



**FOR INTERNAL USE**

# **European Network of Public Employment Services**

PES Capacity Questionnaire  
Country Factsheet

Romania  
National Agency for Employment (NAE)  
2019



Written by ICON INSTITUT Public Sector GmbH  
October 2019

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*Social Europe*

## **EUROPEAN COMMISSION**

Directorate-General for Employment, Social Affairs and Inclusion  
Directorate B — Employment  
Unit B1 — Employment Strategy

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The European Network of Public Employment Services was created following a Decision of the European Parliament and Council in June 2014<sup>1</sup>. Its objective is to reinforce PES capacity, effectiveness and efficiency. This activity has been developed within the work programme of the European PES Network. For further information: <http://ec.europa.eu/social/PESNetwork>.

This activity has received financial support from the European Union Programme for Employment and Social Innovation 'EaSI' (2014-2020). For further information please consult: <http://ec.europa.eu/social/easi>.

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<sup>1</sup> DECISION No 573/2014/EU

## About the National Agency for Employment (NAE)

<b>Name of PES</b>	National Agency for Employment
<b>PES Website address</b>	www.anofm.ro
<b>PES contact person and email address</b>	Petru BLANARIU petru.blanariu@anofm.ro

## 1. Background

### 1.1. Status of the national PES

The NAE (the Romanian PES) is an autonomous public institution operating under the authority of the Ministry of Labour and Social Justice (MoLSJ). At national level it is led by a tripartite government body comprising 15 members. The government, the trade unions and the employers' organisations appoint five members each. At county level a similar arrangement applies, though the government representatives are from the local authorities.

The main objectives of PES are to:

- Stimulate employment and increase worker mobility;
- Provide unemployment benefits;
- Protect people in receipt of benefits;
- Encourage the participation of jobseekers in vocational training;
- Prevent unemployment;
- Ensure equal opportunities for jobseekers and combat discrimination in the workplace;
- Promote social inclusion;
- Facilitate the free movement of workers.

### 1.2. Geographical organisation

The PES is organised according to the following structure:

Level	Description
<b>National</b>	<i>Central office</i> - located in Bucharest. It coordinates the activities of the regional structure. There is also a National Training Centre for PES staff
<b>Regional</b>	<i>County Agencies for Employment (CAE) (42)</i> – which have, within their structure, Local Agencies for Employment, and Jobcentres, spread throughout the country. There are also 8 Regional Training Centres (RATC)
<b>Local</b>	<i>Local Agencies for Employment (71) and Jobcentres (156)</i> – providing services to jobseekers and employers

### 1.3. Relationships and cooperation with other organisations

The PES operates and cooperates with a range of organisations with different types of relationships, of which the principal ones are as follows:

- The PES at national level has a tripartite governing body of 15 comprising equal numbers from the government, the trade unions and employers' organisations. This is replicated at county level, where the government representatives are from local authorities.



### 1.4. Key PES responsibilities

The key activities and tasks and the PES responsibilities within them are set out in the table below:

Activity/Task	PES Responsibility
Implementation of services of individualised assistance (e.g. intensive counselling and guidance, job-search assistance) and follow-up for unemployed people provided as part of a planned path towards durable (re-) employment (cf. services as in Eurostat LMP database Category 1.1.2)	Fully responsible
Implementation of ALMP (Active Labour Market Policy) measures (any measures within Eurostat LMP database Cats. 2-7) financed by national funds or ESF (the European Social Fund) co-funding	Fully responsible
Administration of national unemployment benefit (UB) scheme (handling of UB claims, payments, financial planning and reporting, etc.)	Fully responsible
Administration of social types of allowances (e.g. child allowances for UB recipients), please specify each allowance separately:	Not responsible
Administration of benefits for people with disabilities or handicapped people, please specify which exact group(s) are covered:	Not responsible
Approval of layoffs by employers. Please specify if this concerns specific conditions or situation only:	Not responsible
Licensing and supervising private employment agencies (PrES), please specify whether this covers PrES, temporary work agencies, or another type of service provision by private companies:	Fully responsible – but only for PrES
Notification of apprenticeship places and placement of apprenticeship candidates	Fully responsible
Careers advice and guidance for young people still in education	Partly responsible – the PES provides guidance for final year high school and university students
Acting as Managing Authority for the ESF	Not responsible
Managing training centres for jobseekers (that are an integral part of the PES)	Fully responsible
Issuing of work permits for third country nationals (e.g. dealing with applications, approving and issuing, keeping records, reporting, etc.)	Not responsible
Other – please specify:	None

### 1.5. PES good practice

Examples of good practice in the Romanian PES identified by the European Network of PES are listed below:

EN		PES Practice: CallCemm – E-centre for labour market services	2015
EN		PES Practice: Sheltered employment in the 'Util Deco' authorised protected units	2015

Source: EC DG EMPL, PES Practices: <http://ec.europa.eu/social/main.jsp?catId=1206&langId=en>

## 2. Annual expenditure

Total PES expenditure fell by EUR 197.7 million or 49% between 2016 and 2018, standing at EUR 204.9 million in 2018. Over the same period, expenditure on all types of benefit fell by EUR 127.1 million or 61% and expenditure on ALMPs (Active Labour Market Policies) increased by EUR 9.3 million or 20%. While other expenditure fell by 68% within 2013 and 2018, other expenditure categories remain stable.

The principal source of funding for PES activities is the Unemployment Insurance Fund.

**Table 1. Annual expenditure summary (EUR million)**

Expenditure category	2013	2014	2015	2016	2017	2018
Total PES	402.6	350.4	296.5	224.5	208.1	204.9
All types of benefits	209.5	185.8	137.0	110.9	95.7	82.4
ALMPs	46.3	44.1	42.9	40.3	51.4	55.6
Staff costs	20.4	23.4	22.3	22.3	23.8	26.2
Staff training costs	0.01	0.04	0.01	0.03	0.005	0.004
Budget intended for other institutions	0	0	0	0	0	0
Other expenditure	126.3	97.2	94.3	50.9	37.2	40.7

Source: Annual PES Benchmarking Data Collection.

## 3. Human resources

The total number of PES staff increased slightly by 96 people or 5% over the 2016 to 2017 period but remained stable from 2018 to 2019, standing at 2 175 FTE (Full Time Equivalent) at the end of April 2019. The proportion of total staff directly in contact and dealing with jobseekers and employers (front office staff) has also remained stable and is currently at 70%. The expectation is that there will be further increases in PES staff numbers to work on additional ESF projects.

Overall staff turnover in 2017 was around 7%.

**Table 2. Staffing summary (FTE, as at 30 April each year)**

Staff category	2016	2017	2018	2019
Total PES staff	2 079	2 175	2 175	2 175
Of which (absolute and in % of total PES staff):				
Front office staff	1 531	1 521	1 521	1 521
% front office staff	74%	70%	70%	70%
Staff turnover (for all reasons – figure for calendar year)	N/A	7%	N/A	N/A

Source: Responses to PES Capacity Questionnaire.

## 4. Registered unemployed

The number of registered unemployed jobseekers fell by 164 195 or 35% between 2013 and 2018, ending the period at 304 535. Over the period 2013-2018, participants in ALMPs fell by 1 905 or 26%, with 5 532 in ALMP measures in 2018.

**Table 3. Registered unemployed jobseekers and participants in ALMPs (average monthly stock each year)**

Client Group	2013	2014	2015	2016	2017	2018
Registered unemployed jobseekers*	468 730	468 461	449 213	416 351	367 203	304 535
Participants in ALMPs**	7 437	7 329	6 620	6 914	7 447	5 532

\*The number of people registered with the PES, who are available for the labour market and who are, or should be, looking for a job, excluding those on any active labour market policy (ALMP) measure.

\*\* The number of people participating in ALMP measures in the following categories (according to the LMP database): Training (Category 2); Job rotation and job sharing (Category 4.3); Sheltered and supported employment and rehabilitation (Category 5); and Direct job creation (Category 6).

Source: Annual PES Benchmarking Data Collection.

## 5. Job Vacancies

The monthly average of job vacancies notified to the PES remained stable between 2013 and 2018, ending the period at 40 925 in 2018. The proportion of monthly average job vacancies notified to the PES that were filled stood at 56% in 2018.

The share of the job finders who found their present job with PES involvement at any point decreased between 2013 and 2018, ending the period at 2.3%.

**Table 4. PES Job vacancies**

Vacancy measure	2013	2014	2015	2016	2017	2018
Vacancies notified to the PES (monthly average inflow) *	40 763	52 626	55 015	36 768	39 633	40 925
Vacancies notified to the PES that were filled (monthly average outflow at the end of the month) *	23 427	26 579	25 184	24 078	24 113	22 728
Vacancies notified to the PES that were filled within 60 days of notification (monthly average outflow at end of month) *	N/A	N/A	N/A	N/A	N/A	N/A
Share of the formerly unemployed who stated in Eurostat's Labour Force Survey that the PES was involved at any moment in finding their current job ( <i>proxy for vacancies filled with PES assistance</i> ) **	4.0%	3.1%	3.5%	3.2%	3.0%	2.3%

Source:

\* Annual PES Benchmarking Data Collection.

\*\* European Union Labour Force Survey (EU LFS).

## 6. Active labour market policies (ALMPs)

No new employment measures were introduced in 2018. Two amendments were made to existing measures last year (see Table 6).

**Table 5. New ALMPs introduced in 2018**

Intervention name	Target group(s)	Type
No new ALMPs were introduced in 2018	N/A	N/A

**Table 6. ALMPs modified in 2018**

Intervention name	Target groups	Type	Main modifications
<i>Subvenționarea locurilor de muncă</i> <i>Provision of wage subsidies</i>	Jobseekers	2	- doubling the amount of monthly subsidy granted to employers to conclude an apprenticeship contract
	Graduates of higher education	4	- increasing, by about 1.67 times, the amount of monthly subsidy granted to employers to conclude an internship contract
	Unemployed: - aged over 45 - long-term - breadwinners for single-parent families - retirement or early retirement conditions fulfilled within 5 years	4	- increasing, by two and a half times, the number of subsidies granted to employers for employing unemployed people from the target groups

Intervention name	Target groups	Type	Main modifications
	Young NEETs	4	- increasing by two and a half times the amount of subsidy granted to employers for employing young NEETs
	Graduates of educational institutions	4	- increasing by two and a half times the amount of subsidy granted to employers for employing graduates
	Young people at risk of social marginalisation	4	- doubling the ceiling of subsidy granted to employers for employing young people from the target group
	Disabled people, including graduates with disabilities	5	- increasing by two and a half times the amount of subsidy granted to employers for employing disabled people
<i>Completarea veniturilor salariaților</i> <i>The Earnings Supplement</i>	Unemployed people not benefiting from unemployment benefit	4	- doubling the amount of the activation bonus granted to unemployed people registered in the target group - changing the manner of providing the activation bonus by granting the subsidy in two instalments: half of the set amount on the employment date and the other half after 3 months in employment.

\* Classification of ALMPs according to the EU LMP database: Training (Category 2); Employment incentives (including job rotation and job sharing) (Category 4); Sheltered and supported employment and rehabilitation (Category 5); Direct job creation (Category 6); and Start-up incentives (Category 7).

Source: Responses to PES Capacity Questionnaire.

The following table shows the types of ALMPs that are primarily used for each of the client sub-groups listed in the table.

**Table 7. Types of ALMP for specific client groups**

Target group Type of ALMPs	Young people (aged under 25)	Long-term unemployed	Older workers	Disabled	Refugees*
2: Training	✓				
4: Employment incentives	✓	✓	✓	✓	
5: Supported employment and rehabilitation					
6: Direct job creation					
7: Start-up incentives					

\*Applies only to those with a temporary or permanent resident permit (status).

Source: Responses to PES Capacity Questionnaire.



## 7. Main strategic targets for 2018

Table 8 lists the main strategic targets set by the PES in 2018 for all clients and for sub-groups. The first column describes the indicators used, while the second column contains the actual targets set.

**Table 8. Targets for all clients in 2018**

Indicator, including target group and time frame where applicable	Target(s) set for 2018
Level of filling of the available vacancies communicated by employers to the NAE	80%
Level of employment of all jobseekers registered with the NAE	40%
Rate of participation of the unemployed in vocational training courses	12%
Rate of participation of the unemployed in active measures	100%
<b><i>Rate of participation of the unemployed in active measures in the first months following registration, respectively:</i></b>	
In the first 4 months following registration, for young people	100%
In the first 6 months following registration for adults.	100%
Share of young people under age 25 (of the total number of registered young people age under 25) who, in the first 4 months following registration, took up employment, participated in a vocational training course, or concluded an in-work apprenticeship contract or an internship contract.	75%
<b><i>Percentage of employed people in the total number of participants in active measures:</i></b>	
Within 3 months after participating in the final active measure included in the customised package	35%
Within 6 months after participating in the final active measure included in the customised package	40%
<b><i>Percentage of graduates of vocational training programmes who gained employment:</i></b>	
Within 6 months of their graduation exams	40%
Within 12 months of their graduation exams	60%
Share of the long-term unemployed (LTU) aged over 25 who concluded a Job Integration Agreement with the Romanian PES (NAE), as a percentage of the total number of registered long-term unemployed.	65%
Percentage share of the long-term unemployed aged over 25 who gained employment having concluded a Job Integration Agreement with the NAE, as a percentage of the total number of long-term unemployed.	5%
Percentage share of unemployed aged over 25 included in key competence training programmes (literacy and basic maths), or who were recommended for participation in a "second-chance" type of educational programme, of the total number of registered unemployed aged over 25 who have <b>not</b> passed secondary education exams.	5%

Source: Responses to PES Capacity Questionnaire.

## Supporting Youth

### Implementing the Youth Guarantee

#### Responsibilities for the Youth Guarantee

The Ministry of Labour and Social Justice oversees managing the Youth Guarantee (YG) scheme and coordinates partnerships across all levels and sectors.

The NAE (the Romanian PES) is only one of the implementing bodies of the YG, along with the Ministry of National Education and the Ministry of Youth and Sports.

The tasks of the PES in the context of the YG are as follows:

- Registration of young people;
- Provision of PES services including YG services to young people;
- Outreach to NEETs.

The PES's other specific responsibilities under the YG include:

- Granting financial incentives to employers who hire young people at risk of social marginalisation;
- Providing information and guidance services to young people for starting an independent activity or a business;
- Granting mobility bonuses (an employment bonus and a relocation bonus) to the long-term unemployed;
- Counselling young people who want to find a job through EURES;
- Implementing a national information campaign on vocational training through in-work apprenticeships, with the aim of concluding apprenticeship contracts;
- Organising a special Jobs Fair for young graduates of educational institutions at national and local levels, or for those at risk of social marginalisation;
- Providing free services for assessing the jobseeker's competences acquired in non-formal and informal contexts.

#### Involving young people and youth organisations

Youth organisations (and, by extension, young people) were not involved in designing, re-designing or improving the YG services.

#### Partnerships in place and main developments

The PES is not currently involved in partnerships for the implementation of the YG but only in plans to develop such partnerships in the future.

It currently cooperates with the Ministry of Education's school inspectorates to reach out to young people who have left school but not yet registered with the PES.

#### New projects focusing on young people

The following new projects focused on young people were introduced over the period April 2017 to April 2019:

- ACTIMOB 1 - Activation and Mobility for Young NEETs
- ACTIMOB 2 - an alternative Activation and Mobility for Young NEETs
- UNIT 2 RMD - Apprenticeships and internships for young NEETs in the most developed region (a national scheme)
- UNIT 2 RMPD - Apprenticeships and internships for young NEETs from less developed regions (a national scheme)
- INTESPO - Registration of young people with the Public Employment Service

## Resources for implementing the Youth Guarantee

### Human resources

At the end of April 2019, there were no PES staff members dedicated exclusively to the implementation of the YG. No information is available on the training of the PES staff working for the implementation of the YG in the past 24 months.

### Funding for youth programmes (planned)

The funding for youth programmes comes principally from Government Funds, with additional resources for specific projects from the ESF and the EU's Youth Employment Initiative.

## Reaching out to young people, including NEETs

The PES reaches out to young people (including NEETs) through the following activities:

- *Proactive work with schools* – through a collaboration agreement with the Ministry of Education;
- *Cooperation with NGOs and youth organisations* – through cooperation agreements with NGOs and youth organisations;
- *Other: cooperation with other actors on the labour market* - through cooperation agreements with town halls, and social assistance services.

## Information management

The PES has access to the following sources to support implementation of the YG:

- The database of apprenticeship vacancies. Under Law No.279/2005 on in-work apprenticeship, the PES highlights the jobs for apprentices. The PES has information on the number of vacancies for apprenticeships and traineeships, following the implementation of project CARD 2, under SOPHRD 2007-2013.
- The database of traineeship vacancies. Under Law No.335/2013 on internships for graduates of higher education, the PES highlights jobs for interns. The PES has information on the number of vacancies for apprenticeships and traineeships, following the implementation of project CARD 2, under SOPHRD 2007-2013;
- Young people aged 16-24 registered with the PES.

## Timing in the provision of PES services

There is no information on the expected timing of the provision of PES services but the PES monitors progress against the following performance indicator 'the share of young people aged under 25 who, in the first 4 months following registration, take-up employment, participate in a vocational training course, conclude an in-work apprenticeship contract or an internship contract in the total number of registered young people aged under 25.' This performance indicator is set under the Managerial Performance Contract concluded with the Ministry of Labour.

## Monitoring and evaluation

### Time-bound targets

- The National Employment Programme implemented by the PES each year.

### Proportionate targets

- 75% - the percentage of young people under age 25 out of the total of all young people aged under 25, who, during the first 4 months following registration, found work, enrolled on a vocational training course, or concluded an apprenticeship or internship contract.

### **Numerical targets**

- The National Employment Programme has a target of the employment of 49 640 young people under 25.

### **Monitoring and evaluation activities**

- Monitoring how many young people receive an offer within 4 months. The PES monitors young people who receive an offer of employment, vocational training, or skills assessment, within four months of registration. There are statistics on the number of young people employed following job-matching, the number of young people enrolled in vocational training programmes, the number of young people who have had their skills certified as a result of a skills assessment, the number of young apprentices employed, and the number of young interns. This data is collected under the law, and these statistics have been available since March 2014. This monitoring is done quarterly.
- Follow up of young people once they have entered employment or training. The PES monitors the employment status of everyone who has completed a vocational training course after 6 months and after 12 months, including young people. The PES calculates the share of employed people, including young people, in the total number of participants in active measures (1) after 3 months, and then after (2) 6 months, following their participation in an active measure.
- Follow up of young people referred to education and training providers. The PES monitors the employment of young graduates of vocational training courses as of 6 months and 12 months after graduation.

### **Mutual learning activities**

Between April 2017 and April 2019, PES staff did not take part in any mutual learning or technical assistance activities relating to youth.