

SECTOR PROGRAMME FICHE
PHARE 2006
for
ECONOMIC AND SOCIAL COHESION

Part 2 RO/2006
Human Resource Development: employment and social inclusion measures

PHARE/2006/018-147.04.02

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1. Basic Info

CRIS Nr (2006) :	PHARE/2006/018-147.04.02	Country: Romania
Title	2006 Phare Programme fiche for Economic and Social Cohesion, Part 2	
RO 2006	Human Resource Development: employment and social inclusion measures	
Sector	Priority sector Economic and Social Cohesion	Evaluation sector Economic and Social Cohesion
Budget 2006	Total [€Mio] 31.71	Phare contribution [€Mio] 25.77

Summary:

In view of implementing the NDP priorities and preparation for Structural Funds, the 2004 – 2006 Phare assistance in the field of ESC will be focused on the achievement of the following objectives:

- To develop and implement multi-annual policies and programmes for economic and social cohesion, through investment projects in priority sectors, in line with the provisions of the National Development Plan 2004-2006 (NDP), to support the overall national and regional economic growth, in order to increase the overall potential of the country and of each of the eight development regions, as well as to diminish the economic and social disparities between them;
- To strengthen the institutional capacity of central ministries, the 8 Regional Development Agencies and relevant local authorities to prepare for the implementation of investment support to be provided, in line with provisions regarding the Extended Decentralised Implementation Systems (EDIS) in candidate countries.
- To build the institutional, administrative, programming and implementation structures necessary to effectively manage EU Structural Funds after accession.

This three years programme from 2004 to 2006 focuses on the following: Improving regional infrastructure to support economic development; Human Resource Development; Development of the productive sector through support to SMEs; Environmental protection at regional level; Building the institutional structures in order to achieve, upon accession, sound and efficient management of EU Structural Funds, and efficient management of programmes.

Under the 2006 programme the following specific tasks will be implemented: improve regional and local infrastructure, support education and training systems, continue supporting SMEs, improve environmental protection, support the government in labour market and social exclusion issues, continue to support the development of an appropriate management system for EC funds after accession and support the technical preparation of projects to be financed through structural or rural funds.

Part 2 deals with Human Resource Development, employment and social services.

2. Overall objective of the sector programme

Based on the priorities and measures, justified and described in the Phare Programming Document (PPD) ESC 2004–2006 programme fiche RO2004/16-772.04, the current document is developing those measures and projects planned to be implemented under Phare 2006 ESC.

The assistance is divided into five priorities, listed in the table below and will focus on the achievement of the following objectives:

- To develop and implement multi-annual policies and programmes for economic and social cohesion, through investment projects in priority sectors, in line with the provisions of the National Development Plan (NDP), to support the overall national and regional economic growth, in order to increase the overall potential of the country and of each of the eight development regions, as well as to diminish the economic and social disparities between them.
- To strengthen the institutional capacity of central ministries, the 8 Regional Development Agencies and relevant local authorities to prepare for the implementation of investment support to be provided, in line with provisions regarding the Extended Decentralised Implementation Systems (EDIS) in candidate countries.
- To build the institutional, administrative, programming and implementation structures necessary to effectively manage EU Structural Funds after accession.

The 2006 programme (parts 1 to 3) address the following measures contributing to fulfill the objectives:

Priorities	Measures
Priority A: Improving regional infrastructure to support economic development	Regional and local transport, business and tourism infrastructure
Priority B: Human Resource Development	Tackling structural unemployment Improving long term labour market adaptability Actively combating social exclusion Improving access to education and region specific technical and vocational education and training system
Priority C: Development of the productive sector through support to SMEs	Support to SMEs, business start-up, micro-enterprises and business support service providers
Priority D: Environmental protection at regional level	Improving environmental protection at local and regional level
Priority E: (Horizontal IB) Building the institutional structures in order to achieve, upon accession, sound and efficient management of EU Structural Funds, and efficient management of programmes under EDIS requirements	Development of administrative capacities for Structural Funds management

This sector is split into three parts; each one implemented by one Implementing Agency.

Sector Economic and Social Cohesion

Part 2: Human Resource Development: employment and social inclusion measures

The following specific tasks will be implemented:

Tasks from Phare 2006 funds (All from Priority B and one Priority E sub-project)
3.1.1 Active employment measures for youth and long-term unemployed
3.2.1 Qualification and re-qualification of work force
3.2.2 Establishment of the National Authority for Qualifications
3.3.1 Social inclusion measures for disadvantaged groups
3.3.2 Strengthening the capacity of the Ministry for Labour, Social Solidarity and Family (MLSSF) in the field of social assistance and services
3.4.1 Development of administrative capacities for Structural Funds management, Support to MoLSSF to prepare as Managing Authority (sub-project 7, Priority E)

3. Description of priorities and measures

3.1 Sub-projects implementing priority B-measure a, tackling structural unemployment

Within the framework set by the Financing Agreement 2006 these sub-projects implement a measure foreseen in the multi-annual ESC Programme document 2004-2006 referred to as follows:

Priority B:	Human Resource Development
Measure a:	Tackling structural unemployment

3.1.1 Sub-project 1 - Active Employment Measures mainly for youth, long-term unemployed and job seekers in rural areas

A) Active Employment Measures (AEM) to youth and long-term unemployed and to the job seekers in rural areas and people employed in agriculture with low incomes (grant scheme)

B) TA to MLSSF, NAE and final beneficiaries to support in the implementation of the grant schemes

3.1.1.1 Objectives

A) Raising employment by facilitating the access to employment for job seekers, by enhancement of active employment measures and to develop new skills according to evolving needs of the labour market, promoting equal employment opportunities for vulnerable groups, and strengthening the regional and local partnerships set up to promote employment.

B) Activities related to awareness, appraisal, selection and monitoring of projects are included and will be supported through Technical Assistance (TA), in order to achieve the following objectives:

- To raise awareness and provide information to ensure a transparent, competitive and effective process for projects appraisal and selection;
- To increase capacities of national and regional structures for effective implementation of projects. financed under this programme in order to carry out monitoring, control and evaluation activities, efficiently.

Definition of rural area is valid as given in programme fiche 2004/16-772.04

3.1.1.2 Activities and means in 2006

A) To tackle structural Romanian unemployment problems, and to pilot an appropriate approach for later SF, it is envisaged to develop **a grant scheme for active employment measures mainly for youth and long-term unemployed, and job seekers in rural areas and people employed in agriculture with low incomes**, with the following eligible actions:

- **Measures to reduce mismatch between labour force demand and supply** (employment services) aiming at improving placement services and job search assistance, such as: providing labour market information relevant for the target groups, professional guidance and career counseling; jobs mediation services aimed to establish direct links between the employers and the job seekers, with the aim to establishing an employment relation or concluding a contract on temporary and occasional work;

- **Measures to raise the level of skills**, consisting of further education and training activities aiming at preventing skill shortages or improving the quality of labour, including obtaining a nationally recognised certificate for the occupational competencies acquired in a formal or informal context. Training can be focused on either employment or self employment. It can be designed to meet immediate labour market need or to improve the employability of unemployed people. Forms of adult training activities eligible under this programme may be: courses organised by training providers, both outside the working place and/or on the job, according to the needs and type of training; training programmes organised by employers within their own enterprises and organisations, for groups of people or individuals - such training may be integrated into working activities and it should necessarily involve a training provider, in order to ensure an adequate quality of the services provided; other relevant forms of training;

- **Measures for starting own business**, with the aim to support unemployed to start their own business and become self-employed. Such measures may include counseling for beginning and developing a business: entrepreneurial training; assessing the entrepreneurs and their business proposals; assistance to identify and use of the financial resources, assistance to identify business opportunities, to prepare business plans and market studies (in order to offer to the final beneficiaries of this activity the real possibility to access funds to start up their own business, it will ensure the complementarily with the micro-credit schemes funded through the Romanian Government and the World Bank programmes (ex. Social Sector Development World Bank Project (E.O. no.111/2001), subcomponent Micro credit – 12 MUSD). The participants will be informed about the micro-credits schemes approved according to the law. The persons belonging to the target groups will be guided to apply for a micro credit scheme). Within the County Employment Agencies there are established special services for crediting. These offices will provide specific information to the grant schemes beneficiaries, and further, the project providers will be able to offer information to the target groups about the necessary information on the micro-credits schemes opportunities;

- **Innovative measures** to assist the target groups enter or return to the labour market, aimed to increase employability, according to EU employment strategy.

These will be supported through a Phare grant scheme. The projects to be financed under this measure will be mainly directed towards enhancing employment opportunities (through training and re-training), developing entrepreneurship, etc.

Indicative % for allocation per target group within the grant scheme:

1. 50% of the job seekers in rural areas and people employed in agriculture with low incomes;
2. 50% youth unemployed and long-term unemployed.

The grant schemes Beneficiaries:

- a non-profit or profit-making, public or non-public organization, provider of HRD services, submitting a grant application (targeting the unemployed and/or the job seekers from rural area or people employed in agriculture with low incomes eligible under this scheme), either as an individual applicant or in a partnership (consortium): professional organizations, foundations and associations; vocational training agencies; employment brokers; education, continuing adult training providers and associations of training providers; universities, other relevant organizations, relevant decentralized offices of central public administration¹; private or state companies, including both SMEs and large companies; employers' associations; trade unions.

The following minimum and maximum amounts apply to the grants, which may be financed under the programme (Phare contribution):

- minimum amount : 15,000 euro
- maximum amount : 150,000 euro

Co-financing

The grant schemes beneficiaries will have to ensure a minimum contribution of the total project eligible costs, in cash, as follow:

- the profit-making organisations will have to ensure a minimum 20% contribution of the total project eligible costs, in cash;
- other categories of beneficiaries will have to ensure a minimum 10% contribution of the total project eligible costs, in cash.

The grant schemes beneficiaries, who apply for providing vocational training courses, must be accredited.

Note: The legal framework for authorising training providers'

Based upon G.D. no.522/2003, the minister of labor, social solidarity and family and the minister of education, research and youth, approved a Common Order no.353MoLSSF/5202MoERY/2003 concerning the adoption of the vocational training providers authorization methodology. The Common Order relates in detail the NATB tasks concerning the vocational training providers' accreditation and the monitoring activities of each type of vocational training programme, based on nationally recognized occupational standards.

The Target groups:

The project will address all job seekers as in the definition of the Law no.107/2004 (registered unemployed and other jobseekers) but targeting specifically youth and long-term unemployed and the job seekers in rural areas and people employed in agriculture with low incomes:

- Youth unemployed people aged between 15 and 24 (categories: school leavers without qualification skills, or with low qualification skills level, or with qualification skills without demand on the labor market);
- Long-term unemployed persons (youth unemployed after 6 months being unemployed and adults unemployed being unemployed after a period of over twelve months);

¹ National, county, local employment offices and their training centers are not eligible under this scheme.

- All the groups job seekers in rural areas and people employed in agriculture with low incomes who want to increase their chances, to return or to enter on the LM, especially to support their employment in the services sector.

These measures will alleviate the effects of economic restructuring also, by addressing the social groups most hit by it, without overlapping with the World Bank programme.

The rules and procedures, eligibility and selection criteria, description of the selection process, co-financing rates, indicators, will be set out in the relevant Phare Grant Scheme documents.

Contracting

MoLSSF will conclude a Regional Framework Agreement with each PIU for the technical management of the projects implemented under this component. Contracting grants shall be under the responsibility of the MoLSSF, as Implementing Agency.

B) TA to MLSSF, NAE and final beneficiaries to support in the implementation of the grant schemes

- Awareness campaign, support the launching of the grant schemes, appraisal and selection of projects. Information will be disseminated through a diversity of channels in order to promote the grant schemes to the potential beneficiaries. Support under this activity will include covering costs for press advertising and conferences, for editing, publishing, and disseminating information materials, brochures, guidelines, etc. A help-desk will be established in each PIU to provide information and advice to potential applicants. At the end of the programme publicity will be organised to spread among the regions information about the results of the programme and the implemented projects;
- Appraisal and selection of projects organized by the PIUs and PCU which will be supported by external independent experts who will be in charge with appraising the applications, participating in the selection procedure and assessing the whole selection process;
- Support the monitoring of the implementation of the HRD schemes refers to four areas: programming and programme management skills development, ex-ante evaluation, monitoring and control and evaluation.

As regards the appraisal and selection of projects it will be ensured that experts from the Contractor of the main TA, which will assist in project preparation, will not be part of the evaluation committee. Separate independent experts will be contracted for this purpose.

3.1.1.3 Results for 2006

A)

- Improved skills and advice to facilitate access to employment for job seekers and unemployed people (especially youth and long-term unemployed and those from rural areas) – number of beneficiaries receiving guidance and career counseling services: at least 4.000 persons; number of unemployed beneficiaries receiving assistance with job seeking: at least 3.800 persons;
- Labour force will have increased knowledge and acquire better and new skills according to the labour market needs, due to increased responsiveness of training providers - number of unemployed vocational training beneficiaries: at least 3.800 persons; number of beneficiaries attaining a vocational training: at least 2.600 persons;
- Improved entrepreneurial skills and managerial knowledge as result of the training programs and business consultancy services - number of beneficiaries receiving help related to self-employment: at least 200 persons;
- Number of unemployed beneficiaries entering employment: at least 785 persons;
- Number of beneficiaries entering self-employment: at least 20 persons.

B) TA to MLSSF, NAE and final beneficiaries to support in the implementation of the grant schemes

- MoLSSF (PCU) will have improved capacity to implement the measure and its Schemes, in anticipation of the expansion of these schemes in the period after Accession;
- NAE through its regional structure PIUs and Final Beneficiaries, also, will have improved capacity to implement the measure and its Schemes, in anticipation of the expansion of these schemes in the period after Accession.

3.1.2 Budget for Priority B/measure a

Year 2006	Phare funding			National Co-financing	IFI	Total
Priority B/Measure A	Investment	IB	Total Phare			
AEMs, for youth and long-term unemployed, and unemployed in rural areas, out of which:	3.85	-	3.85	1.29	-	5.14
1. Nord – Est 21,57%	0.830		0.830	0.278		1.108
2. Sud-Est 13,92%	0.536		0.536	0.180		0.716
3. Sud-Muntenia 16,07%	0.619		0.619	0.207		0.826
4. Sud-Vest Oltenia 11,99%	0.462		0.462	0.155		0.617
5. Vest-România 8,84%	0.340		0.340	0.114		0.454
6. Nord – Vest 11,57%	0.445		0.445	0.149		0.594
7. Centru 11,03%	0.425		0.425	0.142		0.567
8. București-Ilfov 5.01%	0.193		0.193	0.065		0.258
TA -Support the AEMs schemes implementation		0.50	0.50	-	-	0.50
T O T A L	3.85	0.50	4.35	1.29		5.64

3.1.3 Implementation Arrangements for Priority B/measure a

MoLSSF will be Implementing Agency for this measure.

Implementing Authority of the TA component, is MoLSSF through the PIU within Directorate for SOP HRD, within Managing Authority for HRD SOP.

For the investment scheme, the Implementing Authority will be the 8 PIUs at regional level. Contracting each grant, under this measure, with final beneficiaries shall be the responsibility of MoLSSF.

MoLSSF will chair the Human Resource Steering Sub-committee, who will monitor the implementation of this measure.

3.2 Sub-projects implementing priority B-measure b, improving long-term labor market adaptability

Within the framework set by the Financing Agreement 2006 these sub-projects implement a measure foreseen in the multi-annual ESC Programme document 2004-2006 referred to as follows:

Priority B:	Human Resource Development
Measure b:	Improving long-term labor market adaptability

3.2.1 Sub-project 1 Grant schemes promoting Life-Long Learning for qualification and re-qualification of the work force

3.2.1.1 Objectives

Strengthening the regional and local Employment Partnership role on the labour market in order to achieve a higher adaptability of workers and enterprises according to labour market needs.

A) Grant schemes promoting Life-Long Learning (LLL) for qualification and re-qualification of the work force

Promoting life long learning (LLL) in Romania and developing of labour force to become more adaptable to structural changes, with focus on qualification and re-qualification of the work force in order to make it more respondent to the evolving needs of the labour market.

B) TA to MLSSF, NAE and final beneficiaries to support in the implementation of the grant schemes

To support MoLSSF to implement the grant schemes – public awareness campaign, appraisal, selection and monitoring of projects.

It will be supported through Technical Assistance (TA), in order to achieve the following objectives:

- To promote measures and provide information and advice on project preparation;
- To support the companies which will be selected to access the schemes to carry out the needs assessment and design HRD strategy;
- To ensure a transparent, competitive and effective process for project appraisal and selection;
- To increase capacities of regional structures for effective implementation of projects financed under this programme in order to carry out monitoring, control and evaluation activities, efficiently.

3.2.1.2 Activities and means for 2006

A) Grant schemes promoting Life-Long Learning (LLL) for qualification and re-qualification of the work force

Qualification and re-qualification of the Romanian work force in order to make it more respondent to the evolving needs of the labour market, activities to enhance human resource development in the context of industrial re-structuring (mining, metallurgy, defense industry), with the following eligible actions:

- Development and delivery of training to staff in all types of enterprises (including in SMEs) for:
 - using new production technologies and practices and developing new products;
 - using new Information and Communication Technologies;
 - new services and high added value industries.
- Development and delivery of vocational training programmes addressing skill shortage in various economic fields;
- Development and delivery of training in management skills including environmental, innovation, quality control and human resources management;

- Development of occupational standards;
- Assistance and consultancy to companies interested in developing their human resources, through a number of activities such as: human resources development strategies, training needs assessment, training plans, exchange of HRD good practice, including the establishment of networks, mentor schemes, in-company training of key workers (manager/company training adviser/personnel staff/trade union officer).

Forms of adult training activities eligible under this programme may be: courses organised by training providers, both outside the working place and/or on the job, according to the needs and type of training; training programmes organised by employers within their own enterprises and organisations, for groups or individuals. Such training may be integrated into working activities and it should necessarily involve a training provider, in order to ensure an adequate quality of the services provided; other relevant forms of training.

The training activities shall be organised distinctively by levels of training, skills, professions, occupations, vocations or specialties, taking into consideration the needs of employers, the core competencies of staff, the requirements of their positions, their promotion or employment opportunities, as well as the requirements of the labour market.

Projects promoting a life-long learning culture for all employees within enterprises, will be encouraged.

All actions proposed shall take into consideration promotion of gender equality and equal opportunities (such as equal opportunities for women and men), with a view to combating discrimination in the labour market.

These will be supported through a Phare grant scheme.

The grant schemes Beneficiaries:

- a non-profit or profit-making, public or non-public organisation, provider of Human Resources Development services, submitting a grant application either as an individual applicant or in a partnership (consortium): professional organizations, foundations and associations, including trade unions; education, continuing adult training providers and associations of training providers; universities; Chamber of Commerce, research institutes, other relevant organizations;
- a non-profit or profit-making, non-public organisation, beneficiary of Human Resources Development services, submitting a grant application in partnership with a provider of Human Resources Development services: private or state companies, including both SMEs and large companies, for their employees; employers' associations (targeting the employees of their members); trade unions (targeting their members).

Authorized training providers will be used for training courses only.

Note: The legal framework for authorizing training providers

Based upon G.D. no.522/2003, the minister of labour, social solidarity and family and the minister of education, research and youth, approved a Common Order no.353MoLSSF/5202MoERY/2003 concerning the adoption of the vocational training providers authorization methodology. The Common Order relates in detail the NATB tasks concerning the vocational training providers' accreditation and the monitoring activities of each type of vocational training programme, based on nationally recognized occupational standards.

The Target groups: all management levels in enterprises (top, middle, line managers), as well as regular staff within state or private owned enterprises.

This scheme is addressing the employees in enterprises at all levels with the view to increase their productivity at their workplace, as well as to increase their competitiveness in the labour market.

These measures will alleviate the effects of economic restructuring also, by addressing the social groups most hit by it – the staff of the state companies under restructuring process (mining, metallurgy, defense industry, etc.) or companies which must be restructured (high energy consuming, pollution generating, out of date technologies etc.), without overlapping with the World Bank programme “Labour Redeployment Programme”.

The following minimum and maximum amounts apply to the grants which may be financed under the programme (Phare contribution):

- minimum amount : 15,000 euro
- maximum amount : 150,000 euro.

Co-financing:

Profit-making organisations will have a contribution of minimum 20% of the total project eligible costs, in cash.

Other beneficiaries will have a contribution of minimum 10% of the total project eligible costs, in cash.

This measure will not only consider the supply of skills and qualifications, but also the demand side.

Within Phare 2003 ESC IB component the Romanian part, supported by TA, will elaborate Regional Action Plans for Employment, documents which will establish and assess the future qualification demands and regional labour market priorities, according with the Employment Guidelines, with active participation of the social partners’ representatives at the regional level. Also, an important role within the grant schemes implementation will play the new created partnerships for the employment stimulation (the same project mentioned above).

B) Technical Assistance to MLSSF, NAE and final beneficiaries to support the implementation of the grant schemes

- Awareness campaign, support for preparation of applications (especially will be developed information campaign which will include active involvement of the partnerships for the employment stimulation in order to ensure that all the actors will have the opportunity to contribute to the success of the schemes – correspondence between supply and demand on the needs for the employees vocational training within enterprises), appraisal and selection of projects. Information will be disseminated through a diversity of channels in order to promote the grant schemes to the potential beneficiaries. Support under this activity will include covering costs for press advertisements, seminars and conferences, for editing, publishing, and disseminating information materials, brochures, guidelines, etc. A help-desk will be established in each PIU to provide information and advice to potential applicants. At the end of the programme publicity will be organised to spread among the regions information about the results of the programme and the implemented projects.
- The needs assessment and design HRD strategy made by companies will be supported by external experts

- Appraisal and selection of projects organized by the PIUs and PCU which will be supported by external independent experts who will be in charge of appraising the applications, participating in the selection procedure and assessing the whole selection process.
- Support the monitoring of the implementation of the HRD schemes refers to four areas: programming and programme management skills development, ex-ante evaluation, monitoring and control and evaluation.

The rules and procedures, roll-out modalities, co-financing rates, indicators, will be set out in the relevant Phare Grant Scheme documents. It is intended that, if successful, these schemes will form the basis for later SF measures, and would be included in a the future SF programme.

As regards the appraisal and selection of projects it will be ensured that experts from the Contractor of the main TA, which will assist in project preparation, will not be part of the evaluation committee. Separate independent experts will be contracted for this purpose.

3.2.1.3 Results for 2006

A)

- Labour force will have increased knowledge and acquire better and new skills according to labour market needs, due to increased responsiveness of training providers; number of employed vocational training beneficiaries: 7.700 persons; number of beneficiaries attaining a vocational training: 5.400 persons;
- Improved human resources management through development of human resources strategies including training needs analysis in enterprises – number of SMEs assisted with vocational training: 80 companies will access the schemes.
- Improved management skills, especially human resources management, in enterprises will ensure the survival and development of the companies, increasing their competitiveness on the market – number of employed at the management level involved in the specific training programs: 380 persons.

B)

- MoLSSF (PCU) will have improved capacity to implement the measure and its Schemes, especially on the ground and to build up its broader organizational capacity after 2006, in anticipation of the expansion of these schemes in the period after Accession;
- NAE through its regional structure PIUs, also, will have improved capacity to implement the measure and its Schemes and to build up its broader organizational capacity after 2006, in anticipation of the expansion of these schemes in the period after Accession.
- At least 50 companies will have improved capacity to do the needs assessment and design HRD strategy.

3.2.2 Sub-project 2- National Authority for Qualifications (NAQ) establishment

3.2.2.1 Objectives

To create an operational qualifications development and certification system, and develop common quality assurance principles and mechanisms in vocational education and training (VET) system.

According to the recommendations adopted by the Phare ESC Sub-Committee on HRD, chaired by MoLSSF in September 2003, based on the proposals of the Phare TVET 0108.01 project, MoLSSF and MoER signed on 08.06.2004 the Memorandum approved by the Prim Minister to designate NATB as NAQ.

The Law. 559/07.12.2004 stipulates that NATB will have the role of NAQ with the following attributions:

- develops and implement the methodologies for job analysis survey;
- develops and implement the methodologies for the validation of qualifications;
- develops and implement the methodologies for the certification of competencies and qualifications;
- develops and updates the National Register of Qualifications;
- supports the establishment of the sectoral committees and coordinates their activity.

Regarding the sectoral committees the Law stipulates: „The main role of the sectoral committees consists in development, updating and validation of the qualifications through the social partners participation at the sectoral level”. The list of sectors has been approved by the social partners on 08.07.2004.

The Law 559/07.12.2004 stipulates the increase of the technical staff of NATB acting as NAQ with 15 persons in 2005, 20 in 2006, and 15 in 2007. Necessary accommodation and communication means for NAQ and sectoral committees have to be ensured.

The Tripartite Agreement on the Common Reference Framework of National Qualifications Development which includes qualifications classification and definition, occupational standards and training standards aims in qualification development and certification, qualifications validation, qualifications and professional competences certification has been signed on 23.02.2005 by the representatives of the Government and of the social partners.

Ten sectoral committees having multi-partite structure (social partners, Government, professional associations) have been already established based on sectoral agreements. Regulations are needed regarding the funding of the sectoral committees and of their technical staff.

The project will pursue to create better premises for the cooperation between the involved institutions: NATB, line ministries, NAE, social partners, professional associations and organisations, TVET and CVT providers.

3.2.2.2 Activities and means for 2006

In the year **2006**, the Technical Assistance will focus on:

- Strategic review of the Phare 2004 and 2005 results;
- Development or review, and validation of 15 qualifications by sector for at least 5 additional sectors;
- Completion of the PQNR with the qualifications developed or reviewed under the current

- project;
- Pilot implementation of the operational certification system of the qualifications and competences through the approved institutional arrangement in selected VET centers;
- Pilot implementation of the operational quality assurance principles and mechanisms through the approved institutional arrangement in selected VET centers.
- Staff training addressing NAQ and new sectoral committees in view of achieving the project outputs and performing the assigned responsibilities.

3.2.2.3 Results for 2006 - NAQ establishment

- Strategic review of the Phare 2004 and 2005 results; improved methodologies ((M1- job analysis survey; M2 - qualifications development; M3 - qualifications validation; M4 - qualifications and competences certification; M5 - PQNR development and updating) ;
- Professional Qualifications National Register completed with 15 validated qualifications by sector for at least 5 additional sectors;
- Qualifications and competences certification system operational and implementation ensured through the approved institutional arrangement in the selected VET centers;
- Quality assurance principles and mechanisms operational and applied through the approved institutional arrangement in the selected VET centers.
- NAQ and new sectoral committees staff trained - training for 50 persons and peer learning activities for 30 persons;
- Project's results disseminated.

3.2.3 Budget for Priority B/measure b

Year 2006	Phare funding			National Co-financing	IFI	Total
PRIORITY B/Measure B	Investment	IB	Total Phare			
Sub-project 1-- A) Grant schemes promoting LLL	3.85	-	3.85	1.29	-	5.14
B) TA to MLSSF, NAE and final beneficiaries		0.50	0.50	-	-	0.50
Sub-project 2- NAQ establishment		1.00	1.00	-	-	1.00
TOTAL 2006	3.85	1.50	5.35	1.29		6.64
Out of which, per region:	3.85		3.85	1.29		5.14
1. Nord – Est 21,57%	0.830		0.830	0.278		1.108
2. Sud-Est 13,92%	0.536		0.536	0.180		0.716
3. Sud-Muntenia 16,07%	0.619		0.619	0.207		0.826
4. Sud-Vest Oltenia 11,99%	0.462		0.462	0.155		0.617
5. Vest-România 8,84%	0.340		0.340	0.114		0.454
6. Nord – Vest 11,57%	0.445		0.445	0.149		0.594
7. Centru 11,03%	0.425		0.425	0.142		0.567
8. București-Ifov 5.01%	0.193		0.193	0.065		0.258

3.2.4. Implementation Arrangements for Priority B/measure b

MoLSSF will be Implementing Agency for this measure.

Sub-project 1

Implementing Authority of the TA component is MoLSSF through the PIU within the Directorate for SOP HRD, within Managing Authority for HRD SOP.

For the investment scheme, the Implementing Authority will be the 8 PIUs at regional level. Contracting each grant, under this measure, with final beneficiaries shall be the responsibility of MoLSSF.

Sub-project 2 - National Authority for Qualifications - TA

From this project implementation will benefit NAQ, NAE, other ministries, all social partners at sectoral level, professional associations and organisations, VET providers, all actors involved on the VET market. The end users are the trainees who will benefit of a flexible and transparent VET provision, more attractive for their professional and personal development supporting LLL and employment enhancement.

The Implementing Authority of the project will be NAQ (NATB).

Coordination will be ensured through the HRD Steering Sub-Committee. In the same time, for the efficient project implementation, it will be established a Working Group which will include representatives from all the relevant partners (NAQ, MoLSSF, MoER, NAE, sectoral social committees, etc.). The Working Group will meet periodically, but more frequent than the Steering Sub-Committee, in order to monitor the project implementation and to ensure the informed coordination between all projects having relation to the present one.

Risks and conditionalities for Sub-project 2

Ensure the necessary resources (funds, accommodation, communications) for NAQ and sectoral committees.

3.3 Sub-projects implementing priority B-measure c, actively combating social exclusion

Within the framework set by the Financing Agreement 2006 these sub-projects implement a measure foreseen in the multi-annual ESC Programme document 2004 referred to as follows:

Priority B:	Human Resource Development
Measure c:	Actively combating social exclusion

3.3.1 Sub-project 1 - Promoting Social inclusion

A) Grant Schemes For Social Inclusion Measures For Disadvantaged Groups

B) Technical Assistance to promote a nation-wide awareness campaign on social inclusion which will aim at creating a working mechanism to facilitate the active involvement of all relevant stakeholders in implementing and monitoring the social inclusion process.

3.3.1.1 Objectives

A. To promote social inclusion by tackling the discrimination and inequalities in the labour market and the associated social exclusion and, in this way, to complement national strategies and employment policies.

B. To increase the capacity of the Ministry of Labour, Social Solidarity and Family in the field of social inclusion through a nation-wide awareness campaign.

3.3.1.2 Activities and means in 2006

A) Grant schemes for social inclusion measures for disadvantaged groups

Promoting social inclusion related to all disadvantaged groups by the following eligible actions:

- Development and delivery of vocational training programmes and schemes (basic training, qualification, re-qualification, skill upgrading);
- Development and delivery of schemes promoting community work;
- Range of support measures for all the disadvantaged groups in order to enhance their chances to return or enter the labour market (with special attention for those within poorest area) (professional counseling and vocational guidance, activation and individual support measures - activation plan individualized, job search, job clubs, individual training/development action planning, work trials, work placements, pre-vocational and vocational training and retraining, mentor support, links to employment opportunities and mediation services).

These will be supported through a Phare grant scheme, which will be launched together with the Phare 2005 grant scheme for social inclusion. The projects to be financed under this measure will be mainly directed towards enhancing employment opportunities of the disadvantaged groups (through training and re-training, community work, specialized career counseling action plan, etc.), by promoting social LM.

The launching of both grant schemes 2005 and 2006 will be supported by the technical assistance project from Phare 2004.

The grant schemes Beneficiaries: non-profit making or profit-making organizations submitting an application as an individual applicant or in a consortium with other partners; the applicants may be: Vocational Training Agencies, Education and/or training providers and Associations of Training Providers, Chambers of Commerce, Trade Unions, Local Authorities, Universities, Employers' Organizations, Private companies, Research Bodies, Employment brokers, other relevant profit and non profit organizations.

Note: The legal framework for authorizing training providers

Based upon G.D. no.522/2003, the minister of labor, social solidarity and family and the minister of education, research and youth, approved a Common Order no.353MoLSSF/5202MoERY/2003 concerning the adoption of the vocational training providers authorization methodology. The Common Order relates in detail the NATB tasks concerning the vocational training providers' accreditation and the monitoring activities of each type of vocational training programme, based on nationally recognized occupational standards.

The Final beneficiaries - Target groups:

- **Disabled people** (mental, physical and multiple disabilities) without qualifications or without secondary education, persons suffering from mental illness;
- **Youngsters 18 - No Longer in the Child Protection System;**
- **Roma minority**, (Roma without qualifications or without secondary education, special attention will be allocated to the Roma teenagers educated in the special schools and their families).

Indicative % for allocation, for the Roma minority from the target groups, will be 60%.

The following minimum and maximum amounts apply to the grants for the individual applicants, which may be financed under the programme (Phare contribution):

- minimum amount : 15,000 euro
- maximum amount : 75,000 euro

Under this scheme these partnerships (including Phare 2003 ESC regional and local partnerships for employment and social inclusion initiatives) can compete for projects, of (Phare contribution):

- minimum amount : 50,000 euro
- maximum amount : 150,000 euro

Co-financing

The grant schemes beneficiaries will have to ensure a minimum contribution of the total project eligible costs, in cash, as follow:

- the profit-making organisation will have to ensure a minimum 20% contribution of the total project eligible costs, in cash;
- other categories of beneficiaries will have to ensure a minimum 10% contribution of the total project eligible costs, in cash.

The grant schemes beneficiaries only in case when they apply for providing vocational training courses, they must be accredited.

B. This nation-wide awareness raising campaign on issues related to the social inclusion

envisages a wide range of activities, as follows:

- 1 assessment of the level of awareness of the target groups defined;
- 2 elaboration of an information strategy based on the assessment;
- 3 developing and distributing a PR materials; designing, printing and distributing posters in order to inform the society about the major problems related with social inclusion. designing brochures which will present the legislation on social assistance.
- 4 organising Round Tables events on different topics identified during the implementation period of the project. The participants at these events will be almost 50 persons each representatives from all ministries involved in the field, representatives of local authorities, at county and local level, active NGOs at national level, social partners, representatives of the church, volunteers' organisations, user representatives and people experiencing poverty;
- 5 events for civic education will be organised, to develop concrete working tools to include social inclusion issues in the classes on human rights.

- 6 organise regional seminars on specific themes regarding the social inclusion, poverty, etc. The purpose of these is to discuss the major problems identified in the region, to find solutions to achieve the Romanian priorities regarding social inclusion, and identify best practices in fighting social exclusion.
- 7 impact assessment for all target groups and creation of continuous awareness system to be used after the current project ends.

The nation-wide awareness raising campaign shall target the following groups:

A key player that has a bearing on **public opinion** perceptions on issues related to social exclusion is the mass-media. The Ministry will focus on creating an informal pool of national and local journalists, and regularly transmitting them information about various practices and options of successfully tackling social exclusion.

In the first stage, the awareness raising campaign will target all **institutional actors relevant to issues related to social inclusion**. These may include: Ministry of Health; Ministry of Education and Research; National Authority for Child Protection Rights; National Authority for Persons with Handicap; Ministry of Transport and Housing; Ministry of Administration and Interior; Ministry of Justice; National Agency for Labour Force; National Association of the Municipalities; National Association of the County Councils; National Agency for Roma Issues; National Council of Elderly; National Association for Blind Persons; International organisations and projects (UNICEF, World Bank, EC Delegation, DFID etc).

Special attention will be given to dissemination information among and getting support from the **Romanian civil society**, through its representatives like as non-governmental organisations and their clients, associations of private enterprises and trade unions, mass-media, the academia and various research institutes.

These two core target audiences will also serve as a channel to the larger audience of the awareness raising campaign that is the Romanian general public, and especially people affected by social exclusion. While the former will be made aware on how they can better support the latter, the latter will be better equipped to get access to credible information on their rights.

The component will be implemented through a Technical assistance contract.

3.3.1.3 Results for 2006

Component A

- Increased social inclusion of the most disadvantaged groups on the labour market;
- Better tackling discrimination and inequality on the LM;
- Improved skills and advice to facilitate access to employment for the disadvantaged groups – 3.000 Roma people and 1500 disabled and Young persons out of the child protection system receiving guidance and counseling; number of unemployed vocational training beneficiaries - 3.000 Roma people and 1500 disabled and Young persons out of the child protection system; number of beneficiaries attaining a vocational training – 1.500 Roma people and 750 disabled and Young persons out of the child protection system; number of unemployed beneficiaries receiving assistance with job seeking – 1.500 Roma people and 750 disabled and Young persons out of the child protection system; number of unemployed beneficiaries entering employment – 450 Roma people and 225 disabled and Young persons out of the child protection system.

Component B

- Assessment of level of awareness of the target groups carried out;

- Information strategy elaborated;
- Public Information campaign implemented (PR materials developed, brochures designed, newsletter elaborated)
- Three Round Tables of 50 persons each;
- Number of events on the theme regarding the social inclusion, poverty;
- Number of written materials to be disseminated;
- Impact assessment of the awareness campaign elaborated and issued.

3.3.2 Sub-project 2 – Strengthening the capacity of MoLSSF in the field of social assistance

3.3.2.1 Objectives

A sustainable national social assistance system based on the principle of equality which is addressing the real needs of the vulnerable groups in society, and which is built in a process of continued consultation and participation between the different levels of government and in an effective partnership with the civil society.

For better achieving the objectives the following specific tasks mentioned already in the Memorandum for the new administrative strategy to be implemented are identified:

Specific objective

Development of social services in order to promote the development of human resources and social inclusion of vulnerable groups, as well as an effective partnership between local public authorities and non-governmental service providers.

3.3.2.2 Activities and means in 2006

Grant scheme

In the 2006, the activities of the grant scheme will be more focused on the development of the social services responding to the gaps identified in the system with a view to reducing the existing inequalities and contribute to the information collection which is necessary for the decision making and planning process.

The project, which will be financed under the grant scheme, will cover all types of the social services, in accordance with the Romanian legislation, for all the vulnerable categories of beneficiaries.

The proposed project must be in line with the social assistance county strategy. The vulnerable categories are identified by the current assessment realized in social assistance field and in the same time mentioned in Joint Inclusion Memorandum.

The **grant scheme** intends to finance following small-scale projects:

1. The primary social services (proximity services) focused on:

- a) day-care and vocational (occupational therapy included) centers for all vulnerable groups and for different age groups (children, adults, elderly).
- b) counseling the elderly, disabled persons, persons with a chronic pathology, alcohol, drugs or other toxic substances addicts, persons infected with AIDS or persons with AIDS, for their families, as well as for other persons in the same social group with whom the sick persons were permanently or incidentally in contact;
- c) counseling the persons and families that adopt children or who provide care to under-age children;

- d) counseling young persons who leave the child protection institutions;
- e) counseling and support neglected and abused persons, victims of the family violence or people trafficking;
- f) designing the plan of intervention including material and financial support to persons and families with insufficient incomes and that cannot cover their minimal needs, as stipulated by the legal regulations in force;
- g) emergency measures for the following categories of persons: homeless, victims of the people trafficking, family violence, as well as any person in difficulty;
- g) information on social protection measures;
- h) any other type of services addressing the immediate needs of the vulnerable groups and their families

2. For the specialized/integrated services:

- a) hosting, providing care, recovering, rehabilitating and socially reinserting the elders, the disabled persons, the persons with chronic diseases, the alcohol or drug addicts, the victims of the family violence or of people trafficking;
- b) providing specialized support and assistance to the children and families in difficulty;
- c) providing temporary shelters and supporting participation in education to disabled children or young persons or to the children or young persons facing adjustment difficulties through specialized counseling, after school and remedial teaching in correlation with the educational system;
- c) providing temporary shelters to the young persons that leave the child protection system on a determined period of time, according to the legislation in force;
- d) providing social and professional insertion to the young persons who leave the child protection system;
- e) providing temporary shelters to homeless and counseling services;
- f) providing assistance and support in order to ensure an autonomous and active life for the elders, as well as care services for the dependant elders;
- g) providing support measures for the integration in the labour field, other than the ones stipulated by the Labour Code, including protected workshops;
- h) providing re-adjustment, pre-orientation and professional re-education measures stipulated by the legislation in force;
- i) hosting and providing care in emergency situations, with or without housing, providing support or social company, adjusting to an active life or socially and professionally inserting the persons or families in difficulty or in risk situations;
- j) providing identification, help, support, formation or information, counseling, expertise or coordination in order to prevent any form of dependence;
- k) providing pilot social activities, measures and services ;
- l) any other integrated services which will be identified by the authorities in order to have a better response to the social needs.

Development of such services should be fully in line with sectoral policies in social assistance (integrated approach of disability, children and elderly in the family framework), education (integration of children with disabilities in mainstream education, supporting schools as community centers with multiple services to correspond to community needs), health (particularly related to mental health and medico-social services).

The implementation mechanism for the social services grant scheme is the following:

- ⇒ Contracts concluded with General Directorate for Social Assistance and Child Protection subordinated to the County Councils and social assistance public service organized by local authorities;

- ⇒ The beneficiaries may conclude partnership agreements (sub-contracting) with other accredited public or private social services providers which are defined in the legislation and should be encouraged to develop social services. Concluding partnerships should not become an automatic condition for project approval
- ⇒ The sustainability needs to be ensured by the conditionality that the grant beneficiary (General Directorate for Social Assistance and Child Protection subordinated to the County Councils and social assistance public service organized by local authorities) will take over the running costs of the projects 3 months before the project ends and continue financing for 3 years. This condition will be clear specified in the Contract.

Setting up of new services and development of existing services are equally supported by the present grant scheme.

During the evaluation and monitoring of the grant schemes the Implementing Authority should ensure the involvement of multidisciplinary teams of experts to avoid parallelism and contradictions with above-mentioned sectoral policies.

Grant support shall be up to:

- 10.000 – 75.000 Euro for the projects which will be developed for primary social services;
- 100.000 – 200.000 Euro for the projects which will be developed for specialised social services;

The beneficiary is to match grant funds with own contribution amounting 10% of the total costs of the project, provided in cash.

In the same time the projects developed under the grant scheme will take into consideration the existing projects in order to assure the continuity and the sustainability of the system so, any project that is in place can be financed for further development or diversification of activities.

3.3.2.3 Results for 2006

- increase the number of social services at local level, able to promote an sustainable human development of the vulnerable groups
- Provide care and services for homeless adults, families and children
- Providing temporary shelters and counseling for homeless persons and families
- Creating a support system for young people leaving residential care institutions
- Improved access to compulsory education for vulnerable groups
- Increase the number of primary social services developed at local level of administration;
- Improved mechanism of partnership developed at local level;
- Increase the availability of social services.

3.3.3 Budget for Priority B/measure c

Year 2006	Phare funding			National Co-financing	IFI	Total
Priority B / Measure C	Investment	IB	Total Phare			
Sub-project 1, Component A Grant scheme Investment, per region:	4.67 4.67		4.67	1.56 1.56		6.23 6.23
1. Nord – Est 21,57%	1.007		1.007	0.336		1.344
2. Sud-Est 13,92%	0.650		0.650	0.217		0.867
3. Sud-Muntenia 16,07%	0.750		0.750	0.251		1.001
4. Sud-Vest Oltenia 11,99%	0.560		0.560	0.187		0.747
5. Vest-România 8,84%	0.413		0.413	0.138		0.551
6. Nord – Vest 11,57%	0.540		0.540	0.180		0.721

7. Centru 11,03%	0.515		0.515	0.172		0.687
8. București-Ilfov 5.01%	0.234		0.234	0.078		0.312
Component B Technical assistance for nation – wide campaign		1.00	1.00			1.00
Sub-project 2,, Grant scheme for social services, Investment, per region:	5.40 5.40		5.40 5.40	1.80 1.80		7.20 7.20
1. Nord – Est 21,57%	1.164		1.164	0.388		1.552
2. Sud-Est 13,92%	0.752		0.752	0.251		1.003
3. Sud-Muntenia 16,07%	0.868		0.868	0.289		1.157
4. Sud-Vest Oltenia 11,99%	0.647		0.647	0.216		0.863
5. Vest-România 8,84%	0.477		0.477	0.159		0.636
6. Nord – Vest 11,57%	0.625		0.625	0.208		0.833
7. Centru 11,03%	0.596		0.596	0.199		0.795
8. București-Ilfov 5.01%	0.271		0.271	0.090		0.361
T O T A L 2006	10.07	1.00	11.07	3.36		14.43

3.3.4 Implementation arrangements or Priority B/measure c

MoLSSF will be Implementing Agency for this measure.

Sub-project 1

Implementing Authority for the TA of project 1 is MoLSSF through the PIU within the Directorate for SOP HRD, within Managing Authority for HRD SOP.

For the investment scheme the MoLSSF works through the PCU set up under Phare 2003, and will conclude a framework agreement with the 8 PIUs at regional level, as Implementing Authorities. Contracting each grant, under this measure, with final beneficiaries shall be the responsibility of MoLSSF.

Sub-project 2

The Implementing Authority will be the 8 PIUs at regional level. Contracting each grant, under this measure, with final beneficiaries shall be the responsibility of MoLSSF.

For both projects 1 and 2, MoLSSF will chair the Human Resource Development (HRD) Steering Sub-committee, who will monitor the implementation of this measure.

The Steering Committee of the project will be the Sub-committee for HRD of the Steering Committee for Economic and Social Cohesion. The Sub-committee for HRD was set up under the Phare Economic and Social Cohesion Programme, also including the Offices for Roma.

In order to ensure that the projects respond to the real needs the NGOs representing the vulnerable groups will be included as partners in the projects.

The monitoring and evaluation process will be realized following the templates and guides for ex-ante evaluation, monitoring and ex-post evaluation, common understanding of selection criteria and eligibility criteria, etc. elaborated under Phare 2003.

3.4. Sub-projects implementing Priority E

Within the framework set by the Financing Agreement 2006 these sub-projects implement a measure foreseen in the Multi-Annual ESC Programme document 2004-2006 referred to as follows:

Priority E:	Building the institutional structures in order to achieve, upon accession, sound and efficient management of EU Structural Funds, and efficient management of programmes under EDIS requirements
Measures a:	Development of administrative capacities for Structural Funds management

3.4.1 Description of projects under Priority E/Measure a:

The Sub-project numbering corresponds to the numbering given in the 2004 – 2006 programming document.

In the framework of Part 2, only sub-project 7 - Support to MoLSSF to prepare as Managing Authority, will be carried out.

Sub-project 7 “Support the Ministry of Labour, Social Solidarity & Family to prepare as Managing Authority” will assist in identifying appropriate structures, developing administrative capacity, ensuring staff training and developing the appropriate systems and tools (methods, guidelines, manuals procedures etc.), to ensure correct, timely and effective programme management (i.e. programming, implementation of programmes and projects, monitoring and evaluation, as well as financial management and control).

3.4.1.1 Sub-project 7: Support for the Ministry of Labour, Social Solidarity & Family to prepare as Managing Authority

3.4.1.1.1 Objective

Consolidation the institutional structures at central, regional and local levels, in order to achieve, upon accession, efficient system of the ESF of all levels, HRD SOP management and implementation system appropriate, respectively a properly ESF absorption capacity by continuing the preparation for ESF management and implementation.

3.4.1.1.2 Activities in 2006

Continuing the preparations for ESF management and implementation

The activities consist of TA aimed at strengthening MoLSSF, MoER and NAE administrative capacity by continuing the process started before, to enhance the national and regional responsibility and capability in order to prepare for ESF.

Component A

- Preparing the launching of the call for proposal for ESF projects at MA level
- Preparing the launching of the call for proposal for ESF projects, preparing ESF projects evaluation and approval at IBs and FBs level.
- Assistance to test the evaluation procedures of ESF projects
- Assistance to prepare the publicity campaign for ESF projects launching

- Preparing and delivering training program for 200 persons from MA, IBs, FBs on projects evaluation for all the policy field of ESF and ensuring the relation with Lisbon Strategy and EES guidelines coherence
- Preparing and delivering training program for 200 persons from MA, IBs, FBs on reporting irregularities
- Preparing and delivering training program for 5000 persons trained in seminars and practical workshops to promote and sustain the partnerships for ESF pipe-line projects and mainstreaming equal opportunities issues, to promote the ownership through partnership, the transnational dimension of the ESF projects, especially for social inclusion of disadvantaged groups.

Component B

- Assistance to test the monitoring procedures at national, regional and local level
- Preparing and delivering a training program for 200 persons trained at national, regional and local level to effectively use of the HRD MIS.

Component C

- Assistance to prepare and conduct the evaluation of the projects pipe-line and coherence with EES
- Preparing and supporting the projects pipe-line at a higher quality in all regions to be submitted for approval
- Assistance to support the partnerships actively involved in the promotion and supporting the ESF projects pipe-line.

The pipeline of projects should comply with the priorities established in the HRD SOP and take into account the relevant sectoral strategies.

3.4.1.1.3. Results for 2006

Copmponet A

- Strengthened capacity of the IBs and FBs to support the SOP HRD implementation
- Verified and tested implementation of the procedures concerning ESF projects evaluation
- Improved capacity of the MA to carry out the publicity concerning ESF implementation, preparing and delivering printed publication and materials, newsletters
- Training programs delivered on ESF programmes and projects evaluation in relation to all policy fields of ESF assisted and in line with Lisbon Strategy and EES guidelines
- Training program on reporting irregularities implemented
- Training program to strengthen the partnerships and the project promoters capacity for ESF pipe-line projects, to promote and mainstream equal opportunities as horizontal dimension of the ESF projects, to promote the ownership through partnership, the transnational dimension of the ESF projects, especially for social inclusion of disadvantaged groups

Copmponet B

- Verified and tested implementation of the procedures concerning monitoring the ESF projects at national, regional and local level through HRD MIS.

Component C

- Strengthened capacity of the SOP HRD MA to coordinate the SOP HRD implementation and to ensure to coherence with the EES
- Improved pipe-line projects prepared to be financed under ESF
- Strengthened capacity of the partnerships under ESF to promote and support pipe-line projects

Total budget : 5.00 Meuro EU Phare.

3.4.2 Budget for Priority E/ measure a – Sub-project 7

Year 2006	Phare funding			National Co-financing	IFI	Total
Priority E / Measure A	Investment	IB	Total Phare			
Sub-project 7: Support for MoLSSF		5.00	5.00			5.00
Capacity building		1.50	1.50			1.50
ESF Project pipeline		3.50	3.50			3.50

3.4.3 Implementation arrangements for Priority E/ measure a – Sub-project 7

Ministry of Labour Social Solidarity and Family is Implementing Agency for sub-project 7.

The coordinating Implementing Authority for the projects under Priority E will be the Managing Authority for Community Support Framework in the Ministry of Public Finance.

For the purposes of the project, a Project Steering Committee will be created to reflect the various attributions of the institutions acting in the field of management of the EU Structural Funds. The PSC will have an advisory role, to formulate recommendations and concrete actions to be taken. The Steering Committee will meet regularly to ensure proper co-ordination of the various project activities, review the progress of the project and take the necessary corrective actions. The EC Delegation will be invited to participate to the Steering Committee as an observer.

Implementing Authorities for each project will ensure the management of implementation for all structures involved.

Implementing Authority for project 7 is Ministry of Labour, Social Solidarity and Family. The project will have resource implications from the Ministry of Labour, Social Solidarity and Family (MLSSF), National Agency for Employment (NAE), its regional structures – PIUs and territorial structures and, also for the Ministry of Education and Research.

4. Linked activities

See Annex 7 and Annex 1 with corresponding log frame matrix for priorities.

5. Detailed budget

€M	Phare/Pre-Accession Instrument support	Co-financing			Total Cost
		National Public Funds (*)	Other Sources (**)	Total Co-financing of Project	
Year 2006 – Part 2					
Investment support jointly co funded					
Priority B, measure A	3.85	1.29		1.29	5.14
Sub-project1 Grant scheme for AEMs	3.85	1.29		1.29	5.14
Priority B, measure B	3.85	1.29		1.29	5.14
Sub-project1 Grant scheme promoting LLL	3.85	1.29		1.29	5.14
Priority B, measure C	10.07	3.36		3.36	13.43
Sub-project1 Grant scheme for social inclusion	4.67	1.56		1.56	6.23
Sub-project2 Grant scheme for social services	5.40	1.80		1.80	7.20
Priority E, measure A	0.00	0.00		0.00	0.00
Investment support – Part 2 sub-total	17.77	5.94		5.94	23.71
% of total public funds	max 75 %	min 25 %			

Year 2006 – Part 2					
Institution Building support					
Priority B, measure A	0.50				0.50
Sub-project1 TA for AEMs implementation	0.50				0.50
Priority B, measure B	1.50				1.50
Sub-project1 TA to MoLSSF, NAE and final beneficiaries	0.50				0.50
Sub-project2 NAQ establishment	1.00				1.00
Priority B, measure C	1.00				1.00
Sub-project1 Nation wide awareness campaign	1.00				1.00
Priority E, measure A	5.00				5.00
Sub-project 7, Support to MoLSSF	5.00				5.00
IB support – Part 2	8.00				8.00

Total Part 2 2006	25.77	5.94		5.94	31.71
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(*) contributions from National, Regional, Local, Municipal authorities, FIs loans to public entities, funds from public enterprises

(**) private funds, FIs loans to private entities

All **investment** sub-projects supported by Phare must receive co-financing from **national public funds**. Minimum requirement for co-financing from national public funds is 25% of the combined Phare and national contributions to the overall investment support.

6. Implementation Arrangements

6.1 Institutional Framework

The institutional framework is defined in the GD 497/2004 thus ensuring the preparation of administrative capacity for Structural Funds sound management.

6.2 Implementing agencies

The Implementing agency for part 2 is the Ministry of Labour, Social Solidarity and Family.

EDIS procedures will be applied to the extent that concerned bodies are accredited. If the Implementing Agencies are not EDIS accredited the DIS will apply.

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6.3 Implementing authorities

<i>Tasks</i>	<i>Implementing Authority and Intermediate Bodies</i>	<i>Remarks on Organisation, resources required</i>
Priority B: Human Resource Development Measure a Tackling structural unemployment	The 8 PIUs at regional level for investment MoLSSF for TA contract	Information on staffing is provided in the previous table with Implementing Agencies. Regional Consortia are the partnership

Measure b Improving long term labour market adaptability Measure c Actively combating social exclusion	The 8 PIUs at regional level for investment MoLSSF for TA contract NATB for TA NAQ establishment project The 8 PIUs at regional level for social inclusion investment MoLSSF for TA and awareness raising for social inclusion	structures, with HRD policy responsibility at regional level Regional Consortia provide the forum for human resources strategies and action plans development and monitoring HRD Steering Sub-committee, chaired by MoLSSF
Priority E: (IB) Building the institutional structures in order to achieve, upon accession sound and efficient management of EU SF, and efficient management of programmes under under EDIS Measure a Development of administrative capacities for Structural Funds management - Sub-project 7	Overall coordination by MPF Ministry of Labour, Social Solidarity and Family	National Steering Committee for coordination of preparation for Structural Funds, chaired by MPF

The Implementing Authorities and Intermediate bodies will have reporting responsibility to the national coordinator (Implementing Agency) of the priorities and measures.

6.4 Implementing tools

At national level, the **Phare ESC Steering Committee** was established (Minister Order 191 / 11.07.2002) and is operational starting with Phare 2000 and following programmes. Its role is to ensure inter-ministerial co-ordination in the programming, implementation, monitoring and evaluation of programmes. It includes specialists from MEI, RDAs, Ministry of Public Finances, National Agency for SMEs and Cooperation, Ministry of Education and Research, Ministry of Labour, Social Solidarity and Family, Ministry of Transport, Constructions and Tourism, National Administration of Roads, the Ministry of Agriculture, Forestry and rural Development, Ministry of Environment and Waters Management, Ministry of Economy and Trade, National Center for Vocational and Technical Education Development, Ministry of Administration and Interior, EC Delegation; other relevant institutional stakeholders and social partners, will be invited to its proceedings.

The Phare ESC Steering Committee is chaired and serviced by MEI, which will therefore undertake all the necessary administrative tasks (organizing meetings, planning agendas, general secretariat) and will produce all papers to be discussed at its meetings.

The tasks of the Phare ESC Steering Committee are defined in the Regulation of Organization and Functioning, adopted in the first meeting that took place on 12 March 2003. The Phare ESC Steering Committee puts the basis for the future Monitoring Committee under Structural Funds.

The **Ministry of Labour, Social Solidarity and Family** will be the **Implementing Agency (Contracting Authority and Paying Agency)** for Investment in Economic and Social Cohesion Programme – Part 2, with administrative and financial responsibilities.

The main tasks of **Implementing Agency** are:

- The overall responsibility for the technical and financial implementation of the programme, ensuring that the objectives are met and that the selection procedures are efficient, clear and transparent.
- The overall responsibility for monitoring and evaluation of the programme and sub-components

- MIE: coordinating and chairing the **National Steering Committee** and reporting to the National Board for Regional Development and the EC Delegation on the state of implementation of the programme.
- MIE: supervise the activity of the **Sub-Committees** and reporting to the **National Steering Committee**.
- MoLSSF: coordinating and chairing the **Human Resource Development Steering Sub-Committee** and reporting to the **National Steering Committee** on the state of implementation of the measures under HRD priority.
- Elaborating the selection and implementation procedures in accordance with the guidelines set up by the European Union
- Nominate the evaluation committee and the assessors, in consultation with the implementing authorities and the relevant technical ministries. The experts will be nominated "ad personam" on the basis of their technical and professional expertise in the relevant area
- Contracting the grants with the selected applicants.
- Acting as paying agency and ensuring the link with the National Fund, RDAs/PIUs and with the contractors/grant beneficiaries
- Conclude framework agreements with Implementing Authorities and provide them appropriate support to ensure that they achieve their task properly, (templates and guides for ex-ante evaluation, monitoring and ex-post evaluation, common understanding of selection criteria and eligibility criteria, etc).

The National Steering Committee for Phare ESC meets twice a year and works through three sub-committees corresponding to the 3 main priorities of ESC assistance:

- Human Resource Development
- Regional infrastructure to support economic development
- Business development, especially SMEs

The sub-committees meet quarterly or more often if business requires.

The Ministry of Labour, Social Solidarity and Family, as Implementing Agency, works through the PCU set up under Phare 2003, and will conclude a framework agreement with the 8 PIUs at regional level as the intermediate bodies responsible for the implementation of the HRD component, measures a, b, c, under the Investment schemes.

National Agency for Employment and the 8 PIUs are the bodies responsible with the implementation of the strategies in employment and social policies; to strengthen the social dialogue bringing together all relevant actors, social partners, other interested bodies and non-governmental organizations, in particular in creating employment and ensuring employment opportunities for all; to put into practice the social protection measures to meet people's basic needs and promote access to social rights within the universal spirit of many conventions, recommendations and regulations, particularly in the field of employment, education and social services.

The Regional Consortia act as consultative structure, for HRD priority, and their main tasks will be: identifying the HRD priorities; development of the Regional Employment Action Plan, which includes the relevant employment priorities at regional level; members of Regional Consortia will participate in the evaluation committees for HRD projects.

For the purposes of the co-ordination of projects under Priority E, a Project Steering Committee (PSC) will be created to reflect the various attributions of the institutions acting in the field of management of the EU Structural Funds. The PSC will have an advisory role, to formulate recommendations and concrete actions to be taken. The Steering Committee will meet regularly to

ensure proper co-ordination of the various project activities, review the progress of the project and take the necessary corrective actions. The EC Delegation will be invited to participate to the Steering Committee as an observer.

In the same time, at higher level there are the Sectoral Monitoring Sub-Committee for monitoring of all ESC IB and Investment support and the Joint Monitoring Committee where the European Commission, National Aid Coordinator and National Authorizing Officer meet and analyse the stage of implementation of the Phare National Programme.

6.5 Lessons Learnt

See Annex 6.

7. Risks and Conditionality

Table of acronyms

Acronym	Description
AEM	Active Employment Measures
AP	Accession Partnership
BSP	Business Services Provider
CCIR	Chamber of Commerce and Industry of Romania
CFCU	Central Financing and Contracting Unit
CSF	Community Support Framework
CVT	Continuing Vocational Training
EC	European Commission
ECSE	European Charter for Small Enterprises
ECT	Education Credit Transfer
EDIS	Extended Decentralised Implementation System
EIA	Environment Impact Assessment
ERDF	European Regional Development Fund
ESC	Economic and Social Cohesion
ESF	European Social Fund
EU	European Union
FB	Final beneficiaries
FDI	Foreign Direct Investment
FOPIP	Financial Operators Performance Improvement Programme
GD	Government Decision
GDP	Gross Domestic Product
HRD	Human Resource Development
IB	Institution Building
IBRD	International Bank for Reconstruction and Development
ICT	Information & Communication Technology
IFI	International Financial Institution
IRIS	Integrated Regional Information System
ISPA	Pre-Accession Structural Instrument
IT	Information Technology
JAP	Joint Assessment Paper
JIM	Joint Inclusion Memorandum
LEAP	Local Education Action Plans
LEPI	Local Environment Protection Inspectorate
LLL	Life long learning
LM	Labour market
MA	Managing Authority
MC	Monitoring Committee
MEI	Ministry of European Integration
MER	Ministry of Education and Research
MEWM	Ministry of Environment and Water Management
MIS	Management Information System
MoAI	Ministry of Administration and Interior
MoLSSF	Ministry of Labour, Social Solidarity and Family
MPF	Ministry of Public Finances
MTCT	Ministry of Transport, Constructions and Tourism
NAE	National Agency for Employment
NAPE	National Action Plan for Employment
NAQ	National Authority for Qualification
NASMEC	National Agency for Small and Medium Sized Enterprises and Cooperatives
NATB	National Adults Training Board
NBRD	National Board for Regional Development
NCDVET	National Center for Development of Vocational Education and Training
NCTPE	National Center of staff Training in Pre-University Education
NDP	National Development Plan
NEF	National Environmental Fund
NGO	Non Government Organisations

<i>NNI</i>	<i>New Neighborhood Instrument</i>
<i>NPAA</i>	<i>National Programme for the Adoption of the Acquis</i>
<i>NSC</i>	<i>National Steering Committee</i>
<i>NTB</i>	<i>National Training Board</i>
<i>NTC</i>	<i>National Training Centre</i>
<i>PA</i>	<i>Paying Authority</i>
<i>PAO</i>	<i>Programme Authorising Officer</i>
<i>PATJ</i>	<i>County Spatial Development Plan</i>
<i>PC</i>	<i>Programme Complement</i>
<i>PCU</i>	<i>Programme Coordination Unit</i>
<i>PES</i>	<i>Public Employment Service</i>
<i>PIU</i>	<i>Programme Implementation Units</i>
<i>PPD</i>	<i>Phare Programming Document</i>
<i>PPF</i>	<i>Project Preparation Facility</i>
<i>PQNR</i>	<i>Professional Qualifications National Register</i>
<i>PRDT</i>	<i>Programme for Regional Development Training</i>
<i>PSC</i>	<i>Project Steering Committee</i>
<i>RC</i>	<i>Regional Centres</i>
<i>RDA</i>	<i>Regional Development Agency</i>
<i>RDP</i>	<i>Regional Development Plan</i>
<i>RDS</i>	<i>Regional Development Strategy</i>
<i>REAPS</i>	<i>Regional Education Action Plans</i>
<i>REPA</i>	<i>Regional Environmental Protection Agencies</i>
<i>REPI</i>	<i>Regional Environment Protection Inspectorate</i>
<i>ROP</i>	<i>Regional Operational Programme</i>
<i>SAMTID</i>	<i>Small and Medium Towns Infrastructure Development</i>
<i>SAPARD</i>	<i>Special Programme for Pre-Accession Aid for Agriculture and Rural Development</i>
<i>SF</i>	<i>Structural Funds</i>
<i>SME</i>	<i>Small and Medium Sized Enterprise</i>
<i>SOP</i>	<i>Sectoral Operational Programme</i>
<i>TA</i>	<i>Technical Assistance</i>
<i>TD</i>	<i>Tender Dossier</i>
<i>TORs</i>	<i>Terms of Reference</i>
<i>TVET</i>	<i>Technical and Vocational Education and Training</i>
<i>VET</i>	<i>Vocational Education and Training</i>
<i>WB</i>	<i>World Bank</i>

ANNEXES

Annex 1	Log frame planning matrix for Part 2-2006
Annex 2	Detailed Implementation chart for Part 2-2006
Annex 3	Cumulative Commitment and Disbursement Part 2-2006
Annex 4	List of Relevant Laws and Regulations
Annex 5	Monitoring Sheet Part 2-2006
Annex 6	ESC Lessons Learnt 2006
Annex 7	Linked activities