



First Results of the Implementation of the Youth Employment Initiative

Romania



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Unit F1: ESF and FEAD Policy and Legislation

Contact: Resa Koleva-Demonty

E-mail: resa.koleva-demonty@ec.europa.eu

*European Commission
B-1049 Brussels*

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Disclaimer:

This report covers YEI actions programmed in the specified OP and ESF actions programmed under Investment Priority (IP) 8.ii "Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee" in the same OP. Only ESF actions under IP 8.ii, which are programmed in the same Operational Programme as the YEI are taken into account.

This report is based on a desk review of documentary evidence including the national evaluation report, a survey of Managing Authorities and in-depth stakeholder interviews. Data collection for this report took place in October and November 2015, at which point up-to-date data was collected. As a consequence, the **reference period** for implementation progress is respectively 1 September 2013 to December 2015 for the YEI and 1 January 2014 to December 2015 for other relevant ESF actions.

1. Overview of programming of the YEI and related ESF youth employment actions

The YEI is programmed as part of Operational Programme 'Human Capital' (part of ESF 2014-2020). It was approved by the European Commission in February 2015. One of the implementing body is the Ministry of Labour, whilst the Ministry of European Funds is the Management Authority. The OP 'Human Capital' in the period 2014-2020 has seven priority axes. Priority Axes 1 and 2 (PA1, PA2) are dedicated to the implementation of the YG. PA1 is exclusively dedicated to the Youth Employment Initiative and addresses three regions that had youth unemployment rates of more than 25 % in 2012 (Centre: 31,7%; South-East: 31,3%; and South Muntenia: 30,2%). The PA2 addresses NEETs, *including* those at risk of social exclusion, from the other five regions, not eligible for YEI, namely: Bucharest-Ilfov, North-East, North-West, West, South-West Oltenia. Both Priority Axes are supported by ESF (under Investment Priority 8.ii). The measures supported under PA2 also include the implementation of YG.

Table 1 - Programming arrangements for youth employment interventions in 2014–2020

Title of the OP supported by the YEI	Human Capital
Specific objective(s) of the YEI	1.1. increasing the employment rate of NEETs, of unemployed youth aged 16-24 years, registered at the Public Service of Employment, those living in the three eligible regions 1.2. improving the competence level, including skills assessment and certification of skills acquired in non-formal and informal settings for NEETs, for the young people aged 16-24 years who are unemployed, registered at the Public Service of Employment, residing in the three eligible regions
Specific objective(s) of other ESF youth employment actions beyond YEI	2.1. increasing the employment rate of NEETs, of unemployed youth aged 16-24 years, registered at the Public Service of Employment, living in the other five regions 2.2. improving the competence level, including by the assessment and certification of skills acquired in non-formal and informal settings by NEETs, for the young people aged 16-24 years who are unemployed, registered at the Public Service of Employment, residing in the other five regions 2.3. increasing the number of NEETs who <i>register</i> with the Public Service of Employment

Overview of funding

The total amount of funding budgeted for the YEI interventions is €211,988,630. The YEI specific allocation amounts to €105,994,315, matched by the same amount from the ESF (EC 2015a). The other ESF actions under Investment Priority 8.ii are allocated €362,247,987 net (Ministry of European Funds 2015). The pre-financing from the YEI specific allocation (after increase) is €31,798,295 (European Parliament 2015).

Table 2 - Funding for the YEI and other ESF youth employment actions (EUR)

YEI			Other ESF actions under Investment Priority 8.ii	
Total sum: 211,988,630			Total sum: 427,274,220	
Specific allocation for YEI (EU)	Corresponding national ESF allocation	Co-financing from the national budget	ESF part	Co-financing from the national budget
105,994,315	105,994,315	0	362,247,987	65,026,233
Pre-financing for YEI in 2014-2015 (EU)				
Sum: 31,798,295				

Source: Ministry of European Funds (2015).

2. Addressing the NEETs' needs in 2014-2020

2.1. Programming arrangements for the YEI interventions

Target groups

According to Eurostat, in 2015 Romania's share of young people not in employment, education or training (15-24) reached 21.1%, while the EU average was 16.1%. The official number of NEETs in Romania is 441,000 (NIS 2013, EC 2014). However, the young people economically active in subsistence/semi-subsistence agricultural households are often not accounted in the unemployment statistics as they are counted as employed persons.

Romania has chosen to support both the regions eligible for YEI and the rest of the country (another five regions) using EU funds (YEI and ESF 2014-2020). Under ESF 2014-2020, the target group for specific objectives 1.1 and 1.2 (under priority 8.ii) are unemployed NEETS: young people between 16-24-years old that are registered with the Public Employment Service, with residence in the eligible regions, with focus on NEETs from rural areas and the Roma.¹ Two pilot projects (financed from the previous programming period 2007-2013) were finalised in December 2015 and targeted 5,052 people, representing 1.14 % of the official number of NEETs. The purpose of the projects was to pilot YEI measures/actions. As of March 2016, the projects are being evaluated and it is still unclear whether they will be scaled up as a whole in the new programming period.

Type of activities planned

All measures planned will be based on personalised integrated packages, depending on the profile of the young NEET. The activities which are currently being prepared for launch (where young people have not yet been engaged, but where administrative preparation is in process) are: (i) provision of traineeships and apprenticeships; (ii) provision of first job experience; (iii) wage and recruitment subsidies; (iv) job and training mobility measures; (v) quality vocational education and training courses. There are also dedicated measures aimed at reaching out to non-registered NEETs, with a view to registering them with the Public Employment Service and offering them support in the framework of the Youth Guarantee (EC 2015b).

Up to this moment, there are no actions supported by the YEI ongoing. However, to test the labour market on NEETs issues, the following actions were implemented from HRD SOP 2007-2013 (Human Resources Development of Sectorial Operational Programme:

¹ Available at: http://fonduri-structurale.ro/Document_Files//Stiri/00016119/uvjkq_ghid1.pdf [Accessed on October 27, 2015].

- creation of an integrated database at PES level (Public Employment Service) –Electronic Register on NEETS (1 call of proposal supported by HRD SOP)
- development of entrepreneurial abilities for young people (4 calls of proposal supported by HRD SOP)

stimulation of the establishment and development of microenterprises, including self-employment for young people. **Expected outputs and results**

Overall, it is expected that 59,000 young NEETs between 16-24-years old will benefit from support through the YEI. In terms of medium-long term indicators, it is expected that 47,200 unemployed people will take part in the interventions supported by the YEI, until its completion. Upon completing the YEI interventions, it is expected that 53,250 participants will be in the process of obtaining a qualification or receive an offer of education, training, apprenticeship/ internship or employment. It is expected that 307 young NEETs will start an independent activity 6 months after completing their participation in the YEI.

The key stakeholders interviewed see the targets set for the YEI in the OP as achievable, provided several conditions are met: (i) the public employment agencies will actively assume the goals and YEI mode of action; (ii) the 'hard to reach' groups will be recruited and maintained in interventions and (iii) employers will assume the social challenges involved.

Added value and national significance of YEI interventions

Romania received *extended* country recommendations, for which, *structural* reforms are needed. For instance, one recommendation is that the country should consolidate its active labour market policies and the capacity of the Public Employment Service, among others. The National Youth Guarantee Implementation Plan (RYGIP) strengthens the support for a 'flexible and robust institutional framework'. The modified Apprenticeship Act and the new Traineeship Act are considered 'satellite elements' of the YG architecture, yet, without improvement in the process.

An intended added value of the YEI, stated in the National Youth Guarantee Implementation Plan (2014), is the focus on institutional partnerships and the 'bottom-up' approach (meaning that social partners will assume ownership of the initiatives and build partnerships with public employment services and local authorities in order to increase youth employment). There are two pilot initiatives both of which are undertaken by the Ministry of Labour with the contribution of social partners, employer's federations and trade union federations (RYGIP, 2014).

2.2. Programming arrangements for the ESF interventions

Target groups

The main ESF eligibility criteria are NEETs (16-24) that are *registered* as unemployed, with focus on *NEETs from rural areas and the Roma*². In addition, the ESF has dedicated measures aimed at reaching out to inactive, non-registered NEETs, with a focus on those with a low level of competences and who have social integration difficulties. This last measure is part of a specific objective (2.3 of 8.ii) and will be undertaken as a non-competitive project. and managed through a separate project: CHANCE 4 NEET (financed through ESF 2014-2020).

Types of activities planned

² Available at: http://fonduri-structurale.ro/Document_Files//Stiri/00016119/uvjkg_ghid1.pdf [Accessed on October 27, 2015].

The ESF actions are complementary to the YEI support in the sense of providing YG offers to target groups in five regions which are not eligible for the YEI support. The same types of actions presented in section 2.1. are planned *in the other 5 regions which are not eligible for YEI support*. The types of activities are carried out in the frame of: (i) 'reforms' and (ii) 'initiatives'. The highest funding is allocated to reforms especially in vocational training and to the two pilot projects (implemented with ESF support in the regions that are not eligible for YEI (where youth unemployment rates are lower than 25%).

Also, the ESF is the only entity that supports the creation of an electronic registry for NEETS and the creation of the IT infrastructure for issuing European Professional Cards which it is planned to include in the package to be offered to each young NEET registered. This also falls under Investment Priority 8.ii (specific objective 2.3).

The project **CHANCE 4 NEET³** was under implementation (March 2015-December 2015) and it involved data gathering from pre-existing electronic registries held by various public institutions. This is a very dynamic system that involves high interoperability. The project was financed through ESF 2014-2020. A major concern was that particular categories of potential NEETs will not be retrieved, as the existing databases are incomplete. A mobile caravan supported from the state budget is expected to add missing information on hard to reach NEETs countrywide.

The European Professional Card is an initiative of the Public Service of Employment, represented by the Employment Agency, with ESF support, aimed at unemployed persons *regardless of age*. It would allow young people and employers to automatically update information on their educational and professional training, as well as the job interviews attended (this would simplify the current mode of reporting the active labour market search, as well the evidence on professional history). Furthermore, the system allows employment offers to be received in an electronic format. The logistic infrastructure is set up and 20 000 cards have been issued to NEETs. However, the legal framework for allowing the actual use of the card is not in place.

Expected outputs and results

Outputs expected for the NEET target group according to the ESF 2007-2013 youth employment actions included professional counselling and guidance for 154,430 young NEETs, vocational training for 60,444 young NEETs, granting mobility and relocation bonuses for 8,570 young NEETs including disadvantage, and providing incentives to 11,840 employers to hire young people. The results were expected following the two pilot projects, but also following YG measures and programmes carried out by the Ministry of Labour in the frame of the National Plan for Stimulating Youth Employment 2013 (Ministry of Labour 2014). For a detailed presentation of expected outputs, see Annex 4.

The ESF projects have not yet been evaluated. The interview with an NGO member suggests that a consultation process on the ToR for the evaluation took place at the end of October 2015.

³ This is a type of project that was implemented on a non-competitive basis.

3. Implementation progress up to December 2015

3.1. Implementation of the YEI interventions

YEI supported actions launched up to December 2015	none
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Ongoing activities

No YEI interventions have been launched as of 1 November 2015. The YEI will be implemented through calls for proposals. No calls for proposals have been launched up to December 2015. A Draft Guide for applicants was issued on 1 October 2015, but it has not yet been approved. The *general* selection criteria for Youth Employment Initiative operations have already been adopted. The *Specific* Guides are currently undergoing a public consultation process. Also, the third specific objective of the ESF will be covered in a separate guide, as the only eligible institutions are the Ministry of Labour in partnership with the Public Service of Employment. The Ministry of European Funds agreed on a minimal set of principles for planning the interventions and a general plan for launching (2015-2016). It was expected that the calls for proposals for the YEI will be launched in the second half of December 2015, but as of January 2016, the YEI was not launched yet. Largely, the YEI interventions will be implemented based on competitive mechanisms and will be open to all types of organisations. The action that refers to the identification and registration of young NEETs will be implemented by public institutions on a non-competitive mechanism, under ESF 2014-2020.

Funding up to December 2015

Table 3 - The amount of funding up to December 2015 (EUR)

	Total (EUR)	Share of total amount budgeted (%)
Amount of funding committed	20.30 million	0
Amount of funding contracted out	0	0
Amount of funding paid out to beneficiaries	0	0

Source: Survey of Management Authorities.

Outputs and results achieved up to December 2015

No YEI interventions have been implemented up to December 2015.

Table 4 - Key characteristics of the NEET target population supported (number of individuals)

15-24 years	25-29 years	Female	Male	ISCED11 Levels 0-2	ISCED11 Levels 3-8	Unemployed	Inactive
0	0	0	0	0	0	0	0

Source: Interview at the Ministry of Labour, Family, Social Protection and Elderly.

Communication of the YEI

The information campaign on the Implementation Plan for the YG was launched in April 2015 through a high-level meeting with representatives of the European Commission, the Romanian Government and the NGO sector. The event was widely covered in the media. Yet, a public

debate on improving young people's access to employment through the YG⁴ indicated the poor level of information among youth. Unlike the YG, the YEI does not have a public campaign or other consistent communication strategy. The distinctions between the two are not made obvious in the public dissemination instruments.

Both ESF-supported pilot projects⁵ have official websites. However, the names of one project may generate confusion, as it is almost identical with the name of the YG initiative itself⁶. Furthermore, the pilot project 'Investing in young people, investing in our future' has an official website with the name of the other pilot project: <http://www.garantiipentrutineri.ro/>.

With the exception of official and administrative documents and media articles that reflect policy initiatives, this study could not identify any public events, posters or social networks promoting the YEI.

Furthermore, the name of the YG is translated in different forms in the official sources:

- Youth Guarantee (*Garanția pentru Tineret*) on the official website of the Ministry of Labour and the banner (see Image 1).
- Guarantees for young people (*Garanții pentru tineri*), also on the official website of the Ministry of Labour (the press release launching the pilot projects). This is also the name used in a logo (Image 2) posted on the official website of the pilot project ('Investing in young people, investing in our future'). It is uncertain which is the logo of the initiative and which is the pilot project logo (another logo of the EU initiative is also sometimes used).



Image 1. The logo posted on the official website of the Ministry of Labour



Image 2. The logo posted on the official website of the pilot project ('investing in young people, investing in our future')

Risks and challenges

In early 2015, the Government considered the need to establish a separate agency for entrepreneurship and the implementation of youth programmes, including YEI. The project was not followed up, but it highlighted the major difficulties in implementing YG in Romania. From the Government position, they were considered to be: (1) insufficient administrative capacity of the Public Employment Service, the major provider of services in YG; (2) insufficiency of information activities addressing unregistered NEETs, in particular, Roma; (3) absence of a real implication of the private sector in providing apprenticeships and professional training (Euractiv 2015).

Indeed, interviews suggested that the Public Employment Service tends to be less proactive in reaching young people that are not registered and to tend to offer rather conventional interventions. Occasionally, the implementing organisations (NGOs and service-providers) experienced lack of cooperation with public institutions (especially with employment agencies

⁴ Available: <http://economie.hotnews.ro/stiri-eurofonduri-19749183-live-video-dezbatere-imbunatatirea-accesului-tinerilor-piata-muncii-prin-schema-garantie-pentru-tineri-vineri-27-martie.htm> [Accessed on October 26, 2015].

⁵ 'Garanția pentru Tineret' (Eng. *Youth Guarantee*) and 'Garanții pentru tineri' (Eng. *Guarantees for young people*).

⁶ rom. 'Garanții pentru tineri' (Eng. *Guarantees for young people*).

and school authorities). Cooperation difficulties and even a sense of competition have been attributed to the fact that employment offices and school authorities were involved in similar ESF projects. On the other hand, however, one should note that the capacity of the Public Employment Service has been reduced in the recent years (it has 8,700 employees).

According to a recent opinion expressed by a Romanian member of the EU Parliament⁷, despite the funding available, Romania has not been able to launch the YEI activities, since the National Employment Agency is still not clear about the official status of young people within the target group. Of the total of 441,000 NEETs identified in 2013 by the National Institute of Statistics, as few as 55,279 are included in the agency database and without disaggregated data on their educational status. This is definitely a major hindrance to project implementation.

A forthcoming study conducted by the NGO Coalition for the Rights of Young NEET⁸, highlights that employment services from the municipalities seem to be familiar with the YEI, but those from small cities are often unaware of the initiative. Interviews with an NGO representative also suggest poor awareness among public institutions in regard to the complex social circumstances young people not in education, employment or training, experience. One reason is that the very **concept of 'NEETs' is new and less defined in Romania**. There are, for instance, major eligibility concerns in relation to the status of long-term unemployed and the unregistered NEETs. The databases available (incl. Ministry of Education) provide the possibility of identifying a group of *potential* young NEETs, but it is more difficult to screen the eligible young people with a certain level of detail. According to OP HC (2014), this generates delays and blockages in YEI interventions.⁹ In addition, interviews suggest structural difficulties in reaching and involving the most disadvantaged youth, largely because of: (i) the weak proactive-ness of the public employment offices; (ii) the absence of organisational structures including young people in NEET situations; (iii) promotion campaigns taking place in large cities, among relatively advantaged groups and (iv) the weak inter-institutional cooperation.

During the interviews, the implementing organisations commented on the **lack of flexibility in the budgetary allocations** and they had to find alternative ways to respond to the unanticipated challenges encountered in pilot projects (e.g. allocations from other sources, opting for more conventional practices or accepting delays in implementation).

There are also some **structural constraints that limit the possibility to have outcome indicators** after participation in a support intervention. For instance, the new Labour Code increased the probationary period to 120 days for young graduates and 90 days for unqualified workers. Under these circumstances, statistical data which would be able to capture a quality measure of youth employment, need to be taken long-term after entering a probationary period.

⁷ Daniel Buda (3 September 2015) Question for written answer to the Commission E-012436-15URL: <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+WQ+E-2015-012436+0+DOC+XML+V0//EN> [Accessed 11 November 2015].

⁸ Social Doers (Forthcoming) 'Social costs of young people in NEET situations. A Romanian overview'.

⁹Program Operational Capital Uman (2014) *Annual and final implementation reports for the Investment for growth and jobs goal PART A*.

3.2. Implementation of the ESF interventions

ESF supported actions under Investment Priority 8.ii launched up to December 2015	CHANCE 4 NEET – electronic registry for young NEETs
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Ongoing activities

In regard to ESF-funded activities under Investment Priority 8.ii outside of YEI and ESF-matched funding of the YEI, no calls for proposals have been launched up to December 2015, but selection criteria for these operations have already been adopted. The launch of calls was estimated for the second half of December 2015, but as of January 2016, no progress has been made. The project **CHANCE 4 NEET** was implemented (March 2015-December 2015) under ESF 2014-2020 and involved data gathering from pre-existing electronic registries held by various public institutions. **The European Professional Card** is an initiative of the Public Employment Agency, with ESF support, aimed at unemployed persons *regardless of age*. The logistic infrastructure is set and 20,000 cards have been issued to NEETs. 2007-2013 ESF serve as a basis to start YEI.

Funding up to December 2015

Implementation of the YG plan began in January 2014. According to the Survey of Management Authorities, as of November 2015, no immediate or long-term results of the other ESF activities under Investment Priority 8.ii have been achieved. Also, no official information on the outputs and results achieved by the project CHANCE 4 NEET (under ESF 2007-2013)– electronic registry for young NEETs could have been obtained. A project closing conference took place on December 2015.

Table 5 - The amount of related ESF funding up to December 2015 (EUR)

	Total (EUR)	Share of total amount budgeted (%)
Amount of funding committed	38.2 million	na
Amount of funding contracted out	na	na
Amount of funding paid out to beneficiaries	na	na

Source: Survey of Management Authorities

Outputs and results achieved up to December 2015

Implementation of the YG plan began in January 2014. According to the Survey of Management Authorities, as of November 2015, no immediate or long-term results of the other ESF activities under Investment Priority 8.ii have been achieved. Also, no official information on the outputs and results achieved by the project CHANCE 4 NEET– electronic registry for young NEETs could have been obtained.

Table 6 - Key characteristics of the target population supported (number of individuals)

15-24 years	25-29 years	Female	Male	ISCED11 Levels 0-2	ISCED11 Levels 3-8	Unemployed	Inactive
0	0	0	0	0	0	0	0

Source: Survey of Management Authorities.

4. Conclusions

The YG scheme is planned to be implemented in Romania in 2014-2020, with a caveat that the national YGIP was for 2014-2015 with the new Plan to be launched for 2016-2020. The ESF actions are complementary to the YEI support in the sense of providing YG offers to target groups in five regions which are not eligible for the YEI support. There were two pilot projects (from the 2007-2013 allocation) that targeted – through ESF support – 5,052 people, representing 1.14 % of the official number of NEETs. No YEI interventions have been launched as of 13 November 2015. The financial implementation of the YEI started in January 2015. The amount of funding committed is of €20,300,000. No funds have been contracted out or paid out to beneficiaries. It is expected that the calls for proposals for the YEI will be launched in the second half of December 2015.

Largely, the YEI interventions will be implemented based on competitive mechanisms and will be open to all types of organisations. The activities ready to be launched are: (i) provision of traineeships and apprenticeships; (ii) provision of first job experience; (iii) wage and recruitment subsidies; (iv) job and training mobility measures; (v) quality vocational education and training courses. There are also dedicated measures aimed at outreaching non-registered NEETs, with a view to registering them with the Public Employment Service and offering the support in the framework of the YG. These measures will be implemented by public institutions based on a non-competitive mechanism. As of November 2015, no immediate or long-term results of the other ESF activities under Investment Priority 8.ii have been achieved. The key stakeholders interviewed see the targets set for the YEI in the OP as achievable. The main risks and challenges seem related to: (i) the weak cooperation among public institutions; (ii) insufficient funding as compared to the number of eligible youth; (iii) the weak organisational/associative structures able to facilitate the recruitment of the most disadvantaged NEETs.

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Annex 1. The youth employment situation

Proportion and characteristics of NEET population in a country (age groups 15–24 and 25–29)

	NEET proportion in the respective age group (%)	NEET proportion by sex (%)		NEET proportion by education (%)		NEET proportion by labour market status (%)	
		Female	Male	ISCED11 Levels 0-2	ISCED11 Levels 3-8	Unemployed	Inactive
AGE GROUP 15–24							
2013	17	18.7	15.3	7.6	9.3	6.6	10.4
2014	17	18.8	15.3	8.2	8.9	6.6	10.5
AGE GROUP 25-29							
2013	24.1	31.0	17.7	9.4	14.7	7.7	16.4
2014	24.6	31.3	18.3	10.4	14.1	7.9	16.6

Source: Eurostat yth_empl_160, yth_empl_150, accessed 22 October 2015

Proportion and characteristics of young unemployed in your country (age groups 15–24 and 25–29)

	Total youth unemployment rate (%)	Youth unemployment rate by sex (%)		Youth unemployment rate by education level (%)		
		Female	Male	ISCED11 Levels 0-2	ISCED11 Levels 3-4	ISCED11 Levels 5-8
AGE GROUP 15–24						
2013	23.7	24.6	23.2	17.2	25.9	31.3
2014	24	24.7	23.6	18.7	25.4	33.2
AGE GROUP 25-29						
2013	10.6	9.4	11.5	11.3	10.2	10.7
2014	10.5	9.5	11.2	12.6	8.7	12.1

Source: Eurostat yth_empl_090, accessed 22 October 2015

Annex 2. Expected outputs and results of the YEI and other ESF youth employment actions

Output indicators	Target values	Reference population of the output indicator (only where relevant)
Youth Employment Initiative		
Young NEETs between 16-24 years old who benefit from support	59,000	Project participants
Other ESF youth employment actions		
Young NEETs between 16 -24 years of age, who benefit from support, including Roma and people from the rural areas	116,700	Project participants
Young inactive NEETs who benefit from support for registration with the employment office, including Roma and people from the rural areas	200,000	Project participants

Result indicators	Target values	Reference population of the result indicator (only for the result indicator targets expressed in percentages)
Youth Employment Initiative		
unemployed people taking part in the interventions supported by the YEI, until its completion;	47,200	Project participants
unemployed participants who, after terminating their participation, receive an offer of employment, participation in a programme of continuing education, apprenticeship or internship;	2,950	Project participants
unemployed participants who, after terminating their participation, attend an education/ training course, are in the process of obtaining a qualification, or are employed (including self-employment);	29,500	Project participants
long-term unemployed people who take part in an YEI intervention until its finalisation;	9,440	Project participants
long-term unemployed participants who receive an offer of employment, participation in a programme of continuing education, apprenticeship or internship after participation;	5,900	Project participants
long-term unemployed participants who, after terminating their participation, attend an education/training course, are in the process of obtaining a qualification, or are employed (including self-employment);	5,900	Project participants

Result indicators	Target values	Reference population of the result indicator (only for the result indicator targets expressed in percentages)
persons who receive an offer to participate in continuous education programmes, in trainings leading to certification, in apprenticeships, internships in 6 months after completing their participation in the YEI;	9,000	Project participants
persons who obtain a work place in 6 months after completing their participation in the YEI;	29,500	Project participants
persons who start an independent activity 6 months after completing their participation in the YEI.	307	Project participants
Other ESF youth employment actions		
unemployed young people, who, upon completing the participation, have a workplace (or are self-employed)	46,892	Project participants
young participants, who, upon completing the participation in the programme, hold a qualification	75,087	Project participants
inactive NEETs registered with the employment office	28,400	Project participants

Source: Programul Operațional Capital Uman (POCU) 2014-2020 (Intervention logic).

Annex 3. List of interviewees

Type of interviewee	Position	Organisation	Interview mode (face-to-face, Skype/ phone)	Date of interview
Implementing body	YGI coordinator	Ministry of Labour, Family, Social Protection and Elderly	Telephone	2015-10-26
Implementing body	Project officer	Asociatia Profesionala Neguvernamentala de Asistenta Sociala ASSOC	Telephone	2015-10-30
Implementing body	Programme director	Green Ecological Foundation	Telephone	2015-10-29
Umbrella Youth organization	Coordinator	NGO Coalition for the Rights of Young NEET.	Telephone	2015-10-29
Partner of implementing body Provider of IT solutions	Project officer	IT SYSTEMS INTERNATIONAL SRL	Telephone	2015-11-04
Management Authority	Expert	Ministry of European Funds	Email correspondence	2015-11-27/27

Annex 4

Outputs expected for the NEET target group according to the ESF youth employment actions

Planned initiatives for the 5 regions, not eligible for YEI actions	Years for which funding is planned	No. of beneficiaries planned		
		Men	Women	Total
Boosting self-employment and youth entrepreneurship	2014	120	120	240
	2015	120	120	240
Professional counselling and guidance	2014	38,608	38,608	77,215
	2015	38,608	38,608	77,215
Assessment and recognition of competences obtained in non-formal training and informal system	2014	3,810	3,810	7,620
	2015	3,810	3,810	7,620
Vocational training	2014	15,111	15,111	30,222
	2015	15,111	15,111	30,222
Granting mobility bonuses, including to the long term unemployed	2014	538	537	1,075
	2015	538	537	1,075
Granting relocation bonuses, including to the long-term unemployed	2014	1,605	1,605	3,210
	2015	1,605	1,605	3,210
Providing incentives to employers to hire young people	2014	2,960	2,960	5,920
	2015	2,960	2,960	5,920
Youth Guarantee pilot Scheme	2014	1,684	1,684	3,368
	2015	842	842	1,684

Source: Romanian Youth Guarantee Implementation Plan (RYGIP) 2014 – 2015. Available online:

http://www.garanziagiovani.gov.it/Documentazione/Documents/piano_%20di_%20implementazione_%20Romania.pdf
[Accessed 27 October 2015].

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