



ROMANIA

**The National Agency for Employment
- overview -**





NAE-Romania

Objectives

Attributions

Organisation

Main services

Management based on indicators

Budget

Recent priorities

Current challenges



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Public institutions of national interest, with legal personality

set-up at January 1st, 1999

The National Agency for Employment (NAE) took over the structure of the Labour Offices within the General Directorates of Labour and Social Protection of the Ministry of Labour



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Operates

**under the
authority**

of the MLFEO

Implements the policies and strategies in the field of employment and vocational training, having as main objectives:

Stimulate employment and increase the level of employment

Ensure equal opportunities on the internal labour market

Prevent unemployment

Protect the persons under the Unemployment Insurance System

Stimulate the jobseekers' participation in vocational training services

Increase the social inclusion



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Main attributions

Provides counseling and guidance to the jobseekers and intermediates between them and the employers

Calculates the labour market statistical indicators and makes them available to the public

Makes-up the justification and submits to the MLFEO the draft Unemployment Insurance Budget

Facilitates the free movement of Romanian workers abroad

Ensures the implementation of HRD programs, financed from EU funds

Submits to the MLFEO draft legal documents in the field of employment, vocational training and social protection



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ORGANISATION

NAE

County Agencies
for Employment

42

Regional Adult Training
Centers

6

National Center for
own staff training

1

Local Agencies

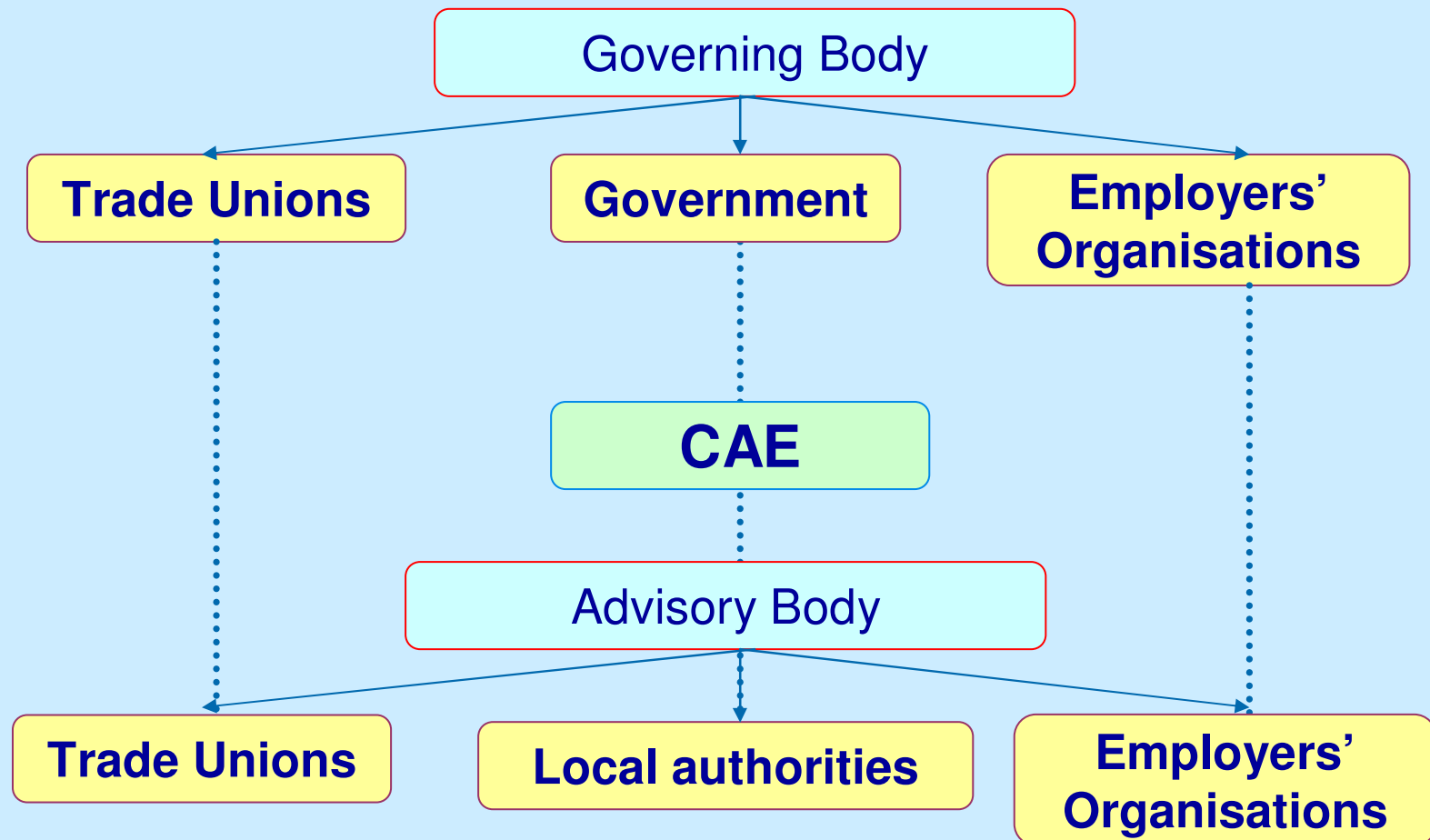
Total no. of staff: 3272
out of which:

- Central level – 255
- CAE – 2887
- RATC – 115
- NOSTC Rasnov - 15



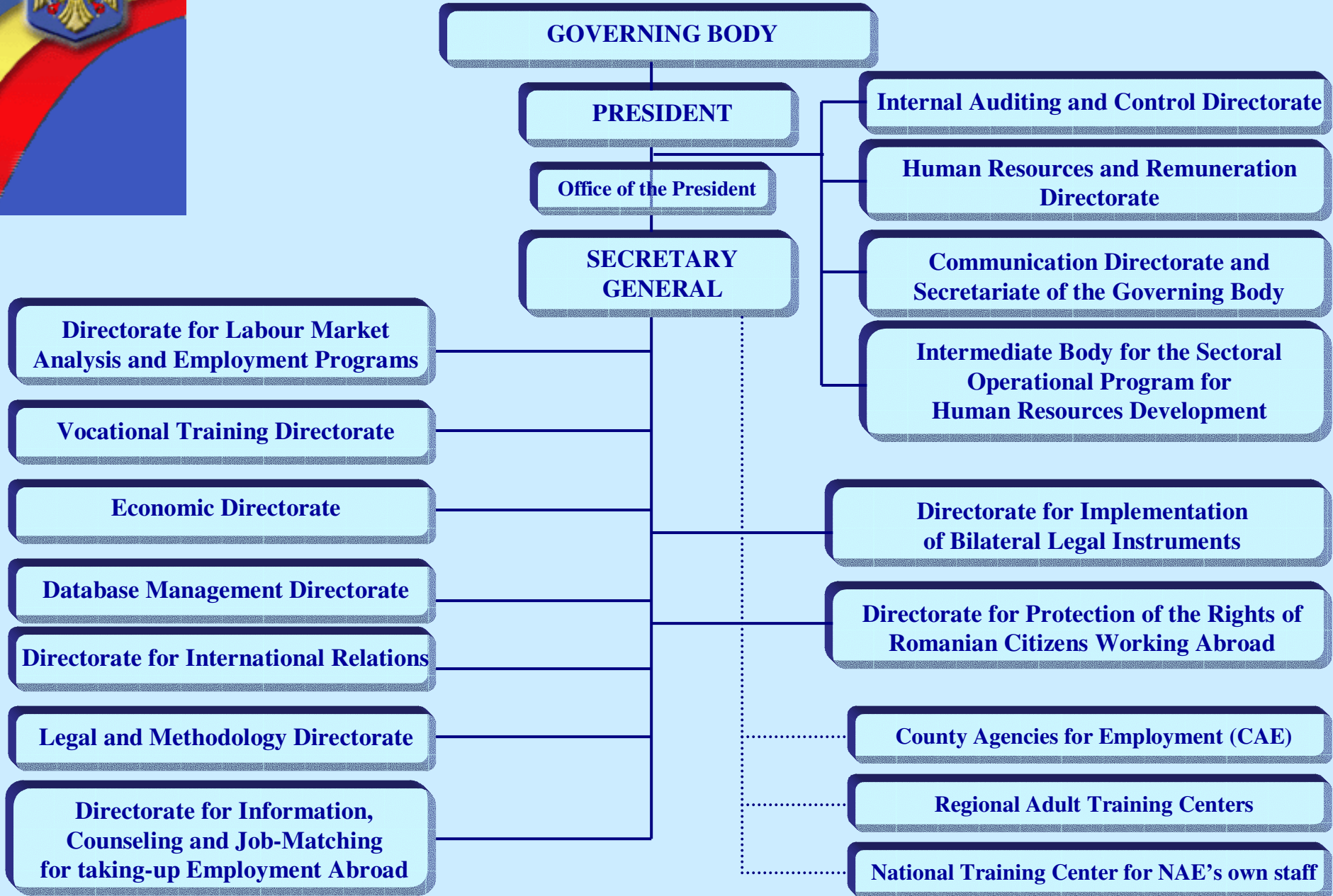
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The NAE is organised and functions based on a tripartite principle





NAE – ORGANISATIONAL CHART





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European Employment
Strategy

Governing Program

Programming documents

**2002 - Joint Assessment Paper of
Employment Policy Priorities (JAP)**

**National Action Plans for
Employment (NAPE) → 2006
National Reform Program (2007)**

Employment Strategy 2004-2010

**Continuing Vocational Training
Strategy 2005-2010**

National legislation
(*Law No.76/2002, etc.*)



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Employment Programs

Annual Employment Programs

Structured by:

- types of measures;
- target groups;
- counties.

Special Employment Programs

- For disadvantaged localities:
 - from rural areas;
 - made-up of Roma;
- The Danube Delta
- Jiului Valley



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TARGET GROUPS

- ✓ young graduates
- ✓ young people at risk of marginalization
- ✓ Roma ethnic minority
- ✓ persons from rural areas
- ✓ unemployed aged over 45
- ✓ persons with disabilities



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PASSIVE MEASURES

Unemployment benefit – granted for:

- 6 months, for at least one year of contribution;
- 9 months, for at least 5 years of contribution;
- 12 months, for over 10 years of contribution.

VALUE = 75% of the gross minimum wage at national level, to which a percentage quota of the previous average gross monthly wages is added:

- 3% - for a contribution period of at least 3 years;
- 5% - for a contribution period of at least 5 years;
- 7% - for a contribution period of at least 10 years;
- 10% - for a contribution period of at least 20 years.



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ACTIVE MEASURES

Measures designed for jobseekers

- ✓ Vocational information and counseling
- ✓ Job-matching
- ✓ Vocational Training
- ✓ Consultancy and assistance for starting an independent activity or a business
- ✓ Supplementing the employees' wage income
- ✓ Stimulating the mobility of the labour force
- ✓ Employment bonuses for graduates and an amount equal to the unemployment indemnity they would have been entitled to receive



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ACTIVE MEASURES

Measures designed for employers

✓ Job subsidies

- graduates of educational institutions
- unemployed aged over 45 or unemployed who are single parents
- unemployed who would meet, within 3 years from the date of employment, the conditions for retirement
- persons with disabilities

✓ Cofinancing the vocational training programs organised for their own staff

✓ Programs envisaging temporary employment for community development

✓ Granting low-interest credits for creating new jobs;

✓ Tax incentives for hiring persons from disadvantaged categories



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Budget

The financing of the active and passive measures is done out of the Unemployment Insurance Fund:

- ✓ this Fund is separate from the State Budget, and is approved by the Parliament;
- ✓ made-up from contributions of the employers (2%) and employees (1%);

Expenditures out of the Unemployment Insurance Fund:

PASSIVE MEASURES:

- ✓ unemployment indemnity – differentiated function of the length and level of contribution.

ACTIVE MEASURES:

- ✓ the weight of expenditures on active measures has increased constantly, in the past years, from 2.27% in 2000, to about 20% in 2006.

NAE ADMINISTRATION EXPENDITURES



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RECENT PRIORITIES:

Increase the quality of the services – a number of 36 local agencies, as well as the NAE headquarters have ISO 9001 certification

Developing partnerships – with the trade unions, the employers' organisations, the NGOs, the private employment services

Decentralizing the employment services

Subcontracting a number of services: vocational training, information and counseling, consultancy and assistance for setting-up a business, IT services



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CURRENT CHALLENGES:

Structural unemployment

Lack of qualified staff in certain areas required by the labour market.

Improving the co-operation with the employers.

Providing personalized services.

Labour force migration (starting with April 2007, the NAE took over the Labour Force Migration Office).