. participate in training;



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- The absolute value of selling own property (sale of assets of the household patrimony) to get money is bigger in rural areas than in urban ones although the net result of this is to incrementally increase the likelihood of poverty.

Complementing observations from interviewees

As already mentioned, the overall labour market and employment statistics do not paint a really correct image of the situation in rural areas – either they don't provide data according to area type at all or the measurement concept (ILO) can become misleading in this specific context.

Considering rural areas the income statistics for households provide a view much better regarding to coherence with the overall assessments we received. Some of the views expressed by interviewees about employment /unemployment also provide useful perspectives. The following quote by one interviewee provides insight into the general perception of the levels of deprivation in rural areas:

'there is no change due to economic crisis as we are in a permanent and lasting crisis.'

People – and usually these are the more capable ones – are leaving rural areas, a drain that affects strategic capacity for self-sustained development. From the fieldwork we got – in particular from young interviewees - statements like: 'We would like to remain in our area of living, but without having a chance to find regular and adequate employment we have to prepare for leaving to urban areas or even abroad - e.g. for participating in higher education - and to stay there instead of returning afterwards'.

Our research also suggests that trust in public institutions has also eroded due to the direction of certain policies such as the compulsory minimum tax for SMEs introduced in 2009 based on turnover instead of on profit. According to some respondents' opinions this had the effect of closing small business.²⁵

²⁵ Although there are opinions that this is more a 'clearing the statistics' process hitting SME's whose existence is merely on the paper but that are not economically active anyway.



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Meeting the needs of target groups

One of the central questions under this subtask III.b.2 is to provide an answer as to whether or not the needs of target groups - under current economic context - are met by the activities funded under KAI 5.2. That issue was specifically addressed in the interviews by several questions as follows:

- What were the needs of target groups at the time of application (2007/08) - regarding type of activities but also accessibility of activities, accompanying measures etc?
- How have these been matched with the planned/delivered eligible activities?
- Do changes in socio-economic context have an impact on the type of needs, or rather on the 'size' of needs, or on both?
- How did you adapt the eligible activities to the new needs – if any?

All in all the responses were quite similar across the board and were often informed by systematic approaches that had been undertaken by the respondents (e.g. surveys of target groups, potential employers and stakeholders). In some cases even social scientists have been engaged to elaborate studies on the basis of which training and counselling activities have been developed.

Also relevant was past experience garnered under previous projects and of course the informal knowledge of key actors (mainly mayors) played a role.

On a positive note, KAI 5.2 was considered by interviewees to offer a lot of options and flexibility when considering the list of eligible activities. A national stakeholder praised this as one of the best aspects i.e. the “openness” of the programme and in that way the KAI 5.2 has the potential for needs matching – if substantially implemented and if the focus on its core target groups is strengthened. But this is more of an active programme management task (strategic controlling) than a problem of the logic of the KAI itself.

On the other hand the openness of eligible activities was criticised and described as a *‘shopping basket, a wish-list for providers’* that doesn't really allow for streamlining activities in a coherent, policy-driven manner or according to needs identified. That statement clearly was not targeted at the list of eligible activities as such but to the manner in which



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these are implemented: proper streamlining could happen through more closely defining the expected strategic content of projects in the criteria for success. This issue is not exclusive to KAI 5.2 but nonetheless hits the point of relevance quite well – creaming amongst activities and target groups is easier to achieve with such an open approach even when implemented in a technically competitive manner..

Interviewees also commented on the overall lack of coherence and lack of strategic coordination and the fact that it appears that each beneficiary is left to his/her own devices. A major problem was seen in the fact that there is no overall and sustainable strategy for the rural areas that could build a frame for more regionalised and localised strategies. Lack of coordination as referenced above includes the lack of systematic and centrally coordinated attempts to strengthen local authorities in their capacity to approach the funds. It also refers to the lack of coordination between the funds and this issue will be taken up again under III.b.4 noting however that the issue of coordination and complementarity between funds is not restricted to the relationship between SOP HRD and NRDP alone.

This included the issue of strict ceilings for funding (i.e. that a regular grant is restricted to the interval of 50 to 500 [thousand] EUR was considered to be unhelpful).²⁶ Of course one can apply for the same type of project several times (even under one call) but that doesn't fully compensate where different evaluators (or even the same) assess such 'cloned' projects differently.²⁷

²⁶ In that context it may be of interest to note that the COM, within the context of the crisis recovery package, introduced the option to alleviate small scale interventions up to a financial volume of 50 thousand EUR, i.e. exactly below the minimum threshold of a regular grant!

²⁷ 'Cloned projects' means applications more or less identical by size, activity, objectives, partners, and number of target group members either in the same or in different regions. 'Cloning' as such is not necessarily a problem but when it is just done to cope with 'arbitrarily' set administrative ceilings then these are not efficient as enforcing redundancies on side of beneficiaries and the public administration in so far as more projects are created than otherwise would have been necessary. Besides, as long as there is no procedure in place to ensure inter-rater-reliability i.e. that the same application is assessed by different evaluators in an at least nearly same way, the strategy of technically splitting up an actually 'bigger' project-concept into several smaller 'cloned' applications is put to a risk of not getting the package completely funded and thus the concept being compromised



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3.3 Sub-task III.b.3

This sub-task is closely related to sub-task III.b.2: the identification of needs within a changed context (to be carried out under III.b.2) will clearly inform the extent to which it is necessary and/or possible to identify new activities in order to meet those needs. In other words, under this sub-task it will be necessary to address any gaps that arise as a result of our analysis under III.b.2. As such, the work for both this and the previous sub-task are intrinsically linked and the initial pointers as to changed context that are listed above also pertain here.

Analysis undertaken by the evaluation team reveals that the following actions are considered necessary:

- Protection of and engagement with vulnerable groups (as mentioned in the previous section);
- Increase in the skills of people enabling them to access employment opportunities (categories as mentioned in the previous section), and especially to increase entrepreneurship skills amongst the rural population combined with provision of specific technical and commercial knowledge to assist in the move from subsistence agriculture to agricultural production for market;²⁸
- More active promotion of employment opportunities;
- Increase in active support measures.

These general recommendations are underpinned by the beneficiaries' views. Although much of the proposed new actions do not explicitly reference the 'current changed socio-economic context' they are set against the continuation of a downward slope for rural areas that has preceded the current crises.

²⁸ This actually does not fit well with the intentions of KAI 5.2 to re-direct people out of agriculture – in particular subsistence agriculture. But on the other side there seems to be no sustainable labour market perspective for the low skilled and mid-age population that could be addressed by short term training courses. Instead some strategies try to establish activities close to the agricultural sector including setting up small business to employ people in traditional handicraft after training.



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The need for direct structural (business incubators) and financial support (topic specific or limited in time to get the business running) was referenced by a number of interviewees. Exemption from taxes for small start-ups and self-employed (PFA) was also referenced.

Target group members said there was a need for more sophisticated, market-relevant training packages such as IT-training to be complemented by an English course in such a way that even when both such ‘components’ are not offered in an integrated package it should be possible to attend them sequentially.

Whereas this type of provision is not always directly eligible under KAI 5.2 the need for more integrated strategies as mentioned throughout the report comes up again. It may also be useful to interpret terms like ‘business incubator’ in a more open-minded manner and to use the ESF to co-finance ‘support structures’ e.g. by involving unemployed young graduates and training them in practice by developing and running such support structures. Combining the means provided under Technical Assistance with other resources (such as unemployment benefits and/or social assistance as well as funding for training) into a common package could well offer opportunities to setting up capacity that are currently not at hand.

3.4 Sub-task III.b.4

In this section we present our findings on the issue of complementarity between SOP HRD and HRD related measures under the NRDP, following the approach outlined above.

We start with the results from the documentary analysis referring to the aspect of overlapping activities before moving on the presentation of findings from the fieldwork mainly related to the coordination aspect.

Regarding III.b.4 (complementarity with NRDP) we directly engaged with the MA NRDP. The issues were also integrated into the overall fieldwork with focus groups in the regions, stakeholder interviews at national level, and the surveys amongst contracted projects (all carried out in pursuit of the overall Interim Evaluation of SOP HRD but building in questions pertinent to this ad hoc evaluation). The issue of complementarity was also pursued through the previously mentioned fieldwork that was specific to this evaluation. Finally, throughout our fieldwork we asked interviewees and survey participants if they were aware of an active



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coordination in place to ensure synergy between the SOP HRD and NRDP but also if they were aware of any general coordination or synergy between the respective Structural Funds related activities at local and regional level.

In that we went beyond the originally envisaged technical comparison based on an in-depth analysis of the respective planning documents regarding overlapping activity-types and target groups.

The documentary analysis provided several indications regarding activities / measures that could potentially be regarded as overlapping and these are presented below in a match-table.

1. A direct potential for overlapping between KAI 5.2 and the NRDP can be identified regarding NRDP Axis 1: *Improving the competitiveness of agricultural and forestry sector*, **Measure 111** *Vocational training, information actions and diffusion of knowledge*. This can be deduced taking into consideration the descriptions within the respective documents (NRDP / FDI SOP HRD) comparing the corresponding levels of:
 - Operational objectives;
 - Scope and actions (NRDP) & Indicative Operations (FDI);
 - Operations (NRDP) & Eligible Activities (FDI).
2. Taking an overview, within the NRDP a range of measures is planned to start in 2010. The title of these also indicate a potential overlapping with activities funded under SOP HRD, namely under PA 5, KAI 5.2. However, at the stage of finalising research for the report no detailed description of the proposed measures has been available yet and, as such, these could not be analysed in more detail.
3. Last but not least, a more complete exploration revealed potential overlapping between NRDP and SOP HRD not only in relation to KAI 5.2 but also and in particular with respect to PA 3 – *Increasing adaptability of workers and enterprises* (all Key Areas of Intervention), with PA 5, KAI 5.1- *Developing and implementing Active Employment Measures*, and with PA 6 – *Promoting Social Inclusion*, KAI 6.1



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– *Developing social economy.* The respective Measures of the NRDP and correspondents under SOP HRD have been accentuated in the following match table.

Table 5 Overall - Complementarity /potential overlapping aspects of NRDP and SOP HRD

AXIS	Measures	PA	Key areas of intervention
Axis 1 - Improving the competitiveness of the agricultural and forestry sector		PA 1 Ș Education and training in support for growth and development of knowledge based society	
	111 - Vocational training, information actions and diffusion of knowledge		KAI 1.1 Ș Access to quality education and initial VET
	112 - Setting up of young farmers		KAI 1.2. Ș Quality in higher education
	113 - Early retirement of farmers and farm workers**** from 2010		KAI 1.3 Ș Human resources development in education and training
	114 - Use of advisory services from 2010		KAI 1.4 Ș Quality in CVT
	121 - Modernisation of agricultural holdings		KAI 1.5 Ș Doctoral and post-doctoral programmes in support of research
	122 - Improving of the economic value of forests	PA 2 - Linking life long learning and labour market	
	123 - Adding value to agricultural and forestry products		KAI 2.1 Ș Transition from school to active life
	125 - Improving and developing infrastructure related to the development and adaptation of agriculture and forestry		KAI 2.2 Ș Preventing and correcting early school leaving
	141 - Supporting semi-subsistence agricultural holdings		KAI 2.3 Ș Access and participation in CVT
	142 - Setting up of producer groups*	PA 3 S Increasing adaptability of workers and enterprises	
	143 - Providing farm advisory and extension services		KAI 3.1 Ș Promoting entrepreneurial culture
Axis 2 - Improving the environment and the countryside			KAI 3.2 Ș Training and support for enterprises and employees to promote adaptability
	211 - Support for mountain areas		KAI 3.3 - Development of partnerships and encouraging initiatives for social partners and civil society
	212 - Support for Less Favoured Areas Ș other than mountain areas	PA 4 - Modernisation of Public Employment Service	
	213 - Natura 2000 payments, on agricultural land**** from 2010		KAI 4.1 Ș Strengthening the PES capacity to provide employment services
	214 - Agri-environment payments **		KAI 4.2S Training of the PES staff 103
	221 - First afforestation of agricultural land***	PA 5 - Promoting active employment measures	
	223 - First afforestation of nonagricultural land**** from 2010		KAI 5.1- Developing and implementing Active Employment Measures
	224 - Natura 2000 payments, on forestry land**** from 2010		KAI 5.2 - Promoting long-term sustainability of rural areas in terms of human resources development and employment
Axis 3 - The quality of life in rural areas and the diversification of the rural		PA 6 S Promoting Social Inclusion	
	312 - Support for the creation and development of micro-enterprises		KAI 6.1 Ș Developing social economy
	313 - Encouragement of tourism activities		KAI 6.2 - Improving the access and participation of vulnerable groups on labour market
	322 - Village renewal and development, improvement of basic services for the economy and rural population,conservation and upgrading the rural heritage		KAI 6.3 - Promoting equal opportunities on labour market
	341 - Skills acquisition and animation with a view to preparing and implementing a local development strategy**** from 2010		KAI 6.4. - Trans-national initiatives on inclusive labour market
Axis 4 - LEADER			
	4.1 Implementation of Local development strategies:		
	411. Improving the competitiveness of the agricultural and forestrysector		
	412. Improvement of the environment and rural area		
	4.21 Implementing cooperation projects		
	4.31 Running the Local Action Groups, acquiring skills and animating the territory		
	431-1 Public-private partnership building		
	431-2 Running costs, skills acquisition and animation		

In the table above the sections shaded in pink contain Measures / KAI that could be understood to be providing support for potentially overlapping activities. With respect to the SOP HRD it can be stated that at this level of analysis (taking the measures on



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face value) such potential overlapping is not only given in the case of PA 5 KAI 5.2 but also for PA 3 as a whole and for PA 6, KAI 6.1²⁹

Cells marked yellow indicate NRDP-measures that were planned to start in 2010 and for which no detailed descriptions were available for this report.

4. However, on further analysis it seems that the avoidance of overlapping and work to ensure complementarity was an issue of concern when planning the support to be provided by SOP-HRD and NRDP – this can be seen as follows:

- Description of KAI 5.2 and the definition of general aims of the operations and corresponding measure within the NRDP where potential overlapping was already identified; and
- As can be determined from the next box, the operations within KAI 5.2 are principally aimed at persons involved in or likely to be involved in subsistence agriculture. Vocational training programmes are focused on the development of qualifications in non-agricultural fields relevant to the regional or local labour market, such as in construction, tourism, complementary services, specific crafts, social services or health care services, information technology / telecommunication and so on. Other competences necessary for self-development, entrepreneurial competences and integration on the labour market will also be promoted. In NRDP, Measure 111 is focused on increasing the level of knowledge in agriculture, forestry and food sectors.

SOP (FDI) - KAI 5.2	NRDP -_Measure 111
“The operations proposed within this KAI are aimed at persons in rural areas, involved in subsistence agriculture, including people who	“Together with the measure 143 – “Providing farm advisory and extension services” - the support granted by this

²⁹ This potential has been identified based on textual analysis of the Measure and KAI descriptions. In practise things are a bit more complex and specific legislation such as that regarding social enterprises (SOP HRD) can constitute an additional barrier that contributes to separating the spheres.



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SOP (FDI) - KAI 5.2	NRDP - Measure 111
<p>are or are likely to be involved in subsistence agriculture as a result of a low level of education and training and of the limited employment opportunities in the rural sector. Special attention will be given to young people, owners of small businesses and future entrepreneurs who could create local development and employment opportunities, dependent family members, etc. Special attention will be also paid to women in rural areas with a view to increase their chances of being employed in other sectors rather than subsistence agriculture, especially in the services sector. The vocational training activities promoted under this KAI will ensure qualification of people from rural areas, in particular people involved in subsistence-agriculture, in non-agricultural fields requested on the regional or local market, such as:</p> <p>construction, tourism, complementary services, specific crafts, social services or health care services, information technology / telecommunication etc.</p> <p>Moreover, along with these vocational training programmes other competences necessary to self-development and integration on the labour market will be promoted: foreign languages modules, ICT etc. Vocational training</p>	<p>measure will increase the level of knowledge, information and education of people working in agricultural, forestry and food sectors. It will, also, facilitate the access of some investment measures for the young farmers.</p> <p><u>General Objective:</u> To improve competitiveness in agricultural, forestry and food sectors; the sustainable use of agricultural land and environment protection by training, information and diffusion of innovative knowledge activities for adults who are active in the specified areas.</p> <p>The specific measure and actions in NRDP is aimed to support “short term vocational training programmes to improve and perfect the knowledge on managerial and technical competencies in agricultural, forestry and food sectors”, while the indicative operations in SOP HRD are mainly aimed at reducing subsistence agriculture, to encourage business start-up in non-agricultural activities.”</p>



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SOP (FDI) - KAI 5.2	NRDP - Measure 111
programmes will also include modules on health and security at workplace.”	

It is also worth mentioning here that at the time of writing any potential overlaps could not come into effect due to the simple fact that no project, not even an application was registered under Measure 111 *Vocational training, information actions and diffusion of knowledge* within NRDP³⁰.

Defining the target groups/ final beneficiaries:

- SOP HRD focuses its support mainly on unemployed and other job-seekers, inactive persons or persons involved in subsistence agriculture - all of them being resident in rural areas³¹, while the final beneficiaries under NRDP are adults involved in agriculture, forestry and food-industry.

SOP HRD (FDI) - KAI 5.2 Target groups	NRDP-Measure 111 Final beneficiaries
<p>Target groups: Persons belonging to the target group within this KAI must have the residency in rural areas defined accordingly to the legislation in force.</p> <ul style="list-style-type: none"> • Inactive persons; • Job seekers; • Unemployed; • Young unemployed; • Long-term unemployed; • Persons involved in subsistence agriculture; • Managers and employees in rural areas. 	<p>The final beneficiaries³² are adult people involved in the agricultural, forestry (including forest owners) sectors and agri-food industry.</p> <p>Selection criteria - if the number of final beneficiaries identified exceeds the initial number stipulated in the Terms of reference:</p> <ul style="list-style-type: none"> To have at most 40 years; To be semi-subsistence farmer; To be a member of a producers’ group or other associative forms recognized according

³⁰ Ministry of Agriculture and Rural Development website: <http://www.mapam.ro/>

³¹ Both documents use the same definition for “rural areas”, based on Law 350 and 351/2001

³² As specified in NRDP a notification of participation will be issued to these trainees



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SOP HRD (FDI) - KAI 5.2 Target groups	NRDP-Measure 111 Final beneficiaries
	<p>to national legislation into force;</p> <p>To have an investment project;</p> <p>To have the farm in a less favoured area;</p> <p>To be beneficiaries of the Axis I and II measures;</p> <p>To have a low level of education</p> <p>In forestry and food industry sectors, the participants to the training will be selected based on the “first-come first-served” principle.</p>

- In addition and in order to assess any complementarity and/or potential overlapping at the level of target groups we tried to find definitions for each category under SOP HRD KAI 5.2. These definitions are given only in the “Guide for Applicants, 2008 Annexes” (Annex 10 - “Form for registering the target groups”). Using the criteria for each category of target groups, as they are presented in Annex 10, it seems that potential overlapping can still be identified at the level of “managers and employees in rural areas” (SOP HRD) and corresponding final beneficiaries under NRDP.
- For other specific terminology related to target groups/final beneficiaries, such as “population involved in agriculture”, “subsistence agriculture”, “farmers” or “semi-subsistence farm/farmers” definitions are presented in both documents:

FDI SOP HRD	NRDP
“Within the SOP HRD context, the population involved in agriculture is the	“The farmer definition for the measures of Axis 1: The farmer is a natural or legal



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FDI SOP HRD	NRDP
<p>population which obtains capital from the agricultural activities, either as technicians or farmers in zoo technical agricultural enterprises, or as independent authorized agricultural producer, while population involved in subsistence agriculture means unremunerated homely workers, in household production for in-house final consumption. Within this KAI operations are being financed aiming at integrating on the labour market inactive people from rural areas, including people involved in subsistence agriculture.³³</p>	<p>person, who has the holding placed on the territory of the country and the size of the holding being equal or larger than 2 ESU and who practices, mainly, agricultural activities and is registered in Farms Register/Agricultural Register;</p> <p>” Semi-subsistence farms represent the holding which produces, in particular, for self-consumption and also market a part of its output. The economical size of semi-subsistence farms may fluctuate between 2-8 ESU. In order to become viable, the semi-subsistence farm could also practice non-agricultural activities generating incomes. Economic Size Unit (ESU) represents the Unit for the evaluation of the economic size of the agricultural holding, determined on the basis of the total standard gross margin of the holding (Commission Decision no. 85/377/EEC). The value of 1 ESU is 1,200 Euro.”</p>

- Moreover, as stated in the NRDP³⁴:”The demarcation between SOP HRD and NRDP is based on **the type of interventions instead of the territorial demarcation**. The continuous professional training for the individuals in agriculture, in subsistence and semi-subsistence agriculture will be accomplished within SOP HRD through PA 2

³³ FDI-SOP HRD - II.5.2. Key area of Intervention 5.2 - Promoting long-term sustainability of rural areas in terms of human resources development and employment-p.119

³⁴ NRDP- Demarcation with other EU financial instruments (ESF)-p.185



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'Correlation between continuous learning and the labour market' or through PA 5 'Promoting of active measures of employment'. For the individuals employed in the agriculture and in the subsistence agriculture, SOP HRD will finance within PA 2 only the professional training aiming the qualification (including the re-qualification), as well as for other sectors. PA 5 of SOP HRD will promote the orientation, the advisory activities and the training in the entrepreneurship area, as well as in non-agricultural domains. Through NRDP, PA 1 "Increasing of competitiveness in agriculture and forestry", only short-time training programmes (basic courses and specialisations) in order to develop the agricultural and forestry workers' knowledge will be supported."

- Potential overlapping for PA 3 as a whole and for PA 6, KAI 6.1 and corresponding measures under NRDP are also minimised through the specific definition of target groups/final beneficiaries. The analysis undertaken on this aspect is given in Annex 3 (cf. p. 76) to this report.
3. In relation to complementarity and how it is ensured with reference to coordination mechanisms in place, our further analysis identified the following main structures with relevant specific responsibilities:
- The National Coordination Committee (NCC), presided over by the Ministry of Economy and Commerce, seeks to ensure coherence and complementarity between the funds from the Structural Instruments and those from the European Agriculture Fund for Rural Development and European Fund for Fishery. The NCC is comprised of representatives from all institutions designated as Managing Authorities for the Operational Programmes supported by Structural Instruments, as well as of the institutions designated as Managing Authorities for the NRDP and Fishery Operational Programme.
 - The National Management Committee for the Coordination of Structural Instruments is Directly subordinated to the NCC and is chaired by the Authority for the Coordination of Structural Instruments (ACSI) and composed of Managing, Certification and Payment Authorities for the Operational



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Programmes supported through the Structural Instruments, as well as representatives of the Managing Authority for the NRDP, from the Ministry of Agriculture and Rural Development and of the Managing Authority for OP – Fishery; it ensures the complementarity of approach in the management of all EU programmes including complementarity issues between the Structural Instruments, EAFRD and EFF. Only those issues that cannot be resolved within the Management Committee will be forwarded to the NCC³⁵.

The issue of complementarity/avoiding overlapping was also discussed with representatives of MA NRDP within the Ministry of Agriculture and Rural Development. Based on these discussions we can conclude that overlapping is avoided as the measures under NRDP related to HRD are targeted (and restricted) to final beneficiaries of other measures (investments support) under the NRDP. For example:

- Measure 111 targets final beneficiaries who are farmers that have already received support under other measures of Axis 1. At the same time, as stipulated in current procedures, final beneficiaries of other support under Axis 1 are obliged to attend training courses under measure 111; training courses under measure 111 are only short term programmes, and no qualification certificate is issued at the end of programme. Possible topics for training courses are: diversification of agricultural activities; entrepreneurial development; other support opportunities under NRDP; restrictions of the NRDP etc. If the number of participants in this type of measure is lower than the optimal number for organizing such training, potential final beneficiaries of other measures under Axis 1 (farmers) are selected and invited to attend the programmes. In this way any overlapping is avoided. Training programmes have been launched in June 2010 under measure 111.
- Another example is measure 312 - final beneficiaries under this measure have to have or to obtain by the end of the measure/project a qualification certificate for the specific economic activity planned to be developed; this certificate cannot be obtained



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under NRDP measures (= one possible option could be to pursue it under vocational qualification programmes delivered under SOP HRD).

- Measure 143 is another example and in fact this measure is planned to prepare the final beneficiaries for other measures under Axis 1 and 2; in this way synergy between different measures under NRDP is ensured and overlapping with any support under SOP HRD is avoided.
- As for LEADER axis/measures the situation is as follows. The preparation for this measure started in 2006 and there has been a significant amount of interest in it since the start - 140 territories announced their possible participation. Up to now, two preparatory phases for potential beneficiaries have been organized, and another is in preparation. Beneficiaries will be selected in Autumn 2010 and beneficiaries can be NGOs, private companies, municipalities etc.

Regarding the achievement of complementarity or active synergy, representatives of the MA NRDP say that no other provisions³⁶ or structures are in place to support synergy either at central or at local level other than the fact that MA SOP HRD representatives are members of the Monitoring Committee for NRDP and vice-versa.

This lack of coordination in the sense of taking provisions to create synergies has also been confirmed by stakeholders and beneficiaries throughout all of our fieldwork. None of those we engaged with provided even a single example to confirm the existence of any active coordination between the funds.

³⁶ Except the eligibility criteria in the current regulation/procedures
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2007-2013Overview 2 Conclusions and Recommendations – Relevance Criterion ³⁷

Evaluation Activity /Question	Conclusions	Recommendations	Targeted at	Time-frame (S, M, L)
Matching the needs of target groups in current socio-economic context				
III.b.2	1 The socio-economic situation in rural areas has worsened but not, it appears, simply as a result of the current global crises. The structural problems remain and are, as yet, unaddressed. Accordingly, the needs of the target groups remain and in many instances have become more acute but have not changed that much: Getting a job, undergoing training if that helps to find a job, improving skills to keep the job one has, or better support at starting small-businesses	To ensure needs matching on a sufficient scale, capacity for project development and implementation has to be strengthened – including issues of forecasts and more integrated regional development strategies and regular needs assessment based on coordinated planning involving relevant local stakeholders. <i>(cf. conclusions & recommendations regarding effectiveness above)</i> This applies likewise to III.b.3	MA, ACIS	M
Identifying new measures for matching needs				
III.b.3	2 The wide range of eligible activities is considered sufficiently broad to match the needs of target groups - no requirement for additional activities was identified.	Supplementary small-scale activities should be taken into consideration following the amendments to the ESF regulation allowing for simplified procedures up to a	MA	S

³⁷ S – short; M – medium; L- long; A time-frame (short/medium/long) within which recommended changes should be made is indicated for all recommendations made in the report. Generally speaking recommendations to be implemented in the short-term should be implemented within three months of finalisation of the report. Recommendations for the medium-term should be implemented within six-nine months of the finalisation of the report. Recommendations for the long-terms should be implemented within a year, although in certain instances the ‘long-term’ may reach into a two-three year time-frame (e.g. where recommendations are made that build towards the next SOPHRD programming period).



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Evaluation Activity /Question	Conclusions		Recommendations	Targeted at	Time-frame (S, M, L)
			threshold of 50 thousd. EUR (Reg. 396/2009, 6 May 2009, Art. 1)		
3		<p>The real problem is lack of implementation and this refers to lack of capacity in rural areas. (cf. above III.b.2)</p> <p>It is also the case that an adequate level of focus on the most vulnerable groups is endangered by the very open approach of eligible activities with no standard cost defined – thus it is considered easier for beneficiaries to leave the most vulnerable aside.</p>	<p>Set-up incentives for beneficiaries by e.g. defining standard-costs for activities offering ‘a bonus’ for specific activities for the most vulnerable groups. When launching calls the respective criteria and target /focus should be stressed and underpinned by selection criteria for evaluation of applications that direct the applicants to the activities considered adequate and to the target groups in most need of support</p>	MA	M
4		<p>The strict orientation to re-directing people completely out of agriculture seems not to be an optimal choice or strategy considering the overall labour market situation in rural areas and the qualification baseline of those living in (semi-)subsistence agriculture. For some people the way out of subsistence agriculture could lead to regular work (employed or self-employed) in agriculture and related activities as opposed to work in other sectors</p>	<p>Rethink the approach at least for the most vulnerable groups and integrate training & employment subsidies with activities in sectors that are close to agriculture itself (e.g. in local tourism building & restoring walking trails & picnic areas for tourists, environment protection like e.g. cleaning illegal landfills, small scale maintenance activities in public works, ...). This is also a perfect field for integrating with other OPs and NRDP including the use of the 10% ERDF-type spending</p>	MA, Min. of labour, ACIS	M



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Evaluation Activity /Question	Conclusions		Recommendations	Targeted at	Time-frame (S, M, L)
			facility.		
III.b.3	5	There is a lack of a systematic ladder of progression through various measures to assist individuals back into regular employment on an incremental basis and a lack of more relevant and imaginative training packages (e.g. IT and English) or the right to participate under complementary training measures.	More clearly designed pathways to re-integration into labour market should be implemented top-down. As far as this or the individual use of combined measures is already an eligible option the creation of such measures has to be promoted more explicitly	MA	M
	6	Small scale start-ups have a need for better support incl. some investment support for the starting phase.	Set-up of support infrastructure – e.g. creating specific strategic projects under public control – providing respective services and facilities to small scale start-ups (accounting support, IT support, one stop-shops for administrative issues like registering etc.) – here too 10% ERDF-type spending would be a proper option as the coordination with other OPs	MA, IBs, ACIS	M
Complementarity between projects of NRDP and SOP HRD					
III.b.4	7	Complementarity (avoiding Overlapping) of SOP HRD and NRDP is ensured as the measures under NRDP related to HRD are targeted (and restricted) to final beneficiaries of other measures (investments support) under the NRDP	n/a		



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Evaluation Activity /Question	Conclusions		Recommendations	Targeted at	Time-frame (S, M, L)
	8	<p>There is no evidence for complementarity i.e., actively implemented synergetic approaches integrating projects supported under the NRDP and SOP HRD KAI 5.2. The only direct contact between the programmes is found in the mutual representation within monitoring committees.</p> <p>This shows the urgent need for more integrated policies that would allow for the systematic creation of complementary or synergetic projects on both sides.</p>	<p>Again, developing country-wide strategies for rural areas and specifying them to specific areas could be a perfect task for central strategic projects. Developing strategies should go hand in hand with setting-up decentralised support structures as described above that would give guidance and support to the creation of such integrated projects wherever deemed sensible</p>	<p>MA, IBs ACIS</p>	<p>M</p>



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4. OVERARCHING CONCLUSIONS & RECOMMENDATIONS

In this final chapter we present overarching conclusions and recommendations arising from the research we have undertaken in respect of the Ad-hoc Evaluation of KAI 5.2. All of these overarch the individual criteria of Relevance & Effectiveness and are primarily located in the strategic rather than the operational realm and all refer to issues that must be prioritized and dealt with to ensure overall coherence in the implementation of the measures at stake.

A very brief indication of the findings that underpin the conclusions in question is also provided in each case:

Many of our detailed findings and related conclusions are relevant in the context of the overall implementation of SOP HRD and not simply in the context of KAI 5.2. The KAI as such has potential and the SOP HRD is generally considered to be a positive development that provides opportunity and, in theory or on paper, provides the necessary armoury and options to help improve the situation in rural areas. Even the current crises appear not to have generated a demand for significant changes in the existing strategies. Instead, people said: now the need to support rural areas in terms of HRD and other development has grown even more acute or as one stakeholder put it:

“In the present context the main challenge of the programme is its implementation, taking into consideration we are already half way through the programming period”.

Where gaps have been identified such as the need for a better infrastructure as a framework for start-ups; more flexibility in the coverage of start-up cost; to give up the strict fixation on re-orienting people away from agriculture; to allow the combination of measures for individual participants where these are complementary or building upon each other and these are not directly eligible under KAI 5.2 or SOP HRD in general more complex solutions should be taken into consideration by the MA as the body responsible for strategically managing the funds.



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Leaving aside general management of funds oriented recommendations – apart from reporting strategy - and overall policy recommendations in the field of HRD development that are covered in some detail in the Interim Evaluation of SOP HRD we can focus here on a small number of recommendations that more specifically relate to rural areas:



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Overview 3 Overarching Conclusions & Recommendations³⁸

Summary Findings	Overarching Conclusion	Overarching Recommendation	Targeted at	Timeframe (S, M, L)
The lack of up-to date monitoring information did not allow for a meaningful interpretation with a view to where the KAI 5.2 stands in terms of output or results. The sparse data we found suffered from a lack of substantial coverage of reported figures compared to projects under implementation; and moreover from a systematic lack of synchronisation of data and last but not least from miscalculations due to the overly complex definition of indicators at project level	The current model of monitoring progress of implementation is not underpinned by an adequate reporting strategy. Entangling progress reporting with financial flow and payment requests does not provide the coherent and up-to-date base for a strategic monitoring and an <u>active steering of the programme along indicators of output and result</u> . This applies not to KAI 5.2 alone but to the whole OP	Although some better coverage of projects by technical reports has been reported while discussing the final draft, the basic problem remains: lack of synchronicity of data. To provide a coherent view of the situation at KAI and OP level technical reports should cover standard calendar periods and should be delivered according to predefined deadlines and not be elaborated according to the need for claiming reimbursements by the beneficiaries.	MA	S
Lack of capacity to develop projects and		Developing country-wide strategies for	MA, IBs, ACIS	M

³⁸ S – short; M – medium; L- long; A time-frame (short/medium/long) within which recommended changes should be made is indicated for all recommendations made in the report. Generally speaking recommendations to be implemented in the short-term should be implemented within three months of finalisation of the report. Recommendations for the medium-term should be implemented within six-nine months of the finalisation of the report. Recommendations for the long-terms should be implemented within a year, although in certain instances the ‘long-term’ may reach into a two-three year time-frame (e.g. where recommendations are made that build towards the next SOPHRD programming period).



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Summary Findings	Overarching Conclusion	Overarching Recommendation	Targeted at	Timeframe (S, M, L)
<p>applications is reflected in the comparatively low level of applications submitted compared to funds launched under KAI 5.2.</p> <p>Such lack of capacity was evident throughout the fieldwork undertaken for this report</p> <p>Due to efforts towards public budget consolidation there is a view that local authorities would suffer more than the average from general budgetary cut-backs announced by the government impacting on staffing as well.</p> <p>Nonetheless, as far as applications were submitted, and regarding subsequent selection & contracting KAI 5.2 was successful over the average of SOP HRD</p>	<p>Lack of capacity and endangered capacity at local level is a very serious issue and has to be tackled as a priority. This is an issue of relevance not only for absorption purposes but also for covering the needs at a sufficient scale.</p>	<p>rural areas and locating them in specific areas would be a perfect task for <u>central strategic projects</u>.</p> <p>This should include regular compilation and provision of updated socio-economic data on rural and urban areas as a guidance to needs identification and matching, and as baseline figures for strategic monitoring.</p> <p>Developing strategies should go hand in hand with setting-up <u>decentralised support structures</u> providing guidance, training, and support to beneficiaries and stakeholders (trade unions, employers associations, other social partners /NGOs), and integrating existing structures like local branch offices of NAE and local town halls (mayors) – a clear link to <u>Local Partnerships</u> for Employment & Education alike is recommendable.</p> <p>A regional strategy should <u>integrate the use of different funds/OPs</u>. This would need to</p>		



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Summary Findings	Overarching Conclusion	Overarching Recommendation	Targeted at	Timeframe (S, M, L)
		be <u>actively coordinated</u> as a valid policy approach should not leave the responsibility for strategy design and implementation to beneficiaries' alone.		
Needs as such did not change throughout the crisis or as a consequence of it – they just got more acute in terms of the numbers of unemployed people, the increases in poverty that are evident and the limited employment opportunities available	Although the list of eligible activities is broad enough to cover needs the implementation seems not to be adequately targeted and should become more streamlined to ensure that proper projects for the target groups in need are actually implemented. Applicants apply to undertake what they consider to be manageable and profitable for them – and this has to be framed and shaped by incentives. The overall mixture of activities funded should not be left alone to the interest of applicants.	When launching calls the relevant authorities should with regard to the type of activities needed and specified in terms of output volume. Moreover, incentives should be given to those who are ready to address the more difficult tasks and target groups to prevent creaming strategies. One tool for that would be the definition of standard costs for specific activities and target groups. That would enable the allocation of a 'bonus' to those who better serve the objectives of the programme	MA	M
The KAI and its eligible activities were considered to be designed with sufficient breadth to match the needs of target groups by principle				
There is a danger that the most vulnerable groups will not be adequately covered by activities due to creaming strategies within the system.				



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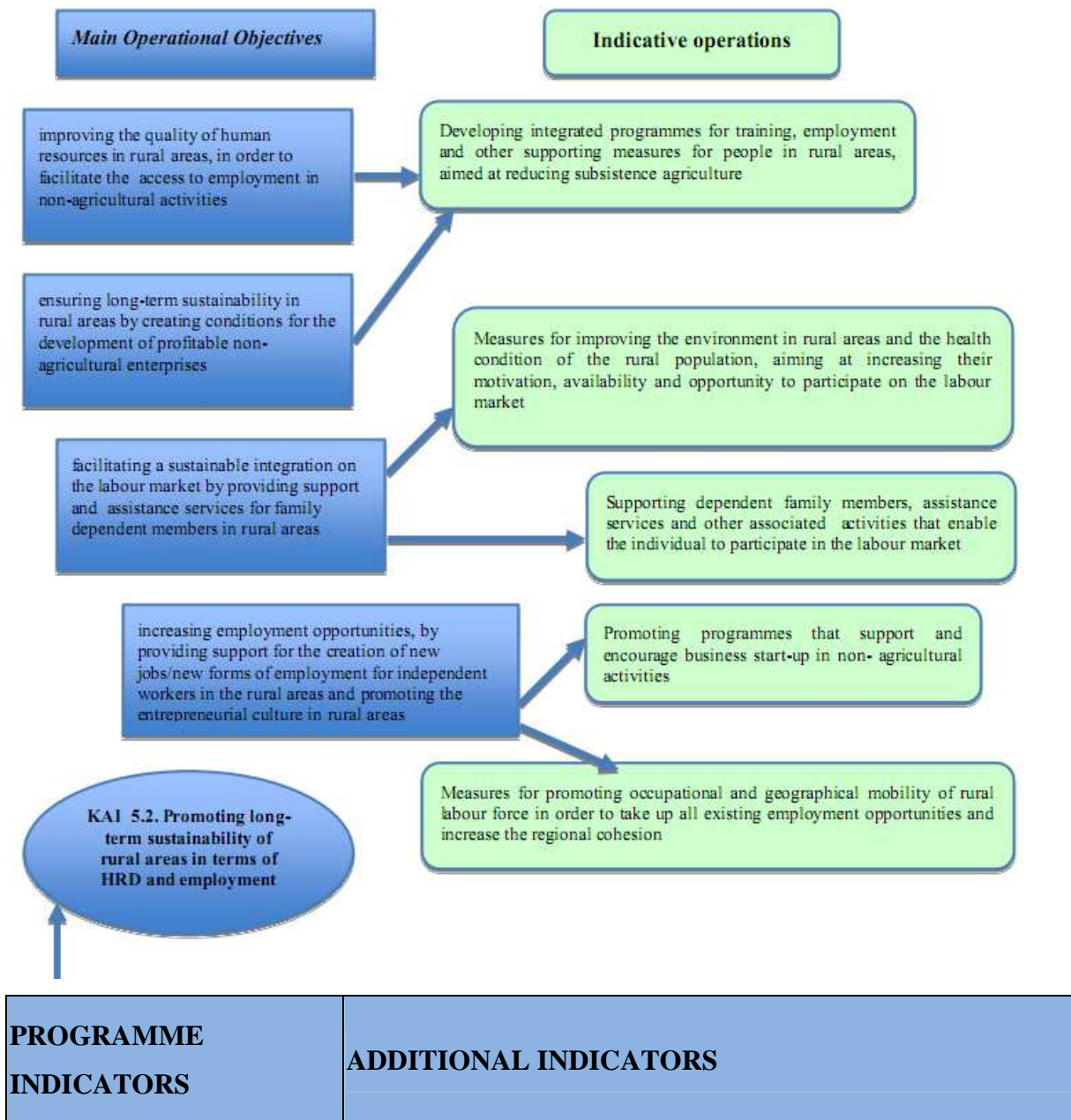
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5. ANNEXES

Annex 1 – Relationship between Main Operational Objectives and Indicative Operations and list of Indicators defined





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PROGRAMME INDICATORS	ADDITIONAL INDICATORS
	Input: Number of co- financed projects for promoting active employment measures, out of which: • for integrated support to Long Term Unemployed (LTU) • for promoting labour and
Output: Number of LTU participants in integrated programmes, out of which: -	Output: Number of innovative actions implemented for promoting LTU employment; Number of co- financed projects of dual-system training
Result: Rate of certified LTU participants in integrated programmes, out	Result indicators: Share of persons who have undertaken further education or work within 6 months after the completion of integrated programme. The indicator is calculated on a basis



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Annex 2 – Complementarity assessment of NRDP and SOP HRD – Detailed match tables for NRDP and KAI 5.2

The three sub-tables below highlight within each respect (objectives, indicative operation, eligible activities) potential overlapping as found in the descriptions of NRDP and FDI SOP HRD respectively

Operational objectives

NRDP Axis 1 : Improving the competitiveness of agricultural and forestry sector/ Measure:111 Vocational training, information actions and diffusion of knowledge	FDI SOP HRD PA 5_KAI 5.2 - Promoting long-term sustainability of rural areas in terms of human resources development and employment
The operational objectives comprise activities that will contribute to: a) The improvement of the general technical and economical knowledge that is specific for agriculture, forestry and food sectors; b) The general training for farm management and administration; c) Observing the cross-compliance conditions and Common Agricultural Policy Standards, diversification or restructuring of farm production (bringing in new products and processing	main operational objectives of this KAI are: <ul style="list-style-type: none"> • improving the quality of human resources in rural areas, in order to facilitate the access to employment in non-agricultural activities; • ensuring long-term sustainability in rural areas by creating conditions for the development of profitable non-agricultural enterprises; • facilitating a sustainable integration on the labour market by providing support and assistance services for family dependent members in rural areas;



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<p>NRDP</p> <p>Axis 1 : Improving the competitiveness of agricultural and forestry sector/ Measure:111 Vocational training, information actions and diffusion of knowledge</p>	<p>FDI SOP HRD</p> <p>PA 5_KAI 5.2 - Promoting long-term sustainability of rural areas in terms of human resources development and employment</p>
<p>systems);</p> <p>d) Raising farmers' awareness on the general environmental problems in agricultural, forestry and food sectors to improve the environment protection;</p> <p>e) Education and raising the awareness of forest holders (acquiring the forestry self-awareness) aiming at ensuring the sustainable management of forests alongside with the efficient use of forest resources and increasing the percentage of forests at national level which represents the main objectives of the national forestry policy;</p> <p>f) Informing about the introduction of new informational and communicational technologies (IT). The provision of vocational training actions, as well as information and diffusion of knowledge actions will be carried out for each farmer, on the basis of his agreement without any discrimination based on age, gender, race,</p>	<ul style="list-style-type: none"> • increasing employment opportunities, by providing support for the creation of new jobs/new forms of employment for independent workers in the rural areas and promoting the entrepreneurial culture in rural areas.



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<p>NRDP</p> <p>Axis 1 : Improving the competitiveness of agricultural and forestry sector/ Measure:111 Vocational training, information actions and diffusion of knowledge</p>	<p>FDI SOP HRD</p> <p>PA 5_KAI 5.2 - Promoting long-term sustainability of rural areas in terms of human resources development and employment</p>
<p>ethnic origin, political or religious affiliation etc.</p>	

Scope and actions/ indicative operations

<p>Scope and actions</p> <p>The measure is meant to support:</p> <p>1. Short term vocational training programmes (initiation, perfecting and specialisation courses) with different training periods, depending on the course theme, target group and the existent level of training of vocational training applicants (final beneficiaries) to improve and perfect the knowledge on managerial and technical competencies in agricultural, forestry and food sectors, for</p>	<p>Indicative operations</p> <ul style="list-style-type: none"> • Developing integrated programmes for training, employment and other supporting measures for people in rural areas, aimed at reducing subsistence agriculture; • Measures for promoting occupational and geographical mobility of rural labour force in order to take up all existing employment opportunities and increase the regional cohesion; • Measures for improving the environment in rural areas and the health
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<p>introducing new technologies and innovations, environment protection and organic farming, knowledge and observance of the cross-compliance conditions etc.</p> <p>2. Information and diffusion of knowledge actions regarding the support schemes of CAP, the implementation methods of rural development measures. The activities provided within this measure are collective, not individual</p>	<p>condition of the rural population, aiming at increasing their motivation, availability and opportunity to participate on the labour market;</p> <ul style="list-style-type: none"> • Supporting dependent family members, assistance services and other associated activities that enable the individual to participate in the labour market; • Promoting programmes that support and encourage business start-up in non-agricultural activities.
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Description of the operations /eligible activities

Description of the operations (including types of training)	Eligible Activities
<p>1. Providing of vocational training programs that include actions from agricultural, forestry and food sectors, such as:</p> <p>a) Diversification of activities in agricultural holdings, improvement of production quality, hygiene and food safety, setting up conditions to ensure animal welfare and plant</p>	<ul style="list-style-type: none"> • Research and field studies/ current situation regarding unemployment and subsistence agriculture in rural areas, forecasts on LM trends in rural areas; • Research and field studies/ specific needs of different target groups from rural areas for (re)entering the labor market; • Development and implementation of information and raising awareness campaigns in schools in rural areas concerning opportunities in education and labour market in non-agriculture areas; • Development and implementation of raising awareness, promotion and support campaigns regarding employment in non-agricultural areas for persons involved in subsistence agriculture; • Development and implementation of raising awareness, motivational, information and counselling campaigns for persons in rural areas involved in non-agricultural activities, in order to ensure their



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<p>health, safety at work, use of fertilizers in agriculture in compliance with the European Union standards;</p> <p>b) Business improvement and encouragement;</p> <p>c) Improvement of knowledge on the environment protection;</p> <p>d) Technical training (new informational technologies, introducing innovations, dissemination of results of research and of sustainable management of natural resources etc.);</p> <p>e) Sustainable management of farming and forestry lands;</p> <p>f) Developing innovative approaches in the agri-food chain;</p> <p>g) Assuming the requirements</p>	<p>participation to vocational training activities, to increase adaptability to the needs and the evolution of the local and regional market etc.;</p> <ul style="list-style-type: none"> • Development and implementation of raising awareness campaigns among employers and employees in rural areas in order to combat the undeclared work and respect diversity at workplace; • Promotion campaigns for the occupational, sectoral and geographical mobility of the rural labour force; • Development and implementation of programmes and promotion campaigns for entrepreneurship in rural areas, with special focus on women; • Promoting and providing support for the revitalization and development of the traditional handicraft; • Promoting campaigns on environment protection in rural areas, a healthy life style, raising awareness on the negative effects of tobacco, alcohol etc; • Supporting business counselling for start-up and start-up small business in rural areas also on how to use the micro-credit tool, with special focus on women; • Providing vocational guidance and information, career counselling, personal development counselling and other type of support services for people in rural areas, especially for those who just entered in the labour market and their family members, with the purpose of facilitating their occupational, sectoral and geographical mobility; • Evaluating the competences acquired in informal and/or non formal contexts for rural population, in order to certify their knowledge, abilities and skills for non-agricultural activities; • Providing vocational training programmes, excepting training with a view to qualification or re-
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<p>regarding the cross-compliance conditions and the application of production methods compatible with preserving and improving the landscape and with environment protection.</p> <p>2. Financial support granted for the participation of farmers to different thematic meetings, fairs, exhibitions, successful projects, events that can contribute to informing farmers on, for example, the new technologies applied in different sectors; or for exchange of experience actions etc.</p>	<p>qualification of employees from rural areas, in order to improve the competences and abilities required on the labour market (including ICT, foreign languages modules etc.);</p> <ul style="list-style-type: none"> • Providing vocational training programs – excepting training for the purpose of qualification or re-qualification – for persons in subsistence agriculture in non-agricultural sectors where opportunities exist in the local or regional job market; • Providing vocational training programs on health and safety at work (including limiting risk factors at work); • Vocational training programmes for managers and professionals involved in human resource management from rural area, to include aspects on efficient human resources management, labour and environmental protection, equal opportunities and respect for diversity in employment etc.; • Developing and providing entrepreneurship training programmes to promote business in rural areas; • Developing and providing vocational training programmes allowing the rural labour force to take advantage of the opportunities in managing the environment and encouraging respect for the environment; • Setting up/developing networks of rural HRD services/operators, including the training of the workers, to provide information and counselling to the rural population; • Setting up/developing networks and partnerships for the exchange and mainstreaming of good practices, study visits, organization of seminars, conferences in order to promote the employability of rural labour force to increase the regional cohesion, motivating and mobilizing the rural population to get employed, organization of the labour market in rural areas, the service sector in rural areas, diversifying the rural
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economy, promoting equal opportunities, environment and cultural heritage protection in rural areas etc.;

- Promoting job placement and other employment services, such as information, raising awareness, guidance, counselling, motivation activities, support in finding a workplace, placement services, job fairs, job-clubs in the rural areas;
- Providing support for the dependent family members, assistance services that ensure the participation of persons from rural areas in the labour market such as day care centres for children and adults, services for people with disabilities, support for home care services etc.;
- Support for the elaboration and implementation of integrated strategies for the development of local initiatives in rural area, which would underpin diversification in the local economy and the creation of new jobs in rural areas, in non-agricultural sectors;
- Support for innovative, inter-regional and trans-national measures and development of tools and mechanisms to increase the number of economically active people living in rural areas.



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Annex 3 - Target groups of potential overlapping under PA KAI 5.2, PA 3, PA 6, KAI 6-SOP HRD and corresponding measures of the NRDP

SOP HRD (FDI)	NRDP
<p>Axis 5_KAI 5.1- Developing and implementing Active Employment Measures"</p> <p>Target Groups:</p> <p>Inactive persons;</p> <p>Job seekers;</p> <p>Unemployed;</p> <p>Young unemployed;</p> <p>Unemployed over 45 years old;</p> <p>Long-term unemployed, young and adults;</p> <p>Early school leavers."</p>	<p>Axis 1 : Improving the competitiveness of agricultural and forestry sector/Measure:111 Vocational training, information actions and diffusion of knowledge- no project implemented under this measure-30 April 2010 -website Ministry of Agriculture</p> <p>"Final beneficiaries</p> <p>Prioritization criteria for the participants at vocational training activities in the agricultural field</p> <p>The Terms of reference will specify the prioritization criteria, applied depending on the training topics, based on which the vocational training, informing and diffusion of knowledge providers will select the final beneficiaries-criteria are applied if the number of final beneficiaries identified exceeds the initial number stipulated in the Terms of reference; The following criteria:</p> <p>To have at most 40 years;</p>



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SOP HRD (FDI)	NRDP
	<p>To be semi-subsistence farmer;</p> <p>To be a member of a producers' group or other associative forms recognized according to national legislation into force;</p> <p>To have an investment project;</p> <p>To have the farm in a less favoured area;</p> <p>To be beneficiaries of the Axis I and II measures;</p> <p>To have a low level of education.</p> <p>In forestry and food industry sectors, the participants to the training will be selected based on the "first-come first-served" principle.</p>
<p>"AXIS 3 – Increasing adaptability of workers and enterprises, KAI 3.3 – Development of partnerships and encouraging initiatives for social partners and civil society"</p> <p><u>"Target groups</u></p> <p>Staff of the social partners;</p> <p>Staff of the Regional Pacts for Employment and Social Inclusion members;</p>	<p>Axis 4 LEADER/Measures 41 and 421/Measure 431/ Sub-measure 431.1/Sub-measure 431.2</p> <p><u>"Final beneficiaries:</u></p> <p>Phase 1 – Raising awareness of local actors regarding LEADER approach</p> <p>Economic and social partners from the potential LEADER territory</p>



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SOP HRD (FDI)	NRDP
<p>Staff of the Local Partnerships for Employment and Social Inclusion members;</p> <p>Staff of the civil society's organizations;</p> <p>Members of the Sectoral Committees;</p> <p>Staff of members of Regional Consortia for education and training;</p> <p>Staff of members of Local Committees for Developing Social Partnership in Vocational and Technical Education;</p> <p>Staff of the vocational associations;</p> <p>Staff of commerce and industry chambers;</p> <p>Staff of the SMEs' associations;</p> <p>Staff of the farmers and crafts' associations."</p>	<p>Other representatives of the civil society, such as farmers, rural women, young people and their associations, from the potential LEADER territory</p> <p>Public partners covering partly or entirely the potential LEADER territory</p> <p>Priority in the selection of the final beneficiaries should be given to:</p> <p>Potential partners who have not benefited before from a training on LEADER</p> <p>Representatives from the private sector</p> <p>Representatives from associations / NGOs / organisations which can play a role in dissemination of information regarding the potential LEADER territory</p> <p>Phase 2 – Training for the representatives of potential LAGs</p> <p>Should be a representative or member of a group composed of at least 2 private organisations and 1 public entity from the potential LEADER territory</p> <p>Having followed a training in phase 1 or another basic training on Leader or demonstrate knowledge / experience of LEADER approach</p>



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SOP HRD (FDI)	NRDP
	<p>Priority in the selection of the final beneficiaries should be given to:</p> <ul style="list-style-type: none"> Groups for which the majority of partners can have a representative following the training Group covering a territory not covered by other applicant Groups where the majority of partners are from the private sector / NGOs Groups covering a territory with more than 20,000 inhabitants <p>Phase 3 – Financial support for the preparation of LAGs applications</p> <p>Eligibility criteria:</p> <ul style="list-style-type: none"> Groups gathering partners representing socio-economic sectors from the eligible territory where the public partners represent less than 50% (with a formal commitment signed by each member). Groups having defined their homogeneous geographic territory which should be within Leader eligible area and comprise a population between 10,000 and 150,000 inhabitants Groups out of which at least one representative has followed a training on Leader under this programme or another training <p>Priority in the selection should be given to:</p>



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SOP HRD (FDI)	NRDP
	<p>Groups covering a rural territory with more than 20,000 inhabitants</p> <p>Groups with more than 9 organisations / institutions partners</p> <p>Groups covering territories which are not covered by other applicants</p> <p>Groups with sufficient human resources and expertise for the preparation of local development plans. This sub-measure will start immediately after the NRDP approval (all three phases) and will be closed at the end of 2009.”</p>
<p>AXIS 6 – PROMOTING SOCIAL INCLUSION _KAI 6.1 –</p> <p>Developing social economy</p> <p>"Target groups</p> <ul style="list-style-type: none"> • Roma population; • Persons with disabilities; • Young people over 18 who leave the state child protection system; • Families with more than two children, including single parent families; • Children at risk; • Early school leavers; • Women; 	



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SOP HRD (FDI)	NRDP
<ul style="list-style-type: none"> • Ex-offenders, convicts and juvenile delinquents; • Drugs and alcohol addicted, mentally ill; • Homeless persons; • Victims of domestic violence; • Individuals affected by diseases influencing their professional and social life (such as HIV/AIDS infected people, cancer etc.); • Immigrants; • Refugees and asylum seekers; • People living on minimum guaranteed income; • People living in isolated communities; • Victims of the human traffic; • Other vulnerable groups; • Social workers, personal assistants, community nurses; • Family mediators, sanitary mediators; • Maternal assistants, care assistants, staff from residential institutions; • Managers of social enterprises; • Professionals and trainers involved in the social economy." 	
" AXIS 3 – Increasing adaptability of workers and enterprises	"Axis 3 The quality of life in rural areas and the diversification of



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SOP HRD (FDI)	NRDP
<p>KAI 3.1 – Promoting entrepreneurial culture "</p> <p><u>" Target groups</u></p> <ul style="list-style-type: none"> • Employees; • Management staff from enterprises, especially micro-enterprises and SMEs; • Entrepreneurs; • People who want to start an independent business activity;" 	<p>the rural economy/ Measure 312 Support for the creation and development of micro-enterprises- 2200 applicants, 442 selected, 172 contracted"</p> <p><u>" Beneficiaries</u></p> <p>Micro-enterprises as defined by the Commission Recommendation 2003/361/ EC and the national legislation in force³⁵ (enterprises which employ fewer than 10 persons and have a annual net turnover which does not exceed 2 million Euro);</p> <p>Natural persons (not registered as legal entities) – who, prior to the date when the funding contract is signed, will commit to get a minimum license as licensed natural persons³⁶ and operate as a micro-enterprise."</p>
	<p>Axis 1 : Improving the competitiveness of agricultural and forestry sector/Measure 143 Providing farm advisory and extension services-no projects</p> <p><u>"Beneficiaries</u></p> <p>The final beneficiaries of this financial aid are the farmers as defined in Subchapter 5.2.</p>



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SOP HRD (FDI)	NRDP
	<p>The farmer definition for the measures of Axis 1</p> <p>The farmer is a natural or legal person, who has the holding placed on the territory of the country and the size of the holding being equal or larger than 2 ESU and who practices, mainly, agricultural activities and is registered in Farms Register/Agricultural Register.</p> <p>The economic size unit (ESU) represents the unit that expresses the economic size of an agricultural holding determined on the basis of the standard gross margin of the holding (Commission Decision no. 85/377/EEC). The value of one economic size unit is of 1,200 Euro.</p> <p>The subsistence farms and forestry holdings/households that are not carrying out also agricultural activities are not eligible for this measure.</p> <p>The measure supports:</p> <p>Period 2007 – 2009</p> <ul style="list-style-type: none"> a) Farmers – owners of semi- subsistence farms; b) Young farmers and their setting up; c) Farmers applying for measure 214 – “Agri-environment payments”; d) Farmers (only natural persons) applying for measure 221 - “First



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SOP HRD (FDI)	NRDP
	<p>afforestation of agricultural land”;</p> <p>e) Other farmers (commercial farms, members of producer groups or other associative forms), for the general advisory/extension services actions mentioned at points B) and C) within the measure.</p> <p>Period 2010 – 2013”</p>



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Annex 4 - Evolvement of FDI KAI 5.2 parameter from 10-2007 to 05-2009

Synopsis of the lists of eligible activities under KAI 5.2 – Changes between October 2007 and the version of 20.05.09 (English versions) - differences highlighted

Version 20.05.09	Version October 2007
1. Research and field studies activities on the current situation regarding unemployment and subsistence agriculture in rural areas, as well as forecasts on labor market trends in rural areas;	1. Research and field studies on the current situation regarding unemployment and subsistence agriculture in rural areas, as well as forecasts on labor market in rural areas;
2. Research and field studies activities on the specific needs of different target groups from rural areas for (re)entering the labor market;	2. Research and field studies on the specific needs of different target groups from rural areas for (re)entering the labor market;
3. Development and implementation of information and raising awareness campaigns in schools in rural areas concerning opportunities in education and labour market in non-agriculture areas;	3. Information and raising awareness campaigns in schools in rural areas concerning opportunities in education and labour market in non-agriculture areas;
4. Development and implementation of raising awareness, promotion and support campaigns regarding employment in non-agricultural areas for persons involved in subsistence agriculture;	4. Raising awareness, promotion and support campaigns regarding employment in non- agricultural areas for persons involved in subsistence agriculture;



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Version 20.05.09	Version October 2007
5. Development and implementation of raising awareness, motivational, information and counselling campaigns for persons in rural areas involved in non-agricultural activities, in order to ensure their participation to vocational training activities, to increase adaptability to the needs and the evolution of the local and regional market etc.;	5. Raising awareness, motivational, counselling campaigns for persons in rural areas involved in non-agricultural activities, in order to ensure their participation in professional training activities, so as to ensure adaptability to the needs and the evolution of the local market etc.;
6. Development and implementation of raising awareness campaigns among employers and employees in rural areas in order to combat the undeclared work and respect diversity at workplace;	6. Raising awareness campaigns among employers and employees in rural areas so as to turn the undeclared work into legal employment forms;
7. Promotion campaigns for the occupational, sectoral and geographical mobility of the rural labour force;	7. Promotion campaigns for the occupational, sectoral and geographical mobility of the rural labour force;
8. Development and implementation of programmes and promotion campaigns for entrepreneurship in rural areas, with special focus on women;	8. Programs/promotion campaigns for entrepreneurship in rural areas, for the development of an entrepreneurial culture with special focus on women;
9. Promoting and providing support for the revitalization and development of the traditional handicraft;	9. Promoting and providing support for the revitalization and development of the traditional handicraft;
10.Promoting campaigns on environment protection in rural areas, a healthy life style, raising awareness on the negative effects of tobacco, alcohol etc;	10.Promoting campaigns in environment protection on rural areas, a healthy life style such as regular medical checkups, raising awareness on the damaging effects of tobacco, alcohol etc;



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Version 20.05.09	Version October 2007
<p>11.Supporting business counselling for start-up and start-up small business in rural areas also on how to use the micro-credit tool, with special focus on women;</p>	<p>11.Supporting business counselling for pre start-up and start-up small business in rural areas also on how to use the micro-credit tool, with special focus on women;</p>
<p>12.Providing vocational guidance and information, career counselling, personal development counselling and other type of support services for people in rural areas, especially for those who just entered in the labour market and their family members, with the purpose of facilitating their occupational, sectoral and geographical mobility;</p>	<p>12.Providing professional guidance, career counselling, personal development counselling and other type of support services for people in rural areas, especially for those who just entered in the labour market and their family members, with the purpose of facilitating their occupational, sectoral and geographical mobility;</p>
<p>13.Evaluating the competences acquired in informal and/or non formal contexts for rural population, in order to certify their knowledge, abilities and skills for non-agricultural activities;</p>	<p>13.Providing professional evaluation to the rural population, in order to certify their knowledge, abilities and skills for non-agricultural activities;</p>
<p>14.Providing vocational training programmes, excepting training with a view to qualification or re-qualification of employees from rural areas, in order to improve the competences and abilities required on the labour market (including ICT, foreign languages modules etc.);</p>	<p>14.Enhancing skills in order to fulfil personal development and to improve access to the labour market for the rural population: ICT, foreign languages modules etc.;</p>



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Version 20.05.09	Version October 2007
15. Providing vocational training programs – excepting training for the purpose of qualification or re-qualification – for persons in subsistence agriculture in non-agricultural sectors where opportunities exist in the local or regional job market;	15. Providing training programs – excepting training for the purpose of qualification or requalification – for persons in subsistence agriculture in non-agricultural sectors where opportunities exist in the local or regional job market;
16. Providing vocational training programs on health and safety at work (including limiting risk factors at work);	16. Training programs on health and safety at work (including limiting risk factors at work);
17. Vocational training programmes for managers and professionals involved in human resource management from rural area, to include aspects on efficient human resources management, labour and environmental protection, equal opportunities and respect for diversity in employment etc.;	17. Training programmes targeting entrepreneurs and professionals involved in human resource management to provide better quality jobs in/for rural areas (human resources management, labour and environmental protection, equal opportunities in employment etc.);
18.	18. Providing training for people involved in nonagricultural activities in rural areas, in order to ensure long term sustainability of existing job opportunities in rural areas;
19. Developing and providing entrepreneurship training programmes to promote business in rural areas;	19. Entrepreneurship training programmes to promote business in rural areas, with special focus on women;
20. Developing and providing vocational training programmes allowing the rural labour force to take advantage of the opportunities in managing the environment and encouraging respect for the environment;	20. Training programmes allowing the rural labour force to take advantage of the opportunities in managing the environment and encouraging respect for the environment;



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Version 20.05.09	Version October 2007
<p>21.Setting up/developing networks of rural HRD services/operators, including the training of the workers, to provide information and counselling to the rural population;</p>	<p>21.Setting up/developing networks of rural HRD services/operators (including the training of the workers), to provide information and counselling to the rural population in the field of employment and human resources;</p>
<p>22.Setting up/developing networks and partnerships for the exchange and mainstreaming of good practices, study visits, organization of seminars, conferences in order to promote the employability of rural labour force to increase the regional cohesion, motivating and mobilizing the rural population to get employed, organization of the labour market in rural areas, the service sector in rural areas, diversifying the rural economy, promoting equal opportunities, environment and cultural heritage protection in rural areas etc.;</p>	<p>22.Setting up/developing networks and partnerships for the exchange and mainstreaming of good practices, study visits, organisation of seminars, conferences in order to promote the employability of rural labour force to increase the regional cohesion (i.e. motivating and mobilizing the rural population to get employed, organisation of the labour market in rural areas, the service sector in rural areas, diversifying the rural economy, equal opportunities, environment and cultural heritage protection in rural areas);</p>
<p>23.Promoting job placement and other employment services, such as information, raising awareness, guidance, counselling, motivation activities, support in finding a workplace, placement services, job fairs, job-clubs in the rural areas;</p>	<p>23.Promoting job placement (information, raising awareness, guidance, counselling, motivation activities, support in finding a workplace, placement services, job fairs, job-clubs in the rural areas);</p>



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Version 20.05.09	Version October 2007
<p>24. Providing support for the dependent family members, assistance services that ensure the participation of persons from rural areas in the labour market such as day care centers for children and adults, services for people with disabilities, support for home care services etc.;</p>	<p>24. Providing support for the dependent family members (assistance services that ensure the participation of persons from rural areas in the labour market such as day care centres for children and adults, services for people with disabilities, support for home care services, with household activities etc.);</p>
<p>25. Support for the elaboration and implementation of integrated strategies for the development of local initiatives in rural area, which would underpin diversification in the local economy and the creation of new jobs in rural areas, in non-agricultural sectors;</p>	<p>25. Support for designing and implementing integrated strategies for the development of local initiatives in rural area, which would underpin diversification in the local economy and the creation of new jobs in rural areas, in non-agricultural sectors, with the participation of rural people;</p>
<p>26. Support for innovative, inter-regional and trans-national measures and development of tools and mechanisms to increase the number of economically active people living in rural areas.</p>	<p>26. Support for innovation and development of tools and mechanisms to increase the number of economically active people living in rural areas.</p>



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Synopsis of the lists of eligible expenditures under KAI 5.2 – Changes between October 2007 and the version of 20.05.09 (English versions)

Version 20.05.09	Version October 2007
1. Staff related costs;	
2. Accommodation, transportation and subsistence costs;	1. Transport, accommodation, allowances
3. Project management costs;	2. Expenditures related to the project management;
4. Taxes;	
5. Financial charges and legal fees;	
6. Renting, depreciation, leasing;	3. Expenditures for renting, depreciation, leasing, insurance of buildings and equipment;
7. Financial support and scholarships;	4. Subsidies and scholarships
8. General administration costs;	5. General administrative expenditures;
9. Organization of events costs;	6. Publicity, promotion and dissemination expenditures, organisation of information events;
10. Information and publicity;	
	7. Consultancy expenditure;
	8. Expenditures related to provision of services;
	9. Expenditures for evaluations, validations and certifications;
	10. Expenditures related to persons with disabilities;
	11. Procurement of licenses, patents, know-how etc.;



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Version 20.05.09	Version October 2007
11. ERDF type expenditures.	12. ERDF type expenditure (in compliance with provisions set up under paragraph II.5.2.5 – Use of ERDF/ESF cross-financing).
	13. Expenditures for training, counselling, vocational guidance, seminars and workshops;



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Annex 5 - Materials used for fieldwork specific to KAI 5.2

Questions/topics for discussions KAI 5.2 with stakeholders and beneficiaries

1. Short description of the project (in case)/activities/objectives

2. Relevance:

a) How the needs of target groups have been identified

- e.g. based on general statistics / foregoing experience with the target groups / systematic own raise of information amongst potential employers and/or their organisations/ interviews with potential beneficiaries / coordination with local development strategies and relevant stakeholders / communication with NAE regional/local offices /guidance from regional IBs

b) What were those needs of target groups at the time of application(2007/08)

- Regarding type of activities but also accessibility of activities, accompanying measures etc

c) Matching the needs of target groups with the planned/delivered eligible activities

d) Complementarity with NRDP:

- have you received any information about NRDP (measures)
- where from
- did you apply for measures under NRDP
- are there any mechanisms in place at local /central level examples to ensure complementarity of SOP HRD and NRDP (examples please)
- Are there mechanisms in place to coordinate activities in relation with SOP HRD and other Structural Funds OPs – in particular Regional Development?

e) Changes of the current socio-economic context

f) Needs of the target groups in the current socio-economic context



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- do changes in socio-economic context have an impact on the type of needs, or rather on the 'size' of needs, or on both
- g) **How did you adapt the eligible activities to the new needs – if any**
- h) **Proposals for new activities under KAI 5.2 in relation to the new needs under current socio-economic context**

3. Effectiveness:

- a) **Difficulties in implementing the project (application, communication, financing, duration, target groups etc.)**
- b) **Difficulties in implementing Active Labour Market Measures (ALMPs)**
- c) **Relation with other public institutions responsible for ALMPs**
- d) **What do you understand by strategic and grant project? What is the difference?**



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Questions/topics for discussions with participants - Interviews target groups

KAI 5.2

1. Identification information

2. Where from did you find information about the project/possibility to participate in the project?

3. How have you been included in the project/who took the decision you to participate in this project?

4. Why did you decide to participate in activities provided by the project – did you have concrete plans for the time after that made your participation meaningful for you when starting with the project or was it ‘just for hope’?

5. What activities have been provided to you?

6. How useful are these activities in your opinion?

- How do you rate the use of the project for you / (or also for participants in general, e.g. “/colleague”??)
 - -very useful
 - -useful
 - -to some extent
 - -little
 - -not at all

7. Would you recommend participation in such projects/activities to a friend /neighbour?

8. Do the activities meet your expectation?

9. What are your plans at the end of activities provided?

10. What are the needs under current socio-economic context?



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- Did the current economic crisis have an impact on you that changed your perspectives and prospect/specifically motivated you to participate or was the situation before already 'motivation enough'?

11. What other /additional activities/support including other Active Labour Market measures would you consider useful to be offered?

- a) while your participation in this project and either to make it more convenient for you to participate (e.g. support with childcare, time structure of the activities) or that would help you to be more successful in participating (e.g. accompanying support in case of illiteracy, math, other skills needed for participation)
- b) as principal additional offers to people in a situation like yours



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Annex 6 – Beneficiaries and Stakeholders selected for interviews

Organisation	Location	Interviewee	Position	Date	LEGAL TYPE
National Association of Agribusiness Consultants	Bucharest	Mr. Octavian Negrea	Project manager	18.08.2010	Private legal persons without patrimonial purpose
ARGCOMS Handicraft Cooperative Society	Curtea de Argeș	Mr. Nichita Sandu	President	18.08.2010	Private legal persons
Voicesti Commune City Hall	Voicești	Mr. Vatafu Florian	Mayor	16.08.2010	Legal persons governed by public law
Prundeni Commune City Hall	Prundeni	Mr. Ion Horascu	Mayor	16.08.2010	Legal persons governed by public law
S.C. GICEROVA SRL	Râmnicu Vâlcea	Mr. Vaduva Gheorghe	Director	17.08.2010	Private legal persons
University of Agricultural Sciences and Veterinary Medicine Bucharest	Bucharest	Mr. Prof. Ion Dona Ms. Cristina Tindechi	Project manager Vice-rector	18.08.2010	Legal persons governed by public law
AGROSTAR	Bucharest	Mr. Adrian Sorescu	Programme Director	17.08.2010	Private legal persons without patrimonial purpose
LINGUA INTERNATIONAL ASSOCIATION	Pitești	Mr. Bogdan-Gabriel Georgescu	President	18.08.2010	Private legal persons without patrimonial purpose
Holt Romania - Consulting and Social Services Foundation for Children and Families	Constanța	Ms. Livia Trif	Executive Director	12.08.2010	Private legal persons without patrimonial purpose
Tulcea County Sustainable Development Association	Constanța	Mr. Mihai Ioan	Project Manager	13.08.2010	Private legal persons without patrimonial purpose
Slatina Sustainable Development Association	Slatina	Ms. Meda Vasile	Project Manager	17.08.2010	Private legal persons
ACoR	Bucharest	Mr. Sergiu Țăra Mr. Adrian Miroiu-Lamba	Executive Director Programme Director	17.08.2010	Private legal persons



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Annex 7 - Updated material and comments on socio-economic context with special focus to rural areas

In order to establish to what extent activities established by FDI SOP HRD generally, and specifically the ones financed under the PA5, KAI 5.2 are still relevant for the needs of the target groups in the current socio-economic, many of the context indicators provided in the SOP have been reviewed and as far as available updated data in this regard have been collected.

The sources consulted for this purpose were:

- Ghinararu, C. (2010), Employment in Agriculture in Romania – state of play and its perspectives: EEO ad-hoc request.
- Ghinararu, C. (2008), ‘New skills for new jobs’ country contribution Romania: EEO Autumn Review 2008.
- Government of Romania (2009), National Reform Programme - Annual Implementation Report.
- UNDP (2007) National Human Development Report Romania (2007).
- ROP Interim Evaluation Report (2009)
- Vorzsak, V. & Gut, C. (2005), Problems of Unemployment in Post-Communist Romania.
- World Bank – Country Partnership Strategy for Romania 2009-2013
- Web data base from the National Institute of Statistics.
- Web page of the National Agency for Labour Force Occupation. Updated data for March 2010 were available for unemployed people and rate by county, region or gender but not by rural/urban area.
- EUROSTAT data bases.
- Web page of the Ministry of Agriculture and Rural Development. No relevant statistic information was found.



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- Working paper and public presentation by experts (OECD Development Centre, Working Paper No. 271 Report on Informal Employment in Romania by Jante Parlevliet and Theodora Xenogiani with the contributions of Catalin Ghinararu and Manuela Stanculescu, July 2008;
- Employment in Agriculture in Romania – state of play (subsistence agriculture) and its perspectives, Mr. C. Ghinararu, March 2010;
- Forecasting Labour Market & Skill Needs in ROMANIA Skill-Trends, Facts and Anticipations Trends, Dr. Catalin Ghinararu National Labour Research Institute of Romania, 2009.
- Report on 2009 macroeconomic situation and projections for 2009-2012 – Ministry of Economy and Finance, 2008.
- Presidential Commission for Socio and Demographic risk analysis, September 2009.
- EC Economic forecasts, published in May 2010.
- National Report on NRDP implementation – 2008
- Conference paper” Impact of CAP’s pillars on Romanian rural employment” (CAP - Common Agriculture Policy) - Maria Vincze and Kinga Kerekes, 2009,
- Draft Activity Report 2009-National Agency for Employment
- 2009-2020 Draft HRD Strategy in the perspective of Life-Long Learning- Ministry of Labour, Family and Social Protection
- Employment in Europe-2009- Eurostat
- “Immigration – socio-economical implications. The case of Romania” - Silviu Neguț, Luigi di Comite and Marius-Cristian Neacșu, published by *Academy of Economic Studies, Bucharest, Romania and Università degli Studi di Bari*
- “Evolution of occupation on Romanian labour market in 2010 perspective” - Dorel Abraham, PhD, Marin Burcea, PhD, Corneliu Cîrțână, PhD, Aniela Matei, Cristina Mocanu, Bertha Sănduleasa, Cătălin Stoica, PhD, Ana Zamfir; National Institute for Scientific



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Research in the Field of Labour and Social Protection & the Centre for Urban and Regional Sociology – CURS SA

- Paper: “Some Socio-Economic Effects of Labor Migration on Sending Countries. Evidence from Romania” – Monica Roman, Cristina Voicu, *Academy of Economic Studies, Bucharest, Romania*; *Theoretical and Applied Economics* Volume XVII (2010), No. 7(548),

The conclusions and recommendations of the ex-ante evaluations (for the FDI and SOP) have been reviewed as well.

Based on the information gathered a detailed analysis of main economic and Labour Market indicators and main conclusions is provided in the following.

Population development in rural and urban areas

According with national definition, the rural areas cover the major part (87.1%) of Romanian territory, with 44.9% of total population, in 2009.

The age structure of population confirms a slow but a continuing ageing process and, as it can be noticed from the next table, this process is even and clearly more pronounced in rural areas³⁹.

Table 6 Structure of population by age groups (%) - total / rural areas – 2003 - 2008

Years / Age-groups	Total population			Out of which rural areas		
	0-14	15-64	65 and over	0-14	15-64	65 and over
2003	16.7	69.0	14.3	18.7	63.0	18.3
2004	16.1	69.4	14.5	18.3	63.2	18.5
2005	15.6	69.6	14.8	17.8	63.4	18.8
2006	15.4	69.8	14.8	17.7	63.6	18.7
2007	15.3	69.9	14.8	17.4	63.9	18.7
2008	15.2	69.9	14.9	17.4	64.0	18.6

Source NIS as quoted in National Report on NRDP implementation – 2008

³⁹ National Report on NRDP implementation – 2008



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Overall macro-economic context - GDP

The period 2005-2008 was characterized by an economic growth largely above the EU average, but in 2009 the crisis hit Romania too and even harder than the EU in average. 2009 the real **GDP growth** rate registered a sharp drop down to – 7.1% compared to +7.3% in 2008, and the forecasts⁴⁰ are not favourable (Annex Table 14)

Moreover the share of private sector in GDP decreased, so, in 2008 it represented 70.8% of total, comparing with 72.2% in 2007. The annual average inflation rate increased from 4.8% in 2007 to 7.85% in 2008⁴¹.

Trends in agriculture

The agriculture sector contribution to GDP was always high, but taking into consideration the resources not used and still available, it remains low compared to its potential. The agriculture restructuring will have an impact on rural economy in general, as agriculture remains the most important activity in rural areas and an essential income source. Restructuring activities at the level of farms, intensifying the capital for commercial farms and increasing productivity will be followed by a related decrease of employed people, as it is also the experience of other agriculture systems in EU Member States or other countries⁴².

Such processes already started and the relevant ones for the purpose of the ad-hoc evaluation report are summarised in the followings⁴³:

1. In Romania the privatization of state agriculture created the class of big landowners or land concessionaires that operate several thousands of hectares of land. The concentration of land into big, commercial and generally well equipped farms can be considered as a positive development. But it reduces the capacity of agriculture to provide jobs for low-educated persons. On the other hand this situation raises some social problems, as subsistence

⁴⁰ The Economy of Romania 2010: Outlook and Forecasts for the Romanian Economy: <http://www.romania-central.com/economy-2010/>

⁴¹ National Report on NRDP implementation -2008

⁴² National Report on NRDP implementation – 2008

⁴³ Maria Vincze and Kinga Kerekes, Conference paper” Impact of CAP’s pillars on Romanian rural employment” (CAP Common Agriculture Policy)-2009



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farming ensured everyday existence for many rural residents. Therefore the need to provide jobs in the rural areas, mainly in non-agriculture has increased.

2. Concentration can also be observed in cattle-breeding, where, in the period 2002–2007 it was noticed also a decrease of the number of heads in farms smaller than 5 ha ; and this aspect put into evidence the reduction of an important source of subsistence for small farms.

From the perspective of employment, giving up cattle-breeding in subsistence farms means the increase of underemployment of individual farmers and a decrease of their income; that's why non-agricultural jobs have to be created in order to avoid the depopulation of the villages and to stop the extension of unused agricultural areas. In the present situation, when about 1.7 million agricultural holdings are smaller than 1 ha and 1.8 million have between 1 and 5 ha, underemployment in subsistence farms is a reality, which impose rural job creation.

3. Even that it was observed an increase in the dimension of the holdings, the economic scale of market sale is still very low. Statistical figures show that 79% of agricultural holdings were less than 1 ESU in 2007, meaning that only 850 of those farms (21%) have a gross margin above 1 ESU. The share (8.3%) and the evolution of the number of the agricultural holdings carrying out non-agricultural activities (363,377 in 2002) is not encouraging as well. In the period 2002–2007 the extension of non-agricultural employment could not compensate the decrease of agricultural employment.
4. Between 2007 and 2013, even though an important amount (around 8 billion euro from EARDF) can be used for rural development and, within RD, for the development of rural SME's, it seems that no big increase is foreseen in the number of rural SME's because of the effects of the global economic crisis, which restrict credit opportunities and decrease local demand.

According to data available it is also clear that the number of households decreased and **the poverty** affects more the rural areas:

- Number of households is slightly decreasing in the last decade; in 2000 there were 7,656 thousands, in 2002 was a pick up with 7,722 thousands and 2004 a pick down 7,320 thousands. In 2007 were registered 7,381 thousands households.



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- Household expenditure in the last decade almost doubled. Compared to the year 2000 (index =100), in 2007 the expenditure was at 209.8.
- Despite population involved in agriculture represents $\frac{1}{4}$ of the active population, the revenues from sales of agricultural products and land works hold just a small percentage from household incomes (2.8% for all households – 7.2% for urban households and 20.6% for rural households). This is due to the poor efficiency of the small agricultural exploitations;
- In 2007 19% of the population is at the risk of poverty; the poverty risk is higher in the N-E, S-E and S-V Oltenia regions. Almost $\frac{3}{4}$ of the population under poverty risk is living in the rural areas; The poverty rate increased between 2001-2007 and is 3 times higher in the rural areas than in the urban areas

Both factors the favourable macroeconomic environment between 2005 – 2008 as well as the current crisis taking effect mid 2008, with its major economic decline in 2009 and after had different impacts on the **labour market in the urban and rural areas**.

Besides that activity rates evolved differently in urban areas (increasing) compared to rural areas (decreasing). Activity rates of young age-groups (15–34 years) decreased too in general but more pronounced again in rural areas.

The evolution of employment rates between 2005 and 2008 was also unfavourable for rural areas. In 2008 employment rate (62.2%) in rural areas was slightly lower than in 2005 (61.6%), while in urban areas the figure increased. Nevertheless, in 2009 the effects of economic crisis hit both area types and employment started to decrease in urban areas as well. The decrease of employment in rural areas affected the young generation between 15 and 34 years in particular.

The unemployment rate according to ILO showed a decreasing trend from 2005-2008 (7.2% to 5.8%) growing again in 2009 (6.9%). The decrease mainly pertained to urban areas whereas being much lower in rural areas. In both area types unemployment affected more the young people (15-24 years) that registered an unemployment rate higher in 2008 compared to 2005.

Before 2008 the registered unemployment rate had a decreasing trend as well (5.9% in 2005- 4.0% in 2007) but increased again starting July 2008 . Registered unemployment increased month after month, so December 2009 was the 18th month of increase, and this is a situation encountered for the



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first time after 1989 (except 1991)⁴⁴. The long term unemployed are to be found in the category of unemployed with no unemployment benefits, persons with no or low levels of education and qualifications, mainly coming from rural areas.

Both rates (ILO and registered unemployment) – even if not absolutely in parallel and with a time-shift between - show the same trends. The differences in size are due to fundamentally different measurement concepts, of ILO and the unemployment register of NAE.

The participation rates in education and training programmes are very low for all age-groups and this pattern is more pronounced in rural areas. It is also to be mentioned that the network of adult training providers is imbalanced and insufficient, especially in rural and small urban areas⁴⁵.

The economic and financial crisis hit many other European countries alike. That also hit people once migrated from Romania for working abroad, many of these coming from rural areas. Yet, according to the experience of stakeholders we interviewed there is not as much remigration observed as one might have expected but the financial support from migrant workforce for their families at home (as far as still in Romania and not yet followed to abroad) dropped due to the loss of jobs abroad.

Risks on labour market are due mainly to following factors:

- Vulnerable groups involved in informal economy; 1.3-1.5 million persons (population with low degree in education, young population between 15-24 years old especially from rural areas, daily unregistered workers, daily workers and agriculture workers), Roma population, rural areas and small cities from N-E and S-E regions;
- Work in agricultural households (subsistence agriculture); 2.5-3 million persons, out of which 2/3 are aged between 15-65 years. Most of the population involved in households work have low level of education (64% of the population with low educational degree is involved in subsistence agriculture in the rural areas and 25% in the urban areas). Women, young population between 15-24 years and people between 55-64 years from the rural areas are the most exposed for this work;

⁴⁴ NAE- Draft Activity Report 2009

⁴⁵ 2009-2020 Draft HRD Strategy in the perspective of Life-Long Learning, Ministry of Labour, Family and Social Protection



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- Discouraged to access the labour market: 143,000 persons in 2007. most exposed women, especially from rural areas and young people aged between 15-35 years;

When considering the labour market data available in differentiation by residential area type (more details in the following) it looks actually not that bad for rural areas as one might have expected. But one has to be aware, that those data (ILO measurement of employment and unemployment as well as registered unemployment) do not provide an unbiased picture of reality. In particular the definition of employment by ILO referring to 1 hr per week is more targeted at expanding the range of protection of workforce than at providing a picture of income securing employment – the same is by definition vice versa valid for unemployment. And the registered unemployment is biased due to legal preservations related to receiving of unemployment benefits. After expiry of the right to claim benefits the registry depends on regularly updating the status on own initiative of the unemployed. And that is easier for those living in urban areas closer to the respective branch offices of NAE.

Thus at first glance an ostensible advantage seems to be given for rural population compared to urban but actually this is rather an artefact due to the way statistics are created. The next section regarding income situation will put that into a different perspective.

Household incomes

As just mentioned, the impression one might take from the employment /unemployment figures actually is quite partial and unfortunately very much biased. The next paragraphs will clearly show and underpin this, by exploring a bit the income situation and their differences according to area type⁴⁶.

- In Quarter IV 2009, the total average income per urban household was 26.9% greater than of rural households.
- The urban household incomes were 60.9% from wages, 23.6% from social provisions, the in kind incomes being 9.3% of the total income.
- In the rural households, the main income source was the agricultural production that ensured 38.1% of the total income. The most part of it (31.9%) was represented by the equivalent value of the consumption of agro-food products from own resources, the money income

⁴⁶ Source: Household income and expenditure in Quarter IV 2009, NIS Press Release 65, 2010-04-07



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from agriculture providing only 6.2%. An important contribution to the rural household income had also the earnings (26.5%) and the social provisions (26.5%).

Level of income as well as structure of income in particular money income from wages and transfers are bigger in urban areas.

The clear indication of an agricultural subsistence economy in rural areas is given by the following facts⁴⁷:

- Total income per household is just about 2/3 in rural areas compared to urban areas
- Monetary income is also about 2/3
- About 1/3 of the income in rural areas is so-called 'in-kind' income i.e. from own consumption of agricultural goods. In urban areas that counts to less than 10%
- The potential for financial /monetary saving for rural households is much smaller (less than half per household) what amongst others means by consequence the mobility and flexibility to participate e.g. in trainings being very much restricted
- The absolute value of selling own property (sale of assets of the household patrimony) to get money is bigger in rural areas than in urban ones what increases the poverty successively – and it contributes substantially more to the much lesser monetary income.(cf. Annex, Table 27)

The world economic crisis and the decline of economic activities (started already in 2009) will continue to change the functioning parameters of LM in Romania.

Unemployment started to increase, both in terms of LFS and registered unemployment rates and is expected to continue.

In addition, some measures recently taken by the Government in order to decrease the State Budget expenditure⁴⁸ and not possible to be quantified by their impact for this report, will continue to influence, in an unfavourable way, the labour market and poverty indicators in Romania.

⁴⁷ For more detail cf. Annex , on page 143 Table 25 Level and structure of total income in quarter IV 2009 and on page 144 Table 27 Income and other financial resources, by area)

⁴⁸ Cut- backs of State Budget and dismissals in all state budget funded institutions (central and local level; for example in NAE reduction of staff by 25% have been announced); Increase of VAT; Increase of taxes/new taxes for some categories of labour



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On the background of the Community Strategic Guidelines on the labour market, that target at the creation of new jobs, increase of employability through vocational training and long-life learning, and the elimination of barriers for accessing/returning on labour market, the main findings from analytical documents explored for this report can be summarised as follows:

1. There is a need for improving the skills of human resources in the rural areas since in the future (2025 mentioned in the study) Romania will still have the largest demand for farm workers in Europe and agriculture will still by then account for 19% of total employment;
2. It is necessary to invest in the rural areas (and in agricultural pillar especially) and this fact will also mean making the level of agricultural employment smarter;
3. Investing therefore in the agricultural pillar of the rural would therefore mean investing in the sustainable development of its human capital for a long term period;
4. Schemes providing social protection in agriculture should be developed;
5. Is necessary to provide statistics about the transition from school to working life (e.g. what kind of jobs do school leavers get?)
6. There is an alleged shortage of prognostics and there is a need to look at developments in the economy, in employment, demography and educational enrolment for a longer period;
7. There remains a need for an analysis of the real demands on the labour market, stemming from: an analysis of potential jobs for school leavers, an analysis of jobs directly or indirectly created by the other OPs and the consequences of ageing;
8. There is a need for an in-depth analysis of the main themes of the sector: the transition from an agricultural to a services oriented economy and the ageing problem as well as keeping up the health status of the population, including excluded groups, etc;
9. An analysis of the most important challenges for the future is needed (e.g. changing the structure of education and especially strengthening VET and R&D in higher education, introducing LLL concepts by involving social partners);

contracts; introduction of the obligatory minimum tax of 500 to 10 000 Euro (in relation to level of turnover) no matter if the SMEs obtain or not profit; foreseen increase of gas and heating agents prices etc.



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10. Romania must elaborate clear policies regarding immigration. The gaps generated by the lack of programs and policies in the domain of immigration generate certain problems in the interaction with the labour market. What is more, assuming the role of Eastern frontier of the European Union will generate a restrictive framework as far as the attitude goes when dealing with the granting of visas of staying and generally a stricter control of illegal migration, in parallel with the development of a complex management system of this phenomenon (institutions, programs and policies);
11. To know and to understand, as much as possible, the reality, the processes produced within the Romanian occupational system and also the factors which have influence upon the dynamic of the occupational system is absolutely necessary in order to obtain right and efficient action plans.
12. Occupational monographs, periodical (annual) survey in firms will permit to identify will permit to identify the labour force demand and the training deficit and also the dimension and the structure of the migratory fluxes;
13. In order to achieve the objective of economical development it is absolutely needful to develop professional training actions for the Romanian firms' personnel;
14. To elaborate projections regarding the probable evolution of the occupational structure is also indispensable in order to make a decision regarding the skills and qualifications of the labour force supply in order to assure an efficient assignation of the labour force. These projections on labour force would permit us to use more efficient the resources from the educational system in order to develop the human capital.

Overall Labour Market indicators

The main Labour Market (LM) indicators more or less followed the same patterns as the economic indicators, an improvement in terms of activity and employment in the period of economic development (2005-2008) but an economic decline and related increase of unemployment especially in 2009 and continued in 2010.



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In 2009 the decrease of employment was not as sharp as the economic decline; what partially has to be considered a result of political actions postponed to after the elections (dismissals in 2010 have been related much to state owned companies).⁴⁹

The dynamic of main LM indicators as well as comparison with EU values is presented in the next table.

Active population and activity rates

Table 7 Main LM indicators – 2005 – 2009 – RO, EU 27 and EU25

Indicator/Year	2005	2006	2007	2008	2009
Active population	9 851 034	10 041 639	9 994 268	9 944 668	n.a [*]
Activity rates [%]					
15-64 years old	62.4	63.7	63.0	62.9	n.a
15 years and above	54.0	55.0	54.8	54.5	n.a
Employment rates 15-64 years old [%]					
Romania	57.7	58.8	58.8	59	58.6
EU27	63.5	64.5	65.4	65.9	64.6
EU25	64.0	64.8	65.8	66.3	65
ILO unemployment rates 15-74 years old [%]					
Romania	7.2	7.3	6.4	5.8	6.9
EU27	8.9	8.2	7.1	7.0	8.9
EU 25	8.9	8.2	7.2	7.1	9.0
ILO long-term unemployment [%]					
Romania	4.0	4.2	3.2	2.4	2.2
EU 27	:	3.7	3.1	2.6	3.0
EU 25	:	3.7	3.0	2.6	3.0
Romania					
Registered Unemployment rates	5.9	5.2	4.0	4.4	7.8

⁴⁹ See for example the famous public statement of the Minister of Finance from June 2010 “Am fi putut minți încă șase luni că economia merge bine” (We could have lied another 6 months that the economy is doing well)



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Indicator/Year	2005	2006	2007	2008	2009
ILO unemployment rates 15-64 years old	7.5	7.6	6.8	6.1	n.a

Source: NIS and EUROSTAT (figures for 2009)

* n.a=not available

The overall figures show that compared to 2005, in 2006 the active population as well as the activity rates registered a slight increase; after this year, both indicators show a slow decrease, still, in 2008 the activity rate was 0.5 percent points higher than in 2005.

Yet, as the next tables will demonstrate, in a confrontation of rural and urban areas relevant differences show up.

Comparing urban and rural areas

Activity rates of working age population in urban areas increased in 2006 compared to 2005, then decreased in 2007 and slightly increased in 2008 again, while in rural areas it had a continuous decreasing trend. Still, in 2008 activity rate in urban area – 61.7% is lower than the national average - 62.9% and the one registered in rural area - 64.5%. Exception of this last general pattern is noticed in NW, Centre and Bucharest-Ilfov regions where activity rates in urban areas were higher than in rural ones. (Annex, Table 15).

Table 8 Activity rates by age-groups and rural/urban areas – 2005 - 2008

Age group	Area types	2005	2006	2007	2008
		[%]	[%]	[%]	[%]
15 - 64 years	Total	62.4	63.7	63.0	62.9
	<i>Urban</i>	<i>60.3</i>	<i>62.6</i>	<i>61.6</i>	<i>61.7</i>
	<i>Rural</i>	<i>65.3</i>	<i>65.2</i>	<i>65.1</i>	<i>64.5</i>
15 - 24 years	Total	31.9	31.0	30.5	30.4
	Urban	25.4	24.7	24.6	24.9
	Rural	40.9	39.7	38.5	37.5
25 - 34 years	Total	78.7	79.4	78.3	77.6
	Urban	80.8	82.5	81.4	81.3
	Rural	75.9	75.2	73.8	72.1
35 - 54 years	Total	78.0	80.1	79.4	78.7



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Age group	Area types	2005 [%]	2006 [%]	2007 [%]	2008 [%]
	Urban	78.2	81.4	79.9	79.0
	Rural	77.6	78.0	78.5	78.3
55 - 64 years	Total	40.4	42.8	42.4	44.2
	Urban	26.2	31.2	29.7	33.0
	Rural	56.2	56.5	57.8	58.4

Source: NIS

Age groups differentiation

Between 2005 and 2008 activity rate of the age-group 55-64 years old permanently increased, age-groups 25-34 and 35-54 years old registered an increase in 2006 and then a decrease, while the age-group 15-24 years old a continuous decrease. In 2008, age-group of 15-24 years old had the lowest activity rate (30.4%), age-group 35-54 years old - the highest (78.7%), followed by the age-group 25-34 years (77.6%).

In rural areas, activity rates of the age-groups of 55-64 and 35-54 years old had an increasing trend, while of 15-24 and 25-34 years old a decreasing one. Age-groups of 25-34 and 35-54 years old have lower activity rates in rural areas than the corresponding values in urban ones, for the other age-groups the situation is in favour of rural areas.

Activity rates by gender

Structure by gender shows a male activity rate⁵⁰ with an increasing trend, achieving a value of 62.8% in 2008 that is also higher than the national average of 54.5%; Female activity rate⁵¹ (46.8% in 2008) started to decrease beginning with 2006 and is lower than for males and the national average (Annex, Table 16).

⁵⁰ Activity rate 15 years and over

⁵¹ Activity rate 15 years and over



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Activity rates by development regions

Activity rates of working age population by regions have in general the same patterns as the indicator at national level: increase in 2006 followed by a slow decrease-except NE region where indicator registered a permanent decrease.

Compared to the national average of 62.9% in 2008, NW and SE regions had the lowest activity rates (58.7% respective 59.8%), while the highest levels were achieved in South Muntenia, Bucharest - Ilfov, and SW Oltenia regions, with corresponding values of 65.9%, 65.5% and 64.6% (Annex, Table 15 on page 123).

Employment and employment rates

Between 2005 and 2008, employment rate of working age population increased (flat rate in 2007), than decreased in 2009 when it was 11.4 percent points lower than the Lisbon objective established to be achieved in 2010 – general employment rate of 70%, and 6 percent points lower than the EU 27 value.

By area types and development regions

Increase of employment rate was mainly due to increase of employment rate in urban areas (from 55% in 2005 to 57.5% in 2008), while rural areas registered more or less a flat rate, with a slight decrease in 2008 - 61.2% compared to 61.6% in 2005.

But as in case of activity rates, in 2008 employment rate in urban area is still lower than the national average of 59% and of rural area – 61.2%. And again as in case of activity rates, only NW, Center and Bucharest-Ilfov regions had employment rates in urban areas higher than in rural ones. On the other side, only three regions, NE, S Muntenia and SW Oltenia, registered higher employment rates in rural areas than the corresponding national average (rural area). The lowest employment rate in rural area is registered in Center Region while the highest in SW Oltenia (cf Annex Table 17 on page 129).



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By area types and age groups

Table 9 Employment rate by age-groups and rural/urban areas

Age-group	Area types	2005 [%]	2006 [%]	2007 [%]	2008 [%]
15 - 64 years-	Total	57.7	58.8	58.8	59
	<i>Urban</i>	<i>55.0</i>	<i>57.2</i>	<i>56.8</i>	<i>57.5</i>
	<i>Rural</i>	<i>61.6</i>	<i>61.1</i>	<i>61.5</i>	<i>61.2</i>
15 - 24 years	Total	25.6	24.5	24.4	24.8
	Urban	18.7	18.0	18.5	19.1
	Rural	35.2	33.5	32.2	32.0
25 - 34 years	Total	72.8	73.3	73.2	73.1
	Urban	73.8	75.4	75.6	76.3
	Rural	71.3	70.3	69.8	68.5
35 - 54 years	Total	73.5	75.6	75.3	75.1
	Urban	73.2	76.3	75.1	74.9
	Rural	74.2	74.4	75.6	75.4
55 - 64 years	Total	39.4	41.7	41.4	43.1
	Urban	24.8	29.9	28.5	31.8
	Rural	55.5	55.6	57.1	57.4

Source: NIS

For all the age-groups employment rates in rural areas (2008) are higher than the corresponding figures for urban areas, except the age-groups of 25-34 where the situation is in favour of urban areas. In rural areas, similar to activity rates, employment rates of the age-groups of 55-64 and 35-54 had an increasing trend, while for 15-24 and 25-34 a decreasing one.

By gender

Female employment rate (working age population) is still quite low (52.5% in 2008), lower than the national average and male employment rate (65.7%) and this is the pattern for all age-groups (cf. Annex, Table 18 on page 135).



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By development regions

Looking at the regional structure in 2008 we can notice that the lowest employment rates were registered in SE (55.3%), NW (56.4%) and Center (56.6%) while the highest in Bucharest-Ilfov (63.3%) followed by S Muntenia (61.1%).

In the same year, employment rates in NE and SW Oltenia regions have been lower (slightly lower in the case of SW Oltenia) than corresponding values in 2005; for the rest of regions the employment rates were still higher than in 2005 (Annex, Table 17 on page 129).

Further aspects

25% of employed population is still represented by people with low level of education, practically without any qualification, although the share slightly decreased in the previous period⁵².

The share of self-employed in total employment decreased, and in 2009 it was 30.3% compared to 33.5% in 2005. Part-time(9.9% in 2009) and fixed – term (1.3%) employment had the same trend, but the decrease was smaller than for self-employment, with only 0.3 percentage points and corresponding 1.1 percentage points⁵³.

Other punctual but important aspects related to employment are to be mentioned here and these are the following:

- Average exit age from the labour market improved in the last years: in 2001 it was 59.3 years meanwhile in 2006 was 64.3 years.
- Although employment in the services sector increased, these developments reflect the “volatility” of economic growth and the tendency to speculative activities (for example real-estate business), even of the direct investments in economy⁵⁴
- Employed population moved from industry to agriculture: in 2007 29.5% and in Q3 2008 30.3% was involved in agriculture, however

⁵² 2009-2020 Draft HRD Strategy in the perspective of Life-Long Learning- Ministry of Labour, Family and Social Protection

⁵³ EUROSTAT - Employment in Europe-2009

⁵⁴ 2009-2020 Draft HRD Strategy in the perspective of Life-Long Learning, Ministry of Labour, Family and Social Protection for the following 6 bullet-points



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- The weight of employment in agriculture has decreased (quarterly shares of total employment) from 2003 (Q1 34%, Q2 37%, Q3 37%, Q4 33%), to 2006 (Q1 28%, Q2 29%, Q3 30%, Q4 28%);
- There is a certain improvement of the working conditions in the rural areas and the labour productivity increased constantly from 2003 to 2009, with a higher rate in 2007-2008 which became almost flat in 2008-2009
- The existence⁵⁵ of an acute phenomenon of structural underemployment, i.e. employment of people with high levels of education and training/qualifications on jobs with low profile or a profile different from the one obtained.
- A high informal employment still in place if we consider the high employment in agriculture of non-paid family workers or self-employed (around 1/3 of total employed)
- The mechanisms for wage establishment are insufficiently developed in order to reflect, in an appropriate way, the level of productivity, qualifications or regional differences
- The discriminatory attitudes of employers towards some vulnerable groups of people like the Roma population causes an increase in underemployment especially in small communities with a relevant share of Roma population
- Inequity of employment and salaries by gender

Unemployment and unemployment rate (LFS and registered unemployment)

During 2005-2008 ILO unemployment rate (15-74 years old) decreased from 7.2% to 5.8%. In 2009 it increased to 6.9%, but was still 2 points below the average in EU-27 (8.9%) (cf. Table 7 above on page 109 and Annex, Table 20 on page 140).

The same direction (with a slightly increase in 2006) took the ILO unemployment rates of working age population, that in 2008 was 5.8%, 1.4 percentage points lower than in 2005.

⁵⁵ 2009-2020 Draft HRD Strategy in the perspective of Life-Long Learning, Ministry of Labour, Family and Social Protection for the following 6 bullet-points



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As the next table shows the decrease of unemployment rates (working age population) was more pronounced and continuous in urban areas- from 8.9% in 2005 to 6.8% in 2008 but the indicators still are above the national average and the corresponding values in rural areas.

Table 10 Unemployment rates (ILO) by age-groups and rural/urban areas

Age group	Area types	2005 [%]	2006 [%]	2007 [%]	2008 [%]
15 - 64 years	Total	7.5	7.6	6.8	6.1
	<i>Urban</i>	8.9	8.6	7.7	6.8
	<i>Rural</i>	5.7	6.2	5.4	5.1
15 - 24 years	Total	19.7	21.0	20.1	18.6
	Urban	26.3	27.3	24.7	23.2
	Rural	13.9	15.6	16.3	14.7
25 - 34 years	Total	7.6	7.7	6.5	5.8
	Urban	8.7	8.6	7.1	6.2
	Rural	6.0	6.4	5.5	5.0
35 - 54 years	Total	5.7	5.7	5.1	4.6
	Urban	6.4	6.3	6	5.1
	Rural	4.4	4.7	3.7	3.7
55 - 64 years	Total	2.4	2.6	2.3	2.5
	Urban	5.1	4.3	4	3.7
	Rural	1.1	1.5	1.2	1.6

Source: NIS

By area types and development regions

In 2008 unemployment rates in urban areas are higher than those for rural areas in majority of regions, except Center, Bucharest-Ilfov and W regions, where the indicator registered a lower value. Big differences between unemployment rates urban-rural areas are registered in NE and SW Oltenia, 5.9 and 5.6 percentage points. In Bucharest -Ilfov region the report was vice-versa, unemployment rate in rural areas was around 2.3 times higher than the corresponding value of the urban areas (same region). In 4 regions: Center ,SE, S Muntenia, Bucharest- Ilfov and West the



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unemployment rates in rural areas have been higher than the corresponding national average (rural area) .The lowest unemployment rate in rural area is registered in NE region(2.4%) while the highest in Center (8.9%) (Annex, Table 19 below)

In rural areas, unemployment rate increased in 2006 (6.2%) compared to 2005 (5.7%) and then also registered a decreasing trend) ; this decrease was lower than for urban areas, so in 2008 the unemployment rate in rural areas was 5.1%, only 0.6 percentage point lower than in 2005(difference of 2.1 percentage points for urban areas).

By age groups

Except age-group of 55-64 years old with an unemployment rate slightly higher in 2008 than in 2005 (but only 0.1 percentage points) all the other groups were characterised by the same pattern of the indicators at national level: general decreasing trend - with a slightly increase in 2006. And this pattern was the same for unemployment rates of all age- groups in rural areas.

So, unemployment rates in rural areas (2008) for all the age-groups are still lower than the corresponding values in urban areas.

Youth unemployment is still high, age-group 15-24 years old registering the highest unemployment rates(both urban and rural) while the lowest is registered by the age-group 55-64 years old .Youth unemployment rates increased in rural areas , in 2008 being higher than in 2005.

By gender

By gender, during 2002–2005 unemployment rates were higher for men as compared to women, and this was the situation for all age-groups (Annex, Table 20 on page 140)

Long-term unemployment

Long term unemployment rates (% of the labour force) have decreased in the period 2005-2008 ; in 2008 it was 3.2% compared to 4.0% in 2005 and this is the trend registered for both females and males⁵⁶.

⁵⁶ EUROSTAT - Employment in Europe-2009



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By educational level

The highest unemployment rate was registered by population with low educational levels, and the trend was an increasing one during 2005-2009. They are the most exposed to unemployment, followed by the group with upper secondary and post-secondary non-tertiary education.

Table 11 Unemployment rates⁵⁷ of population aged 25-64 years old by educational level (ISCED 1997) – 2005 - 2009

ISCED levels	2005	2006	2007	2008	2009
Levels 0-2: Pre-primary, primary and lower secondary education -	6.3	6.9	6.6	6.5	7.0
Levels 3-4: Upper secondary and post-secondary non-tertiary education	6.4	6.4	5.5	4.8	5.8
Levels 5-6: Tertiary education -	3.1	2.9	2.2	1.9	3.2

Source: EUROSTAT

Registered unemployment and unemployment rates⁵⁸

The global economic crisis strongly affected Romania in 2009 decreasing the economic activity and inflicting the labour market by sharply raising registered unemployment in absolute terms and rates.

Likewise the ILO indicator the registered unemployment rates as well had a decreasing trend between 2005 and 2007, but beginning with July 2008 started to increase again in a permanent way that continued in 2009. December 2009 was the 18th month of increase, and this is a situation encountered for the first time after 1989 (except 1991) In 2009, the unemployment rate reached the value of 7.8%, with 3.4 percentage points higher than in 2008, and 1.9 percentage points higher than in 2005 (Annex 7, Table 21 on page 141 below) .

Comparing 2009 and 2008

As mentioned in the NAE Draft Activity report, the year 2009 started with a strong increase of unemployment. In January 2009 the unemployment rate increased with 0.5 percentage points compared to the previous month, from 4.4% to 4.9%. During January- December 2009 the increase

⁵⁷ ILO unemployment rate

⁵⁸ NAE- Draft Activity Report 2009



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of unemployment rate was of 3.4 percentage point, with a higher intensity in January-March, in April and May, more or less a flat rate, and in June started again to increase.

The unemployment increase was mainly due to many dismissals (and mass layoffs) in almost all economic sectors. The number of new entrants in unemployment due to dismissals was in 2009 by 278 911 persons higher than in 2008.

By type of unemployed (receiving or not the unemployment benefits)

Not only that the total number of registered unemployed increased, but the number of those receiving unemployment benefits increased considerable, reaching the highest level in comparison to the previous years. In May 2009 the number of unemployed receiving unemployment benefits was, for the first time in the last 10 years, higher than the number of unemployed with no unemployment benefits. The increase was due to the economic reduction and related dismissals but also due to an extension of the legal period of receiving unemployment benefits - the Government Decision (Ordonanta de Urgență a Guvernului) no. 28/2009 – as a social protection measure of those affected by the economic crisis.⁵⁹

Unemployed with no unemployment benefits are either those for whom the legal period benefits has expired (LTU) or job seekers that had no right to claims acquired yet. Predominant amongst LTU are low qualified people, mainly from rural areas, with no financial resources, claiming the minimum guarantee income.

By educational attainment

The structure by educational attainment of registered unemployed in 2009 was the following:

- 74.27% unemployed with primary, secondary and VET education background
- 20.06% - persons with higher secondary education
- 5. 67% - unemployed with higher education background (universities)

And this means the most affected by unemployment are those with low educational background and low qualifications.

⁵⁹ OUG 28/ March 2009 - this extension was granted to all unemployed - new entrants and those already/still receiving and it was in place only for 2009. This measure has been taken: "due to the pressure and risks, caused by external and internal economic developments" - as stipulated in the Government Ordinance.



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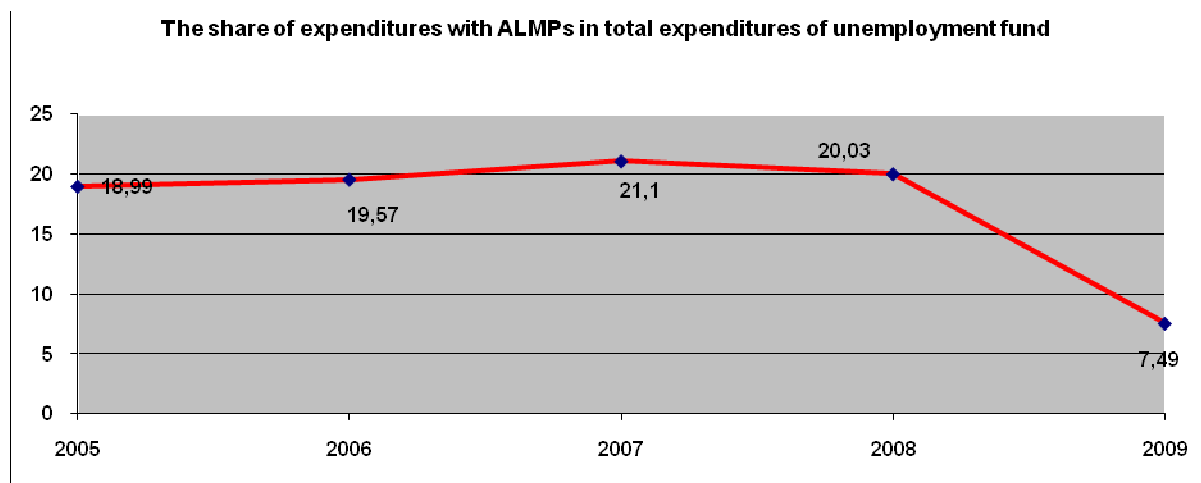
Unemployment Fund

Under the above mentioned circumstances, in 2009 the Unemployment Fund had also difficulties in ensuring resources for implementation of all activities in good conditions (less contribution to the unemployment fund and higher expenditures incl. the temporary extension of the legal period of unemployment/ drawing of benefits) Thus, in this situation funds have been allocated only for major obligations and budget restrictions have been adopted.

Expenditures on ALMPs

In 2009 the expenditures on ALMPs implementation was only 7.49% of total expenditures, with 12.54 percentage points less than in 2008. Nevertheless it is to be mentioned that the share of ALMPs expenditures in GDP registered a permanent decrease during 2008, from 0.11 % in 2005 to 0.05% in 2008.

Chart 1 Share of expenditures on ALMP as of total expenditure of the unemployment fund – 2005 - 2009



Source: NAE

Life-Long Learning⁶⁰ (LLL)

As it can be seen in the following table, adults participation in education and training (LLL) continues to be very low. There is a big gap between figures for Romania compared EU 25/27, both for men and women.

⁶⁰ Percentage of the population aged 25-64 participating in education and training over the four weeks prior to the survey



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2007-2013**Table 12 Life-Long Learning by gender, Romania and EU 25 /27 (%)**

	2005	2006	2007	2008	2009*
Total					
EU (27 countries)	9.8	9.7	9.5	9.4	9.3
EU (25 countries)	10.3	10.2	10.0	9.9	9.8
Romania	(b)1.6	1.3	1.3	1.5	1.5
Females					
EU (27 countries)	10.5	10.5	10.4	10.2	10.2
EU (25 countries)	11.1	11.1	10.9	10.8	10.8
Romania	1.6	1.3	1.4	1.6	1.6
Males					
EU (27 countries)	9.0	8.8	8.6	8.5	8.5
EU (25 countries)	9.5	9.3	9.0	8.9	8.9
Romania	1.5	1.3	1.2	1.3	1.3

Source: EUROSTAT

(b) = break in time series

EU25/27 2009 = provisional values

Compared to 2005, in 2006 and 2007 the indicator registered a decrease, than a slight increase but in 2009 it was still lower than in 2005.

The participation rates in education and training programmes are very low for all age-groups and this pattern is more pronounced in rural areas. It is also to be mentioned that the network of adult training providers is imbalanced and insufficient, especially in rural and small urban areas⁶¹.

Occupational analysis

A study on the evolution of occupation on the Romanian labour market in 2010 perspective done on initiative of the Ministry of Labour, Social Solidarity and Family came out with some conclusions that can be of use for developing further training actions or boosting the impact of the technological and organizational changes on the content and on the structure of the occupations.

Below are the most important findings from that study:

- Skilled workers, in almost all occupational groups, are in a constant decline, even in agriculture, the economic branch which, in the transition period, attracted the highest rate of

⁶¹ 2009-2020 Draft HRD Strategy in the perspective of Life-Long Learning, Ministry of Labour, Family and Social Protection



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employment, the skilled workers necessary in the productive technological development of this branch decrease in size;

- The economic reorganization process also led to significant changes at the level of occupations: New occupations have appeared, and on the other hand, the content of many others has changed. In certain domains, occupations started to have larger sizes of employed population, while others underwent a process of disappearance. Based on these observations, criteria for the classification of the occupational system in three categories were created, thus: “dominant occupations”, “occupations that significantly changed their content” and “penetration occupations”;
- Major deficiencies recorded in the allocation of workforce to positions in fact emphasize another aspect of the qualification deficit, as well as of the problems existing in the employee competences certification system. The inadequacy of employing the personnel in accordance with the qualification obtained after graduating from a school is found in a significant number of companies;
- The assessment by the employer of the staff competences both for the one with secondary education, as well as the one with higher education are reflected in lower levels of competences regarding:
 - Knowledge and use of foreign languages, especially in the mining industry, agriculture, electric power, gases and water, constructions;
 - The management and organization, with levels under the national average in the fields of the mining industry, constructions, agriculture, etc.
 - The use of the information technology and communication (PC, Internet, et.) with lower levels than the country average in the fields of the mining industry, constructions and agriculture.
- As a result, in order to increase the competences of the staff with secondary and post high-school education it is necessary to organize foreign languages (especially English) acquisition/improvement courses, the organization and use of the information technology and communications especially in the branches where employee appreciation is low;



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- The regional disbalances are determined by the lack of coherence between the educational system's output and the labour market requirements, and an excess of workforce with qualifications no longer required.

Annex – Additional statistics on socio-economic context

Table 13 Labour resources by gender (thousands persons) 2005 - 2008

Sex	2005	2006	2007	2008
Total	13 816.9	13 801.6	13 772.7	13 747.4
Male	7 098.8	7 142.3	7 115.4	7 103.3
Female	6 718.1	6 659.3	6 657.3	6 644.1

Source: NIS

Table 14 Real GDP growth rate, % 2005 - 2008

geo/time	2005	2006	2007	2008	2009
EU-27	2	3.2	2.9	0.7	-4.2
EU-25	1.9	3.1	2.9	0.6	-4.2
Romania	4.2	7.9	6.3	7.3	-7.1

Source: EUROSTAT

Table 15 Activity rate (LFS - AMIGO) by age group, urban/rural area and regions 2005 - 2008

Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
15 - 24 years	Total	TOTAL	31.9	31.0	30.5	30.4
-	-	NORTH - WEST	30.9	28.8	27.7	26.0
-	-	CENTER	31.1	30.4	29.5	31.1
-	-	NORTH - EAST	33.8	31.5	31.1	30.8
-	-	SOUTH - EAST	32.6	32.7	31.5	30.8
-	-	SOUTH - MUNTENIA	35.3	38.6	37.6	37.2
-	-	BUCHAREST - ILFOV	27.6	25.7	25.2	26.6
-	-	SOUTH - WEST OLTENIA	30.6	27.8	28.0	30.0
-	-	WEST	29.6	28.3	30.1	27.5



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	Urban	TOTAL	25.4	24.7	24.6	24.9
-	-	NORTH - WEST	23.6	23.2	23.3	22.5
-	-	CENTER	26.9	24.5	24.7	26.9
-	-	NORTH - EAST	23.8	22.6	21.7	23.0
-	-	SOUTH - EAST	28.3	28.7	28.5	28.3
-	-	SOUTH - MUNTENIA	27.9	31.4	30.9	29.4
-	-	BUCHAREST - ILFOV	26.5	25.1	23.9	25.5
-	-	SOUTH - WEST OLTENIA	19.3	18.4	19.3	20.8
-	-	WEST	25.4	22.3	24.1	21.4
-	Rural	TOTAL	40.9	39.7	38.5	37.5
-	-	NORTH - WEST	40.0	35.6	33.0	30.2
-	-	CENTER	38.0	39.5	36.7	37.2
-	-	NORTH - EAST	43.0	39.6	39.4	37.4
-	-	SOUTH - EAST	38.9	38.4	35.7	34.1
-	-	SOUTH - MUNTENIA	41.8	44.7	43.3	43.4
-	-	BUCHAREST - ILFOV	37.8	32.3	38.9	38.3
-	-	SOUTH - WEST OLTENIA	44.5	39.3	38.4	40.6
-	-	WEST	37.6	39.3	40.7	38.0
25 - 34 years	Total	TOTAL	78.7	79.4	78.3	77.6
-	-	NORTH - WEST	76.1	76.1	73.2	72.3
-	-	CENTER	76.0	78.5	76.0	77.1
-	-	NORTH - EAST	78.7	75.8	76.4	74.3
-	-	SOUTH - EAST	75.3	76.4	73.6	73.1
-	-	SOUTH - MUNTENIA	79.9	82.0	82.2	80.8
-	-	BUCHAREST - ILFOV	86.0	87.9	86.8	86.3
-	-	SOUTH - WEST OLTENIA	79.9	78.9	77.2	76.7
-	-	WEST	78.9	82.4	83.0	82.7
-	Urban	TOTAL	80.8	82.5	81.4	81.3
-	-	NORTH - WEST	79.8	79.7	79.4	81.0
-	-	CENTER	80.3	82.9	80.8	83.7



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	NORTH - EAST	77.3	77.4	77.1	76.7
-	-	SOUTH - EAST	78.6	81.1	77.0	77.5
-	-	SOUTH - MUNTENIA	82.3	84.4	84.6	82.8
-	-	BUCHAREST - ILFOV	86.9	88.4	87.4	86.7
-	-	SOUTH - WEST OLTENIA	80.0	78.5	77.1	75.8
-	-	WEST	78.9	84.9	85.3	83.6
-	Rural	TOTAL	75.9	75.2	73.8	72.1
-	-	NORTH - WEST	71.4	71.4	65.1	60.9
-	-	CENTER	69.0	71.5	68.2	66.2
-	-	NORTH - EAST	79.7	74.4	75.9	72.3
-	-	SOUTH - EAST	70.9	70.0	68.7	66.9
-	-	SOUTH - MUNTENIA	77.9	80.1	80.2	79.1
-	-	BUCHAREST - ILFOV	77.5	81.4	78.4	81.5
-	-	SOUTH - WEST OLTENIA	79.9	79.3	77.4	77.8
-	-	WEST	78.9	77.5	78.3	80.8
35 - 54 years	Total	TOTAL	78.0	80.1	79.4	78.7
-	-	NORTH - WEST	75.4	78.6	77.3	75.5
-	-	CENTER	76.1	79.4	78.3	79.3
-	-	NORTH - EAST	81.0	80.4	80.7	78.9
-	-	SOUTH - EAST	73.5	77.6	75.5	74.3
-	-	SOUTH - MUNTENIA	79.3	80.4	80.1	79.7
-	-	BUCHAREST - ILFOV	80.5	83.7	82.8	82.5
-	-	SOUTH - WEST OLTENIA	79.9	81.5	80.7	80.2
-	-	WEST	77.4	80.2	80.3	80.2
-	Urban	TOTAL	78.2	81.4	79.9	79.0
-	-	NORTH - WEST	77.4	81.0	80.0	78.5
-	-	CENTER	79.6	83.7	81.1	82.4
-	-	NORTH - EAST	78.0	79.9	77.9	75.1
-	-	SOUTH - EAST	74.2	78.5	75.9	74.3
-	-	SOUTH - MUNTENIA	78.6	80.0	78.9	78.7



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	BUCHAREST - ILFOV	81.5	84.3	83.4	82.7
-	-	SOUTH - WEST OLTENIA	77.5	80.7	79.4	78.6
-	-	WEST	77.4	82.6	82.3	81.3
-	Rural	TOTAL	77.6	78.0	78.5	78.3
-	-	NORTH - WEST	72.5	75.2	73.3	71.3
-	-	CENTER	69.4	71.2	73.0	74.0
-	-	NORTH - EAST	84.3	80.9	83.6	82.8
-	-	SOUTH - EAST	72.2	76.2	74.9	74.4
-	-	SOUTH - MUNTENIA	80.0	80.7	81.3	80.6
-	-	BUCHAREST - ILFOV	69.3	74.0	74.3	80.3
-	-	SOUTH - WEST OLTENIA	83.0	82.6	82.3	82.2
-	-	WEST	77.3	75.2	76.2	78.1
55 - 64 years	Total	TOTAL	40.4	42.8	42.4	44.2
-	-	NORTH - WEST	36.0	38.4	38.8	40.4
-	-	CENTER	29.7	33.8	32.6	36.1
-	-	NORTH - EAST	55.6	55.5	57.4	57.1
-	-	SOUTH - EAST	37.6	41.2	38.8	41.9
-	-	SOUTH - MUNTENIA	43.8	44.7	46.7	48.1
-	-	BUCHAREST - ILFOV	28.0	33.0	30.2	32.7
-	-	SOUTH - WEST OLTENIA	52.5	54.9	52.3	54.3
-	-	WEST	32.3	35.3	35.1	37.2
-	Urban	TOTAL	26.2	31.2	29.7	33.0
-	-	NORTH - WEST	24.2	26.5	26.9	32.3
-	-	CENTER	25.7	32.9	28.5	34.6
-	-	NORTH - EAST	29.0	31.9	33.6	35.5
-	-	SOUTH - EAST	24.3	30.8	29.4	31.9
-	-	SOUTH - MUNTENIA	25.6	29.5	29.2	32.1
-	-	BUCHAREST - ILFOV	28.4	33.1	30.5	33.1
-	-	SOUTH - WEST OLTENIA	30.4	38.1	32.9	34.2
-	-	WEST	21.7	26.9	27.1	30.4



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	Rural	TOTAL	56.2	56.5	57.8	58.4
-	-	NORTH - WEST	47.4	50.4	51.3	49.3
-	-	CENTER	35.5	35.0	39.2	38.4
-	-	NORTH - EAST	74.6	73.6	76.7	75.5
-	-	SOUTH - EAST	53.2	54.0	50.9	55.3
-	-	SOUTH - MUNTENIA	54.9	54.6	58.5	59.4
-	-	BUCHAREST - ILFOV	24.7	30.7	26.2	27.6
-	-	SOUTH - WEST OLTENIA	67.1	66.8	66.5	69.8
-	-	WEST	49.4	49.0	48.5	48.6
15 - 64 years	Total	TOTAL	62.4	63.7	63.0	62.9
-	-	NORTH - WEST	59.7	60.9	59.6	58.7
-	-	CENTER	59.2	61.6	60.4	61.9
-	-	NORTH - EAST	65.5	64.2	64.8	63.6
-	-	SOUTH - EAST	59.6	62.2	60.1	59.8
-	-	SOUTH - MUNTENIA	64.3	66.2	66.3	65.9
-	-	BUCHAREST - ILFOV	63.8	66.0	65.1	65.5
-	-	SOUTH - WEST OLTENIA	64.8	65.1	64.1	64.6
-	-	WEST	60.7	62.8	63.2	62.9
-	Urban	TOTAL	60.3	62.6	61.6	61.7
-	-	NORTH - WEST	59.0	60.7	60.4	60.8
-	-	CENTER	60.8	63.7	61.7	64.2
-	-	NORTH - EAST	58.9	59.9	59.0	58.4
-	-	SOUTH - EAST	58.5	61.9	59.6	59.3
-	-	SOUTH - MUNTENIA	61.3	63.6	63.0	62.5
-	-	BUCHAREST - ILFOV	64.4	66.5	65.4	65.6
-	-	SOUTH - WEST OLTENIA	59.0	60.9	59.7	59.6
-	-	WEST	58.9	62.5	62.8	61.9
-	Rural	TOTAL	65.3	65.2	65.1	64.5
-	-	NORTH - WEST	60.5	61.1	58.6	56.0
-	-	CENTER	56.6	58.2	58.2	58.2



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-	-	NORTH - EAST	71.6	68.2	70.1	68.4
-	-	SOUTH - EAST	61.3	62.7	60.8	60.6
-	-	SOUTH - MUNTENIA	66.9	68.3	69.0	68.7
-	-	BUCHAREST - ILFOV	57.7	60.1	60.3	63.5
-	-	SOUTH - WEST OLTENIA	71.2	69.8	69.1	70.2
-	-	WEST	64.2	63.3	64.1	64.7
>= 15 years	Total	TOTAL	54.0	55.0	54.8	54.5
-	-	NORTH - WEST	52.0	53.2	52.3	51.2
-	-	CENTER	50.5	52.5	51.5	52.6
-	-	NORTH - EAST	58.6	57.4	58.3	57.2
-	-	SOUTH - EAST	51.7	53.8	52.3	51.7
-	-	SOUTH - MUNTENIA	55.1	56.2	56.8	56.7
-	-	BUCHAREST - ILFOV	53.4	55.3	54.6	54.9
-	-	SOUTH - WEST OLTENIA	57.2	57.3	56.6	57.2
-	-	WEST	51.5	53.1	53.9	53.3
-	Urban	TOTAL	52.5	54.5	53.6	53.5
-	-	NORTH - WEST	52.1	53.5	53.1	53.3
-	-	CENTER	52.8	55.2	53.4	55.3
-	-	NORTH - EAST	52.3	53.0	52.2	51.5
-	-	SOUTH - EAST	51.3	54.2	52.1	51.6
-	-	SOUTH - MUNTENIA	53.7	55.6	55.1	54.5
-	-	BUCHAREST - ILFOV	53.9	55.8	55.0	55.1
-	-	SOUTH - WEST OLTENIA	53.0	54.7	53.6	53.3
-	-	WEST	50.6	53.6	53.9	53.0
-	Rural	TOTAL	55.9	55.7	56.3	55.8
-	-	NORTH - WEST	51.9	52.9	51.4	48.7
-	-	CENTER	47.0	48.1	48.7	48.5
-	-	NORTH - EAST	63.9	61.0	63.2	61.8
-	-	SOUTH - EAST	52.2	53.3	52.7	51.9
-	-	SOUTH - MUNTENIA	56.1	56.7	58.1	58.3



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	BUCHAREST - ILFOV	47.7	49.3	49.2	52.1
-	-	SOUTH - WEST OLTENIA	61.0	59.7	59.5	60.9
-	-	WEST	53.1	52.2	53.8	53.8

Source: NIS

Table 16 Activity rate (LFS-AMIGO) by gender 2005 - 2008

	2005	2006	2007	2008
Total	54.0	55.0	54.8	54.5
Male	61.7	62.7	62.6	62.8
Female	46.9	47.8	47.5	46.8

Source: NIS

Table 17 Employment rate by age-group, rural/urban area and by regions 2005 - 2008

Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
15 - 24 years	Total	TOTAL	25.6	24.5	24.4	24.8
-	-	NORTH - WEST	25.2	23.5	23.8	22.5
-	-	CENTER	25.2	23.6	22.2	24.1
-	-	NORTH - EAST	28.1	25.9	26.5	26.5
-	-	SOUTH - EAST	26.1	24.7	23.2	24.1
-	-	SOUTH - MUNTENIA	26.8	28.4	28.6	29.9
-	-	BUCHAREST - ILFOV	21.3	21.7	21.1	22.0
-	-	SOUTH - WEST OLTENIA	24.9	21.4	21.8	23.5
-	-	WEST	24.4	24.0	24.9	21.9
-	Urban	TOTAL	18.7	18.0	18.5	19.1
-	-	NORTH - WEST	18.0	18.4	19.8	19.4
-	-	CENTER	21.5	19.1	19.0	20.5
-	-	NORTH - EAST	16.0	14.8	15.8	16.9
-	-	SOUTH - EAST	21.6	19.9	19.4	21.1
-	-	SOUTH - MUNTENIA	18.6	19.8	21.3	22.9
-	-	BUCHAREST - ILFOV	20.4	21.3	20.2	21.2



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	SOUTH - WEST OLTENIA	12.2	10.2	12.0	12.5
-	-	WEST	20.1	18.8	20.2	16.7
-	Rural	TOTAL	35.2	33.5	32.2	32.0
-	-	NORTH - WEST	34.2	29.7	28.7	26.2
-	-	CENTER	31.2	30.7	27.0	29.4
-	-	NORTH - EAST	39.3	36.0	36.0	34.6
-	-	SOUTH - EAST	32.7	31.7	28.4	28.1
-	-	SOUTH - MUNTENIA	34.0	35.8	34.7	35.6
-	-	BUCHAREST - ILFOV	28.7	26.1	31.0	29.6
-	-	SOUTH - WEST OLTENIA	40.6	35.1	33.6	36.2
-	-	WEST	32.3	33.4	33.2	30.7
25 - 34 years	Total	TOTAL	72.8	73.3	73.2	73.1
-	-	NORTH - WEST	72.2	71.5	70.4	69.7
-	-	CENTER	69.7	71.5	70.1	71.5
-	-	NORTH - EAST	74	71.2	72.8	71.2
-	-	SOUTH - EAST	69.7	70	67.5	68.0
-	-	SOUTH - MUNTENIA	71.2	73.5	75.0	74.7
-	-	BUCHAREST - ILFOV	79.7	83.6	82.7	83.6
-	-	SOUTH - WEST OLTENIA	73.0	71.9	71.1	70.2
-	-	WEST	73.7	75.5	78.0	77.9
-	Urban	TOTAL	73.8	75.4	75.6	76.3
-	-	NORTH - WEST	75.4	74.1	76.4	77.9
-	-	CENTER	74.1	75.7	75.1	78.3
-	-	NORTH - EAST	70.1	69.6	70.6	71.7
-	-	SOUTH - EAST	71.7	73.4	70.3	70.9
-	-	SOUTH - MUNTENIA	70.6	74.2	75.8	75.6
-	-	BUCHAREST - ILFOV	80.6	84.3	83.7	84.0
-	-	SOUTH - WEST OLTENIA	70.4	69.6	68.4	67.9
-	-	WEST	74.5	78.3	80.9	78.9
-	Rural	TOTAL	71.3	70.3	69.8	68.5



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	NORTH - WEST	68.2	68.1	62.6	59.1
-	-	CENTER	62.6	64.8	62.0	60.3
-	-	NORTH - EAST	77.0	72.6	74.6	70.8
-	-	SOUTH - EAST	67.1	65.3	63.6	63.8
-	-	SOUTH - MUNTENIA	71.7	73.0	74.3	73.9
-	-	BUCHAREST - ILFOV	70.9	74.8	69.7	77.8
-	-	SOUTH - WEST OLTENIA	75.8	74.4	74.1	73.0
-	-	WEST	72.1	69.8	72.1	75.8
35 - 54 years	Total	TOTAL	73.5	75.6	75.3	75.1
-	-	NORTH - WEST	71.8	74.9	74.5	73.2
-	-	CENTER	71.0	73.6	72.9	73.8
-	-	NORTH - EAST	77.2	76.2	76.8	75.5
-	-	SOUTH - EAST	68.7	72.0	70.6	70.2
-	-	SOUTH - MUNTENIA	73.7	74.8	74.9	75.4
-	-	BUCHAREST - ILFOV	77.0	80.8	80.8	81.0
-	-	SOUTH - WEST OLTENIA	75.5	76.8	76.0	76.2
-	-	WEST	73.1	76.5	77.0	77.0
-	Urban	TOTAL	73.2	76.3	75.1	74.9
-	-	NORTH - WEST	73.0	76.7	76.6	75.8
-	-	CENTER	74.3	77.9	75.2	76.4
-	-	NORTH - EAST	72.9	74	71.9	69.9
-	-	SOUTH - EAST	68.6	71.9	70.0	69.6
-	-	SOUTH - MUNTENIA	72.1	73.3	72.2	73.4
-	-	BUCHAREST - ILFOV	78.1	81.6	81.6	81.4
-	-	SOUTH - WEST OLTENIA	71.8	74.6	73.4	73.4
-	-	WEST	72.9	78.8	78.9	78.5
-	Rural	TOTAL	74.2	74.4	75.6	75.4
-	-	NORTH - WEST	70.1	72.3	71.6	69.5
-	-	CENTER	64.6	65.6	68.7	69.2
-	-	NORTH - EAST	82.0	78.7	82.0	81.3



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	SOUTH - EAST	68.7	72.0	71.7	71.2
-	-	SOUTH - MUNTENIA	75.3	76.2	77.4	77.1
-	-	BUCHAREST - ILFOV	64.6	68.9	70.1	76.6
-	-	SOUTH - WEST OLTENIA	80.3	79.5	79.3	79.6
-	-	WEST	73.6	71.7	73.1	74.0
55 - 64 years	Total	TOTAL	39.4	41.7	41.4	43.1
-	-	NORTH - WEST	35.6	37.9	38.1	39.9
-	-	CENTER	28.4	32.1	31.6	33.7
-	-	NORTH - EAST	54.9	54.8	56.5	56.4
-	-	SOUTH - EAST	36.1	39.1	37.3	40.0
-	-	SOUTH - MUNTENIA	42.5	43.6	45.5	47.0
-	-	BUCHAREST - ILFOV	26.6	32.1	29.8	32.2
-	-	SOUTH - WEST OLTENIA	51.9	53.9	50.9	53.2
-	-	WEST	31.8	34.6	34.7	36.7
-	Urban	TOTAL	24.8	29.9	28.5	31.8
-	-	NORTH - WEST	23.7	25.8	25.9	31.6
-	-	CENTER	24.6	31.6	27.4	31.8
-	-	NORTH - EAST	27.5	30.8	31.8	34.1
-	-	SOUTH - EAST	22.4	28.1	27.8	30.2
-	-	SOUTH - MUNTENIA	23.4	27.6	27.4	30.8
-	-	BUCHAREST - ILFOV	26.9	32.3	30.1	32.6
-	-	SOUTH - WEST OLTENIA	29.4	36.7	30.8	33.0
-	-	WEST	21.2	26.3	26.8	30.1
-	Rural	TOTAL	55.5	55.6	57.1	57.4
-	-	NORTH - WEST	47.2	50.3	51.0	49.0
-	-	CENTER	34.0	32.8	38.0	36.7
-	-	NORTH - EAST	74.3	73.3	76.6	75.3
-	-	SOUTH - EAST	52.1	52.6	49.4	53.0
-	-	SOUTH - MUNTENIA	54.2	53.9	57.7	58.5
-	-	BUCHAREST - ILFOV	24.5	30.1	25.7	26.1



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	SOUTH - WEST OLTENIA	66.7	65.9	65.7	68.7
-	-	WEST	48.9	48.1	47.8	47.8
15 - 64 years	Total	TOTAL	57.7	58.8	58.8	59
-	-	NORTH - WEST	56.0	57.1	57.0	56.4
-	-	CENTER	54.2	56.0	55.1	56.6
-	-	NORTH - EAST	61.5	60.1	61.3	60.5
-	-	SOUTH - EAST	54.7	56.4	54.7	55.3
-	-	SOUTH - MUNTENIA	58.1	59.7	60.5	61.1
-	-	BUCHAREST - ILFOV	59.4	62.9	62.4	63.3
-	-	SOUTH - WEST OLTENIA	60.1	60.1	59.3	60.0
-	-	WEST	56.6	58.7	59.6	59.3
-	Urban	TOTAL	55.0	57.2	56.8	57.5
-	-	NORTH - WEST	54.8	56.5	57.4	58.2
-	-	CENTER	55.8	58.3	56.5	58.8
-	-	NORTH - EAST	53.2	53.7	53.5	53.5
-	-	SOUTH - EAST	52.8	55.1	53.4	54.1
-	-	SOUTH - MUNTENIA	53.6	55.7	56.0	57.2
-	-	BUCHAREST - ILFOV	60.1	63.5	63.0	63.6
-	-	SOUTH - WEST OLTENIA	52.6	54.3	53.3	53.6
-	-	WEST	54.8	58.6	59.5	58.7
-	Rural	TOTAL	61.6	61.1	61.5	61.2
-	-	NORTH - WEST	57.5	57.9	56.4	54.0
-	-	CENTER	51.4	52.1	52.7	53.0
-	-	NORTH - EAST	69.2	66.1	68.4	66.8
-	-	SOUTH - EAST	57.5	58.2	56.5	57.0
-	-	SOUTH - MUNTENIA	61.8	63.0	64.3	64.4
-	-	BUCHAREST - ILFOV	52.2	55.1	54.8	59.1
-	-	SOUTH - WEST OLTENIA	68.4	66.6	66.1	67.1
-	-	WEST	60.0	58.9	59.8	60.4
>=15 years	Total	TOTAL	50.2	51.0	51.3	51.4



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	NORTH - WEST	48.9	50.1	50.1	49.2
-	-	CENTER	46.3	47.7	47.2	48.1
-	-	NORTH - EAST	55.3	54.0	55.4	54.6
-	-	SOUTH - EAST	47.6	49.0	47.9	48.0
-	-	SOUTH - MUNTENIA	50.0	51.0	52.1	52.8
-	-	BUCHAREST - ILFOV	49.7	52.7	52.4	53.0
-	-	SOUTH - WEST OLTENIA	53.4	53.2	52.8	53.5
-	-	WEST	48.1	49.7	50.8	50.3
-	Urban	TOTAL	47.9	49.8	49.5	49.9
-	-	NORTH - WEST	48.4	49.8	50.5	51.1
-	-	CENTER	48.5	50.6	49.0	50.6
-	-	NORTH - EAST	47.2	47.5	47.4	47.3
-	-	SOUTH - EAST	46.3	48.2	46.7	47.1
-	-	SOUTH - MUNTENIA	46.9	48.7	48.9	49.8
-	-	BUCHAREST - ILFOV	50.3	53.3	53	53.4
-	-	SOUTH - WEST OLTENIA	47.3	48.8	47.9	48.1
-	-	WEST	47.1	50.3	51.1	50.3
-	Rural	TOTAL	53.0	52.6	53.6	53.2
-	-	NORTH - WEST	49.5	50.4	49.7	47.1
-	-	CENTER	42.8	43.3	44.3	44.3
-	-	NORTH - EAST	61.9	59.3	61.9	60.5
-	-	SOUTH - EAST	49.2	49.9	49.4	49.1
-	-	SOUTH - MUNTENIA	52.3	52.6	54.5	55.0
-	-	BUCHAREST - ILFOV	43.3	45.3	44.7	48.5
-	-	SOUTH - WEST OLTENIA	58.9	57.3	57.3	58.6
-	-	WEST	49.9	48.7	50.4	50.3

Source: NIS



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2007-2013**Table 18 Employment rate by age groups and gender 2005 - 2008**

Age group	Gender	2005 [%]	2006 [%]	2007 [%]	2008 [%]
15 - 24 years	Total	25.6	24.5	24.4	24.8
-	Male	29.4	28.2	28.3	29.1
-	Female	21.6	20.6	20.2	20.2
25 - 34 years	Total	72.8	73.3	73.2	73.1
-	Male	79.0	78.3	77.9	77.7
-	Female	66.2	68.0	68.2	68.2
35 - 54 years	Total	73.5	75.6	75.3	75.1
-	Male	80.6	82.3	82.2	82.7
-	Female	66.6	69.0	68.6	67.6
25 - 54 years	Total	73.3	74.7	74.6	74.4
-	Male	80.0	80.8	80.6	80.9
-	Female	66.5	68.6	68.5	67.8
55 - 64 years	Total	39.4	41.7	41.4	43.1
-	Male	46.7	50.0	50.3	53.0
-	Female	33.1	34.5	33.6	34.4
15 - 64 years	Total	57.7	58.8	58.8	59.0
-	Male	63.9	64.7	64.8	65.7
-	Female	51.5	53.0	52.8	52.5
>=15 years	Total	50.2	51.0	51.3	51.4
-	Male	56.9	57.6	58.1	58.6
-	Female	43.9	44.9	44.9	44.6

Source: NIS

Table 19 Unemployment rate by age-group, rural/urban and regions (AMIGO - ILO unemployment rate) 2005 - 2008

Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
15 - 24 years	Total	TOTAL	19.7	21	20.1	18.6
-	-	NORTH - WEST	18.5	18.3	14.1	13.5
-	-	CENTER	19.1	22.2	24.7	22.6
-	-	NORTH - EAST	16.8	17.8	14.7	14.0
-	-	SOUTH - EAST	19.9	24.4	26.5	21.7
-	-	SOUTH - MUNTENIA	24.0	26.4	23.9	19.4



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	BUCHAREST - ILFOV	23.0	15.5	16.1	17.4
-	-	SOUTH - WEST OLTENIA	18.6	23.0	22.1	21.7
-	-	WEST	17.8	15.3	17.3	20.4
-	Urban	TOTAL	26.3	27.3	24.7	23.2
-	-	NORTH - WEST	24.0	20.6	15.2	13.9
-	-	CENTER	20.1	22.2	23.1	24.0
-	-	NORTH - EAST	32.6	34.5	27.4	26.4
-	-	SOUTH - EAST	23.6	30.7	32.0	25.6
-	-	SOUTH - MUNTENIA	33.3	37.0	31.0	21.8
-	-	BUCHAREST - ILFOV	22.9	15.2	15.5	16.6
-	-	SOUTH - WEST OLTENIA	37.0	44.8	37.9	40.1
-	-	WEST	20.7	15.7	16.3	21.8
-	Rural	TOTAL	13.9	15.6	16.3	14.7
-	-	NORTH - WEST	14.4	16.4	13.2	13.2
-	-	CENTER	18.0	22.3	26.4	21.1
-	-	NORTH - EAST	8.7	9.1	8.6	7.5
-	-	SOUTH - EAST	16.0	17.6	20.5	17.5
-	-	SOUTH - MUNTENIA	18.6	20	19.7	18.1
-	-	BUCHAREST - ILFOV	23.9	18.9	20.3	22.7
-	-	SOUTH - WEST OLTENIA	8.8	10.6	12.6	10.9
-	-	WEST	14.2	14.9	18.4	19
25 - 34 years	Total	TOTAL	7.6	7.7	6.5	5.8
-	-	NORTH - WEST	5.1	6.1	3.8	3.6
-	-	CENTER	8.3	8.9	7.8	7.3
-	-	NORTH - EAST	6.0	6.0	4.7	4.2
-	-	SOUTH - EAST	7.5	8.4	8.2	7.0
-	-	SOUTH - MUNTENIA	10.8	10.4	8.8	7.5
-	-	BUCHAREST - ILFOV	7.4	4.9	4.7	3.2
-	-	SOUTH - WEST OLTENIA	8.7	8.9	7.9	8.4
-	-	WEST	6.6	8.4	6	5.8
-	Urban	TOTAL	8.7	8.6	7.1	6.2
-	-	NORTH - WEST	5.5	7.1	3.8	3.9
-	-	CENTER	7.8	8.7	7	6.5
-	-	NORTH - EAST	9.3	10.1	8.4	6.5
-	-	SOUTH - EAST	8.8	9.5	8.8	8.4



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	SOUTH - MUNTENIA	14.3	12.1	10.4	8.6
-	-	BUCHAREST - ILFOV	7.3	4.6	4.3	3.1
-	-	SOUTH - WEST OLTENIA	12.0	11.4	11.3	10.4
-	-	WEST	5.6	7.7	5.2	5.6
-	Rural	TOTAL	6.0	6.4	5.5	5.0
-	-	NORTH - WEST	4.5	4.6	3.8	3.0
-	-	CENTER	9.3	9.4	9.2	8.8
-	-	NORTH - EAST	3.4	2.5	1.6	2.1
-	-	SOUTH - EAST	5.4	6.7	7.3	4.6
-	-	SOUTH - MUNTENIA	7.9	8.9	7.3	6.6
-	-	BUCHAREST - ILFOV	8.5	8.1	11.1	4.6
-	-	SOUTH - WEST OLTENIA	5.1	6.1	4.2	6.1
-	-	WEST	8.7	9.9	7.9	6.3
35 - 54 years	Total	TOTAL	5.7	5.7	5.1	4.6
-	-	NORTH - WEST	4.8	4.7	3.5	3.1
-	-	CENTER	6.8	7.2	6.9	7.0
-	-	NORTH - EAST	4.6	5.1	4.7	4.3
-	-	SOUTH - EAST	6.6	7.3	6.5	5.5
-	-	SOUTH - MUNTENIA	7.1	7.0	6.6	5.4
-	-	BUCHAREST - ILFOV	4.3	3.5	2.4	1.8
-	-	SOUTH - WEST OLTENIA	5.5	5.9	5.7	5.0
-	-	WEST	5.5	4.7	4.1	4.0
-	Urban	TOTAL	6.4	6.3	6.0	5.1
-	-	NORTH - WEST	5.6	5.3	4.3	3.4
-	-	CENTER	6.7	6.9	7.3	7.2
-	-	NORTH - EAST	6.5	7.4	7.7	7.0
-	-	SOUTH - EAST	7.6	8.4	7.8	6.3
-	-	SOUTH - MUNTENIA	8.4	8.4	8.6	6.7
-	-	BUCHAREST - ILFOV	4.1	3.2	2.2	1.6
-	-	SOUTH - WEST OLTENIA	7.4	7.6	7.5	6.6
-	-	WEST	5.9	4.7	4.2	3.5
-	Rural	TOTAL	4.4	4.7	3.7	3.7
-	-	NORTH - WEST	3.4	3.8	2.3	2.5
-	-	CENTER	7.0	7.8	5.9	6.4
-	-	NORTH - EAST	2.7	2.7	1.8	1.8



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	SOUTH - EAST	4.8	5.4	4.3	4.2
-	-	SOUTH - MUNTENIA	5.9	5.6	4.7	4.3
-	-	BUCHAREST - ILFOV	6.8	6.9	5.7	4.6
-	-	SOUTH - WEST OLTENIA	3.2	3.7	3.6	3.1
-	-	WEST	4.7	4.7	4.0	5.2
55 - 64 years	Total	TOTAL	2.4	2.6	2.3	2.5
-	-	NORTH - WEST	1.2	1.2	1.8	1.2
-	-	CENTER	4.3	5	3.3	6.6
-	-	NORTH - EAST	1.4	1.2	1.5	1.3
-	-	SOUTH - EAST	4.2	5.2	3.9	4.6
-	-	SOUTH - MUNTENIA	2.9	2.7	2.5	2.2
-	-	BUCHAREST - ILFOV	5.0	2.7	1.4	1.7
-	-	SOUTH - WEST OLTENIA	1.2	2.0	2.6	2.1
-	-	WEST	1.5	1.9	1.4	1.4
-	Urban	TOTAL	5.1	4.3	4.0	3.7
-	-	NORTH - WEST	2.4	2.9	3.9	2.1
-	-	CENTER	4.3	3.9	3.8	8.2
-	-	NORTH - EAST	4.9	3.5	5.2	4.0
-	-	SOUTH - EAST	8.1	8.8	5.4	5.4
-	-	SOUTH - MUNTENIA	8.5	6.7	6.0	4.1
-	-	BUCHAREST - ILFOV	5.4	2.7	1.4	1.4
-	-	SOUTH - WEST OLTENIA	3.4	3.5	6.4	3.5
-	-	WEST	2.4	2.1	1.3	1.1
-	Rural	TOTAL	1.1	1.5	1.2	1.6
-	-	NORTH - WEST	0.6	0.3	0.6	0.5
-	-	CENTER	4.2	6.5	2.8	4.3
-	-	NORTH - EAST	0.4	0.5	0.2	0.2
-	-	SOUTH - EAST	2.1	2.6	2.9	4.0
-	-	SOUTH - MUNTENIA	1.3	1.3	1.4	1.5
-	-	BUCHAREST - ILFOV	0.8	2.1	2.0	5.5
-	-	SOUTH - WEST OLTENIA	0.6	1.4	1.2	1.5
-	-	WEST	0.9	1.8	1.4	1.7
15 - 64 years	Total	TOTAL	7.5	7.6	6.8	6.1
-	-	NORTH - WEST	6.1	6.2	4.5	4.0
-	-	CENTER	8.5	9.2	8.7	8.6



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	NORTH - EAST	6.2	6.4	5.4	4.9
-	-	SOUTH - EAST	8.3	9.4	8.9	7.6
-	-	SOUTH - MUNTENIA	9.7	9.9	8.8	7.2
-	-	BUCHAREST - ILFOV	6.9	4.7	4.1	3.4
-	-	SOUTH - WEST OLTENIA	7.2	7.7	7.4	7.1
-	-	WEST	6.8	6.5	5.7	5.8
-	Urban	TOTAL	8.9	8.6	7.7	6.8
-	-	NORTH - WEST	7.1	7.0	5.0	4.3
-	-	CENTER	8.2	8.5	8.3	8.5
-	-	NORTH - EAST	9.8	10.3	9.3	8.3
-	-	SOUTH - EAST	9.7	11	10.3	8.7
-	-	SOUTH - MUNTENIA	12.6	12.4	11.2	8.5
-	-	BUCHAREST - ILFOV	6.7	4.5	3.7	3.1
-	-	SOUTH - WEST OLTENIA	10.8	10.9	10.7	10.0
-	-	WEST	7.0	6.2	5.2	5.2
-	Rural	TOTAL	5.7	6.2	5.4	5.1
-	-	NORTH - WEST	4.9	5.2	3.8	3.6
-	-	CENTER	9.1	10.4	9.4	8.9
-	-	NORTH - EAST	3.4	3.2	2.4	2.4
-	-	SOUTH - EAST	6.2	7.0	7.0	5.9
-	-	SOUTH - MUNTENIA	7.5	7.9	6.9	6.3
-	-	BUCHAREST - ILFOV	9.5	8.3	9.2	7.0
-	-	SOUTH - WEST OLTENIA	3.9	4.7	4.3	4.4
-	-	WEST	6.5	7.1	6.7	6.8
>= 15 years	Total	TOTAL	7.2	7.3	6.4	5.8
-	-	NORTH - WEST	5.9	5.9	4.3	3.8
-	-	CENTER	8.4	9.0	8.5	8.5
-	-	NORTH - EAST	5.7	5.9	5.0	4.5
-	-	SOUTH - EAST	7.9	9.0	8.5	7.2
-	-	SOUTH - MUNTENIA	9.2	9.4	8.2	6.8
-	-	BUCHAREST - ILFOV	6.9	4.7	4.1	3.4
-	-	SOUTH - WEST OLTENIA	6.6	7.1	6.8	6.5
-	-	WEST	6.7	6.4	5.6	5.7
-	Urban	TOTAL	8.8	8.6	7.7	6.8
-	-	NORTH - WEST	7.0	6.9	5.0	4.2



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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	CENTER	8.2	8.4	8.2	8.5
-	-	NORTH - EAST	9.7	10.3	9.3	8.2
-	-	SOUTH - EAST	9.7	10.9	10.3	8.7
-	-	SOUTH - MUNTENIA	12.6	12.4	11.1	8.5
-	-	BUCHAREST - ILFOV	6.7	4.5	3.7	3.1
-	-	SOUTH - WEST OLTENIA	10.6	10.7	10.5	9.9
-	-	WEST	7.0	6.2	5.2	5.2
-	Rural	TOTAL	5.2	5.6	4.9	4.6
-	-	NORTH - WEST	4.6	4.7	3.4	3.3
-	-	CENTER	8.8	10.0	9.0	8.6
-	-	NORTH - EAST	3.0	2.8	2.1	2.0
-	-	SOUTH - EAST	5.6	6.4	6.2	5.4
-	-	SOUTH - MUNTENIA	6.8	7.2	6.2	5.6
-	-	BUCHAREST - ILFOV	9.3	8.1	9.1	6.9
-	-	SOUTH - WEST OLTENIA	3.4	4.0	3.7	3.8
-	-	WEST	6.1	6.7	6.3	6.5

Source: NIS

Table 20 Unemployment rate (ILO - AMIGO) by age groups and gender 2005 - 2008

Age group	Sex	2005 [%]	2006 [%]	2007 [%]	2008 [%]
15 - 24 years	Total	19.7	21	20.1	18.6
-	Male	20.5	21.6	21.1	18.8
-	Female	18.4	20.2	18.7	18.3
25 - 34 years	Total	7.6	7.7	6.5	5.8
-	Male	8	8.8	7.4	6.8
-	Female	7	6.3	5.3	4.6
35 - 54 years	Total	5.7	5.7	5.1	4.6
-	Male	5.9	6.3	5.5	5.3
-	Female	5.3	5	4.6	3.7
55 - 64 years	Total	2.4	2.6	2.3	2.5
-	Male	3.4	3.8	3.5	3.8
-	Female	1.2	0.9	0.7	0.7
15 - 64 years	Total	7.5	7.6	6.8	6.1
-	Male	8.1	8.5	7.6	7



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-	Female	6.8	6.4	5.7	5
15 years and over	Total	7.2	7.3	6.4	5.8
-	Male	7.7	8.2	7.2	6.7
-	Female	6.4	6.1	5.4	4.7

Source: NIS

Table 21 Registered unemployment rates by gender and regions 2005 - 2009

Sex	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]	2009 [%]
Total	TOTAL	5.9	5.2	4	4.4	7.8
-	NORTH - WEST	4.0	3.6	2.9	3.3	6.8
-	CENTER	7.3	6.1	4.8	5.2	9.6
-	NORTH - EAST	6.8	6.2	5.1	5.3	8.6
-	SOUTH - EAST	6.4	5.6	4.4	4.7	8.4
-	BUCURESTI - ILFOV	2.4	2.2	1.7	1.6	2.3
-	SOUTH - MUNTENIA	7.3	6.4	5.1	5.2	9.5
-	SOUTH - WEST OLTENIA	7.4	7	5.1	6.9	10.5
-	WEST	5.1	4.1	3.3	3.8	7.3
Male	TOTAL	6.4	5.7	4.2	4.4	8.3
-	NORTH - WEST	4.4	4.0	3.1	3.3	7.3
-	CENTER	7.8	6.6	5.0	5.2	10.1
-	NORTH - EAST	8.2	7.5	5.7	5.8	9.9
-	SOUTH - EAST	6.9	6.0	4.4	4.5	8.6
-	BUCURESTI - ILFOV	2.0	1.9	1.4	1.3	2.2
-	SOUTH - MUNTENIA	8.0	7.2	5.3	5.1	10.4
-	SOUTH - WEST OLTENIA	8.5	7.8	5.2	7.0	11.3
-	WEST	5.3	4.3	3.1	3.4	7.1
Female	TOTAL	5.2	4.6	3.9	4.4	7.1
-	NORTH - WEST	3.6	3.1	2.8	3.3	6.3
-	CENTER	6.7	5.6	4.7	5.1	8.9
-	NORTH - EAST	5.2	4.9	4.4	4.8	7.3
-	SOUTH - EAST	5.9	5.1	4.4	4.8	8.1
-	BUCURESTI - ILFOV	2.9	2.5	2.0	1.9	2.5
-	SOUTH - MUNTENIA	6.4	5.5	4.9	5.3	8.5
-	SOUTH - WEST OLTENIA	6.3	6.1	5	6.8	9.5
-	WEST	4.9	3.8	3.5	4.2	7.5

Source: NIS



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Table 22 Monthly Registered unemployment rates by counties, %

Evoluția ratelor șomajului înregistrat pe județe și pe țară în anul 2009														
Nr. crt.	JUDETUL	IAN	FEB.	MARTIE	APRILIE	MAI	IUNIE	IULIE	AUGUST	SEPT.	OCT.	NOV.	DEC.	medie anuala
1	ALBA	8,0	8,4	8,8	9,0	9,4	10,1	10,6	10,9	11,4	11,5	12,0	12,6	10,2
2	ARAD	3,5	3,9	4,3	4,7	5,1	5,4	5,7	5,9	6,1	6,3	6,5	6,8	5,4
3	ARGES	5,3	6,0	6,5	6,9	7,2	7,4	7,8	8,3	8,5	9,0	9,2	9,4	7,6
4	BACAU	6,3	6,7	7,5	7,9	8,1	8,6	8,2	8,4	8,2	8,3	8,7	8,9	8,0
5	BIHOR	3,3	3,4	3,8	3,9	4,0	4,2	4,5	4,8	5,1	5,4	5,7	5,9	4,5
6	BISTRITA	3,6	4,1	4,9	5,3	5,6	6,0	6,2	6,4	6,7	7,1	7,8	8,4	6,0
7	BOTOSANI	4,3	5,0	5,5	5,6	5,6	5,6	5,8	6,0	6,2	6,5	6,9	7,3	5,8
8	BRASOV	4,8	5,4	6,4	6,1	6,2	6,6	7,1	7,5	7,7	8,0	8,3	8,7	6,9
9	BRAILA	4,7	5,3	5,7	5,5	5,7	5,9	6,3	6,4	6,8	7,2	7,6	8,0	6,3
10	BUCURESTI	1,6	1,6	1,7	1,7	1,7	1,7	1,7	1,8	1,9	2,1	2,2	2,3	1,8
11	BUZAU	6,2	6,7	6,9	7,2	7,3	7,4	7,5	8,0	8,4	8,9	9,2	9,5	7,8
12	CARAS SEVERIN	6,7	7,2	7,9	7,7	7,8	8,2	8,7	9,2	9,8	10,2	10,5	10,4	8,7
13	CALARASI	5,7	5,9	6,3	6,2	6,3	6,4	6,5	6,8	7,2	7,7	8,4	9,2	6,9
14	CLUJ	3,3	3,7	4,1	4,4	4,6	4,9	5,1	5,3	5,5	5,9	6,1	6,3	4,9
15	CONSTANTA	3,6	4,2	4,6	4,3	3,8	3,7	3,9	4,2	4,4	5,2	6,1	6,3	4,5
16	COVASNA	8,0	8,1	8,6	8,6	8,4	8,7	9,2	9,8	9,8	9,9	10,6	11,1	9,2
17	DAMBOVITA	5,7	5,8	6,0	5,4	5,7	6,1	6,6	7,0	7,5	8,2	8,4	8,6	6,7
18	DOLJ	8,2	8,7	9,2	8,6	8,4	9,0	9,5	10,0	10,3	10,8	11,1	11,2	9,6
19	GALATI	7,5	8,1	8,5	8,7	8,8	9,1	9,5	9,9	10,2	10,3	10,5	11,1	9,3
20	GIURGIU	4,6	4,8	5,1	5,3	5,4	5,7	6,2	6,7	6,8	7,0	7,1	7,2	6,0
21	GORJ	7,9	7,9	8,2	8,3	8,4	8,7	8,7	9,2	9,6	10,0	10,5	10,9	9,0
22	HARGHITA	7,2	7,4	7,8	7,9	7,9	7,8	8,2	8,7	9,0	9,3	9,9	10,6	8,5
23	HUNEDOARA	7,4	7,7	8,3	8,4	8,8	9,2	9,3	9,3	9,5	9,9	10,2	10,6	9,0
24	IALOMITA	6,0	6,8	7,7	8,0	8,3	8,6	9,3	9,8	9,9	10,6	11,0	11,6	9,0
25	IASI	5,7	6,3	6,2	6,2	6,3	6,5	6,9	7,0	7,1	7,2	7,4	7,3	6,7
26	ILFOV	1,3	1,4	1,5	1,5	1,5	1,4	1,6	1,7	2,0	2,1	2,3	2,4	1,7
27	MARAMURES	3,9	4,3	4,7	4,7	4,8	5,0	5,3	5,5	5,8	6,1	6,3	6,5	5,2
28	MEHEDINTI	9,8	10,3	10,7	10,4	10,3	10,6	11,2	12,1	12,8	13,2	13,7	14,1	11,6
29	MURES	4,9	5,0	5,5	5,6	5,7	5,8	6,2	6,5	6,9	7,4	7,8	8,1	6,3
30	NEAMT	4,8	5,3	5,7	5,8	6,0	6,3	6,7	6,8	7,2	7,4	7,8	8,0	6,5
31	OLT	6,0	6,4	6,8	6,6	6,7	7,1	7,2	7,4	7,8	8,0	8,4	8,8	7,3
32	PRAHOVA	4,6	4,9	5,3	5,6	5,9	6,3	6,9	7,4	7,9	8,2	8,5	9,0	6,7
33	SATU-MARE	3,7	4,1	4,5	4,6	4,6	4,8	4,9	5,2	5,4	5,6	6,0	6,5	5,0
34	SALAJ	6,2	6,7	7,5	7,5	7,7	7,9	8,4	8,9	9,2	9,6	10,0	10,5	8,3
35	SIBIU	3,6	4,0	5,1	5,4	5,7	6,0	6,7	7,1	7,4	7,6	7,9	8,2	6,2
36	SUCEAVA	4,6	4,9	5,2	5,3	5,3	5,6	5,8	6,6	6,9	7,3	7,6	8,0	6,1
37	TELEORMAN	8,8	9,2	9,5	9,3	9,3	9,6	9,9	10,3	10,6	11,0	11,5	11,9	10,1
38	TIMIS	1,8	2,1	2,5	2,8	3,0	3,4	3,7	3,8	4,0	4,2	4,4	4,4	3,3
39	TULCEA	4,9	5,4	5,5	5,4	5,4	5,9	6,6	6,9	7,4	7,7	8,2	8,8	6,5
40	VASLUI	10,4	11,0	11,9	12,0	12,0	12,1	11,3	12,5	12,7	12,4	13,3	14,0	12,1
41	VALCEA	6,1	6,4	6,7	6,8	6,6	6,7	6,8	7,1	7,4	7,8	7,7	8,1	7,0
42	VRANCEA	5,0	5,4	5,7	5,6	5,6	5,7	6,0	6,3	6,7	6,9	7,2	7,4	6,1
	TOTAL TARA	4,9	5,2	5,6	5,7	5,8	6,0	6,3	6,6	6,8	7,1	7,5	7,8	6,3



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Source: NAE

Table 23 Emigrants by gender, persons 2005 - 2008

	2005	2006	2007	2008
Total	10 938	14 197	8 830	8 739
Male	4 110	5 341	3 088	3 069
Female	6 828	8 856	5 742	5 670

Source: NIS

Table 24 Immigrants by gender, persons 2005 - 2008

	2005	2006	2007	2008
Total	3 704	7 714	9 575	10 030
Male	2 117	4 762	5 871	6 041
Female	1 587	2 952	3 704	3 989

Source: NIS

Table 25 Level and structure of total income in quarter IV 2009

Occupational status of the head of household: out of which:	Total income	Money income ([%])					in kind income [%]		
		total	gross wages and other salary rights	Agricult- ure income	independ- ent non agricult. activities	social provi- sions	total	equivalent value of the in kind income obtained by employees + social provisions	equivalent value of agro-food consumption from own resources
Average	823.39	81.6	48.0	2.6	2.9	24.7	18.4	2.6	15.8
• Employee	1015.39	89.3	80.4	0.4	0.6	6.1	10.7	2.7	8.0
• Farmer	580.83	53.4	9.9	22.1	3.3	12.9	46.6	1.1	45.5
• Unemployed	487.69	80.9	35.4	1.2	4.2	26.3	19.1	3.2	15.9
• Retired	801.32	77.6	19.9	2.0	1.0	52.4	22.4	2.6	19.8
URBAN	937.48	90.7	60.9	0.4	2.7	23.6	9.3	3.1	6.2
RURAL	684.48	66.6	26.5	6.2	3.4	26.5	33.4	1.5	31.9

Source: NIS



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Table 26 Level and structure of total expenditure in quarter IV 2009

		Total expenses*						
Occupational status of the head of household: out of which	Monthly average expenses - Total per person	Money expenses (as share of average)					taxes contributions, subscriptions	Equivalent of agro-food own consumption
		TOTAL money expenses	Consumption					
			TOTAL	Food/beverages	non food goods	Services		
Average	738.25	82.4	61.0	21.3	23.2	16.5	15.1	17.6
• Employee	893.37	91.0	61.3	20.8	22.7	17.8	25.1	9.0
• Farmer	546.80	51.7	40.6	15.4	16.9	8.3	3.1	48.3
• Unemployed	491.82	84.2	69.9	26.9	23.2	19.8	9.3	15.8
• Retired	716.00	77.8	62.9	22.1	24.5	16.3	7.0	22.2
URBAN	821.50	93.0	68.1	23.8	24.1	20.2	19.7	7.0
RURAL	636.90	65.7	50.0	17.5	21.8	10.7	7.8	34.3

Source: NIS – * Please note: Money expenses and equivalent own consumption sum-up to 100% (Total expenses), for but considering money expenses the consumption details sum-up to consumption TOTAL but money expenses for consumption and for taxes do not sum-up to 'TOTAL money expenses'

Table 27 Income and other financial resources, by area 2009

		monthly average values per household, LEI -		
		Total	Households in:	
		households	Urban	Rural
I. TOTAL INCOME	<i>Quarter I</i>	2 267.96	2 564.19	1 880.42
	<i>Quarter II</i>	2 337.70	2 682.83	1 890.63
	<i>Quarter III</i>	2 268.00	2 599.89	1 840.26
	<i>Quarter IV</i>	2 390.31	2 631.48	2 073.42
A. Money Income (1+2+3+4+5+6+7)	<i>Quarter I</i>	1 863.07	2 308.14	1 280.80
	<i>Quarter II</i>	1 985.53	2 455.96	1 376.13
	<i>Quarter III</i>	1 949.54	2 407.02	1 359.94
	<i>Quarter IV</i>	1 951.67	2 386.20	1 380.70
1. Gross salaries and other earnings	<i>Quarter I</i>	1 163.83	1 609.89	580.27
	<i>Quarter II</i>	1 223.36	1 713.12	588.93
	<i>Quarter III</i>	1 182.16	1 674.31	547.89
	<i>Quarter IV</i>	1 147.74	1 603.61	548.75
2. Agriculture income out of which:	<i>Quarter I</i>	32.17	2.56	70.90
	<i>Quarter II</i>	70.48	17.24	139.44
	<i>Quarter III</i>	65.56	13.24	132.99



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		monthly average values per household, LEI -		
		Total households	Households in:	
			Urban	Rural
	<i>Quarter IV</i>	61.16	10.57	127.63
<i>- income from sales of agro-food products, animals and poultry</i>	<i>Quarter I</i>	24.41	1.77	54.05
	<i>Quarter II</i>	47.04	11.78	92.72
	<i>Quarter III</i>	42.71	9.42	85.61
	<i>Quarter IV</i>	51.30	8.52	107.51
3. Income from independent non-agricultural activities	<i>Quarter I</i>	55.84	52.56	60.15
	<i>Quarter II</i>	64.97	58.49	73.35
	<i>Quarter III</i>	65.76	60.47	72.58
	<i>Quarter IV</i>	70.32	70.83	69.65
4. Income from social provisions <i>out of which:</i>	<i>Quarter I</i>	533.40	560.90	497.41
	<i>Quarter II</i>	559.87	589.42	521.60
	<i>Quarter III</i>	554.38	584.21	515.92
	<i>Quarter IV</i>	590.62	621.82	549.62
<i>- pensions</i>	<i>Quarter I</i>	447.77	481.26	403.96
	<i>Quarter II</i>	467.24	497.24	428.38
	<i>Quarter III</i>	465.00	497.25	423.44
	<i>Quarter IV</i>	486.95	519.43	444.28
<i>- provisions from the unemployment fund</i>	<i>Quarter I</i>	10.90	11.56	10.03
	<i>Quarter II</i>	13.82	17.99	8.43
	<i>Quarter III</i>	20.03	23.82	15.13
	<i>Quarter IV</i>	23.54	30.13	14.89
<i>- family provisions</i>	<i>Quarter I</i>	33.23	30.11	37.30
	<i>Quarter II</i>	34.29	32.03	37.20
	<i>Quarter III</i>	31.28	28.06	35.43
	<i>Quarter IV</i>	34.25	31.13	38.35
5. Property income	<i>Quarter I</i>	3.52	5.96	0.33
	<i>Quarter II</i>	3.96	6.17	1.10
	<i>Quarter III</i>	6.05	9.17	2.04
	<i>Quarter IV</i>	4.63	5.28	3.76
6. Income from the sale of assets of the household patrimony	<i>Quarter I</i>	42.31	38.25	47.63
	<i>Quarter II</i>	33.63	36.14	30.38
	<i>Quarter III</i>	45.47	32.88	61.70
	<i>Quarter IV</i>	37.59	30.25	47.23
7. Other income	<i>Quarter I</i>	32.00	38.02	24.11
	<i>Quarter II</i>	29.26	35.38	21.33
	<i>Quarter III</i>	30.16	32.74	26.82
	<i>Quarter IV</i>	39.61	43.84	34.06
B. In kind income	Quarter I	404.89	256.05	599.62



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		monthly average values per household, LEI -		
		Total	Households in:	
		households	Urban	Rural
	<i>Quarter II</i>	352.17	226.87	514.50
	<i>Quarter III</i>	318.46	192.87	480.32
	<i>Quarter IV</i>	438.64	245.28	692.72
1. <i>Equivalent value of in kind income obtained by employees and beneficiaries of social provisions</i>	<i>Quarter I</i>	66.96	89.78	37.12
	<i>Quarter II</i>	62.34	85.12	32.84
	<i>Quarter III</i>	52.68	72.46	27.19
	<i>Quarter IV</i>	60.81	82.82	31.90
2. <i>Equivalent value of the consumption of agro-food products from own resources</i>	<i>Quarter I</i>	337.93	166.27	562.50
	<i>Quarter II</i>	289.83	141.75	481.66
	<i>Quarter III</i>	265.78	120.41	453.13
	<i>Quarter IV</i>	377.83	162.46	660.82
II. LOANS AND CREDITS TAKEN, SUMS FROM C.E.C., BANKS, ETC.	<i>Quarter I</i>	32.59	37.84	25.71
	<i>Quarter II</i>	48.13	58.57	34.61
	<i>Quarter III</i>	28.17	34.49	20.02
	<i>Quarter IV</i>	34.46	46.72	18.34
III. CASH BALANCE ACCOUNT IN THE BEGINNING OF THE PERIOD	<i>Quarter I</i>	240.48	262.23	212.03
	<i>Quarter II</i>	256.22	286.76	216.65
	<i>Quarter III</i>	279.19	318.25	228.87
	<i>Quarter IV</i>	266.89	279.81	249.92
GENERAL TOTAL (I + II + III)	Quarter I	2 541.03	2 864.26	2 118.16
	Quarter II	2 642.05	3 028.16	2 141.89
	Quarter III	2 575.36	2 952.63	2 089.15
	Quarter IV	2 691.66	2 958.01	2 341.68

Source: NIS