

**A) The NUCLEU Programme – EMPLOYMENT AND SOCIAL INCLUSION  
GROWTH – AN ACTIVE AND SUSTAINABLE SOCIETY – SOACT – 2**

**Project no. 1: PN 06-370101 Analysis of the employment and unemployment policy's impact**

**Phase 1: Indicators and evaluation methods of the labour market dynamics from the perspective of the employment policy's objectives**

Examining the annual progress of our country towards the adjustment of the employment policy is necessary and demanded by the European Commission, based on Romania's commitment in this field. An efficient information and control over the state of facts and a fair evaluation of the impact of the endorsed measures are possible only with the help of indicators and measurement methods. Presently the indicators used are not capable to offer a precise image on the areas with negative and positive potential. Although in the past certain attempts to define a system of indicators for the evaluation of employment and unemployment dynamics, according to the indicators used by EU existed, there are still a number of deficiencies in the calculation and interpretation of some of them. The design of a user's guide for these indicators and for the methods of evaluation would eliminate these problems.

On the other hand the evaluation of employment and unemployment policies impact was only punctual and theoretical up until now.

The literature regarding the labour market policies' evaluation is extended and includes specific methodologies: Liebing (1999), Heckman (1997), Manski (1997), Heckman & Smith (1995), Guido & Angrist (1994) and empirical applications (see the model of job search in conditions of general equilibrium developed by the Danish Institute of Social Research)

We must mention that although there are consistent theoretical preoccupations internationally, the empirical evaluations are developed mostly globally, by international organisms, like OECD, and the experiences of different countries in this area are now just expending.

**Methodology:**

- ❖ Documentary study regarding the theoretical and empirical models of employment policies' impact evaluation and analysis of the application possibilities in economy
- ❖ Defining the indicators set and the methods of evaluation of Romanian employment policies' efficacy

**Project coordinator:** Vasilica Ciuca, PhD, scientific researcher I

## **Project no. 2: Foresight on labour force employment on short and medium term**

### **Phase 1: Methods and models of employment projection used in different countries**

### **Phase 2: Labour force projection models on short and medium term. Informational requests and solving methods.**

The technological and economic changes imposed by the objective of modernizing the Romanian economy, in a background characterized by demographic phenomena such as ageing and external migration, create the need of a forecasted administration of the human resource as an instrument of political planning.

The forecasted administration of the human resource claims the use of precise, detailed and elaborated prognosis instruments. The exercise of planning the future development of Romania (like the National Development Plans) needs adequate and exact prognosis instruments. These instruments are necessary for the coherence of the politic action, especially in the context of Lisbon targets. From the European perspective and according to the requirements of the unique market and of the increased international mobility, the development of models with a certain degree of comparability, gives the possibility to estimates the needs of training and qualifications in the Member States of the European Union. Accordingly, the effort to build a modern instrument of provisional administration must be considered not only from the national perspective, but also from the perspective of aligning to the international practices in this field. Making regular previsions on medium term that will enlarge the time horizon for the stakeholders beyond the present economic cycle that could be applicable to the whole economy allowing a rapid adjustment to the changing circumstances and that would consider the relevant factors like investment plans, estimations of the production and of labour productivity and technologic change.

#### **The Methodology applied**

- ❖ Analysis of the scientific literature in order to catalogue the methods and models of employment projection used in different countries
- ❖ Elaboration of the model of labour force employment projection on medium and short term (structural – econometric model)
- ❖ Testing the model based on statistic information

#### **Means of information collection**

- ❖ Documentation on the scientific literature in the area
- ❖ Building up series of statistic data available from official sources
- ❖ Analyzing the statistic data according to the model

**Project coordinator: Speranta Pirciog, PhD, scientific researcher I**

**Project no. 3 PN 06-370103 / System of indicators and methods of employment quality evaluation**

**Phase 1: Comparative analysis regarding the use of quality indicators regarding employment in the EU countries**

**Phase II: Defining the system of indicators regarding the employment quality in Romania**

Promoting the quality of employment - the objective of generating more and better jobs – means the maintenance and the development of positive tendencies regarding employment on the whole, but also a series of positive tendencies on the economic and social level. Increasing the quality of employment through qualification level increase and/or through job satisfaction increase may determine the growth of productivity. Also increasing the quality of employment through a better balance between the work time and the free time and through labour attractiveness increase may have an important contribution to employment growth, especially through the increase of the employment rate of women and older workers.

Employment quality increase may also contribute to a better adaptability of the labour force, may facilitate the organizational changes and create a better access to the labour market. In these circumstances both the dimensions of employment - the quantitative one and the qualitative one – must be approached in a correlative way, simultaneously, both by the economic practice and by the economic theory, for all hierarchical levels, micro and macro-economical.

The concept of employment's quality was promoted at the Lisbon Summit in March 2000 and it was acknowledged to be a new strategic objective for the European Union for the 2001 – 2010 decade and was reaffirmed as a priority by the European Council in Nice, in December 2000.

**The Methodology applied:**

- ❖ Comparative analysis of different countries' practices regarding the use of quality indicators
- ❖ Defining the system of indicators regarding the quality of employment in Romania
- ❖ Attempt to evaluate the quality of employment using the set of recommended indicators

- ❖ Configuration of an informational system of employment quality evaluation in Romania
- ❖ Elaboration of some methods of monitoring the evolution of employment's quality

#### **Means of data collection:**

- ❖ Documentation and conferring with experts (from INCSMPS, National Institute of Statistics - INS, Academy of Economic Studies - ASE, the National Agency for Employment - ANOFM) regarding the concepts that presently better describe the quality employment, through the access to different sources of knowledge: open sources – INTERNET, closed sources – INCSMPS studies, periodic publications, sessions and scientific conferences, and so on;
- ❖ Investigation and selection of the most important statistic sources that exist: EUROSTAT, statistic publications INS, statistic publications of the Ministry of Labour, Social Solidarity and Family - MMSSF, and so on
- ❖ Consultation of consecrated data base, identification of indicators that describe the quality of employment both in EU and nationally and proposing a set of indicators of employment quality
- ❖ Identifying and analyzing in a comparative manner the methodologies dedicated to the evaluation of employment's quality utilized in EU. Creating a new methodology using the set of indicators proposed for Romania

#### **Dissemination:**

- ❖ **Studies presented within some scientific manifestations and published**

1. Cristina Lincaru PhD, Vasilica Ciuca PhD, "Quality employment, source of security", presented within the annual session of INCSMPS: Security in diversity, the 20<sup>th</sup> of February 2006
2. Vasilica Ciuca PhD, Cristina Lincaru PhD, "Employment and Productivity – Their Contribution to Economic Growth", the National Statistic Seminar – Octav Onicescu, organized by the National Institute of Statistics and the Romanian Society of Statistics with the support of the Romanian Academy, the Academy of Economic Studies – Bucharest and the University of Bucharest, the 4<sup>th</sup> of April 2006
3. Cristina Lincaru PhD, The development of Renewable Energy Sector– source for more and better jobs, presented within FOREN WEC REGIONAL ENERGY FORUM, Neput Olimp, Romania, World Energy Council, Romanian National Committee, Paper code: s4-06, June 11-15, 2006

4. Vasilica Ciuca PhD, Cristina Lincaru PhD, “Employment and Productivity – Their Contribution to Economic Growth”, published in the “Supplement of the Romanian Statistical Review”, no. 2 / 2006, the National Institute of Statistics and the Romanian Statistics Society (code ISSN 1018-046x) also published in the Romanian Statistics Review (scientific issue ranked as national importance) no. 8 / 2006
5. Cristina Lincaru PhD, The development of Renewable Energy Sector – source for more and better jobs, published by AGIR publishing house ISBN 973-720-032-2, CD-ROM 1 FOREN TECHNICAL PAPERS

Electronic publications:

- ❖ Cristina Lincaru, Raboaca Gheorghe, scientific coordinator, Doctoral thesis: The Labour Market of Romania. Organization, functioning, ways of performance improvement, ASE publishing house, Bucharest 2005 (public on the ASE site and in the ASE library, code 125180)

Articles in publishing:

- ❖ Cristina Lincaru PhD, Vasilica Ciuca PhD, “Quality employment, source of security”, article within the INCSMPS annual session publication “Security in diversity”, Agora publishing house, 2007

**Project no. 4 PN 06-370104 – Analysis of the correlation between economic growth, employment and labour productivity**

**Phase 1: Methods and techniques of evaluating the correlation between economic growth-employment-labour productivity**

**Phase 2: Analysis of the dynamics of the correlation between economic growth-employment-labour productivity nationally and regionally**

Achieving the objectives established in the Lisbon Strategy involves efforts on various plans in order to improve the labour market performances and in order to support the growth of productivity in EU. This double aspiration, “more and better jobs” imply high rates of employment, but also a higher productivity, a higher quality of employment. The structural changes in the functioning of the labour market, both nationally and regionally and at the

sector level, are necessary for a sustained growth of employment rates and for productivity growth.

According to Pichelmann and Roger (2004) the improvement of productivity and employment growth in EU are essential for the growth of EU's economic potential. Analyzing the impact of the technological progress and of the economic development on productivity and employment one must consider that increasing employment and productivity can be difficult or even impossible to achieve simultaneously because of the reversed relationship between them. The basic argument for the existence of a negative relation between employment and productivity arise from a serious statistical reason. For any standard of the production function, the medium productivity of the factors will decrease with the growth of production as expansion of the production that asks for the bringing of factors that are less and less productive (old and less efficient equipments, labour force with low abilities and skills). Then the high employment rates will be inevitably associated with reduced outputs on worker and the relationship is true in the opposite way.

Recent studies show that the impact of technological innovation on productivity becomes the main determinant of the process of economic growth. The technologic innovations refer to a series of factors like skills and labour force adaptability, the efficiency of resource utilization, the rapid adjustment to the new techniques. This demonstrates that the investments in education and training destined to improve the labour force efficiency within the productive process, represent a determinant factor of regional growth. In this context studying the dynamics of the total productivity of factors and especially of labour productivity receive increased importance. On the other hand many economic analysts have recently become interested in the impact of the growth of labour productivity. Upon Griliches, 1987, the measurement of productivity growth is similar to the determination of technological changes trends (new models, scientific results, new organizational techniques, and so on). The econometric approach of productivity measurement is based on the observance of results volume varying with the volume of resources involved. In this manner it is avoided the postulation of the relationship between the elasticity of the production and the weight of incomes, that might not describe correctly the relationship. The testing of the relationship is desired.

Other possibilities are opened through the use of econometric techniques. The literature regarding the econometric approaches is vast and the examples are numerous, but the most general models can be found in Morrison (1986) or Nadiri and Prucha (2001). The

econometric approach, as an instrument of academic scientific research, increases the potential of knowledge regarding the change of economic environment.

**Methodology applied:**

- ❖ Documentary analysis of the scientific literature regarding the relationship between economic growth, employment and labour productivity;
- ❖ Building the series of data with indicators of economic growth, of employment, productivity, wages
- ❖ Dynamic analysis of the correlation between economic growth – employment – productivity
- ❖ Elaboration of the recommendations regarding the employment policy

**Means of information collection:** the scientific literature in this area

**Project coordinator:** Speranta Pirciog PhD, scientific researcher I

**Project no. 5 - PN 06-370105 – The impact of wage policy on labour cost**

**Phase 1: Study of the dynamics of nominal and real wages on activities of the national economy and of the industry in the last 5 years**

As the scientific research in Romania didn't focus on high complexity studies on wages, the project aims to contribute to the covering of the gap of knowledge in this field. For the first time in Romania the correlation between the weights of personnel spending in brute added value and the wage, on activities of the national economy and of industry is studied. The project aims to sustain through information scientifically analyzed, the priorities from the development strategies, the government plans and Romania's international commitments. The activities and their distribution on phases were conceived in such a manner that the project is constituted in an integer. The trends of the nominal and real wages and the labour cost will be analyzed on national economic and industrial activities. The dynamics of wages distribution is studied analytically, on activities of the national economy and on industries, in the third phase of the project. The following phase is continued with the comparative analysis of wage disparities, studying the dynamic evolution of these according to the following influential elements: gender, age, education, ancientness in the organization, the property form, the judicial form of the organization, occupation and economic activity. In the end the deviation of the wages paid from the negotiated wages will be studied as these deviations directly influence the dynamics of labour costs.

**Methodology applied:**

- ❖ Inventory of the methods of investigation of the wages' dynamics, distributions and correlations, as it results from the scientific literature (documentary study)
- ❖ Building the data series with indicators of economic development, employment, labour productivity
- ❖ Analysis of wages evolutions dynamics and identification of the causes with negative effects that can create inflation – statistic dynamic analysis, cause-effect analysis

**Means of information collection**

- ❖ Documentation from the available scientific data base, documentation from the scientific literature
- ❖ Investigation and selection of the main existent statistic sources: EUROSTAT, the statistic publications of INS, the statistic publications of MMSSF, and so on.

**Means of results' dissemination:**

- ❖ Dissemination within the Annual Scientific Session of INCSMPS, 2007

**Project coordinator:** Nicolae Cataniciu, PhD, scientific researcher, I

**Project no 6, PN 06-370201 – Optimization of the collection system of contributions for the public pension system and means of adjusting it in the perspective of introducing the private administrative systems based on individual savings**

**Phase 1: Analysis of the contribution collection system – current problems and means of solving them**

**Phase 2: Ways and means of building the optimum in collecting the contributions to the public pension system**

The pension reform in Romania was developed during the longest period of transition from plan to market known in the Central and Eastern Europe, process that took almost 7-8 years to the moment when it reached the level of the so called critical mass of transition. This process was accompanied by a process of accentuated population reduction, reduction due to the dramatic reduction of birth rate, as a normal reaction of the population to the brutal pro-birth policies of the communist regime. The lengths of the transition period, with an accentuated component of unpredictability (the population and its evolution are a function of



predictability) were also determinant factors of global Romanian population reduction as well as of a sui generis way of assuring a minimum of social protection. The systems of contributions' collections as essential component of ensuring the sustainability of such systems, especially under the circumstances of the development of alternative systems to the unique functional system presently, PAYG, need to be profoundly re-examined.

The project is focused on:

- Studying the efficiency and efficacy of the present system of contribution collection for the pensions, focused on its prospective efficiency and efficacy, in the context of the starting of the functioning of the privately administrated pensions system, with compulsory character, based on individual savings
- Actuarial projections regarding the efficiency and efficacy of the system of contribution collection for the pensions under the circumstances of a classical three pillar system, both in the hypothesis of contribution division for the two compulsory components and in the case of contribution separation, considering also the optional component DC/DB
- The design of a strategic foresight regarding the functioning of a contribution collection system of multi – pillar system (with contributive and non contributive components, administrated both privately and public)
- Examining the possibilities of assuring a hedging in front of the leverage generated by the diminishing of the number of contributors on the long run as an effect of the life expectancy increase both at birth and in the moment of retirement as well as of the reduced dimensions of the generations that were born after 1990, through the securitization of the DB pensions systems (including the public PAYG)

**The applied methodology:**

- Analysis of time series regarding the main indicators of contributions collections for the public pensions fund
- Indicators design that allow international comparisons according to the methodology of the International Labour Bureau
- Models and simulations with alternative situations regarding the evolution of contributions collections and their impact on the moment of unleash and on the unroll of the parametric reform of the pension system

- Scenarios and prognosis of evolution regarding the main indicators of contribution collections to the public pensions fund, in the circumstance of contribution division as a consequence of the creation of private pensions funds with compulsory character

**Project no. 7 PN 06-370202 – Study regarding the impact of some programmes of social protection on poverty and social exclusion reduction**

**Phase 1: Approaches of the poverty and social exclusion phenomena in the EU. Strategies for promoting social inclusion**

**Phase 2: Conceptual approach of the poverty and social exclusion phenomena**

**Methodology used in the elaboration of the document:**

The scientific research methodology:

- ❖ Scientific observation (“scientific contemplation”) of the phenomena, on data and information resulted from the documents from obtaining information on the phenomena of research: study of the problematic, connections to the international area, to the documents of the European Union / the European Commission, the communitarian acquis, and so on
- ❖ The systemic approach: The National Strategies in this field: the strategic objectives from the Government Programme, for 2005 – 2008; The National Anti-Poverty and Social Inclusion Plan; The National Development Plan 2007 – 2013; some documents as JIM – Joint Inclusion Memorandum; the strategies of the governmental organisms with attributions in this area
- ❖ Methods and techniques of analysis and measurement (indicators), through procedures of elaboration and models, through procedures of ipohesis and methods validation

**Methods for the collection of information:**

- ❖ Information offered by some organizations (Ministry of Labour, Social Solidarity and Family, the National Institute of Statistics, studies/reports of the World Bank, The United Nations Programme for Development – PNUD, and so on) – source: web page
- ❖ Documents from participations in conferences, seminars, public debates of some legislative projects, national expositions, symposiums, scientific communication sessions, workshops, workgroup meetings, and so on

**Dissemination:**

- ❖ The communication “Poverty amongst the old people of Romania”, presented to the annual session of scientific communications of the Institute, in 2006, in publishing

**Project’s coordinator:** Cristina Stroe, scientific researcher, II

**Project no. 8 PN 06-370203 – Evaluation of the efficiency of public social services’ reform implementation**

**Phase 1: Study on the implementation of the legislative measures in the area of public social services reform**

A part of the commitment that our country has assumed in order to achieve the communitarian aquis includes the reducing of marginalization and social exclusion and the increase of the degree of social inclusion through the development of the public social services system. The reform in the field of social services has become a necessity in Romania and it is subscribed in its turn to the general reform of the public local administration as well as to the scope of developing a coherent social public policy and of some social services that should support the citizen, according to the EU stipulations.

The reform in the area of social public services accelerated in the last years as a result of the approval of the legislative frame that regulates the organization and the way the local social services institutions’ function, the necessary conditions for the accreditation of local services’ suppliers and the public private partnership in this field. The evaluation of the implementation’s efficiency of reform objectives and of the legislative measures regarding the institutional building, the human resources management and the development of social services at local public administration level allow the government and also the external observers from EU level to appreciate the efficiency, the efficacy and the effectiveness of the programmes applied for this scope.

The study will evaluate the impact of the new institutional construction proposed by the public social services reform on the categories of population that benefits from the services of social communitarian assistance. The study will observe the degree of satisfaction of the beneficiaries vis-à-vis the developed services in the plan of local community. The construction and the consolidation of the infrastructure necessary for creating a network of social services developed at communitarian level has the objective of diminishing the risk of marginalization and social exclusion. The role of social services in preventing and diminishing the phenomena of exclusion and marginalization grew a lot lately because of factors like unemployment and poverty.

### **The methodology used for the first phase of the study:**

- ❖ Analysis of the social programmes and of the devices that the state offers for the development of the public social services (programmes and services for the categories in difficulty: children lacking parental care, young people in difficulty, juvenile delinquents, disabled – children or adults, the elderly, drugs, alcohol and other substances addicts, victims of family abuse and violence, persons and families without income, some categories of persons like refugees, immigrants, roma population, convicts)

### **Data collection:**

- ❖ Documentation (legislation and governmental programmes in this area nationally and internationally)
- ❖ Collection and analysis of statistic data

### **Project's coordinator:**

- ❖ Nicolina Racoceanu, scientific researcher, II

### **Project no. 9 PN 06-370204 – Analytic evaluation of the efficiency of programmes of measures scheduled in the area of familial policies**

#### **Phase 1: Analysis of the objectives, programmes and legislative measures put to practice in the process of policy reform in favor of the family in Romania**

The profound transformations that take place in the familial area impose adjustments of the familial policies and of the social security policy. These changes right in the center of society have a series of repercussions not only on individuals, but also on the society as a whole. In general the research was mostly focused on the analysis of the new familial models and less on their impact on the quality of individual development and on the evolution of the society as a whole. Numerous social cases that come to the attention of social services derive from these new familial models, that the societies and their laws don't seem to be prepared to face. It was ascertained that the breaking up of the family and the acceptance of the new familial models have a negative impact on children's well being. The high number of neglected children, abandoned, exploited, abused, became a worrying reality for many of world's states. The increasing phenomenon of "street's children", especially in the poor states of the world is caused mainly by poverty, but the unstableness and vulnerability of the family are also important factors. The mono-parental and the disorganized families are more likely to be

vulnerable to social risks and poverty. Generally, the familial solidarity has an important role in building the social protection and in surpassing the risks that can affect the family as a whole or some of its members.

Although the new familial models are more and more accepted in the occidental societies, the social policies continue to focus on the classical familial model and to consider that it is the best instrument of social protection for some categories of vulnerable persons. Thus, instead of putting the children that lack parental care in institutions, it is recommended that they are taken care for in a substitutive family. It is also acknowledged that the dependent elder and the disabled are much better taken care for in the family than in specialized institutions and that it is better to support the family that has to care for such members than to finance the high costs of institutionalized care.

In order to understand the situation and the evolution of the family in the society it is necessary to undergo periodical research and studies in this area. The collection of data and the information exchange are important in order to build the familial policies and the strategies for their implementation.

**The methodology applied in the first phase of the study is based on:**

- ❖ Evaluations of the sustaining devices for the families through governmental programmes and measures
- ❖ Analysis of the efficiency and efficacy of familial support policies
- ❖ Analysis of familial policy's results compared to the stipulated results, including from a cost's perspective
- ❖ Comparative analysis with the existent tendencies in the objectives of the familial policies of the European states
- ❖ Elaborating a policy evaluation methodology in favor of supporting the social protection of the family and its members

**Methodology of data collection:**

- ❖ Documentation (legislation and governmental programmes in this field both nationally and internationally)
- ❖ Collection and analysis of statistic data

**Project coordinator:** Nicolina Racoceanu, scientific researcher II

**Project no. 10 PN 06-370301 – Methods of evaluating the impact of lifelong learning on the increase of labour force employment**

**Phase 1: Indicators and methods of lifelong learning evaluation used in the EU**

**Phase 2: Analysis of the connection between the initial education and lifelong learning**

Examining the annual progress of our country regarding the adjustment of the employment policy is necessary and asked for by the European Commission, based on Romania's commitments in this area.

Clear perceptions of the reality and an efficient control, as well as a fair evaluation of the measures' impact are not possible unless we have a coherent system of indicators. They would increase the chance of success of the implemented programmes and of the political decisions.

Presently, the indicators are not able to offer an exact and precise image. Although there were efforts to define a methodology of indicators of lifelong learning evaluation and although the EU indicators were kept in mind, there still are some difficulties in the interpretation of some of them, that don't offer an image on the lifelong learning impact on the dynamics and the quality of employment, on a medium and a long term.

On the other hand, the evaluation of the impact of lifelong learning policies was only achieved punctually, on a theoretical level, up until now.

The attempts of applying the modern evaluation methodologies were only experimental, through partial surveys only for some active measures against unemployment or for the evaluation of the impact of lifelong learning programmes initiated by the firms in two regions of development (Bucharest and the North-East region, 2003)

The education and the professional training play an important role in the strategic orientation regarding the human resources development. For estimating the real progress and for a better efficiency and efficacy of lifelong learning programmes it is absolutely necessary to introduce a monitoring system based on a methodology of lifelong learning programmes' evaluation, and of their impact on employment, on its dynamics and quality, in relation with the eight levels of training presented in the European qualification meta-frame. Because of that, the proposed project has a novelty character nationally, as up until now a methodology of this kind hasn't been made operational.

The results offered by this monitoring system based on the methodology of lifelong learning programmes evaluation, can create a support for political decision, for the design of active measures programmes in which the lifelong learning component will produce the desired effect, as the design of measures would produce positive chain effects on employment and on

its dynamics and quality and on the workers' qualification level. Thus the conditions for assuring the efficiency, efficacy, pertinence and conformity of lifelong learning programmes would be created.

**Methodology applied for the first phase of the study, based on:**

- ❖ Inventory of the methods of evaluation of the impact of lifelong learning policies (study regarding the theoretic and empirical methods of evaluation of the impact of lifelong learning policies)
- ❖ Analysis of the possibility of applying them in the context of Romanian economy

**Dissemination:**

The results were disseminated through the study "Romanian labour market dynamics in 2006 – 2008", in publishing.

**Project's Coordinator:** Gabriela Tudose, scientific researcher, III

**Project 11 PN 06-370302 – Means of stimulating the activation of work resources for employment increase**

**Phase 1: Analysis of the dynamics of labour resources' degree of participation to the economic activity in Romania**

**Phase 2: Methods and instruments of investigation of human resources' motivation for their participation to the economic activity**

The investment in the human resource has a key role in the Lisbon strategy as it appears both as an essential growth factor and as a pillar for an adequate policy of social cohesion. The human capital is considered not only a crucial element for the development of new technologies, but also a necessary factor for their efficient use, a condition of the professional insertion capacity and a fighting instrument against social exclusion and gender discrimination.

The phenomenon of increasing inactivity of the working age population has recently been signaled in our country, so these kinds of studies were not developed and, on a methodological level, there are no instruments built in order to determine the motivation for the activation of these categories of population, instruments adjusted to the Romanian conditions. Some studies

regarding the unemployed behavior were realized in 1996-1998, but the results referred only to the mentioned period.

One must admit that the labour performance depends both on internal variables of the person (age, sex, skills, interests and motivations, values, personality traits, experience), and on external variables of physical or ambiental nature (work space, equipments, work methods) and organizational-social (character, organization's policy, social environment). The problem of professional behavior is an aspect that requests a criterion of performance evaluation. The evaluation criteria can be subjective (intra and interpersonal), but they can also be objective (Quantitative), on a short or medium term. Each of these criteria has a validity that is relative to the nature of the profession, to the type of the organization, to the society as a whole. Even though the person evaluates himself realistically and is capable of an efficient administration of his own resources, the professional evolution will be conditioned by the type of organization in which he works, by the economic conditions, by other factors. Today the labour market situation is totally different than that of the passed decades, on a global level. There is a higher diversity of jobs and different types of work schedules, but there is also a big change regarding the work motivation, the attitude the individuals have when they decide to enter to the labour market and the attitude of the employers. The work environment is different, it has changed and transformed. The manager is the one that takes the decisions and the art of leading an organization must use methods capable of activating all the levels of the organization. We are in an age of great changes. All these changes require a positive environment, capable to sustain the development and the valorization of individual skills and potential. These characteristics can't develop in a determined segment at a certain time - this process must unroll on the entire professional activity and on the entire life.

Presently the Romanian labour market offers different work environments, there are flexible forms of employment and also atypical forms of employment will develop. There are new elements that were added during the transition from plan to market. In this complex context the elaboration of some directions of political action without detailed knowledge of human resources' perceptions and motivations risk to fail from the results' perspective.

### **The applied methodology**

- ❖ Analysis of the statistic information, especially regarding the unemployed and the inactive population's situation from the perspective of their participation to the labour market;



- ❖ Defining the concept of motivation and its implications to everyday life and to the professional life, based on the analysis of the scientific literature
- ❖ Analysis of the scientific literature regarding the methods and techniques of investigation of the work resources' motivation for their participation to the economic activity and choosing the method and the instrument that proof themselves to be the most efficient in finding the answers to our problem of interest
- ❖ Designing the survey

### **Means of data collection**

- ❖ Sources of the National Institute of Statistics
- ❖ Study of the scientific literature regarding motivation in general and the motivational process

**Dissemination:** The paragraph “Trends in the employment of Romania’s population. Factors and constraints” in the study “Romanian Labour market dynamics in 2006 – 2007” in preparation for publication

**Project’s coordinator:** Beatrice Chiriac, scientific researcher, III

**Project no 12 PN 06-370401 – Evaluation of the gender mainstreaming capacity of the social partners**

**Phase 1: Conceptual delimitations. Methods and techniques of gender mainstreaming**

**Phase 2: Comparative analysis regarding the inclusion of the gender dimension in industrial relations in the EU countries**

The studies developed internationally underlined the fact that “assuring the equality of chance and treatment” is stipulated on the agenda of all the unions from most of the European countries, the employers organizations concentrating less on this dimension and rather preferring the solutions adjusted to particular cases and not the “general” rules. But the gender dimension is included in all the collective contracts nationally and these establish later on the frame for the elaboration of the collective contracts on industries and enterprises. Considering the fact that the collective bargain plays an essential role in the establishment of labour terms and conditions, we may say that it becomes a key factor in promoting the equality, including the gender equality in employment.

It is essential that this potential of equality mainstreaming to be completely exploited, as the possibility that certain discriminative practices are settled and reproduced is higher when the collective bargaining process lacks its gender dimension.

The research theme is in accordance to the objectives of the National Strategy for Implementing the Year of Equal Opportunities for All. It also supports the National Agency for Equal Opportunities for Men and Women, that coordinates and organizes the CONES' activities (the National Commission for Equal Opportunities) and COJES (the County Commission for Equal Opportunities), with complex tripartite structure. Starting from the studies and evaluations of the European Foundation for the Improvement of Working and Living Conditions, as well as from the studies of the United Nations Development Program and the Partnership Centre for Equal Opportunities, the project wants to end in a methodological approach, tested and perfected, for the evaluation of the social partners' capacity to develop an integrative gender behavior, knowing that the mechanism of collective bargaining is one of the most important factors for promoting the principles of equal opportunities and treatment.

**Methodology applied:**

- ❖ Analysis of the scientific literature regarding the methods and techniques of gender mainstreaming
- ❖ Comparative analysis regarding the inclusion of gender dimension in industrial relations in the EU countries

**Means of dissemination:**

- ❖ Communication “Methods and techniques of gender mainstreaming” during the Communication Session of the Academy of Economic Studies
- ❖ Paragraph “Gender dimension in the Romanian employment policy” in the study “Romanian Labour market dynamics in 2006 – 2007” in preparation for publication

**Project's coordinator:** Cristina Mocanu, scientific researcher III

**Project 13 PN 06-370402 – Financing Mechanisms of Childcare Public Services**

**Phase 1: Diagnostic analysis regarding the demand of childcare public services in Romania**

**Phase 2: Comparative analysis regarding the financing mechanisms of childcare public services in other EU countries, USA, Canada and Australia**

The conciliation of familial and professional responsibilities represents a problem all along the active life; the struggle of balancing the two is an everyday challenge from the moment a person/couple decides to have a baby or to assume the responsibilities of caring for their children or grandchildren or for the older members of the family. The way in which women and men choose to combine the familial responsibilities to the professional ones is gender differentiated. Although the progress regarding the equalization of opportunities in the public space as well as in the activities that take place in the public space is significant, the legislative and institutional actions are superior compared to the mentalities that exist. In the private, domestic space, things are at the very beginning regarding equity. Just recently the studies demonstrated the strong connection between the labour market performances of men and women and their domestic activities. It is well known all over the world that women do most of the domestic work, while men mainly assume the professional activities. Women tend to do most of the housework, whether they are housewives or active on the labour market. Men that have active wives on the labour market don't give significantly more time to domestic activities compared to men that have housewives. In fact the men from the couples where both partners have a job spend with domestic activities 1/3 of the time their wives dedicate to this kind of work.

Studies show that men that tend to equally share with their wives the domestic work are those that have earnings that are comparable to those of their partners. The equitable negotiation of housework duties is possible only when the earnings of the two partners are similar. No other variable creates significant changes on the model, whether it is residence, education, professional status, and so on. The data from the Gender Barometer show that the Romanian society is more likely to be "traditional", "patriarchal", as this segregation of the public and private spaces exists and consequently we may speak of the association of men to the public space and professional activities and of women to the private space and its specific activities.

#### **Methodology applied:**

- ❖ Analysis of data series regarding the number of kindergarden children and the degree in which they are integrated in kindergardens
- ❖ Comparative analysis regarding the financing mechanisms of childcare public services in other EU countries, USA, Canada and Australia

#### **Dissemination:**

- ❖ Paragraph “Gender dimension in the Romanian employment policy” in the study “Romanian Labour market dynamics in 2006 – 2007” in preparation for publication

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