Employment initiatives supporting 25+ NEETs

COUNTRY REPORT - ROMANIA

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2022

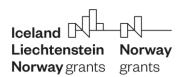
IN THE FRAMEWORK OF THE PROJECT 'LOST
MILLENNIALS – TRANSNATIONAL RESEARCH
NETWORK FOR THE EVALUATION OF INITIATIVES
TARGETING 25+ NEETS'

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Transnational Research Network for the Evaluation of Initiatives Targeting 25+ NEETs.

Available at https://lostmillennials.eu



Project summary:

The project 'Lost Millennials' focuses on a regularly neglected group of the generation of Millennials: young people aged 25-29 neither in employment or education and training (25+ NEETs). This generation started their working life shortly after the economic crisis of 2008, perceiving uncertainty and lack of security for work and well-being, they are more likely to be inactive or in precarious jobs. The main objective of the project is to contribute to the successful integration of 25+ NEETs to the labour market through increasing knowledge on the effects of employment initiatives on 25+ NEETs, building capacity of stakeholders to perform impact studies and thus improving the quality of labour market interventions. This objective will be achieved through the creation of the transnational research network which will share know-how and good practices, the evaluations of governmental and community-based initiatives targeting 25+ NEETs, as well as the engagement of stakeholders to increase the policy-relevance of project results.

For more information, please visit our website, contact us on lm.leadpartner@hetfa.hu and follow our social media (Facebook, LinkedIn).

The Lost Millennials project is funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment.

Implemented by:































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1. Introduction

According to the latest EUROSTAT data (2021), the percentage of 25-29-year-old NEETS in Romania (24.8%) is considerably higher than the EU average (17.3%) (EUROSTAT, EDAT_LFSE_29 database). Besides this general statistic, there are several dimensions with huge discrepancies between different groups. One of the main differences is the gender gap, as the percentage of female NEETs (36.1%) in this age group is more than twice than that of the males (14.2%). The residence type also creates striking differences: while in the cities, the percentage of this population was 11.9%, the towns and suburbs registered 27.8%, and in the rural areas this percentage was 33.8%. Combining these two dimensions, the female NEETs (25-29 years) in rural areas register a striking 52.4% (EUROSTAT, EDAT_LFSE_29 database).

The high percentage of the Roma ethnic minority among the NEETs is also an important issue, as 77% of women and 52% of men are considered NEETs in the 16-24 cohort in Romania in 2016 (Second European Union Minorities and Discrimination Survey Roma – Selected findings, p. 21).

2. Institutional context of initiatives and programmes

Until 15 September 2021, when Emergency Ordinance No 101 was adopted, the definition of NEETs referred only to the 16-24 age group. Consequently, all the initiatives and programmes dedicated directly to the 25+ NEETs were started after the date mentioned above. This does not mean there were no programmes, initiatives or policies targeting 25+ NEETs. Still, they were indirectly involved, in the sense that each programme or initiative they could fit was not a dedicated programme for them.

As it will be shown, the main institutions which deal with NEETs are the following: the leading institutions with competencies regarding NEETs/25+ NEETs are the Ministry of Labour and Social Solidarity, Ministry of Education, National Employment Agency/Public Employment Service, Ministry of Investments and European Projects, Ministry of Entrepreneurship and Tourism, Ministry of Finance, Ministry of Economy, Ministry of Agriculture and Rural Development, Ministry for Development, Public Works and Administration, Ministry of Foreign Affairs, Ministry of Research, Innovation and Digitalization.

In the following sections, we will present the initiatives and programmes dedicated directly or indirectly to 25+ NEETs. These projects are relatively new, and their number seems to be small compared to the percent of the 25-29 years old NEET population in Romania, which was high in 2020.¹ It is prognosed

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¹ Eurostat edat Ifse 21 database



even higher in 2021² in contrast with the EU27 average and the participating countries in the current project.

As seen from the list below, one programme (7 projects) and three initiatives were targeted at the 25+ NEETs during the period under review. The responsible institution for the programme and the seven projects was the National Agency for Employment/Public Employment Services. The responsible institutions for the three initiatives in Romania were different NGOs.

List of initiatives:

- Title of Initiative: 'RAISE Youth Romania: Rural Action for Innovative and Sustainable Entrepreneurship for Youth'
- The implementer of the project in Romania was 'AUR' the National Association of Human Resources Specialists (The Lead Partner is GTF Initiative for Sustainable Growth (Croatia))
- Link to web pages: https://neets-romania.ro/
- Title of Initiative 'eNEET Rural: Facilitating Entrepreneurship and Improving Skills of NEETs Living in Rural Areas'
- In Romania, the project was implemented by the Centre for the Development of the Structural Founds
- Link to web page: https://eneet-project.eu/
- Title of Initiative 'NEETs in Entrepreneurship'
- In Romania, the project was implemented by Junior Achievement Romania
- Link to web pages: https://neets-entrepreneurship.org/

List of programmes (there is one programme implemented in 7 projects):

- Title of Project: 'PROACCES ALTERNATIV BUCURESTI ILFOV Stimulating mobility and subsidising jobs for the unemployed and inactive' POCU/479/3/13/127204
- Managing authority/implementor: National Agency for Employment

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² Eurostat edat Ifse 21 database



- Link to web page:
 https://www.anofm.ro/upload/4427/Bro%C8%99ur%C4%83 electronic%C4%83.pdf
- Title of Project: 'PROACCES ALTERNATIV RMPD Stimulating mobility and subsidising jobs for the unemployed and inactive' POCU/279/3/13/125311
- Managing authority/implementor: National Agency for Employment
- Link to web page: https://www.anofm.ro/upload/1820/Brosura prezentare proiect.pdf
- Title of Project: 'PROACCES2 Stimulating mobility and subsidising jobs for the unemployed and inactive'
- Managing authority/implementor: National Agency for Employment
- Link to web page: https://www.anofm.ro/upload/7238/Brosura PROACCES 2.pdf
- Title of Project: 'INTESPO Registration of Young People in the Public Employment Service Records'
- Managing authority/implementor: National Agency for Payments and Social Inspection
- Link to web page: https://www.mmanpis.ro/despre-anpis/proiecte/i-proiectul-intespo-inregistrarea-tinerilor-in-evidentele-serviciului-public-de-ocupare-cod-mysmis-113589/
- Title of Project: 'ACTIMOB NEETs Activation and mobility of young NEETs' POCU/519/1/1/129203
- Managing authority/implementor: National Agency for Employment
- Link to web page: https://www.anofm.ro/upload/6822/Brosura ACTIMOB NEETs.pdf
- Title of Project: 'ACTIMOB 3 LDR³ Activation and mobility of young NEETs' POCU/520/2/1/129265
- Managing authority/implementor: National Agency for Employment

³ LDR = Less Developed Regions (This refers to the following NUTS 2 regions: North-East, North-West, West and Centre Regions, Romania)



- Link to web page: https://www.anofm.ro/upload/6822/Brosura ACTIMOB NEETs.pdf
- Title of Project: 'UNIT 5 MDR⁴ and LDR Apprenticeships and traineeships for non-NEET⁵ unemployed in the more developed and less developed regions' POCU/485/3/14/129163
- Managing authority/implementor: National Agency for Employment
- Link to web page: https://www.anofm.ro/upload/6352/Brosura electronica 31.10.2019.pdf

3. Focus of initiatives/programmes

3.1 Typology of initiatives/programmes and their supported activities

As it was presented, in Romania, all the publicly funded projects were implemented through the POCU programme. The funds for this programme were granted mainly by the European Social Fund.

The initiatives were funded by the EEA and Norway Grants Fund for Youth Employment and because they started later than the public (should) they were dedicated to the 25+ NEETs too.

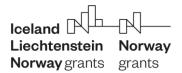
In Table 1 we summarized the above presented initiatives or programmes, and the activities which were eligible within each of them.

Table 1. The list of initiatives and projects targeting the 25+ NEETs in Romania by type, supported activities and the availability of evaluation in Romania

Title of the initiative/ programme	Type of initiative	Supported activities	Evaluation available
PRO ACCES ALTERNATIV BUCURESTI – ILFOV	project (Within the POCU)	 granting financial support - premiums to unemployed non-NEETs who are employed; subsidising jobs for staffing unemployed/non-NEET inactive persons; analysis, preparation, payment and beneficiary monitoring; project management; 	Implementation of the Evaluation Plan of the Human Capital Operational Programme 2014- 2020 - Evaluation of labour force occupations interventions

⁴ MDR = More Developed Regions

⁵ As we mentioned in the introduction, the notion of NEET in Romania was extended only in 2021 to include the 25-29 years old age group. Therefore, at the beginning and the first period (from 2019 till 2021) of this project the notion 'non-NEET' applies also to the 25-29 years old NEETs.



		information and advertising;carrying out public procurement procedures	
PRO ACCES ALTERNATIV RMPD	project (Within the POCU)	 subventions for creating jobs subsidies for commuting youth to occupy a new job 	Implementation of the Evaluation Plan of the Human Capital Operational Programme 2014- 2020 - Evaluation of labour force occupations interventions
PROACCES2	project (Within the POCU)	 The project has two objectives: to stimulate the employment of non-NEET unemployed registered with the Public Employment Service by granting subsidies, and promoting the employment of non-NEET unemployed registered with the Public Employment Service / non-NEET inactive persons by subsidising jobs 	Implementation of the Evaluation Plan of the Human Capital Operational Programme 2014- 2020 - Evaluation of labour force occupations interventions
ACTIMOB NEETs	project (Within the POCU)	Subvention both for the former NEETs and for the employee too. The support for mobility was given both for commuting and for changing the former NEETs residency	Implementation of the Evaluation Plan of the Human Capital Operational Programme 2014- 2020 - Evaluation of labour force occupations interventions
ACTIMOB NEETS 3	project (Within the POCU)	Subvention both for the former NEETs and for the employee too. The support for mobility was given both for commuting and for changing the former NEETs residency	Implementation of the Evaluation Plan of the Human Capital Operational Programme 2014- 2020 - Evaluation of labour force



			occupations interventions
UNIT 5 RMD and RMPD - Apprenticeships and traineeships for non-NEET unemployed in the more developed and less developed regions	project (Within the POCU)	Within the project the employer who is signing an apprenticeship contract with a person engaged in the project could receive (if it was demanded) a monthly contribution of 2.250 RON (about 475 EUR).	Report on the Evaluation of Public Policies in the Field of Youth, with an Emphasis on Apprenticeships
INTESPO	project (Within the POCU)	The aim of this project was to increase the number of inactive young NEETs registered with the Public Employment Service (PES) to provide personalised support measures	Implementation of the Evaluation Plan of the Human Capital Operational Programme 2014- 2020 - Evaluation of labour force occupations interventions
RAISE Youth Romania: Rural Action for Innovative and Sustainable Entrepreneurship for Youth	EEA and Norway Grants Fund for Youth Employment	 founding hubs of activity (RAISE Demo Centres) - links and exchanges between and within countries for NEETs (study trip to Austria) networking locally, regionally, nationally 	We did not find any
eNEET Rural: Facilitating Entrepreneurship and Improving Skills of NEETs Living in Rural Areas	EEA and Norway Grants Fund for Youth Employment	 transferring efficient practices and innovative solutions on how to train young people start-up support to young entrepreneurs new mentoring and coaching approaches innovative focus on employability and soft skills development mixing learning arenas short and long mobility staff exchanges. 	We did not find any



NEETs in Entrepreneurship	EEA and Norway Grants Fund for Youth	 work insertion activities like an internship/ apprenticeship or job shadow opportunities. carrying out prevention activities for 	We did not find any
	Employment	those who risk becoming NEETs	

3.2 Geographic coverage of NEETs support

In Romania, initiatives and programmes dedicated (partially) for the 25+NEETs can be sorted in two groups. In Romania, the problem of NEETs is a national problem and is therefore solved by initiatives and programmes across the country. These were funded by the EU through the European Social Fund and are usually organised to cover the whole country (INTESPO or the different PROACCESS, ACTIMOB and UNIT 5 projects). These projects were started before 2021 (when the definition of NEETs was enlarged to contain the 25-29 age group), so they were not dedicated to 25+NEETs. The exceptions are the 'PROACCES' and 'UNIT 5' projects, which were dedicated to the non-NEET at the time and included the age group analysed within our project.

However, as mentioned in the introduction, the problem is more pronounced in rural areas and is more prevalent among women. Thus, projects implemented by NGOs were targeted at a relevant target group.

On the other hand, those initiatives conducted in Romania by a non-governmental organisation, usually as a part of a more extensive consortium, focused on a specific dimension of the NEETs. Furthermore, in the analysed period, these were the only projects dedicated to targeting the oldest NEETs group, which is our focus. These three initiatives can be sorted into other two groups: the 'RAISE Youth Romania' and the 'eNEET Rural: Facilitating Entrepreneurship and Improving Skills of NEETs Living in Rural Areas', as the latest name suggests, were solely dedicated to the NEETs, who are living in rural areas of Romania. The 'NEETs in entrepreneurship' was dedicated to the younger age group of the NEETs and had a national cover. Their focus was to prevent school abandonment and help some participants create a family business in the field of services (third sector).

4. Financial aspects of initiatives and programmes

The initiatives and programmes implemented in Romania and financed by the European Social Fund usually aimed to cover the whole country (or by one project or by some similar projects as their names suggest). As we can appreciate, based on the evaluations presented in Table 1, the project's target group size and the type of interventions, legitimise the budget sizes foreseen for the projects. Also, in the



ACTIMOB programmes, the beneficiaries received monetary support for covering the commuting expenses and the residency changes.

The budgets were closely analysed regarding the initiatives funded by the EEA and Norway Grants Fund for Youth Employment. For instance, in the case of the 'NEETS in Entrepreneurship' project, the initial cost (1,620,299 EUR) was reduced as the final project cost was 1,530,249 EUR. Table 2 shows the total costs of initiatives and programmes.

Table 2. The financial allocations of the initiatives and programs dedicated to the 25+ NEETs in Romania, between 2017-2022

Title of the initiative/programme	Financial allocation in total	Financial allocation/estimate for NEETs only	Funding Source
PRO ACCES ALTERNATIV BUCURESTI – ILFOV	approx. 6,4 million EUR	No data available	
PRO ACCES ALTERNATIV RMPD	approx. 265 million EUR	No data available	In Romania, the implementation of
PROACCES2	approx. 76 million EUR	No data available	European Social Fund between 2014-2020 was
ACTIMOB NEETs	40,866,506.91 EUR	No data available	realised through the
ACTIMOB NEETS 3	57,124,603.76 EUR	No data available	Operational Programme
UNIT 5 RMD and RMPD - Apprenticeships and traineeships for non-NEET unemployed in the more developed and less developed regions	Overall budget approx. 76 million EUR, strictly dedicated to this project: 64 million EUR	No data available	(OP) 'Human Capital' (in Romanian: Programul Operațional Capital Uman – POCU)
INTESPO	46,452,793.05 EUR, from which: • 39,222,573.22 EU fund • 7,230,219.83 National fund	No data available	EU Funds (not specified)
RAISE Youth Romania: Rural Action for Innovative and Sustainable	3,100,000 EUR	The whole project was dedicated to 25-29 years old NEETs	EEA and Norway Grants Fund for Youth Employment



Entrepreneurship for Youth		
eNEET Rural: Facilitating Entrepreneurship and Improving Skills of NEETs Living in Rural Areas	1,500,000 EUR	The whole project was dedicated to 25-29 years old NEETs
NEETs in Entrepreneurship	1,530,249 EUR	No data available.

5. Implementation of initiatives and programmes

5.1 Project implementers

In Romania, the main programme dedicated to NEETs was the POCU⁶, implemented by the Management Authority POCU 2014-2020, and is subordinated to the Ministry of Investments and European Projects. The POCU has seven priority axes: namely, the Priority Axe nr. 2 is dedicated to NEETs ('Improving the situation of young people in the NEET category'). But as mentioned above, the relatively late adoption of the newest NEET definition – which includes the 25-29 years old age group – the projects stated before 2021 did not apply to 25+ NEETs. But contrary, only those projects could include 25+ NEETs, which were conducted before 2021 and were dedicated to non-NEETs. The situation has changed, and the projects that started after September 2021 include 25+ NEETs. As the timeframe to implement all the projects through the POCU programme is between 01.01.2014 and 31.12.2023, there are some real chances that 25+NEETs will benefit from these funds.

All three NGOs (Junior Achievement Romania, 'AUR' – the National Association of Human Resources Specialists and the Centre for the Development of the Structural Founds) that have implemented projects targeting 25+ NEETs so far are also well qualified to implement the programmes because of their commitment to the theme and extensive experience in implementing youth programmes.

Table 3. The list of implementers and the level of relevance of the initiatives and projects targeting the 25+ NEETs in Romania.

Title of the initiative/programme	Name of implementer	Number of implementer(s)	The period of implementation
PRO ACCES ALTERNATIV	National Agency for	2 (at NUTS III	04.12.2018 -
BUCURESTI – ILFOV	Employment	level) the Office	03.12.2021

⁶ PUCU is the abbreviation of Programul Operațional Capital Uman (Operational Programme Human Capital)



		in Bucharest and its' surrounding county.	
PRO ACCES ALTERNATIV RMPD	National Agency for Employment	41 County (NUTS III) offices	08/2018 -07/ 2021
PROACCES2	National Agency for Employment	Implemented by the 41 county level offices + Bucharest	01.2018 – 05.2022
ACTIMOB NEETS	National Agency for Employment	18 County level (NUTS III) offices	16.05.2017 – 15.05.2022
ACTIMOB NEETS 3	National Agency for Employment	22 County level (NUTS III) offices	16.05.2019- 15.05.2022
UNIT 5 RMD and RMPD - Apprenticeships and traineeships for non-NEET unemployed in the more developed and less developed regions	National Agency for Employment	Implemented by the 41 county level offices + Bucharest	05.04.2019 – 04.03.2022
INTESPO	National Agency for Payments and Social Inspection, Ministry of National Education, Ministry of Labour and Social Justice	3	26.09.2017 – 24.09.2021
RAISE Youth Romania: Rural Action for Innovative and Sustainable Entrepreneurship for Youth	'AUR' – the National Association of Human Resources Specialists – Project Partner Romania	1 (in Romania)	09/2018- 12/2021
eNEET Rural: Facilitating Entrepreneurship and Improving Skills of NEETs Living in Rural Areas	In Romania, the project is implemented by the Centre for the Development of the Structural Founds	1 (in Romania)	09.2018 – 12.2021
NEETs in Entrepreneurship	Junior Achievement Romania	1 (in Romania)	2018-2021

5.2 Target groups of NEETs

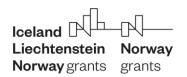
As mentioned, a few times in this report, in Romania, the definition of NEETs was extended to the 25-29 age group in September 2021. This led to the situation that the official (= public) initiatives and programmes started before this date refer to our target group as non-NEETs. On the other hand, the organisations and institutions from the non-public sector (NGO-s and private sector) in Romania which



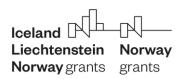
participated in the projects usually funded by EEA and Norway Grants Fund for Youth Employment aimed explicitly at the 25+ NEETs group even before September 2021.

Table 4. The target groups of the programmes and initiatives implemented in Romania between 2017 and 2022

Title of the initiative/ programme	Type of target group	Number of supported persons in the target group	Degree of reflection of NEETs in the given programme	The period of implementatio n of the initiative/ programme
PRO ACCES ALTERNATIV BUCURESTI – ILFOV	non-NEET unemployed, registered in ANOFM records, and non- NEET inactive persons	 1,152 persons non-NEET unemployed 1,329 persons non-NEET unemployed, registered in ANOFM records/ non-NEET inactive persons Total: 2,481 persons from which: 2,377 unemployed and inactive persons 4 Roma persons 100 persons from rural area 	partially (and not explicitly) dedicated to 25+ NEETs	04.12.2018 – 03.12.2021
PRO ACCES ALTERNATIV RMPD	The project's objectives were to increase the employment of unemployed and inactive people, citizens belonging to the Roma minority and people living in rural areas, especially in subsistence and semi-subsistence farming.	From the interim report, it appears that within the period August 2018 – May 2019: 27,474 mobility premiums 76,391 subsidies to employers	partially (and not explicitly) dedicated to 25+ NEETs	08/2018 -07/ 2021



PROACCES2	The project's objectives were to increase the employment of unemployed and inactive people, citizens belonging to the Roma minority and people living in rural areas, especially in subsistence and semi-subsistence farming	The target group is 12,000 persons, as follows: • 11,947 unemployed, with a special accent on the long-term unemployed persons, elderly persons (55- 64 years old) and those who are living with special needs • 2 Roma persons • 51 persons from rural area	not dedicated to 25+ NEETs	01.2018 – 05.2022
ACTIMOB NEETs	16-24 years old, living in the covered area by the project and being registered in the Public Employment Service Record	Till the interim report (15.05.2019) 1,134 hiring allowances were allocated for the unemployed NEETs, and 7,471 subsidies were allocated to the employers.	not dedicated to 25+ NEETs	16.05.2017 – 15.05.2022
ACTIMOB NEETS 3	16-24 years old, living in the covered area by the project and being registered in the Public Employment Service Record	Target group: 11,146 persons, from which: 1,115 from rural area, and 111 Roma persons	not dedicated to 25+ NEETs	16.05.2019- 15.05.2022
UNIT 5 RMD and RMPD - Apprenticesh ips and traineeships for non-NEET unemployed in the more developed and less	non-NEET unemployed persons	 9,617 registered unemployed persons as follows: apprenticeship for 9,303 unemployed persons ensure internship for 314 former students giving subsidies for the employers 	basically the 314 non-NEET former students are our target group, as at the starting date of this project the 25+ NEETs were considered non- NEETs	05.04.2019 – 04.03.2022



developed				
regions INTESPO	Identifying and registering the NEETs in the Public Employment Service Records	identifying and registering 200,000 NEETs (16-24 years old at the beginning of the programme)	This project initially was dedicated to NEETs 16-24, but after de legislation change (2021), the 25+NEETs are also included.	26.09.2017 – 24.09.2021
RAISE Youth Romania: Rural Action for Innovative and Sustainable Entrepreneur ship for Youth	The RAISE Youth project aimed to implement and promote the RAISE Model for (self-) employment in the market for young NEETs aged 25-29 by developing sustainable agriculture businesses in rural regions facing high unemployment and depopulation.	2,827 (20-29 years old) NEETs on the platform, from which 1,740 (25-29 years old) NEETs on the platform 500 NEETs participated in some sort of training programme	Specifically dedicated to NEETS, including the 25+NEETs	09/2018- 12/2021
eNEET Rural: Facilitating Entrepreneur ship and Improving Skills of NEETs Living in Rural Areas	Facilitating Entrepreneurship and Improving Skills of NEETs Living in Rural Areas	 (Aggregate at the project level) achievements: 1,696 NEETs trained, 40 agro-business ideas, 307 jobs created, 433 NEETs in active job search, 6 study visit and mentoring 45 stakeholder members of eNEET Rural network 	Dedicated to 25+ NEETs	09.2018 – 12.2021



NEETs in Entrepreneur ship	The project was dedicated to 16-29 years old NEETs. The project's aim was to support NEETs from Romania to enhance their skills through blended learning experiences and to support them in entering the labour market and to decrease migration of youth abroad.	 (Aggregate at the project level) achievements: 1,600 persons benefited from capacity building activities, 40 persons set up a business 	The project was dedicated to the 18-29 years old NEETs, so it covers the 25+NEETs category	2018-2021
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6. Conclusions

Given the late adoption of the extended NEET definition, Romania started to consider and include 25+ NEETs in the centrally planned policies and projects only after September 2021. Before this date, only a few programme projects were dedicated to this specific group, at least in the analysed period within our project.

On the other hand, the non-public sector was much more flexible from this point of view. As soon as it became available, there were initiatives and projects dedicated to 25+ NEETs funded by the EEA and Norway Grants Fund for Youth Employment. Their definition for NEETs and youth included this specific age group (25-29 years old).

In conclusion, the only finished initiatives and projects up to this moment are the ones conducted and implemented by the non-public sector. Currently, many projects are under the POCU, including the 25+ NEETs. Still, the time limit of those projects is usually the end of 2023. Currently, it is almost impossible to evaluate the impact of these interventions.



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