

# Eurostat

## Labour market policy statistics

### Qualitative report

Romania, 2015

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## A - Introduction

## Introduction

The Eurostat Labour Market Policy (LMP) database collects information on labour market interventions implemented by each of the EU Member States and Norway. Data are collected according to a comprehensive methodology, which classifies interventions into three main types – services, measures and supports – and into nine detailed categories according to the type of action (see below). Readers are recommended to refer to the LMP methodology <sup>1</sup> for details of this classification scheme and definitions of terms used in this report.

The LMP database collects quantitative data on expenditure and participants for each intervention. These are published annually and are available online from the Eurostat website <sup>2</sup>. The quantitative data are complemented by a set of qualitative information describing each intervention. This represents an invaluable source of reference to support a harmonised approach to the classification of national interventions and to help interpret the detailed figures on expenditure and participants. These qualitative data are compiled into a series of **Labour market policy statistics: Qualitative Reports** and produced as separate volumes for each country/year.

The reports all have the same structure:

- Part A Introduction

- Part B Inventory of interventions - a list of all interventions reported for the relevant year, grouped by type of action and including a national language version of the intervention name.

- Part C Qualitative information by intervention - presents the available information about each intervention in three sections: *Identification*, *Description*, and *Supplementary information*. The *Description* contains seven sub-sections: Aim, Beneficiaries/participants, Action/instrument, Financing/support, Eligibility, Legal basis, and Recent changes. The *Supplementary information* contains eight sub-sections describing the breakdown of expenditure, target groups, the treatment of unemployment spells, receipt of benefits, planned duration and other characteristics of the intervention. Together, these items summarise the qualitative information collected through the LMP questionnaire.

- Part D Reference data - provides a description of the populations considered as reference data within the LMP database, giving national definitions of those considered as registered unemployed and other groups registered with the public employment services (PES).

- Part E Abbreviations

The qualitative information in the LMP database is updated annually with the contribution of delegates from each country and Eurostat cannot take responsibility for the validity of the content. The reports are published annually by Eurostat in English and reports for other years that are not currently in the online library can be produced on request.

### Classification of interventions by type of action

#### *LMP services*

1. Labour market services

#### *LMP measures*

2. Training
4. Employment incentives
5. Supported employment and rehabilitation
6. Direct job creation
7. Start-up incentives

*LMP supports*

- 8. Out-of-work income maintenance and support
- 9. Early retirement

<sup>1</sup>

[http://epp.eurostat.ec.europa.eu/portal/page/portal/product\\_details/publication?p\\_product\\_code=KS-GQ-13-002](http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-GQ-13-002)

<sup>2</sup> [http://epp.eurostat.ec.europa.eu/portal/page/portal/labour\\_market/labour\\_market\\_policy](http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy)

## B - Inventory of interventions

Category, intervention number and name (English/National language)

1	Labour market services	
3	Information and counselling services provided by ANOFM to employees at risk of losing their job	Preconcediere sub forma informării și consilierii acordate de ANOFM
5	Information and professional counselling for registered jobseekers	Informarea și consilierea profesională
6	Labour mediation	Medierea muncii
31	Administration cost for labour market services	Costul administrativ al serviciilor privind piata muncii
29	Administration cost for active measures	Costul administrativ al masurilor active
30	Administration cost for LMP supports	Costul administrativ al masurilor pasive
2	Training	
7	Training for registered unemployed	Formarea profesională
35	Training for offenders	Instruire pentru persoanele aflate in detentie
40	Re-qualification and specialisation of employees at risk	Recalificarea si specializarea salariatilor vulnerabili
46	Apprenticeship	Ucenicie
4	Employment incentives	
10	Credits for entrepreneurs aimed at creating new jobs for unemployed persons	Credite pentru alte persoane care creează locuri de muncă pentru șomerii
11	Income top-up for unemployed persons finding work before the expiry of the unemployment benefit period	Completarea veniturilor salariale ale angajaților
12	Installation allowance	Prima de încadrare neimpozabilă
13	Relocation allowance	Prima de instalare neimpozabilă
14	Subsidies for graduate recruitment	Subvenționarea locurilor de muncă având ca țintă absolvenții de învățământ
16	Subsidies for creating jobs for disabled graduates	Subvenționarea locurilor de muncă având ca țintă absolvenții cu handicap
18	Subsidies for employers taking on registered unemployed	Subvenționarea locurilor de muncă având ca țintă șomerii
19	Subsidies for the recruitment of disabled persons	Subvenționarea locurilor de muncă având ca țintă persoanele handicapate
21	Incentives for employers taking on registered unemployed	Facilități acordate angajatorilor
36	Subsidies for unemployed approaching pension age	Subvenții pentru șomerii in prag de pensionare
41	Income completion for graduates	Completarea veniturilor salariale ale absolvenților
42	Installation allowance for graduates	Prima de încadrare pentru absolventi

5	Supported employment and rehabilitation	
6	Direct job creation	
25	Solidarity contracts for young people with difficulties and at risk of professional exclusion	Contracte de solidaritate pentru tinerii aflați în dificultate
7	Start-up incentives	
8	Counselling for business start-up	Consultanță și asistență pentru începerea unei activități independente sau pentru inițierea unei afaceri
9	Credits for unemployed entrepreneurs aimed at creating new jobs for other unemployed persons	Credite pentru șomerii care creează locuri de muncă pentru șomeri
8	Out-of-work income maintenance and support	
2	[Component] Unemployment indemnity 2 - indemnity (50%)	[Component] Indemnizația de șomaj 2 -
2	[Component] Unemployment indemnity 2 - indemnity (75%)	[Component] Indemnizația de șomaj 2 -
22	Support in case of restructuring in the defence sector or state owned companies	Venituri în completare
45	Temporary suspension of employment	Suspendarea temporară a muncii (șomaj tehnic)
23	Compensation in case of restructuring of state owned companies and collective lay offs	Plăți unice în cazul reorganizării și privatizării unor societăți cu capital majoritar de stat și plăți compensatorii în cazul concedierilor colective
9	Early retirement	
Mixed	\$\$353	

**Number of measures: 57**



## C - Qualitative information by intervention

### Identification

Country Romania 2015 Category 1 - Labour market services  
Intervention n°/name 31 Administration cost for labour market services  
Type of action: 1.1.1 - Information services

### Description

Aim:  
Administration of LMP services: category 1.  
Beneficiaries:  
n.r.  
Action/Instrument:  
Activities of ANOFM related to the implementation of LMP services.  
Financing/Support:  
Unemployment insurance budget.  
Eligibility:  
All other expenditures related to the implementation of services (including expenditures with human resources involved on it).  
Legal basis:  
Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability.  
Recent changes:

### Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Registered unemployed (All)  
Other registered jobseekers (All)  
Not registered (All)  
Employed (All)  
Treatment of unemployment spells: Not relevant  
Receipt of benefits: None  
Planned duration: Not specified  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 1 - Labour market services  
Intervention n°/name 3 Information and counselling services provided by ANOFM to employees at risk of losing their job  
Type of action: 1.1.2 - Individual case-management

## Description

Aim:

Fighting against the unemployment

Beneficiaries:

Employed at risk of losing their jobs because of involuntary reasons.

Action/Instrument:

Information and counselling services provided by ANOFM to employees at risk of losing their jobs are represented by:

- informing services regarding the legislation on social protection of the unemployed and providing the employment and training services;
- placing on the existing vacant jobs and training on methods of job searching;
- testing of the employee's opinions and their counselling on the measures for unemployment reduction.

The employers are obliged to inform in advance the employee about the decision of dismissal. In this period the mentioned-above actions are to be developed.

Finanacina/Support:

Unemployment insurance fund

Eligibility:

Employed at risk of losing their jobs because of involuntary reasons.

Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Employed (All, Public priorities and Other)  
Treatment of unemployment spells: Not relevant  
Receipt of benefits: None  
Planned duration: Continuously available  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 1 - Labour market services

Intervention n°/name 5 Information and professional counselling for registered jobseekers

Type of action: 1.1.2 - Individual case-management

## Description

Aim:

- Providing the information services regarding the labour market and the occupations demanded;
- Evaluation and self-evaluation regarding the personality in order to be correctly professionally oriented;
- Developing the ability and self-confidence of the persons being in the job-search process in order to learn how to take a right decision for own professional career;
- Training on methods of job-searching.

Beneficiaries:

Registered jobseekers

Action/Instrument:

Professional information and counselling is an ensemble of services provided for free to persons looking for a job.

It is provided by specialised centres organised by ANOFM as other centres and services supply from public or private accredited, who have contract with ANOFM.

Information regarding labour force, professional route established, evaluation and self-evaluation is realised through self-information, through granting individual or group counselling services offered, at request of people who are looking for work, or in job clubs organised by the ANOFM.

Professional counselling and instruction in methods and techniques looking for a job and presentation to interview in order to get a job is realised through a counsellor (ANOFM), in centres for information and counselling regarding carrier or, at request, in other institutions

Finanacina/Support:

Unemployment insurance fund

Eligibility:

Registered jobseekers

Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions.

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Other registered jobseekers (All)

Treatment of unemployment spells: Continuous/Continuous

Reciept of benefits: Cash benefits (Source: Other LMP intervention)

Planned duration: Continuously available

Responsible institution(s): Public employment services

Area of application: National

Implementation: Year started: 2002 Year Ended: Ongoing

## Identification

Country Romania 2015 Category 1 - Labour market services  
Intervention n°/name 6 Labour mediation  
Type of action: 1.1.2 - Individual case-management

## Description

### Aim:

Intermediation between the employers and the persons being in the job-search process, aiming to set-up labour or services reports

### Beneficiaries:

Persons who are coming to register for the first time with ANOFM.

### Action/Instrument:

- informing services regarding the job vacancies and conditions to be met for employment, by publishing, posting, organising job vacancy activities
- electronic intermediation having as purpose the link between demand and offer of the jobs through the IT tools
- first selection of the candidates according to the job offer requirements and those related to training, skills, experience.

ANOFM have the obligation to prepare, for each person looking for a job, individual mediation plan.

The participation to mediation services is compulsory for unemployed who receive unemployment indemnity.

### Finanacina/Support:

Unemployment insurance fund

### Eligibility:

Persons who are coming to register for the first time with ANOFM.

In order to become participant to a measure, first the person must register with this measure.

### Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions.

### Recent changes:

## Supplementary information

Breakdown of expenditure:	Transfers to service providers
Target groups:	Registered unemployed (All) Other registered jobseekers (All) Not registered (All) Employed (All)
Treatment of unemployment spells:	Continuous/Continuous
Receipt of benefits:	Cash benefits (Source: Other LMP intervention)
Planned duration:	Continuously available
Responsible institution(s):	Public employment services
Area of application:	National
Implementation:	<i>Year started:</i> 2002 <i>Year Ended:</i> Ongoing

### Identification

Country Romania 2015 Category 1 - Labour market services  
Intervention n°/name 29 Administration cost for active measures  
Type of action: 1.2.1 - Administration of LMP measures

### Description

Aim:

Administration cost for measures, categories 2 - 7.

Beneficiaries:

Not applicable.

Action/Instrument:

Activities of ANOFM related to the implementation of LMP measures.

Financing/Support:

Unemployment insurance budget

Eligibility:

All expenditures related to the management of the measures and other activities related to the implementation of the LMP measures, including the expenditures with human resources involved on it.

Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability.

Recent changes:

### Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Other registered jobseekers (All)  
Not registered (All)  
Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Not specified

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

### Identification

Country Romania 2015 Category 1 - Labour market services  
Intervention n°/name 30 Administration cost for LMP supports  
Type of action: 1.2.2 - Administration of LMP supports

### Description

Aim:

Administration of LMP supports: categories 8 - 9.

Beneficiaries:

n.r

Action/Instrument:

Activities of ANOFM related to the implementation of LMP supports

Financing/Support:

Unemployment insurance budget.

Eligibility:

All expenditures related to the administration of LMP supports (monitoring of beneficiaries, payment of benefits, including the expenditures with the human resources involved on it).

Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability.

Recent changes:

### Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Other registered jobseekers (All)  
Not registered (All)  
Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Not specified

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 2 - Training

Intervention n°/name 7 Training for registered unemployed

Type of action: 2.1 - Institutional training

## Description

### Aim:

Rising and diversification of professional competences with a view to ensuring the mobility and reintegration on labour force through training programmes for the persons being in the job-search process.

### Beneficiaries:

Registered unemployed, graduates or conscripts without a job and, beginning with 2006, persons who have incomes less than gross minimum wage (starting from 2009, value of the reference social indicator in force) and are registered at ANOFM, including persons who re-started their activity as a consequence of expiring the maternal leave for carrying out the child till the age of 2 years old or 3 years old for the disabled child.

From 2011, registered unemployed or graduates without a job and, beginning with 2006, persons who have incomes less than gross minimum wage (starting from 2009, value of the reference social indicator in force) and are registered at ANOFM, including persons who re-started their activity as a consequence of expiring the maternal leave for carrying out the child till the age of 2 years old or 3 years old for the disabled child and who re-started their activity after satisfying the military stage and as consequence of recovery of work capacity after the disability retirement.

### Action/Instrument:

Training programmes which ensure the initiation, qualification, re-qualification, specialisation of the unemployed.

Methods from which is realised professional training of persons that are looking for a job are: courses, practise and specialisation stages, as others forms, according to the law.

Access to professional training programmes is made through professional information and clarification or mediation activities.

There is an obligation for persons who receive unemployment indemnity (RO-2) to attend professional training programmes. Professional training of the persons who are looking for a job is realised by the ANOFM through professional training centres and through regional centres for professional training of the adults of ANOFM.

### Financing/Support:

Unemployment insurance fund

### Eligibility:

For being entitled to receive this measure, the person must be registered at the ANOFM as unemployed or must be graduated person, participant in I14.

### Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions.

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments), Transfers to service providers

Target groups: Registered unemployed (All, Public priorities and Other)  
Employed (Public priorities and Other)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Typical: 9 Months, Maximum: 9 Months

Responsible institution(s): Public employment services

Area of application: National



Implementation:

*Year started:* 2002

*Year Ended:* Ongoing

### Identification

Country Romania 2015 Category 2 - Training  
Intervention n°/name 35 Training for offenders  
Type of action: 2.1 - Institutional training

### Description

Aim:  
Work reintegration.  
Beneficiaries:  
The offenders who for a period of maximum 9 months are still arrested.  
Action/Instrument:  
The beneficiaries of this measure can attend specific training programmes organised and provided by ANOFM.  
Financing/Support:  
Unemployment insurance budget.  
Eligibility:  
Registration at the ANOFM.  
Legal basis:  
Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability  
Recent changes:

### Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Other registered jobseekers (All, Public priorities and Other)  
Treatment of unemployment spells: Not relevant  
Receipt of benefits: Non-cash benefits  
Planned duration: Variable  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2004 *Year Ended:* Ongoing

### Identification

Country Romania 2015 Category 2 - Training  
Intervention n°/name 40 Re-qualification and specialisation of employees at risk  
Type of action: 2.3 - Alternate training

### Description

Aim:  
Rising and diversification of professional competences with a view to prevent the unemployment.  
Beneficiaries:  
Employed at risk.  
Action/Instrument:  
Re-qualification and specialisation training courses organised for the employed at risk  
Financing/Support:  
Co - financing: Employers who have employees at risk of losing their jobs and unemployment insurance budget.  
Eligibility:  
Employed (at risk).  
Legal basis:  
Law 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability (2006 updates).  
Recent changes:

### Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Employed (All)  
Treatment of unemployment spells: Not relevant  
Receipt of benefits: None  
Planned duration: Variable  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2006 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 2 - Training  
Intervention n°/name 46 Apprenticeship  
Type of action: 2.4 - Special support for apprenticeship

## Description

### Aim:

Providing training based on an working apprenticeship contract

### Beneficiaries:

Any person over the age of 16 years old but not older than 25 who is not qualified for the occupation in which the apprenticeship is organised. In 2013 this was modified by the Law 179/2013 allowing any person over 16 years old to benefit.

### Action/Instrument:

The apprenticeship working contract is an individual employment one with a specific type, concluded fixed term under which an individual (apprentice) attend vocational training combined with work - starting with 2008 for and under the authority of a legal person or individual named employer who obliged to pay the salary and to provide the necessary conditions for training. The whole activity is managed by a trainer. The employer is obliged to ensure the payment of wage and all necessary conditions for training. The contract period can't be longer than 3 years and lower than 6 months. From 2008, the contract period can't be longer than 3 years and lower than 12months.

### Finanacina/Support:

the monthly salary base is at least equal with the minimum gross salary. Employers who engage persons on the base of an apprenticeship contract receive monthly, at demand, from the insurance unemployment budget, for each person a certain amount of money.

### Eligibility:

Any person over the age of 16 years old but not older than 25 who is not qualified for the occupation in which the apprenticeship is organised .

In 2013 this was modified by the Law 179/2013 allowing any person over 16 years old to benefit.

### Legal basis:

Law no 279/2005 regarding the apprenticeship at the working place.

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)  
Target groups: Not registered (All, Youth)  
Treatment of unemployment spells: Not relevant  
Receipt of benefits: None  
Planned duration: Typical: 3 Years, Maximum: 3 Years  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2009 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 10 Credits for entrepreneurs aimed at creating new jobs for unemployed persons  
Type of action: 4.1 - Recruitment incentives

## Description

**Aim:**

Stimulation of the employers to engage unemployed

**Beneficiaries:**

Registered jobseekers.

**Action/Instrument:**

Providing advantageous credits for the persons who decide to start-up micro enterprises, family business and independent activities.

Credits are granted through a feasibility project, proportional to the number of the jobs that are going to be created, for a period of most 3 years, for investitors, including a minimum period for insurance the production, with a interest of 50% from reference interest of Romanian National Bank.

The credit must be used for tourism, services.

Beginning with 2006, for the same purpose, the persons may ask for non-reimbursable funds.

**Financing/Support:**

Unemployment insurance fund (administrative cost and the non-reimbursable funds)

**Eligibility:**

Obligation from registered unemployed to create working places using money proceed from contractated credit in advantageous conditions

**Legal basis:**

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions.

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Lump-sum payments), Transfers to service providers

Target groups: Registered unemployed (All, Public priorities and Other)  
Other registered jobseekers (All)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 36 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 12 Installation allowance  
Type of action: 4.1 - Recruitment incentives

## Description

**Aim:**

Stimulation of labour force mobility

**Beneficiaries:**

Registered unemployed paid (receiving unemployment indemnity) who get a job for a period longer than 12 months in a company that is situated at a distance longer than 50 km from home.

**Action/Instrument:**

Installation allowance: two gross minimum wages paid as lump sum; Starting from 2009, the value is two times the value of the reference social indicator in force at the moment of granting. Starting with July 2010, the amount was diminished by 15%.

**Finanacina/Support:**

Unemployment insurance fund

**Eligibility:**

Registered unemployed paid who get a job in a company that is situated at a distance longer than 50 km from home

**Legal basis:**

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability  
HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions.  
Law 118/2010

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)  
Target groups: Registered unemployed (All, Public priorities and Other)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: One-off  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 13 Relocation allowance  
Type of action: 4.1 - Recruitment incentives

## Description

Aim:

Stimulation of labour force mobility

Beneficiaries:

Unemployed who are accepting job for which they have to move to a different town.

Action/Instrument:

Relocation (mobility) allowance: 7 gross minimum wages (7 times the value of the reference social indicator, from 2009) paid as lump sum. Starting with July 2010, the amount was diminished by 15%.

Financing/Support:

Unemployment insurance fund

Eligibility:

Unemployed who are accepting job for which they have to move to a different locality

Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions.

Law 118/2010

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)

Target groups: Registered unemployed (All, Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: Year started: 2002 Year Ended: Ongoing

## Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 18 Subsidies for employers taking on registered unemployed  
Type of action: 4.1 - Recruitment incentives

## Description

**Aim:**

Employment measure for the registered unemployed older than 45 years or unique "bread earner"

**Beneficiaries:**

Registered unemployed older than 45 years or unique "bread earner".

**Action/Instrument:**

Subsidies granted from the unemployment insurance fund in order to provide an amount for a period of 12 months for unemployed older than 45 years or unique "bread earner"; there is the obligation of maintaining the working relationship for at least 2 years.

According to the Law no 250/2013, this obligation is at least 18 months.

From 2009, subsidies granted from the unemployment insurance fund to employers in order to provide an amount equal with the reference social indicator in force for a period of 12 months for unemployed older than 45 years or unique "bread earner" and an exemption from paying the compulsory contribution to the unemployment fund; there is the obligation of maintaining the working relationship for at least 2 years.

**Financing/Support:**

Unemployment insurance budget

**Eligibility:**

Registered unemployed older than 45 years or unique "bread earner"

**Legal basis:**

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

Art. 85

Law no250/2013

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing



### Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 19 Subsidies for the recruitment of disabled persons  
Type of action: 4.1 - Recruitment incentives

### Description

**Aim:**

Stimulation of the disabled employability

**Beneficiaries:**

Registered unemployed disabled

**Action/Instrument:**

Subsidies granted for a period of 12 months to the employers who engage disabled persons and who have less than 100 employees. There is an obligation of maintaining the working relationship for at least 2 years.

**Financing/Support:**

Unemployment insurance budget

**Eligibility:**

Registered unemployed disabled

**Legal basis:**

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

### Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 21 Incentives for employers taking on registered unemployed  
Type of action: 4.1 - Recruitment incentives

### Description

**Aim:**

Incentives for employers taking on registered unemployed

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

The employers who engage unemployed and maintain the working relationship for at least 6 months receive the exemption from the compulsory contribution for unemployment insurance fund.

The exemption is granted beginning with the next fiscal year for 6 months and represents the diminishing of the monthly contribution with 0,5% for each percent of the new engaged persons.

**Finanacina/Support:**

Unemployment insurance budget

**Eligibility:**

The direct beneficiary must be registered unemployed and the employer must maintain the working relationship for at least 6 months.

**Legal basis:**

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability (Art.93)

**Recent changes:**

### Supplementary information

Breakdown of expenditure: Transfers to employers ( Lump-sum payments, Reduced social contributions)

Target groups: Registered unemployed (All, Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 6 Months, Maximum: 6 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

### Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 36 Subsidies for unemployed approaching pension age  
Type of action: 4.1 - Recruitment incentives

### Description

**Aim:**

Subsidies for new jobs on the labour market.

**Beneficiaries:**

The first beneficiary is the employer, but the targeted beneficiary is the unemployed person who have less than 3 years to become pensioner. Was change - person who have less than 5 years to become pensioner

**Action/Instrument:**

The employers who are engaging the target group of persons of this measure are receiving for the all period of the working arrangements with the beneficiary a monthly amount equal with the minimum wage per economy. From 2009, a monthly amount equal with the in force reference social indicator.

**Finanacina/Support:**

Unemployment insurance budget.

**Eligibility:**

Fulfilling of the above mentioned conditions and maintaining of the working arrangements till the beneficiary from the target group become entitled to retirement.

**Legal basis:**

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability.

**Recent changes:**

Law 250/2013

### Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All, Older)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 1 Months, Maximum: 36 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2004 *Year Ended:* Ongoing

### Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 42 Installation allowance for graduates  
Type of action: 4.1 - Recruitment incentives

### Description

Aim:

Stimulation of labour force employment

Beneficiaries:

Registered unemployed (graduates) paid who get a job for a period longer than 12 months in a company.

Action/Instrument:

Installation allowance: an amount equal with a gross minimum wages paid as lump sum. From 2009, the amount is equal with the value of the in force reference social indicator. From July 2010 the amount was diminished by 15%.

Finanacina/Support:

Unemployment insurance fund

Eligibility:

Registered unemployed (graduate)

Legal basis:

Law 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability (2006 updates).

Law 118/2010

Recent changes:

### Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)

Target groups: Registered unemployed (All, Youth)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2006 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 11 Income top-up for unemployed persons finding work before the expiry of the unemployment benefit period  
Type of action: 4.1.1 - Permanent

## Description

Aim:

Stimulation of labour force employability

Beneficiaries:

Registered unemployed who get a job before expiring the period for which they were entitled to receive unemployment indemnity

Action/Instrument:

Amounts for unemployed getting employment before expiring the period for which they were entitled to receive unemployment indemnity.

The amount represents a monthly sum of 30% of the unemployment indemnity received the month before, granted from the unemployment insurance fund. The amount is provided until the end of the period for which the person was entitled to receive unemployment indemnity.

Starting with July 2010, the amount was diminished by 15%.

Finanacina/Support:

Unemployment insurance fund

Eligibility:

Registration at the ANOFM, fulfilment of the conditions to receive unemployment indemnity as well as hiring before period of unemployment indemnity expired

Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions..

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All, Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 41 Income completion for graduates  
Type of action: 4.1.1 - Permanent

## Description

**Aim:**

Stimulation of labour force employability

**Beneficiaries:**

Graduates (registered unemployed) who get a job before expiring the period for which they were entitled to receive unemployment indemnity

**Action/Instrument:**

Amounts for unemployed (graduates) getting employment before expiring the period for which they were entitled to receive unemployment indemnity.

The amount represents a monthly sum of the unemployment indemnity for which they were entitled, granted from the unemployment insurance fund. The amount is provided until the end of the period for which the person was entitled to receive unemployment indemnity.

Starting with 2006, the amount is granted to the graduates who maintain the working relations for a period of at least 12 months after hiring. Starting with July 2010, the amount was diminished by 15%.

**Financing/Support:**

Unemployment insurance budget.

**Eligibility:**

Registration at the ANOFM as unemployed.

**Legal basis:**

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability Law 118/2010

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (Youth)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Variable

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2006 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 14 Subsidies for graduate recruitment  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

Stimulation of graduates employability through the subsidies from the state budget

### Beneficiaries:

The first beneficiary is the employer, but the beneficiary from target group is the graduate.

### Action/Instrument:

Subsidies granted from the state budget to the employers who engage graduates for at least 12 months; for each graduate is provided a monthly amount representing gross minimum wage. Starting from 2009, the amount provided is equal with the value of the reference social indicator in force, for the graduates of high-schools, schools of arts and handicrafts; an amount equal with the 1.2 times the value of the reference social indicator in force, for the graduates of secondary schools; an amount equal with the 1.5 times the value of the reference social indicator in force, for the graduates of university level.

The employees are obliged to maintain the working relationship for at least 3 years. Since 2014 this period is 18 months.

The employers mentioned above must fix a convention with ANOFM.

Beginning with 2006, the employers receive also, for each year of continuing of the working relationship with the employees (after expiring the contractual period) a financial support equal with the sum of the social contributions corresponding to this persons. But this period can't be higher than 2 years after the expiring of the contractual period of 3 years.

### Finanacina/Support:

Unemployment insurance budget

### Eligibility:

Graduates

### Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability  
Art.80,83.

Law no 250/2013

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All, Youth, Public priorities and Other)  
Other registered jobseekers (All)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 36 Months, Maximum: 60 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 4 - Employment incentives  
Intervention n°/name 16 Subsidies for creating jobs for disabled graduates  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

Stimulation of disabled graduates employability through the subsidies from the state budget

### Beneficiaries:

The first beneficiary is the employer, but the beneficiary from the target group is the disabled person, graduate.

### Action/Instrument:

Subsidies granted from the state budget to the employers who engage disabled graduates for a period of 18 months representing an amount equal with minimum wage. Starting from 2009, the amount provided is equal with the value of the reference social indicator in force, for the graduates of high-schools, schools of arts and handicrafts; an amount equal with the 1.2 times the value of the reference social indicator in force, for the graduates of secondary schools; an amount equal with the 1.5 times the value of the reference social indicator in force, for the graduates of university level.

The employees are obliged to maintain the working relationship for at least 3 years (18 months - according to the Law no250/2013). But this period can't be higher than 2 years after the expiring of the contractual period of 3 years (18 months, according to the Law no 250/2013).

### Financing/Support:

unemployment insurance budget

### Eligibility:

Employers have to engage on short period disabled persons, graduates of an education institutions

### Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

Art.80,83.

HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions.

Law no 250/2013

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (Disabled)  
Other registered jobseekers (All)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 36 Months, Maximum extended: 2 Years

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2001 *Year Ended:* Ongoing



## Identification

Country Romania 2015 Category 6 - Direct job creation  
Intervention n°/name 25 Solidarity contracts for young people with difficulties and at risk of professional exclusion  
Type of action: 6 - Direct job creation

## Description

### Aim:

Professional integration/reintegration in work of the young people with ages between 16 - 25 years in difficulties . The age was extended to 26 years.

### Beneficiaries:

Young people aged between 16 to 25 years old who are confronting special difficulties and are at risk of professional exclusion:

- young people coming from the placement centres;
- single young people who have children on their responsibilities;
- young people with family and depending children;
- young people with family and without children;
- ex-offenders young people with family.

Other young people confronting difficulties.

In the limit of the available funds other persons less than 35 years old with same kind of difficulties

Registered at the ANOFM

Youth at risk social exclusion - people aged 16- 26 years who fulfills the requirements of section IV of the Low no 76/2002, be registred employment agency and:

- is in the child protection system or comes from this system,
- have disabilities,
- has no family or whose family can not ensure its maintenance,
- have dependent children,
- executed one or more prisonment,
- victim of human trafficking.

### Action/Instrument

Getting a job through a solidarity contract

For integration in work, the young people with ages between 16-25 years in difficulties can benefit from the work placement to an employer approved by ANOFM based on a solidarity contract. The age was extended to 26 years..

The solidarity contract can be signed between the young and the Agency for a period of 2 years but no less than 1 year. The period was changes : of 3 years but no less 1 year.

Based on the solidarity contract the employer approved by ANOFM will sign with the young person an individual working contract on a determined period equal with the period of the solidarity contract.

The employers that hire young persons with solidarity contract will sign an agreement with the Agency through wich the Agency commits to reimburse monthly the basic salary established at the date of employment of the young person but no more than 75% of the average net salary. This provision was changed : The employers that hire young persons with solidarity contract will sign an agreement with the Agency through wich the Agency commits to reimburse monthly the basic salary established at the date of employment of the young person but no more than twice the reference social indicator establish by the low.

If at the cesing date of the solidarity contract the employers hire the young person with individual working contract on undetermined period, these benefit, related to the agreement by a monthly reimbursement of an amount equal with 50% of the unemployment indemnity due by law.

### Finanacina/Support:

Unemployment insurance budget

### Eligibility:

Mentioned above conditions;

Registration at the ANOFM;

Agreement between the beneficiary and ANOFM for a period of maximum 2 years in order to find a job. After modification this period is 3 years.

Legal basis:

Law 116/2002 regarding the prevention and fighting against social exclusion.

Law no 76/2002 modified (art 93<sup>1</sup>-93<sup>8</sup>)

Recent changes:

Law no.250/2013

### **Supplementary information**

Breakdown of expenditure: Transfers to employers (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All, Youth)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Maximum: 36 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 7 - Start-up incentives  
Intervention n°/name 8 Counselling for business start-up  
Type of action: 7 - Start-up incentives

## Description

**Aim:**

Facilities for starting-up own business for the unemployed

**Beneficiaries:**

Registered unemployed and other persons looking for a job.

**Action/Instrument:**

Counselling and assistance for start-up of an independent activity or business which is granted for free, once, at demand to the persons being in the job-search process. This type of counseling takes the form of the juridical, marketing, financial services and different methods of management.

**Financing/Support:**

Unemployment insurance fund

**Eligibility:**

Registered unemployed and, from 2005, persons who couldn't get a job after graduating or persons having a job, but for different reasons they are looking for another; persons having the refugee status or other form of international protection.

**Legal basis:**

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability  
HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions.

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All, Public priorities and Other)  
Other registered jobseekers (Public priorities and Other)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Variable

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 7 - Start-up incentives  
Intervention n°/name 9 Credits for unemployed entrepreneurs aimed at creating new jobs for other unemployed persons  
Type of action: 7 - Start-up incentives

## Description

Aim:

Stimulation of the employers hiring unemployed

Beneficiaries:

Registered unemployed hired by the unemployed as employer.

Action/Instrument:

Providing advantageous credits for the unemployed who decide to start-up micro enterprises, family business and independent activities.

Credits are granted through a feasibility project, proportional to number of jobs that are going to be created, for a period of most 3 years, including a minimum period to ensure the production, with an interest of 50% from reference interest of Romanian National Bank.

Beginning with 2006, for the same purpose, the persons may ask for non-reimbursable funds.

Finanacina/Support:

Unemployment insurance fund

Eligibility:

Obligation of registered unemployed to create jobs using money proceed from contracted credit in advantageous conditions

Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

HG 377/2002 regarding the stimulation of labour force employability, the financing source and implementing instructions.

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)

Target groups: Registered unemployed (All, Public priorities and Other)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: Year started: 2002 Year Ended: Ongoing

## Identification

Country Romania 2015 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 2 Unemployment indemnity 2

Type of action: 8.1.1 - Unemployment insurance  
8.1.2 - Unemployment assistance

## Description

### Aim:

Partial compensation of income granted to the unemployed because of losing jobs or to graduates and conscripts. From 2011 - partial compensation of income granted to the unemployed because of losing jobs or to graduates.

### Beneficiaries:

Registered unemployed who fulfil the necessary conditions to receive unemployment indemnity.

The reasons of changing the status in "unemployed" may be:

- their individual employment contract or temporary employment contract is cease;
- working reports is ceasing;
- the mandate that they were named or choice for is ceased;
- the period for which soldiers were hired expired or the contract is ceased;
- their employment relation ceased in quality of cooperative member from reasons which they do not concerned them;
- they contracted an unemployment insurance and doesn't have any other revenue or have from activities authorised by law revenue less than unemployment indemnity which were due by law; from 2009, they contracted an unemployment insurance and doesn't have any other revenue or have income less than the value of the in force reference social indicator
- they stopped their activity as a result of invalidity pension and, which, later they retrieve working capacity and did not succeed to be employed;
- did not succeed to be employed after carrying out their military service because of employed definitive activity ceasing; repealed from 2004 by the Law 107/2004 for completing and updating Law 76/2002
- their employment relation or work is ceased from reasons that they not concerned them;
- working reintegration, ready by definitive judicial decision is not possible at units employed previously, because of definitive activity cease, or to units which take their patrimony;
- the activity proceed exclusive on civil convention is ceased.

### Action/Instrument

Unemployment indemnity is provided by different period established, by due stage, as it follows:

- 6 months, for persons with due stage until 5 years, but not less than 1 year;
- 9 months, for persons with due stage contents 5 and 10 years;
- 12 months, for persons with due stage bigger than 10 years.

Starting with 2011, unemployment indemnity is provided by different period established, by due stage, as it follows:

- 6 months, for persons with due stage at least 1 year;
- 9 months, for persons with due stage of at least 5 ;
- 12 months, for persons with due stage bigger than 10 years.

A partial compensation of income granted to the unemployed after losing their jobs or to the graduates of educational institutions and to the military services and who could not get employment :

- 75% of the minimum gross wage for the persons who fulfil the following conditions:

- " having a minimum contribution of 12 months in the last 24 months;
- " not realising incomes or incomes less than the unemployment indemnity;
- " the person do not fulfil the condition for retirement;
- " registration at the ANOFM;

The final amount includes also an amount calculated as percentage of the average wage from the last 3 months according to the years of contribution:

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Source: Eurostat LMP database. Date of extraction: 14 February 2017

- 3% for a period of contribution of minimum 3 years;
- 5% for a period of contribution of minimum 5 years;
- 7% for a period of contribution of minimum 10 years;
- 10% for a period of contribution of 20 years.
- 50% of the minimum gross wage for the graduates ageing less than 18 years old (16 years old for the disabled) who in a period of 60 days from graduating have not found a job and for the conscripts who had not a job before and in a period of 30 days after the military stage have not found a job.

Starting with 2011, a partial compensation of income granted to the unemployed after losing their jobs or to the graduates :  
 - 75% of the value of the in force reference social indicator for persons with at least 1 year of contribution. At this value is added an amount based on the calculation of the average gross basic salary from the last 12 months multiplied with the percent determined by different period of contribution. This value is for the persons who fulfil the following conditions:

" not realising incomes or realising from activities authorized by law, incomes less than the in force reference social indicator

" the person do not fulfil the condition for retirement;

" registration at the ANOFM;

The final amount includes also an amount calculated as percentage of the average wage from the last 3 months according to the years of contribution:

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

For graduates the unemployment benefit is a monthly fixed sum granted for a period of 6 months and represents 50% from the value of the in force reference social indicator.

The unemployment spell is continuous and registration is continuous: participants in active measures continue to be counted as registered unemployed and the duration of the spell includes periods of activation.

Financing/Support:

Unemployment insurance fund

Eligibility:

Registered unemployed who fulfil the following conditions:

- minimum period of contribution of 12 months in the last 24 months;
- do not have incomes or have incomes less than minimum wage per economy; from 2008 less than the in force social reference indicator
- do not have the standard retirement age.

Legal basis:

Law no 76/2002 regarding the insurance system for unemployment and stimulation of labour force employability

EGO no 28/2009 regarding social protection measures

EGO no 108/2010; Law 107/2004

Recent changes:

### **Supplementary information**

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All, Public priorities and Other)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits:	Cash benefits (Source: Current intervention, Other LMP intervention)		
Planned duration:	Typical: 6 Months, Maximum: 12 Months		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i> 2002	<i>Year Ended:</i>	Ongoing

## Identification

Country Romania 2015 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 22 Support in case of restructuring in the defence sector or state owned companies

Type of action: 8.1.2 - Unemployment assistance

## Description

Aim:

Payments for income completions for the employees who have lost their jobs because of:

- restructuring process in the defence production sector;
- reorganisation of the state owned companies.

Beneficiaries:

Registered unemployed, who have lost their jobs because of the restructuring process in the defence production sector and in the state owned companies.

Action/Instrument:

1. For the employees that have lost their jobs because of the restructuring of the state owned companies, it is provided a monthly income completion:

- for a period of 20 months for the employees that have a stage of contribution of maximum 15 years
- for a period of 22 months for the employees that have a stage of contribution between 15 and 25 years
- for a period of 24 months for the employees that have a stage of contribution of at least 25 years

After expiring of the period of granting the unemployment indemnity the beneficiaries receive until the entitled period a monthly income completion equal with the net average wage for the last 3 months before they have lost their jobs

2. For the months for which they are receiving redundancy compensations (M23), the payment of unemployment indemnity (M2) an income completion (M22) is suspended and is re-activated in the months for which the redundancy compensation are not granted.

The employees that have lost their jobs because of the restructuring of the defence production sector are entitled to receive unemployment indemnity (M2) and an income completion (monthly) equal with the difference between the net average wage for economy in the month before they have lost their jobs and the level of unemployment indemnity according to the legislation in force.

These persons are not entitled to receive the benefit stipulated to M23.

Starting with 2008, the final amount for the persons having a minimum contribution of 12 months in the last 24 months includes also an amount calculated as percentage of the average wage from the last 3 months according to the years of contribution:

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

Financing/Support:

Unemployment insurance fund

Eligibility:

Mentioned-above.

Legal basis:

GO 170/2001 regarding the alleviation of the social impact following the reorganisation of the defence production sector

GO 8/2003 regarding the stimulation of the restructuring process in the state owned companies

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All, Public priorities and Other)

Source: Eurostat LMP database. Date of extraction: 14 February 2017



Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 24 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2001 *Year Ended:* Ongoing

## Identification

Country Romania 2015 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 45 Temporary suspension of employment

Type of action: 8.2 - Partial unemployment benefits

## Description

### Aim:

Social protection measures for the persons affected by the economic crisis

### Beneficiaries:

people affected by the temporary suspension of employment

### Action/Instrument:

During the employer's temporary ceasing of activity, but not longer than 3 months, both the employers and employees are exempt from the payments of social contributions insurances; the employees receive at least 75% indemnity from the basis wage, related as the job (not in the scope of LMP).

For 2012, data are available only for every month and not as a total at the end of the year; data are not available without double counting; a participant may be counted up to 3 months as beneficiary for this measure, but he/she could enter into this measure several times during same month.

### Finanacina/Support:

General government (insurances funds).

A second financing source is represented by the salary fund of the employer (out of LMP scope).

### Eligibility:

The entitled persons are affected by the employer's temporary ceasing of activity; they are temporary suspended from work. They are obliged to register to National House of Pensions and Other Insurance Rights in order to be exempted from the payments of social contributions insurances.

### Legal basis:

EGO no 28/2009 concerning the regulation of some social protection measures.

EGO no 4/2010 concerning the regulation of some social protection measures for 2010

Law 40/2011 for updating and completing Law 53/2003 - Labour Code.

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Not registered (Public priorities and Other)

Treatment of unemployment spells: Not relevant

Reciept of benefits: Cash benefits (Source: Current intervention)

Planned duration: Typical: 3 Months, Maximum: 3 Months

Responsible institution(s): Social security funds

Area of application: National

Implementation: *Year started:* 2009 *Year Ended:* 2011

## Identification

Country Romania 2015 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 23 Compensation in case of restructuring of state owned companies and collective lay offs

Type of action: 8.4 - Redundancy compensation

## Description

Aim:

Payments for income completion;

Redundancy compensations for the persons for whom individual contracts ceased as consequence of collective lay off.

Beneficiaries:

Registered unemployed, who have lost their jobs because of the restructuring process.

Persons for whom individual contracts ceased as consequence of collective lay off.

Action/Instrument:

Lump sums for the persons who have lost their jobs because of the restructuring process.

Redundancy compensations.

1. In case of restructuring of state owned companies, the employees dismissed benefit by:

- an amount equal with 2 times the economy average net wage, at the moment of dismissal;

- an unemployment indemnity and a monthly income completion. The monthly income completion is equal with the difference between the medium individual net wage on 3 months before dismissal. After expiring the period of granting the unemployment indemnity, the person receive the monthly income completion. For the months for which they are receiving redundancy compensation, the payment of the unemployment indemnity and the income completion is suspended and is reactivated in the months for which the redundancy compensation are not granted.

2. In case of collective lay offs, the employees dismissed benefit by the unemployment indemnity. The unemployment indemnity is suspended during the period of granting the redundancy compensations and is starting to be granted in the first month after the expiring period of granting the redundancy compensations.

The redundancy compensations are paid in equal monthly rates. These can be also paid once, if the beneficiary presents a proposal of a bussines starting up.

Finanacina/Support:

Unemployment insurance fund

Eligibility:

Registered unemployed, who have lost their jobs because of the restructuring process.

Persons for whom individual contracts ceased as consequence of collective lay off.

Legal basis:

GPO 8/2003 regarding the alleviation of the social impact following the privatisation of the state owned companies

GPO 98/1999 regarding the social protection of the persons for whom individual employment contracts ceased as consequence of collective lay off

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Lump-sum payments)

Target groups: Registered unemployed (All, Public priorities and Other)  
Employed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Maximum: 12 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 1999 *Year Ended:* Ongoing

## D - Reference data

**R.1 Registered jobseekers (total)**

**27 Registered jobseekers**

Definition:

Registered jobseekers refers to all persons who have contacted National Agency for Employment (ANOFM) in the reference year with the aim of finding or changing a job and who may be or not registered unemployed.

**28 Registered unemployed**

Overview:

Refers to all persons who are registered with National Agency for Employment and at the same time fulfil the national criteria for consideration as registered unemployed:

- persons without work (with no work at all) aged more than 16 years
- currently available for work (persons who are sick are not counted)
- actively looking for either part time or full time job

Minimum age to be registered unemployed: 16

- Students cannot be RU. No specific stipulation exists in the legislation, but in practice, students cannot be RU during holidays either.
- There is a period of 60 days before school-leavers/first-time jobseekers can register.

Maximum age to be registered unemployed: 57/62

- Maximum age to be RU corresponds to the standard retirement age, which will be gradually increased between 2001 and 2014 as follows: up to 65 for men (raised from 62 years) and up to 60 years for women (raised from 57 years).
- UBR aged over 50 have to follow the same obligations that generally apply to seek work.

Registered unemployed are allowed to work? NO

- RU must be "out-of-work".

RU have to be immediately available for work? YES

Restrictions on the type of work sought (full/part-time, permanent/temporary, etc.)? NO

- No restrictions in this respect.

Notes:

- The working contract of RU must be ended at the initiative of the employer (including bankruptcy, restructuring). If the contract was ended at the person's initiative, she/he will not be considered as unemployed (if they register at the national Employment Agency, they are considered as jobseekers).

RU and UBR - Are all UBR counted as RU? YES

- It is obligatory to register as unemployed in order to claim UB.

RU and UBR - Do all RU receive benefits? NO

- RU must fulfil additional conditions to be entitled to receive UB.

Treatment of periods of activation during unemployment. Is the unemployment spell:

Continuous:

- Participants continue to be counted as RU during activation measures.

**32 Other jobseekers**

This category of persons is not stipulated by law or other regulations.

"Other registered jobseekers" was defined only in accordance with the LMP methodology.

The number of participants was calculated as difference between registered jobseekers (RJ) and registered unemployed (RU).

"Other registered jobseekers" will include inactive persons and also employed persons who have contacted ANOFM in the reference period, because there is the mandatory condition to be registered at the ANOFM in order to be participant to a certain

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Source: Eurostat LMP database. Date of extraction: 14 February 2017

measure.

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**Individual action plans**

Persons who are coming to register for the first time with ANOFM





# Abbreviations

Abbreviation, Description