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GUVERNUL ROMÂNIEI  
MINISTERUL MUNCII, FAMILIEI  
ȘI PROTECȚIEI SOCIALE  
AMPOSDRU



Fondul Social European  
POSDRU 2007-2013



Instrumente Structurale  
2007-2013

111a.4. Comparative analysis of the services provided by the PES against similar services provided by private organizations.

111a.5 Analysis the matching of the services provided by the PES against the existing employment demands in the present socio-economic context.

111a.6. Analysis of the professional training and existence of transferable competences of PES employees.

## 1.5 Labour market context

As the evaluation activities required a focus on the PES within the current socio-economic context; an outline profile of the labour market, employment sectors and related socio-economic factors was prepared, and set a context for the evaluation activities. This profile is presented in Annex 1; and is in summary as follows:

Key features of the Romanian labour market 2008-2010 are low activity and employment rates, and increasing unemployment with relatively higher rates for younger and older people. The labour market is also characterised by the disproportionate size of the agriculture sector and the relatively small size of the services sector. Reflecting the high unemployment the rate of job vacancies has been in decline; also there is limited internal rural-urban migration while emigration is high. A reluctance to use temporary contracts and the prevalence of undeclared work contributes to inflexibility in the Romanian labour market. The prevalence of undeclared work is influenced by high taxes on labour, time consuming tax payment procedures and insufficient encouragement for beneficiaries of social assistance to seek employment. There is also an increasing poverty rate; the most vulnerable groups are poor people, children, youth, Roma population, self-employed in urban areas, rural poor and the unemployed. The longer term demographic pattern, an ageing population, suggests increasing pressure on the Social Insurance Budget. The labour market context, in which the PES was operating at the time of this evaluation, was dominated by change from labour supply shortages to oversupply and increasing unemployment.

## 1.6 Methodology



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Data was collected for the evaluation through a range of methods including documentary review, review of project data, key stakeholder interviews, group meetings and surveys. Details of the data collection methods for each evaluation question are provided in Annex 2 - Methodology in tabular form<sup>1</sup>.

### 1.6.1 Desktop research

'Desk top' research was initially undertaken to provide a basis for analysis and further evaluation. This included review of documentation, statistics and other relevant research literature. Key secondary data sources examined were:

- Relevant SOPHRD documents including the OP, the Framework document for Implementation and the Beneficiaries Operational Manual;
- Relevant PES documents including NAE Annual Activity Reports for 2008 and 2009; Law 76/2002, Training Plan for 2009 and 2010, and other data from the NAE web-site; and NAE IB data on PA4 SOPHRD projects;
- Relevant national policy documents including National and Regional Employment Strategies;
- Review of published data on the SOPHRD PA4 contracted projects contained on the MA and IB NAE websites;
- Review of research on PES in the EU; this included studies that addressed aspects of PES effectiveness, efficiency and relevance in a range of countries (e.g. Ireland, UK, Netherlands, France, Denmark). Summary findings from this review are included in the Annex 3 - Research on PES in EU

### 1.6.2 Fieldwork

Extensive fieldwork and primary research (interviews, group meetings and surveys) was carried out with a wide range of internal PES stakeholders, and representatives of external stakeholder agencies and organisations across a range of regions in Romania. This included face-to-face interviews (42) and group meetings (3) with internal and external PES

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<sup>1</sup> Annex 2. Table A2.1.