



ROMANIA

NATIONAL AGENCY FOR EMPLOYMENT



Ballancing labour force supply and demand on a greener economy

Petru BLANARIU

Deputy Director for International Relations, EURES and Mediation



NAE-Romania

Public institution 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



NAE-Romania

Operates

**under the
authority**

of the MLFSPE

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



NAE-Romania

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 MLFSPE 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 MLFSPE draft legal documents in the field of employment, vocational training and social protection



NAE-Romania

ORGANISATION

NAE

County Agencies
for Employment

42

Regional Adult Training
Centers

8

National Center for
own staff training

1

Local Agencies

71

Workpoints

156

Total no. of staff: 2142
out of which:

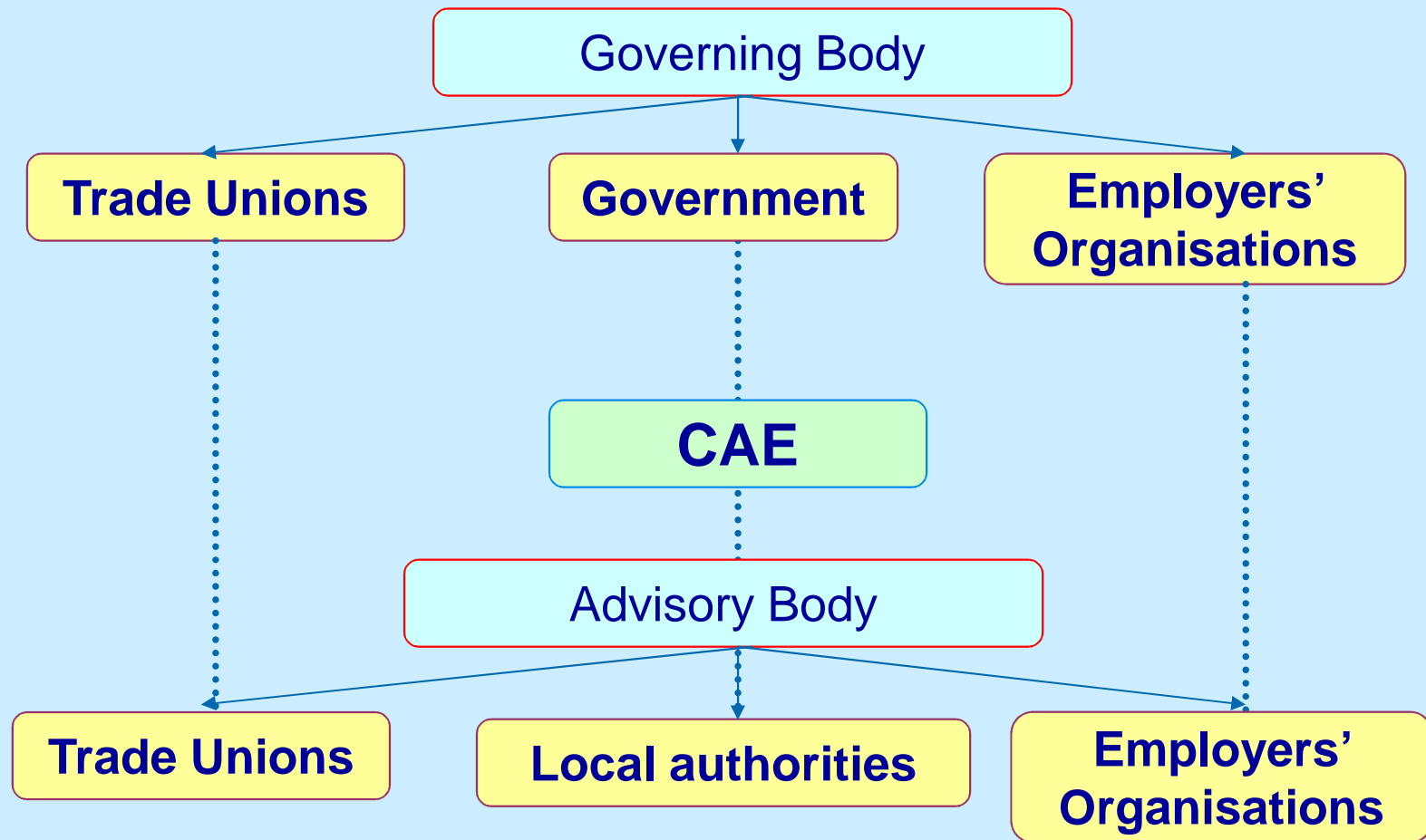
- Central level – 134
- CAE – 1903
- RATC – 95
- NOSTC Rasnov – 10

Frontline staff - 1521



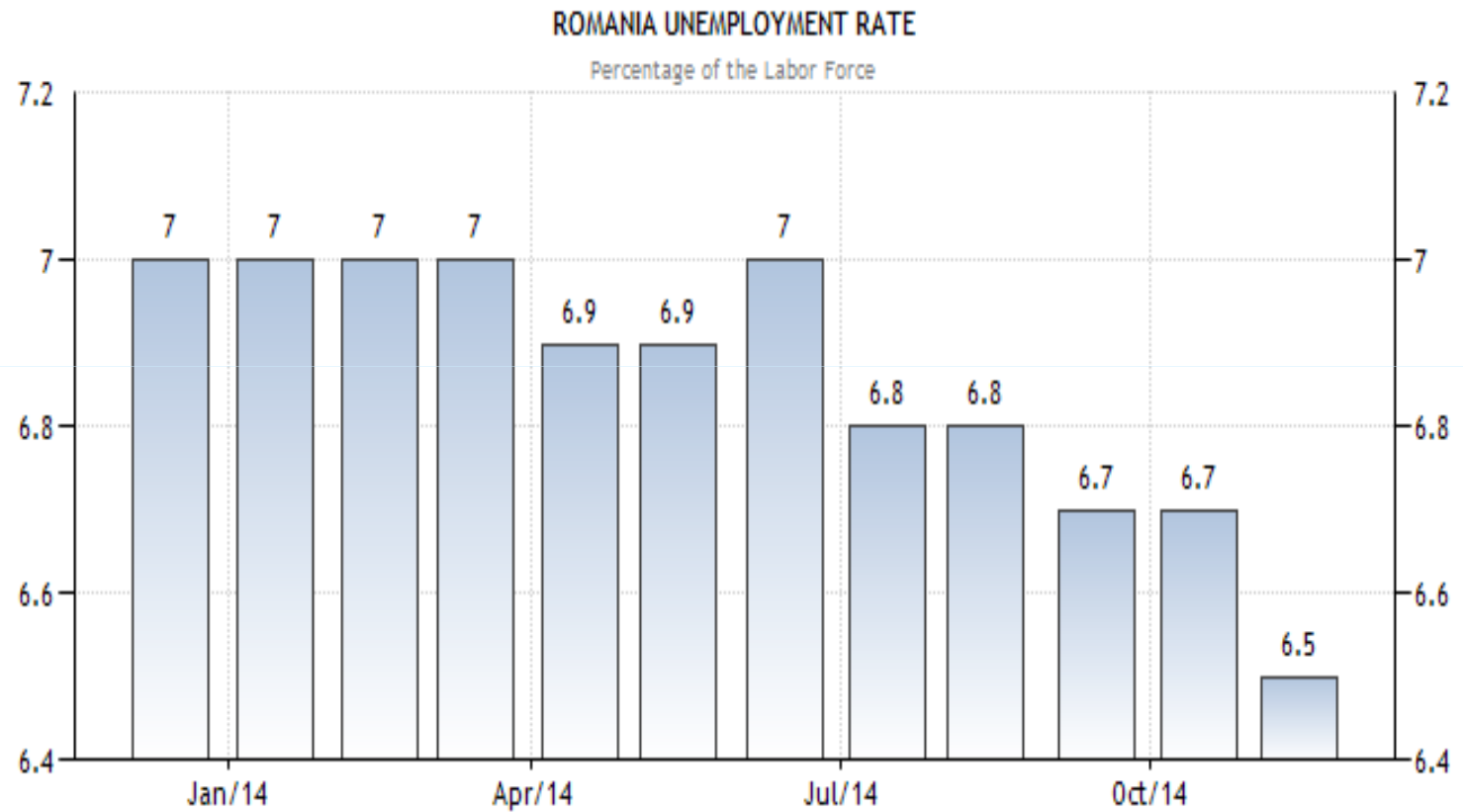
NAE-Romania

The NAE is organised and functions based on a tripartite principle





NAE-Romania





NAE-Romania

Active measures

The available set of employment stimulation measures is sufficiently diversified and can support the restructuring and modernization of the labor market in transition to eco-efficient economy / green without a major change in legislation.

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



NAE-Romania

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 5 years from the date of employment, the conditions for retirement
- persons with disabilities

✓ Cofinancing the vocational training programs organised for their own staff

✓ Tax incentives for hiring persons from disadvantaged categories



NAE-Romania

Results of the National Employment Program for 2014

- Job-matching – 319,781 persons
- Information and counseling - 61,168 persons
- Vocational training - 16,961 persons
- Income support for the unemployed who take-up employment before the end of entitlement to unemployment benefit - 19,213 persons
- Subsidies for employers to hire unemployed aged over 45 - 19,035 persons
- Subsidies for employers to hire unemployed who are breadwinners of single parent families - 363 persons
- Subsidies for employers to hire unemployed who have five years until retirement - 403 persons



NAE-Romania

Results of the National Employment Program for 2014

- Stimulation of the geographical mobility of the labour force - 1,641 persons
- Subsidies to employers who hire graduates of educational institutions - 6,893 persons
- Employment bonuses for graduates of educational institutions - 4,249 persons
- Subsidies to employers who hire disabled persons - 212 persons
- Consultancy and assistance for starting an independent activity or a business - 135 persons
- Subsidies for insertion employers, based on solidarity contracts, according to Law.76/2002 - 420 persons
- Other active measures - 1,573 persons



NAE-Romania

ESF project "Green Jobs" (June 2011-May 2014)

Project objective

Helping to create a system for the identification and registration of green jobs in Romania and to identify instruments for stimulating the creation of such jobs in order to increase the capacity of public employment services to anticipate and manage change on the labour market, in line with the European Commission's requirements contained in the Communication "Europe 2020 - A European strategy for smart, sustainable and inclusive growth".

Specific objectives

- Identify best practices at European level for the definition, identification and registration of green jobs;
- Assess the current situation in Romania and promote the concept of "green jobs";
- Identify ways to stimulate the creation of green jobs in Romania.



NAE-Romania

Moving towards a „green economy”

- ✓ National Strategy for Sustainable Development of Romania - Horizons 2013-2020-2030
- ✓ National Strategy on Climate Change (2013-2020)
- ✓ Other strategies, policies

Economic sectors vulnerable to the adverse effects of climate change: Industry, Agriculture and Fisheries, Tourism, Public Health, Construction and Infrastructure, Transport, Water Resources, Forestry, Energy, Biodiversity, Insurance, Recreation, Education.

Governing Program 2013-2016

Areas where the green economy and green jobs can be developed: Education, Research, Environment, Employment, Energy, Green Public Procurement



NAE-Romania

Moving towards a „green economy”

The transition to a green economy must be supported by:

- ✓ All central government institutions, especially ministries responsible for education, training, employment and social affairs, health
- ✓ The social partners
- ✓ SMEs, NGOs
- ✓ Academic field
- ✓ Research institutes, etc.

- ✓ Green policy tools are being implemented in most EU Member States
- ✓ Indicators of Sustainable Development (Eurostat / NSI) - over 100 indicators, of which 11 key indicators (basic), grouped into main themes (chapters) of sustainable development, according to the objectives defined in the Strategy for Sustainable Development



NAE-Romania

Role of the PES in moving towards a „green economy”

The Public Employment Service (PES) = National Agency for Employment / County Agencies – has a role in ensuring positive transitions in the sense of facilitating entry into the labour market and career development.

Two relevant issues:

- ✓ Identification and analysis of "green" jobs
- ✓ Active employment measures corresponding to the transition to a green economy

Approaches:

- ✓ Prevent unemployment
- ✓ Facilitate employment
- ✓ The most significant component - stimulating employment, by increasing employment opportunities for jobseekers and stimulating employers to hire unemployed and create new jobs



NAE-Romania

Defining „green jobs”

It's an estimative analysis, since there is no definition at national level of the “green jobs”. Eurostat / NSI - the only source of harmonized data. The "green" sector includes those activities aimed at environmental protection, resource management.

- ✓ Broad definition - "any activity where there is a minimal concern for the environment or climate change";
- ✓ In a narrow sense - "only activities strictly / directly related to environmental protection and renewable energy or climate change".



NAE-Romania

Situation in Romania

NIS / Eurostat: "the total population employed in the sector environmental goods and services", based on "number of employees (full-time) in enterprises and public administration units involved in producing environmental goods, services and technologies" – 117,345 persons in 2010, out of which 5.3% worked in "Production and supply of electricity and heating, gas, hot water and air conditioning".

European Employment Observatory, 2013 study:

- ✓ The environmental sectors could represent 25% of total employment
- ✓ Most green / ecological jobs are in agriculture and energy production
- ✓ Without these two sectors, the green activities would be 4.7% of the total employment, or 376,000 persons.



NAE-Romania

Problems in transitioning towards a „green economy”

- ✓ Cutting jobs, especially in traditional sectors, and the lack of adequate strategies, plans, programs
- ✓ There are still no analyses of the impact on employment of promoting a green economy
- ✓ There is no integrated environmental strategy or for a transition to the green economy, to include aspects related to human resources
- ✓ There are no alternative strategies in case "there are no renewable energy sources" etc.
- ✓ Removing from the traditional agricultural circuit of certain terrains – crops of 'energy' plants



NAE-Romania

NAE's database

The "cross-analysis" has identified:

- ✓ Some 250 "green" occupations identified, related to environment protection, energy efficiency and climate change
- ✓ 814 potentially "green" vacancies - about 2% of the total number of vacancies (40,560) in June 2013
- ✓ Approximately 62 "green" occupations, in various sectors:

Most in private companies, full-time, filled in the same month

Educational requirements - from "incomplete secondary school" to "higher education"



NAE-Romania

Conclusions / Recommendations

- ✓ The definition of "green jobs" is quite complicated. The "barrier" between "green" occupations and the rest is very "thin" and interpretable. "Green Job" is a dynamic concept. Definition - according to Eurostat methodology / NIS, plus the additional criterion of "50% green activities"
- ✓ Informing the employers and jobseekers on the importance of green economy
- ✓ Identification, analysis and monitoring of green jobs
- ✓ Linking the information and data collected by the PES to that of other relevant institutions
- ✓ Specializing the PES staff
- ✓ Adaptation of career information and counseling services



NAE-Romania

Conclusions / Recommendations

- ✓ Targeting the active measures towards eco-efficient economic sectors
- ✓ Investment in physical infrastructure and methods used to activate jobseekers
- ✓ Initiative to support green entrepreneurship
- ✓ Piloting, expansion of programs to stimulate the transition to an integrated green economy, including through the ESF
- ✓ Introduce concepts of environmental protection / ecology in the curriculum at all levels
- ✓ Introducing general environmental protection skills in the occupational standards
- ✓ Increased awareness of the public and institutions involved



NAE-Romania

Thank you for your kind attention !

Petru BLANARIU

E-mail: petru.blanariu@anofm.ro