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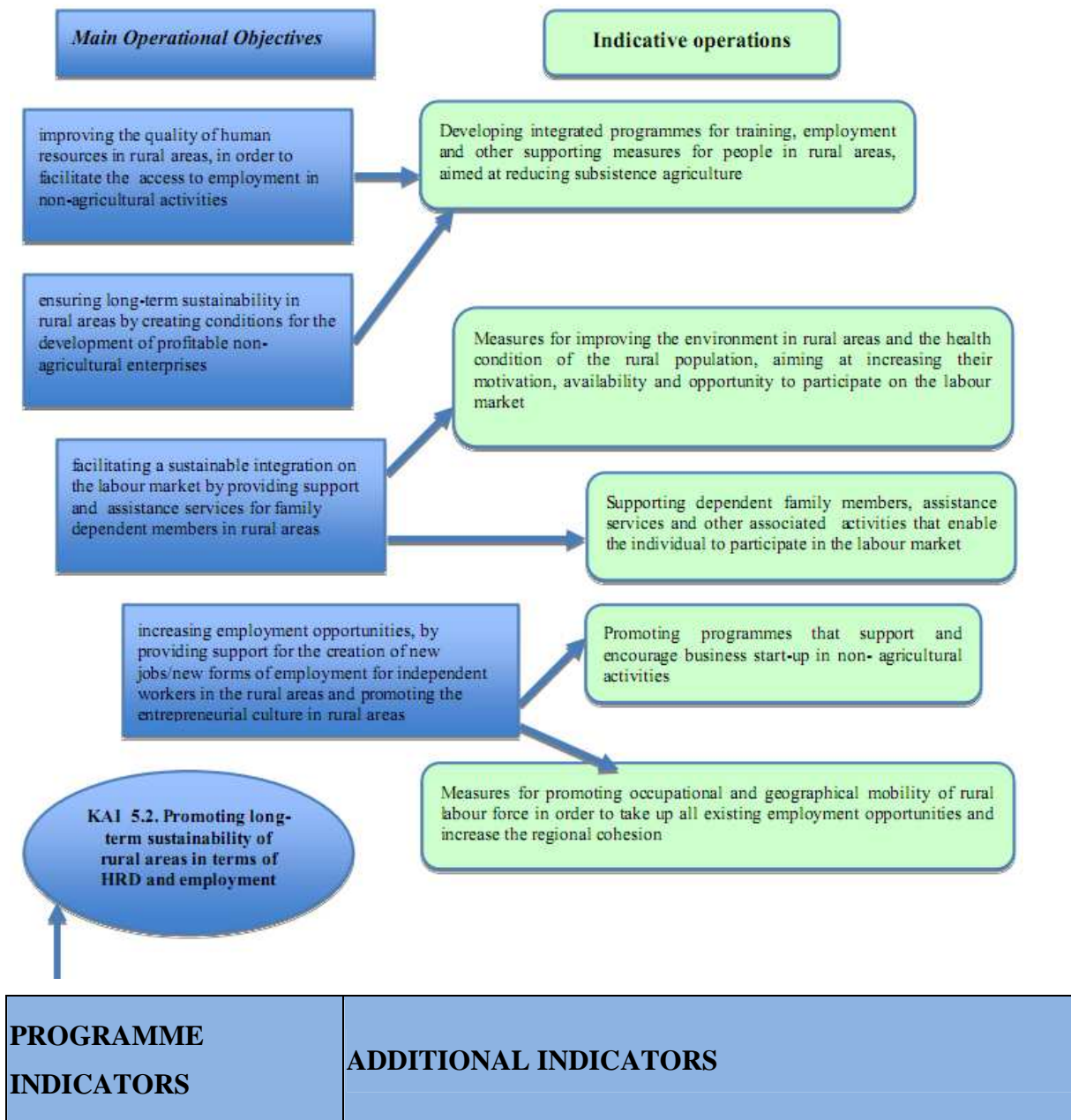
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## 5. ANNEXES

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





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PROGRAMME INDICATORS	ADDITIONAL INDICATORS
	<b>Input:</b> 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
<b>Output:</b> Number of LTU participants in integrated programmes, out of which: -	<b>Output:</b> Number of innovative actions implemented for promoting LTU employment; Number of co- financed projects of dual-system training
<b>Result:</b> Rate of certified LTU participants in integrated programmes, out	<b>Result indicators:</b> 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

<b>NRDP</b> Axis 1 : Improving the competitiveness of agricultural and forestry sector/ <b>Measure:111</b> Vocational training, information actions and diffusion of knowledge	<b>FDI SOP HRD</b> 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"> <li>• improving the quality of human resources in rural areas, in order to facilitate the access to employment in non-agricultural activities;</li> <li>• ensuring long-term sustainability in rural areas by creating conditions for the development of profitable non-agricultural enterprises;</li> <li>• facilitating a sustainable integration on the labour market by providing support and assistance services for family dependent members in rural areas;</li> </ul>



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<p><b>NRDP</b></p> <p>Axis 1 : Improving the competitiveness of agricultural and forestry sector/ <b>Measure:111</b> Vocational training, information actions and diffusion of knowledge</p>	<p><b>FDI SOP HRD</b></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"> <li>• 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.</li> </ul>



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<p><b>NRDP</b></p> <p>Axis 1 : Improving the competitiveness of agricultural and forestry sector/ <b>Measure:111</b> Vocational training, information actions and diffusion of knowledge</p>	<p><b>FDI SOP HRD</b></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><b>Scope and actions</b></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><b>Indicative operations</b></p> <ul style="list-style-type: none"> <li>• Developing integrated programmes for training, employment and other supporting measures for people in rural areas, aimed at reducing subsistence agriculture;</li> <li>• 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;</li> <li>• Measures for improving the environment in rural areas and the health</li> </ul>
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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"> <li>• Supporting dependent family members, assistance services and other associated activities that enable the individual to participate in the labour market;</li> <li>• Promoting programmes that support and encourage business start-up in non-agricultural activities.</li> </ul>
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#### Description of the operations /eligible activities

<b>Description of the operations (including types of training)</b>	<b>Eligible Activities</b>
<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"> <li>• Research and field studies/ current situation regarding unemployment and subsistence agriculture in rural areas, forecasts on LM trends in rural areas;</li> <li>• Research and field studies/ specific needs of different target groups from rural areas for (re)entering the labor market;</li> <li>• 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;</li> <li>• Development and implementation of raising awareness, promotion and support campaigns regarding employment in non-agricultural areas for persons involved in subsistence agriculture;</li> <li>• 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</li> </ul>



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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"> <li>• 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;</li> <li>• Promotion campaigns for the occupational, sectoral and geographical mobility of the rural labour force;</li> <li>• Development and implementation of programmes and promotion campaigns for entrepreneurship in rural areas, with special focus on women;</li> <li>• Promoting and providing support for the revitalization and development of the traditional handicraft;</li> <li>• Promoting campaigns on environment protection in rural areas, a healthy life style, raising awareness on the negative effects of tobacco, alcohol etc;</li> <li>• 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;</li> <li>• 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;</li> <li>• 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;</li> <li>• Providing vocational training programmes, excepting training with a view to qualification or re-</li> </ul>
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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"> <li>• 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;</li> <li>• Providing vocational training programs on health and safety at work (including limiting risk factors at work);</li> <li>• 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.;</li> <li>• Developing and providing entrepreneurship training programmes to promote business in rural areas;</li> <li>• 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;</li> <li>• Setting up/developing networks of rural HRD services/operators, including the training of the workers, to provide information and counselling to the rural population;</li> <li>• 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</li> </ul>
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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><b>"AXIS 3 – Increasing adaptability of workers and enterprises, KAI 3.3 – Development of partnerships and encouraging initiatives for social partners and civil society"</b></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><b>Axis 4 LEADER/Measures 41 and 421/Measure 431/ Sub-measure 431.1/Sub-measure 431.2</b></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"> <li>Groups for which the majority of partners can have a representative following the training</li> <li>Group covering a territory not covered by other applicant</li> <li>Groups where the majority of partners are from the private sector / NGOs</li> <li>Groups covering a territory with more than 20,000 inhabitants</li> </ul> <p>Phase 3 – Financial support for the preparation of LAGs applications</p> <p>Eligibility criteria:</p> <ul style="list-style-type: none"> <li>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).</li> <li>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</li> <li>Groups out of which at least one representative has followed a training on Leader under this programme or another training</li> </ul> <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><b>AXIS 6 – PROMOTING SOCIAL INCLUSION _KAI 6.1 –</b></p> <p><b>Developing social economy</b></p> <p>"Target groups</p> <ul style="list-style-type: none"> <li>• Roma population;</li> <li>• Persons with disabilities;</li> <li>• Young people over 18 who leave the state child protection system;</li> <li>• Families with more than two children, including single parent families;</li> <li>• Children at risk;</li> <li>• Early school leavers;</li> <li>• Women;</li> </ul>	



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



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SOP HRD (FDI)	NRDP
<p><b>KAI 3.1 – Promoting entrepreneurial culture "</b></p> <p><u>" Target groups</u></p> <ul style="list-style-type: none"> <li>• Employees;</li> <li>• Management staff from enterprises, especially micro-enterprises and SMEs;</li> <li>• Entrepreneurs;</li> <li>• People who want to start an independent business activity;"</li> </ul>	<p><b>the rural economy/ Measure 312 Support for the creation and development of micro-enterprises- 2200 applicants, 442 selected, 172 contracted"</b></p> <p><u>" Beneficiaries</u></p> <p>Micro-enterprises as defined by the Commission Recommendation 2003/361/ EC and the national legislation in force<sup>35</sup> (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 persons<sup>36</sup> and operate as a micro-enterprise."</p>
	<p><b>Axis 1 : Improving the competitiveness of agricultural and forestry sector/Measure 143 Providing farm advisory and extension services-no projects</b></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"> <li>a) Farmers – owners of semi- subsistence farms;</li> <li>b) Young farmers and their setting up;</li> <li>c) Farmers applying for measure 214 – “Agri-environment payments”;</li> <li>d) Farmers (only natural persons) applying for measure 221 - “First</li> </ul>



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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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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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<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 areas<sup>39</sup>.

**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
<b>2003</b>	16.7	69.0	14.3	18.7	63.0	18.3
<b>2004</b>	16.1	69.4	14.5	18.3	63.2	18.5
<b>2005</b>	15.6	69.6	14.8	17.8	63.4	18.8
<b>2006</b>	15.4	69.8	14.8	17.7	63.6	18.7
<b>2007</b>	15.3	69.9	14.8	17.4	63.9	18.7
<b>2008</b>	15.2	69.9	14.9	17.4	64.0	18.6

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

<sup>39</sup> 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 forecasts<sup>40</sup> 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 2008<sup>41</sup>.

### ***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 countries<sup>42</sup>.

Such processes already started and the relevant ones for the purpose of the ad-hoc evaluation report are summarised in the followings<sup>43</sup>:

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

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

<sup>41</sup> National Report on NRDP implementation -2008

<sup>42</sup> National Report on NRDP implementation – 2008

<sup>43</sup> 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 18<sup>th</sup> month of increase, and this is a situation encountered for the



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first time after 1989 (except 1991)<sup>44</sup>. 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 areas<sup>45</sup>.

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;

<sup>44</sup> NAE- Draft Activity Report 2009

<sup>45</sup> 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 type<sup>46</sup>.

- 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

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<sup>46</sup> 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 facts<sup>47</sup>:

- 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 expenditure<sup>48</sup> 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.

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<sup>47</sup> 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)

<sup>48</sup> 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);

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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).<sup>49</sup>

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

<sup>49</sup> 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
<b>ILO unemployment rates 15-64 years old</b>	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 [%]
<b>15 - 64 years</b>	<b>Total</b>	<b>62.4</b>	<b>63.7</b>	<b>63.0</b>	<b>62.9</b>
	<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>
<b>15 - 24 years</b>	<b>Total</b>	<b>31.9</b>	<b>31.0</b>	<b>30.5</b>	<b>30.4</b>
	Urban	25.4	24.7	24.6	24.9
	Rural	40.9	39.7	38.5	37.5
<b>25 - 34 years</b>	<b>Total</b>	<b>78.7</b>	<b>79.4</b>	<b>78.3</b>	<b>77.6</b>
	Urban	80.8	82.5	81.4	81.3
	Rural	75.9	75.2	73.8	72.1
<b>35 - 54 years</b>	<b>Total</b>	<b>78.0</b>	<b>80.1</b>	<b>79.4</b>	<b>78.7</b>



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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
<b>55 - 64 years</b>	<b>Total</b>	<b>40.4</b>	<b>42.8</b>	<b>42.4</b>	<b>44.2</b>
	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 rate<sup>50</sup> 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<sup>51</sup> (46.8% in 2008) started to decrease beginning with 2006 and is lower than for males and the national average (Annex, Table 16).

<sup>50</sup> Activity rate 15 years and over

<sup>51</sup> 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-	<b>Total</b>	<b>57.7</b>	<b>58.8</b>	<b>58.8</b>	<b>59</b>
	<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	<b>Total</b>	<b>25.6</b>	<b>24.5</b>	<b>24.4</b>	<b>24.8</b>
	Urban	18.7	18.0	18.5	19.1
	Rural	35.2	33.5	32.2	32.0
25 - 34 years	<b>Total</b>	<b>72.8</b>	<b>73.3</b>	<b>73.2</b>	<b>73.1</b>
	Urban	73.8	75.4	75.6	76.3
	Rural	71.3	70.3	69.8	68.5
35 - 54 years	<b>Total</b>	<b>73.5</b>	<b>75.6</b>	<b>75.3</b>	<b>75.1</b>
	Urban	73.2	76.3	75.1	74.9
	Rural	74.2	74.4	75.6	75.4
55 - 64 years	<b>Total</b>	<b>39.4</b>	<b>41.7</b>	<b>41.4</b>	<b>43.1</b>
	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 period<sup>52</sup>.

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 points<sup>53</sup>.

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 economy<sup>54</sup>
- Employed population moved from industry to agriculture: in 2007 29.5% and in Q3 2008 30.3% was involved in agriculture, however

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

<sup>53</sup> EUROSTAT - Employment in Europe-2009

<sup>54</sup> 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 existence<sup>55</sup> 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.

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<sup>55</sup> 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	<b>Total</b>	<b>7.5</b>	<b>7.6</b>	<b>6.8</b>	<b>6.1</b>
	<i>Urban</i>	<b>8.9</b>	<b>8.6</b>	<b>7.7</b>	<b>6.8</b>
	<i>Rural</i>	<b>5.7</b>	<b>6.2</b>	<b>5.4</b>	<b>5.1</b>
15 - 24 years	<b>Total</b>	<b>19.7</b>	<b>21.0</b>	<b>20.1</b>	<b>18.6</b>
	Urban	26.3	27.3	24.7	23.2
	Rural	13.9	15.6	16.3	14.7
25 - 34 years	<b>Total</b>	<b>7.6</b>	<b>7.7</b>	<b>6.5</b>	<b>5.8</b>
	Urban	8.7	8.6	7.1	6.2
	Rural	6.0	6.4	5.5	5.0
35 - 54 years	<b>Total</b>	<b>5.7</b>	<b>5.7</b>	<b>5.1</b>	<b>4.6</b>
	Urban	6.4	6.3	6	5.1
	Rural	4.4	4.7	3.7	3.7
55 - 64 years	<b>Total</b>	<b>2.4</b>	<b>2.6</b>	<b>2.3</b>	<b>2.5</b>
	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 males<sup>56</sup>.

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<sup>56</sup> 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 rates<sup>57</sup> of population aged 25-64 years old by educational level (ISCED 1997) – 2005 - 2009**

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

Source: EUROSTAT

### *Registered unemployment and unemployment rates<sup>58</sup>*

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 18<sup>th</sup> 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

<sup>57</sup> ILO unemployment rate

<sup>58</sup> 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.<sup>59</sup>

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.

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<sup>59</sup> 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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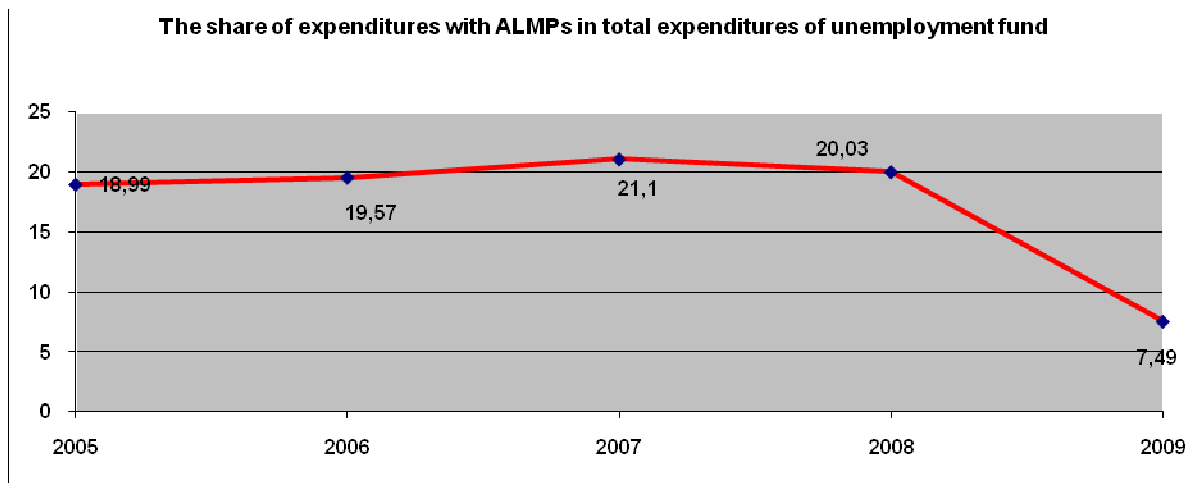
### *Unemployment Fund*

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 Learning<sup>60</sup> (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.

<sup>60</sup> 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 areas<sup>61</sup>.

### *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

<sup>61</sup> 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
<b>Total</b>	13 816.9	13 801.6	13 772.7	13 747.4
<b>Male</b>	7 098.8	7 142.3	7 115.4	7 103.3
<b>Female</b>	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
<b>EU-27</b>	2	3.2	2.9	0.7	-4.2
<b>EU-25</b>	1.9	3.1	2.9	0.6	-4.2
<b>Romania</b>	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
-	-	<b>NORTH - EAST</b>	<b>33.8</b>	<b>31.5</b>	<b>31.1</b>	<b>30.8</b>
-	-	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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Age group	Area type	Regions	2005 [%]	2006 [%]	2007 [%]	2008 [%]
-	-	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
<b>Total</b>	54.0	55.0	54.8	54.5
<b>Male</b>	61.7	62.7	62.6	62.8
<b>Female</b>	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	<b>TOTAL</b>	<b>47.9</b>	<b>49.8</b>	<b>49.5</b>	<b>49.9</b>
-	-	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	<b>TOTAL</b>	<b>53.0</b>	<b>52.6</b>	<b>53.6</b>	<b>53.2</b>
-	-	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
	<b>TOTAL TARA</b>	<b>4,9</b>	<b>5,2</b>	<b>5,6</b>	<b>5,7</b>	<b>5,8</b>	<b>6,0</b>	<b>6,3</b>	<b>6,6</b>	<b>6,8</b>	<b>7,1</b>	<b>7,5</b>	<b>7,8</b>	<b>6,3</b>



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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
<b>Average</b>	<b>823.39</b>	<b>81.6</b>	<b>48.0</b>	<b>2.6</b>	<b>2.9</b>	<b>24.7</b>	<b>18.4</b>	<b>2.6</b>	<b>15.8</b>
• 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
<b>URBAN</b>	<b>937.48</b>	<b>90.7</b>	<b>60.9</b>	<b>0.4</b>	<b>2.7</b>	<b>23.6</b>	<b>9.3</b>	<b>3.1</b>	<b>6.2</b>
<b>RURAL</b>	<b>684.48</b>	<b>66.6</b>	<b>26.5</b>	<b>6.2</b>	<b>3.4</b>	<b>26.5</b>	<b>33.4</b>	<b>1.5</b>	<b>31.9</b>

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		
<b>Average</b>	<b>738.25</b>	<b>82.4</b>	<b>61.0</b>	<b>21.3</b>	<b>23.2</b>	<b>16.5</b>	<b>15.1</b>	<b>17.6</b>
• 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
<b>URBAN</b>	<b>821.50</b>	<b>93.0</b>	<b>68.1</b>	<b>23.8</b>	<b>24.1</b>	<b>20.2</b>	<b>19.7</b>	<b>7.0</b>
<b>RURAL</b>	<b>636.90</b>	<b>65.7</b>	<b>50.0</b>	<b>17.5</b>	<b>21.8</b>	<b>10.7</b>	<b>7.8</b>	<b>34.3</b>

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
<b>I. TOTAL INCOME</b>	<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
<b>A. Money Income (1+2+3+4+5+6+7)</b>	<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
<b>1. Gross salaries and other earnings</b>	<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
<b>2. Agriculture income out of which:</b>	<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
<b>3. Income from independent non-agricultural activities</b>	<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
<b>4. Income from social provisions</b> <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
<b>5. Property income</b>	<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
<b>6. Income from the sale of assets of the household patrimony</b>	<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
<b>7. Other income</b>	<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>B. In kind income</b>	<b><i>Quarter I</i></b>	<b>404.89</b>	<b>256.05</b>	<b>599.62</b>



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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
<b>II. LOANS AND CREDITS TAKEN, SUMS FROM C.E.C., BANKS, ETC.</b>	<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
<b>III. CASH BALANCE ACCOUNT IN THE BEGINNING OF THE PERIOD</b>	<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
<b>GENERAL TOTAL (I + II + III)</b>	<i>Quarter I</i>	2 541.03	2 864.26	2 118.16
	<i>Quarter II</i>	2 642.05	3 028.16	2 141.89
	<i>Quarter III</i>	2 575.36	2 952.63	2 089.15
	<i>Quarter IV</i>	2 691.66	2 958.01	2 341.68

Source: NIS